

An Instrument to Operationalize the Balance between Risks and Resources and Predict Job Burnout

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Supplemental material

Table S1

Means, standard deviations and internal consistencies (Cronbach's alpha) for all variables under investigation at all measurement times

	Time 1				Time 2			Time 3		
	Possible range	Mean	SD	Reliability	Mean	SD	Reliability	Mean	SD	Reliability
The Balance	-195+195	35.82	62.08	N/A	39.57	61.1	N/A	42.95	61.42	N/A
Burnout	0-96	37.26	17.48	.89	37.01	17.76	.90	36.39	18.03	.90
Turnover intention	1-8	2.88	2.16	.95	2.76	2.03	.94	2.82	2.14	.96
Job satisfaction	1-7	4.88	1.66	.91	4.91	1.64	.93	4.93	1.64	.93
Counterproductive beh	1-8	1.81	1.03	.83	1.70	.82	.75	1.74	.95	.80
Depression	8-32	14.24	5.35	.90	14.18	5.48	.91	13.81	5.32	.90
Sleep disorders	1-4	2.29	.75	.80	2.23	.74	.79	2.21	.75	.82
Alcohol consumption	1-4	1.25	.59	.80	1.23	.56	.82	1.23	.56	.79

Somatic complaints	1-8	2.74	1.26	N/A	2.65	1.22	N/A	2.64	1.21	N/A
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N/A = Not Applicable: Internal consistencies were not computed for these scores, as responses to the items were not expected to be consistent with each other (for instance, a person having frequent migraines is not necessarily expected to have frequent backache).

Table S2

Correlations between predictor and outcome variables

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. W1_Balance	1														
2. W2_Balance	.60**	1													
3. W3_Balance	.61**	.68**	1												
4. W1_Burnout	-.62**	-.55**	-.54**	1											
5. W2_Burnout	-.56**	-.63**	-.60**	.80**	1										
6. W3_Burnout	-.54**	-.59**	-.64**	.70**	.83**	1									
7. W1_Turnover Intention	-.48**	-.44**	-.44**	.66**	.56**	.57**	1								
8. W2_Turnover Intention	-.46**	-.49**	-.50**	.59**	.65**	.58**	.73**	1							
9. W3_Turnover Intention	-.46**	-.52**	-.55**	.56**	.60**	.68**	.69**	.77**	1						
10. W1_Job Satisfaction	.58**	.55**	.52**	-.71**	-.66**	-.63**	-.69**	-.59**	-.60**	1					
11. W2_Job Satisfaction	.52**	.62**	.56**	-.61**	-.73**	-.67**	-.54**	-.68**	-.64**	.75**	1				
12. W3_Job Satisfaction	.53**	.61**	.64**	-.63**	-.71**	-.75**	-.58**	-.70**	-.76**	.75**	.82**	1			
13. W1_Counterproductive	-.22**	-.25**	-.24**	.45**	.42**	.40**	.32**	.44**	.33**	-.27**	-.30**	-.30**	1		
14. W2_Counterproductive	-.24**	-.21**	-.31**	.38**	.45**	.37**	.36**	.40**	.40**	-.25**	-.31**	-.36**	.66**	1	
15. W3_Counterproductive	-.21**	-.26**	-.26**	.38**	.44**	.44**	.39**	.34**	.40**	-.29**	-.35**	-.36**	.71**	.67**	1
16. W1_Depression	-.40**	-.34**	-.36**	.52**	.49**	.53**	.39**	.34**	.39**	-.35**	-.31**	-.36**	.36**	.24**	.29**
17. W2_Depression	-.40**	-.45**	-.39**	.48**	.58**	.54**	.34**	.43**	.43**	-.35**	-.40**	-.42**	.31**	.33**	.35**

18. W3_Depression	-.34**	-.36**	-.39**	.44**	.50**	.56**	.33**	.32**	.43**	-.34**	-.34**	-.40**	.26**	.22**	.34**
19. W1_Alcohol Use	-.08*	-.03	-.08	.16**	.09*	.14**	.14**	.02	.13**	-.04	.00	-.04	.30**	.24**	.25**
20. W2_Alcohol Use	-.16**	-.08*	-.08	.11**	.11**	.12**	.09*	.06	.17**	-.03	-.01	-.08	.31**	.32**	.26**
21. W3_Alcohol Use	-.18**	-.06	-.08	.16**	.10*	.17**	.17**	.13**	.21**	-.10*	-.07	-.10*	.30**	.25**	.32**
22. W1_Sleep Disorders	-.27**	-.28**	-.22**	.31**	.34**	.33**	.25**	.23**	.23**	-.21**	-.24**	-.23**	.18**	.13**	.13**
23. W2_Sleep Disorders	-.27**	-.33**	-.25**	.29**	.37**	.35**	.17**	.25**	.22**	-.18**	-.26**	-.25**	.19**	.18**	.18**
24. W3_Sleep Disorders	-.23**	-.27**	-.20**	.27**	.31**	.34**	.17**	.14**	.23**	-.19**	-.20**	-.23**	.18**	.18**	.21**
25. W1_Somatic Complaints	-.23**	-.31**	-.24**	.31**	.35**	.36**	.26**	.26**	.26**	-.18**	-.24**	-.24**	.32**	.24**	.24**
26. W2_Somatic Complaints	-.23**	-.28**	-.21**	.30**	.36**	.33**	.17**	.24**	.23**	-.19**	-.24**	-.21**	.16**	.23**	.15**
27. W3_Somatic Complaints	-.21**	-.27**	-.22**	.26**	.30**	.33**	.17**	.19**	.26**	-.16**	-.20**	-.20**	.17**	.20**	.22**

[illegible]

