**Supplementary Material**

**APPENDIX TABLE A.1 | Multiple Regression Analysis with Burnout as Dependent Variable and Positive Meaning, Meaning Making Through Work, and Greater Good Motivations as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 6.18 | .16 | – | .00** | .48 | 134.21 (3; 435) |
| | Positive meaning | –.76 | .09 | –.65 | .00** | | |
| | Meaning making through work | –.16 | .08 | –.14 | .05* | | |
| | Greater good motivations | .12 | .06 | .10 | .04* | | |
| 2 | (Constant) | 6.63 | .64 | – | .00** | .48 | 18.70 (23; 415) |
| | Positive meaning | –.77 | .10 | –.66 | .00** | | |
| | Meaning making through work | –.16 | .09 | –.14 | .06 | | |
| | Greater good motivations | .12 | .06 | .11 | .05* | | |

Model 1: First regression, associations between burnout and positive meaning, meaning making through work, and greater good motivations.

Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).

*$p < .05$. **$p < 0.01$. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.2 | Multiple Regression Analysis with Emotional Exhaustion as Dependent Variable and Positive Meaning, Meaning Making Through Work, and Greater Good Motivations as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 6.56 | .23 | – | .00** | .22 | 41.69 (3; 435) |
| | Positive meaning | −.64 | .14 | −.44 | .00** | | |
| | Meaning making through work | −.24 | .12 | −.16 | .06 | | |
| | Greater good motivations | .22 | .09 | .16 | .02* | | |
| 2 | (Constant) | 8.31 | 1.28 | – | .00** | .23 | 6.53 (23; 415) |
| | Positive meaning | −.68 | .15 | −.46 | .00** | | |
| | Meaning making through work | −.26 | .12 | −.18 | .04* | | |
| | Greater good motivations | .24 | .10 | .17 | .01* | | |

Model 1: First regression, associations between emotional exhaustion and positive meaning, meaning making through work, and greater good motivations.

Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).

*$p < .05$. **$p < 0.01$. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.3 | Multiple Regression Analysis with Cynicism as Dependent Variable and Positive Meaning, Meaning Making Through Work, and Greater Good Motivations as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 7.60 | .23 | – | .00** | .50 | 146.48 (3; 435) |
| | Positive meaning | −1.27 | .12 | −.74 | .00** | | |
| | Meaning making through work | −.05 | .12 | −.03 | .68 | | |
| | Greater good motivations | .13 | .08 | .08 | .11 | | |
| 2 | (Constant) | 7.63 | .72 | – | .00** | .50 | 20.26 (23; 415) |
| | Positive meaning | −1.23 | .12 | −.72 | .00** | | |
| | Meaning making through work | −.06 | .12 | −.03 | .61 | | |
| | Greater good motivations | .11 | .08 | .07 | .19 | | |

Model 1: First regression, associations between cynicism and positive meaning, meaning making through work, and greater good motivations.

Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).

*$p$ < .05. **$p$ < 0.01. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.4 | Multiple Regression Analysis with Reduced Professional Efficacy as Dependent Variable and Positive Meaning, Meaning Making Through Work, and Greater Good Motivations as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 4.36 | .18 | – | .00** | .29 | 60.90 (3; 435) |
| | Positive meaning | −.37 | .09 | −.37 | .00** | | |
| | Meaning making through work | −.19 | .08 | −.19 | .01* | | |
| | Greater good motivations | −.00 | .06 | −.01 | .94 | | |
| 2 | (Constant) | 3.96 | .30 | – | .00** | .30 | 9.26 (23; 415) |
| | Positive meaning | −.41 | .09 | −.41 | .00** | | |
| | Meaning making through work | −.17 | .08 | −.17 | .03* | | |
| | Greater good motivations | .01 | .06 | .02 | .82 | | |

Model 1: First regression, associations between reduced professional efficacy and positive meaning, meaning making through work, and greater good motivations.
Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).
*$p$ < .05. **$p$ < 0.01. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.5 | Multiple Regression Analysis with Work Engagement as Dependent Variable and Positive Meaning, Meaning Making Through Work, and Greater Good Motivations as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 1.65 | .16 | – | .00** | .50 | 146.09 (3; 435) |
| | Positive meaning | .73 | .09 | .62 | .00** | | |
| | Meaning making through work | .25 | .08 | .21 | .00** | | |
| | Greater good motivations | –.15 | .06 | –.14 | .01* | | |
| 2 | (Constant) | 1.97 | .46 | – | .00** | .51 | 20.64 (23; 415) |
| | Positive meaning | .73 | .10 | .62 | .00** | | |
| | Meaning making through work | .25 | .09 | .21 | .01** | | |
| | Greater good motivations | –.15 | .06 | –.13 | .01* | | |

Model 1: First regression, associations between work engagement and positive meaning, meaning making through work, and greater good motivations.
Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).
*$p < .05$. **$p < 0.01$. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.6 | Multiple Regression Analysis with Burnout as Dependent Variable and Needs Fulfillment, Group Membership, Influence, and Emotional Connection as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 6.40 | .21 | – | .00** | .50 | 111.14 (4; 434) |
| | Needs fulfillment | −.35 | .06 | −.34 | .00** | | |
| | Group membership | −.23 | .07 | −.23 | .00** | | |
| | Influence | −.02 | .05 | −.02 | .67 | | |
| | Emotional connection | −.25 | .08 | −.20 | .00** | | |
| 2 | (Constant) | 6.91 | .69 | – | .00** | .51 | 19.62 (4; 414) |
| | Needs fulfillment | −.36 | .06 | −.34 | .00** | | |
| | Group membership | −.24 | .07 | −.24 | .00** | | |
| | Influence | −.01 | .06 | −.01 | .83 | | |
| | Emotional connection | −.23 | .09 | −.19 | .00** | | |

