



Figure S1. Scree plot in favor of the two-factor structure.

Table S2. Comparative analysis according to age stages and job experience phases and correlational analysis for job stress, burnout and coping.

Scales (range)	Age	Job experience	age			p ANOVA post-hoc	Job experience				p ANOVA post-hoc
			20 to 34 n = 246 (a)	35 to 49 n = 620 (b)	50 to 63 n = 265 (c)		1 to 10 n = 238 (a)	11 to 20 n = 338 (b)	21 to 30 n = 450 (c)	31 to 40 n = 103 (d)	
Operational stress (1 to 7)	-,132**	-,137**	5.167	5.120	4.675	0.000*** ab / c	5.184	5.220	4.901	4.591	0.000*** ab / cd
Poor man. and lack resources (F1)			5.598	5.583	5.301	0.005** ab / c	5.634	5.649	5.441	5.206	0.003** ab / d
Responsibilities and burden (F2)			4.075	4.211	3.973	0.078	4.134	4.207	4.110	3.929	0.414
Organizational stress	-,057	-,065*	4.932	4.983	4.720	0.017* b / c	4.978	5.018	4.859	4.647	0.038*
Enthusiasm towards the job (0 to 4)	-,015	-,004	2.028	1.869	2.002	0.035*	1.982	1.895	1.916	2.052	0.404
Psychological exhaustion	,011	,007	2.293	2.439	2.265	0.046*	2.318	2.433	2.353	2.330	0.597
Indolence	-,098**	-,104**	2.306	2.265	1.999	0.000*** ab / c	2.335	2.305	2.144	1.926	0.001*** ab / d
Guilt	,082**	,081**	0.784	0.882	0.968	0.032* a / c	0.769	0.849	0.948	0.951	.026* a / c
Burnout	-,009	-,017	1.839	1.920	1.794	0.049*	1.861	1.916	1.872	1.768	0.354
Resilient coping (1 to 5)	-,058	-,055	3.287	3.042	3.155	0.003** a / b	3.272	3.095	3.023	3.306	0.003** c / ad
Task-orientated coping (1 to 5)	-,033	-,035	3.658	3.508	3.650	0.015*	3.660	3.520	3.543	3.703	0.078
Emotion-orientated coping	,097**	,089**	2.418	2.493	2.649	0.005** ab / c	2.398	2.518	2.527	2.714	0.014* a / d
Avoidance-orientated coping	-,126**	-,143**	2.677	2.462	2.449	0.002** a / bc	2.724	2.546	2.351	2.562	0.000*** ab / c

Note: * $p \leq .050$; ** $p \leq .010$; *** $p \leq .001$; a / b / c / d: Hochberg's GT2 post-hoc test for groups' opposition.