

Supplemental Material

SUPPLEMENTAL MATERIAL 1: DETAILED SURVEY INSTRUMENT AND MEASUREMENT SCALES

"Work-related stress" scale. Higher total scores are indicative of greater perceived stress

In the last month, how often have you been upset about something that came up unexpectedly?	0	1	2	3	4
In the last month, how often did you feel like you couldn't control the important things in your life?	0	1	2	3	4
In the last month, how often have you felt irritated and stressed?	0	1	2	3	4
In the last month, how often have you felt confident that you can manage your personal problems?	0	1	2	3	4
In the last month how often have you felt that things are going the way you want them to?	0	1	2	3	4
In the last month, how often did you feel that you could not meet your obligations?	0	1	2	3	4
In the last month how often have you been able to control your irritation?	0	1	2	3	4
In the last month how often have you felt in control of everything?	0	1	2	3	4
In the last month how often have you gotten angry about things you couldn't control?	0	1	2	3	4
In the last month how often did you feel that the difficulties were so many, that you could not control them?	0	1	2	3	4

0=never 1=almost never 2=sometimes 3=fairly often 4=very often

"Work-family conflict" scale. High scores indicate high levels of work-family conflict

My job prevents me from spending sufficient quality time with my family	1	2	3	4	5	6	7
At the end of the day there is not enough time to do the things I would like at home (eg various sports and social activities)	1	2	3	4	5	6	7
My family misses' opportunities due to my work obligations	1	2	3	4	5	6	7
My job has a negative impact on my family life	1	2	3	4	5	6	7
My job makes me nervous and irritable at home	1	2	3	4	5	6	7
My performance at work lags due to my family obligations	1	2	3	4	5	6	7
Family worries and responsibilities often distract me in my work	1	2	3	4	5	6	7
If I didn't have a family, I would be better at my job	1	2	3	4	5	6	7
My family has a negative impact on my daily work obligations	1	2	3	4	5	6	7
It is difficult for me to concentrate on work because I am exhausted by family responsibilities	1	2	3	4	5	6	7

1=totally disagree 2=very much disagree 3=disagree 4=neither agree nor disagree 5=I agree 6=I agree very much 7=I totally disagree

"Work commitment" section. The statements are about how you experience your work and how you feel about it

In my work I feel overwhelmed with energy	0	1	2	3	4	5	6
I feel full of vitality and strength when I work	0	1	2	3	4	5	6
I'm excited about my work	0	1	2	3	4	5	6
My work inspires me	0	1	2	3	4	5	6
When I get up in the morning, I am in the mood to go to work	0	1	2	3	4	5	6
I feel happy when I work intensively	0	1	2	3	4	5	6
I feel proud of the work I do	0	1	2	3	4	5	6
I am completely absorbed in my work	0	1	2	3	4	5	6
My work fascinates me	0	1	2	3	4	5	6

0=never 1=almost never 2=occasionally 3=regularly 4=often 5=very often 6=always

"Psychological empowerment" Section

My job is very important to me	1	2	3	4	5	6	7
My job duties are of particular importance to me	1	2	3	4	5	6	7
My job means a lot to me	1	2	3	4	5	6	7
I trust my abilities to do my job	1	2	3	4	5	6	7
I am confident in the abilities I have to perform my work duties	1	2	3	4	5	6	7
I have specialised skills for the demands of my job.	1	2	3	4	5	6	7
I have considerable autonomy in determining how I work	1	2	3	4	5	6	7
I can decide for myself how to do my job	1	2	3	4	5	6	7
I have significant margins of independence and freedom in how I will do my job	1	2	3	4	5	6	7
My influence is great on what happens in my department	1	2	3	4	5	6	7
I have a great deal of control over what happens in my department	1	2	3	4	5	6	7
I have a significant influence over what happens in my department	1	2	3	4	5	6	7

1=totally disagree 2=very much disagree 3=disagree 4=neither agree nor disagree 5=agree 6=very much agree 7=totally agree

"Organisational engagement"

Overall, I am satisfied with my work	1	2	3	4	5
Overall, I like my job	1	2	3	4	5
Συνολικά, μου αρέσει να εργάζομαι εδώ	1	2	3	4	5
I don't feel "emotionally attached" to the hospital where I work	1	2	3	4	5
The hospital where I work is of great importance to me	1	2	3	4	5
I don't feel like I belong to the hospital where I work	1	2	3	4	5
I often think about leaving the hospital where I work	1	2	3	4	5
It is very likely that I will look for a new job next year	1	2	3	4	5
If I could choose again, I would choose to work for the hospital where I work	1	2	3	4	5

1=totally disagree 2=disagree 3=neither agree nor disagree 4=agree 5=totally agree

Finally, there was a question the nurses had to answer with sincerity about their intention to leave the profession

How often in the past year have you thought about quitting nursing and starting a completely different job?	1	2	3	4	5
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1=never 2=A few times 3=A few times a month 4=A few times a week 5=every day