Model 1: First regression, associations between burnout and needs fulfillment, group membership, influence, and emotional connection.
Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).
*$p$ < .05. **$p$ < 0.01. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.7 | Multiple Regression Analysis with Emotional Exhaustion as Dependent Variable and Needs Fulfillment, Group Membership, Influence, and Emotional Connection as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 7.00 | .27 | – | .00** | .30 | 47.53 (4; 434) |
| | Needs fulfillment | −.52 | .09 | −.39 | .00** | | |
| | Group membership | −.12 | .09 | −.09 | .19 | | |
| | Influence | .08 | .07 | .05 | .28 | | |
| | Emotional connection | −.23 | .11 | −.15 | .04* | | |
| 2 | (Constant) | 8.76 | 1.10 | – | .00** | .30 | 8.73 (24; 414) |
| | Needs fulfillment | −.50 | .09 | −.38 | .00** | | |
| | Group membership | −.17 | .10 | −.13 | .08 | | |
| | Influence | .08 | .08 | .06 | .34 | | |
| | Emotional connection | −.22 | .12 | −.14 | .06 | | |

Model 1: First regression, associations between emotional exhaustion and needs fulfillment, group membership, influence, and emotional connection.
Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).
*$p < .05$. **$p < 0.01$. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.8 | Multiple Regression Analysis with Cynicism as Dependent Variable and Needs Fulfillment, Group Membership, Influence, and Emotional Connection as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 7.69 | .30 | – | .00** | .47 | 97.84 (4; 434) |
| | Needs fulfillment | −.46 | .10 | −.30 | .00** | | |
| | Group membership | −.40 | .12 | −.26 | .00** | | |
| | Influence | .01 | .08 | .01 | .88 | | |
| | Emotional connection | −.37 | .13 | −.20 | .00** | | |
| 2 | (Constant) | 7.78 | .68 | – | .00** | .48 | 18.04 (24; 414) |
| | Needs fulfillment | −.50 | .11 | −.32 | .00** | | |
| | Group membership | −.37 | .12 | −.24 | .00** | | |
| | Influence | .04 | .09 | .02 | .69 | | |
| | Emotional connection | −.33 | .13 | −.18 | .02* | | |

Model 1: First regression, associations between cynicism and needs fulfillment, group membership, influence, and emotional connection.
Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).
*$p < .05$. **$p < 0.01$. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.9 | Multiple Regression Analysis with Reduced Professional Efficacy as Dependent Variable and Needs Fulfillment, Group Membership, Influence, and Emotional Connection as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
|---|---|---|---|---|---|---|---|
| | | **B** | **SE** | **β** | | | |
| 1 | (Constant) | 4.50 | .20 | – | .00** | .28 | 44.18 (4; 434) |
| | Needs fulfillment | −.09 | .06 | −.10 | .13 | | |
| | Group membership | −.19 | .06 | −.21 | .00** | | |
| | Influence | −.16 | .05 | −.16 | .00** | | |
| | Emotional connection | −.16 | .08 | −.15 | .04* | | |
| 2 | (Constant) | 4.20 | .40 | – | .00** | .29 | 8.52 (24; 414) |
| | Needs fulfillment | −.08 | .06 | −.09 | .24 | | |
| | Group membership | −.20 | .07 | −.22 | .00** | | |
| | Influence | −.16 | .05 | −.17 | .00** | | |
| | Emotional connection | −.15 | .09 | −.14 | .09 | | |

Model 1: First regression, associations between reduced professional efficacy and needs fulfillment, group membership, influence, and emotional connection.
Model 2: Second regression, associations after adding the covariates.
*$p$ < .05. **$p$ < 0.01. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.

**Extended Health and Disease Model**

**TABLE A.10 | Multiple Regression Analysis with Work Engagement as Dependent Variable and Needs Fulfillment, Group Membership, Influence, and Emotional Connection as Independent Variables.**

| Model | Variables | Unstandardized coefficient | | Standardized coefficient | $p$ | $R^2_{adj}$ | $F$ |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | $B$ | $SE$ | $\beta$ | | | |
| 1 | (Constant) | 1.35 | .21 | – | .00** | .48 | 100.33 (4; 434) |
| | Needs fulfillment | .17 | .06 | .16 | .00** | | |
| | Group membership | .20 | .07 | .19 | .00** | | |
| | Influence | .07 | .05 | .06 | .20 | | |
| | Emotional connection | .45 | .08 | .36 | .00** | | |
| 2 | (Constant) | 1.60 | .54 | – | .00** | .50 | 18.86 (24; 414) |
| | Needs fulfillment | .22 | .06 | .21 | .00** | | |
| | Group membership | .16 | .07 | .15 | .04* | | |
| | Influence | .08 | .06 | .07 | .15 | | |
| | Emotional connection | .41 | .08 | .33 | .00** | | |

Model 1: First regression, associations between work engagement and needs fulfillment, group membership, influence, and emotional connection.
Model 2: Second regression, associations after adding the covariates (age, gender, highest level of education, company size, average weekly working hours, and marital status).
*$p < .05$. **$p < 0.01$. – statistically significant (two-tailed), results are based on 1000 bootstrap samples.