

Supplementary Table S1. Description of the reviewed studies

First author, year, country, population, sample size	Exhaustion assessment (measurement tool, cut-off value)	Predictor-variable definition	Predictor-variable assessment (measurement tool)	Number of measurement points	Follow-up length	Correlation coefficient	Risk of bias
(Adriaenssens et al., 2015), Belgium, Emergency room nurses, n= 170	MBI (Dutch version), NR	Job demands (9 items) Job control (8 items) Social support (8 items) Material resources (3 items) Social harassment (4 items) Reward (8 items) Work agreements (4 items) Personal resources (4 items)	LQWQ-N: Leiden Quality of Work Questionnaire for Nurses	2	18 months	-0.30* -0.27* -0.14 -0.25* -0.04 -0.37* -0.31* -0.25*	Low
(Angelo & Chambel, 2015), Portugal, firefighters, n=1610	MBI, NR	Conflicts and interpersonal problems Supervisor's social support	Organizational demands scale constructed by the authors. Supervisory social support was measured with four items (e.g. 'My supervisor is concerned about the welfare of those under him') from the Job Content Questionnaire (Karasek, 1985).	2	12 months	0.21* -0.03	High
(Basinska & Gruszczynska, 2019), Poland, civil servants, n=236	OLBI, NR	Positivity	Job-related Affective Well-being Scale (JAWS)	2	4 months	-0.52*	Moderate
(Birkeland et al., 2018), Norway, technical workers, n= 1263	MBI-GS (Norwegian version), NR	Harmonious passion Obsessive passion Support from supervisor Support from colleagues	Passion Scale (Vallerand et al., 2003), 12 items, six measured harmonious passion and six obsessive passion. Support: four questions from the Perceived Organizational Support Questionnaire	3	10 months	-0.33* 0.23* -0.27* -0.21*	Low

(Boamah et al., 2017), Canada, new graduate nurses, n=405	MBI-GS, NR	Authentic leadership Structural empowerment Work-life interference Lack of personnel resources	The Authentic Leadership Questionnaire (ALQ) (Walumbwa et al. 2008), a 16-item questionnaire comprised four subscales: Structural empowerment: the Conditions of Work Effectiveness-II (CWEQ-II) (Laschinger et al. 2001). The Work Interference with Personal Life (WIPL) 7 items. (Fisher-McAuley et al. 2003) Lack of personnel resources: A single-item that assesses how often working short-staffed, affects nurses' ability to provide quality patient care	2	16 months	-0.09* -0.18* 0.42* 0.26*	Low
(Childs & Stoeber, 2012), UK, healthcare service provision employees, n=69	MBI-GS, NR	Self-oriented perfectionism Socially prescribed perfectionism	Self-oriented perfectionism: the 15-item scale. Socially prescribed perfectionism: 15-item scale from the Multidimensional Perfectionism Scale (MPS; Hewitt & Flett, 1991, 2004).	2	6 months	0.08 0.52*	Moderate
(Childs & Stoeber, 2012), UK, school teachers, n=195	MBI-GS, NR	Self-oriented perfectionism Socially prescribed perfectionism	Self-oriented perfectionism: the 15-item scale. Socially prescribed perfectionism: 15-item scale from the Multidimensional Perfectionism Scale (MPS; Hewitt & Flett, 1991, 2004).	2	3 months	0.22* 0.43*	Moderate
(Chrisopoulos et al., 2010), Australia, police officers, n=179	MBI-GS, NR	Cognitive demands Emotional demands Physical demands Cognitive resources Physical resources Emotional support	Demand-Induced Strain Questionnaire (DISQ): each of the tasks rated on a five-point scale (1=very rarely/never, 5=very often/always).	2	12 months	0.32* 0.36* 0.28* -0.47* -0.42* -0.45*	Moderate
(Dubois et al., 2014), Canada, health and social service employees, n=96	MBI, NR	Autonomy Skill discretion Decision authority Support from supervisor Support from colleagues	Autonomy was assessed using three items from the Job Descriptive Scale. Decision latitude and skill discretion were measured with the corresponding subscales of the Conditions of Work Effectiveness	2	12 months	-0.23* -0.09 0.15 -0.22* -0.06	Moderate

			Questionnaire-II. Support from colleagues was measured with the three-item scale from Podsakoff and MacKenzie, and supervisor support with the six items used by Stinglhamber and Vandenberghe.				
(Fernet et al., 2010), Canada, college employees, n=276	MBI (French-Canadian version), NR	Quality of social interactions at work Self-determined work motivation	The short version of the Blais Work Motivation Inventory. 4-item Quality of Interpersonal Relationships Scale.	2	24 months	-0.34* -0.13*	Moderate
(Fernet et al., 2014), Canada, teachers, n=175	MBI (French-Canadian version), NR	Harmonious passion Obsessive passion Autonomy	Passion for teaching: the short form (Lafrenière et al., 2013) of the Passion Scale (Vallerand et al., 2003). Two scales were used to assess autonomy: the three-item subscale developed by Cammann, Fichman, Jenkins, and Klesh (1979), and the control subscale of the Areas of Worklife Scale (Leiter & Maslach, 2000).	2	12 months	-0.31* 0.43* -0.32*	Moderate
(Feuerhahn et al., 2013), Germany, teachers, n=56	MBI-ES (German version), NR	Conflicts and interpersonal problems Emotional dissonance Emotional support Classroom disruption Time pressure Self-efficacy	The teacher-specific measure Fragebogen zur Arbeitssituation an Schulen (Kaempff & Krause, 2004). Frankfurt Emotion Work Scales (Zapf et al., 1999). Four items of the Instrument zur stressbezogenen Tätigkeitsanalyse (ISTA) developed by Semmer, Zapf, and Dunckel (1999). Seven items from the teacher-specific measure FASS developed by Krause and colleagues (Kaempff & Krause, 2004). A self-efficacy scale developed specifically for teachers by Schmitz and Schwarzer (2000). The social support questionnaire Fragebogen zur Sozialen Unterstützung (F-SozU; Fydrich, Sommer, & Brähler, 2002).	2	21 months	0.61* 0.58* -0.40* 0.64* 0.33* -0.53*	Low

(Fida et al., 2018), Canada, nurses, n=596	MBI-GS, NR	Work incivility from supervisor Work incivility from coworker Work incivility from physician Relational self-efficacy	Incivility: the Straightforward Incivility Scale (Leiter & Day, 2013). Self-efficacy: the relational subscale of the Occupational Coping Self-Efficacy Questionnaire for Nurses (Pisanti et al., 2008)	2	12 months	0.15* 0.27* 0.27* -0.20*	Low
(Figueiredo-Ferraz et al., 2012), Spain, nursing professionals, n=316	MBI (Spanish version), NR	Work satisfaction	"Satisfaction Questionnaire S20/23" (Melia and Peiró, 1989): 11 items.	2	12 months	-0.45*	High
(Firoozabadi et al., 2018), Iran, health and social welfare employees, n=123	OLBI, NR	Affective rumination Problem solving Work pressure Work control	Work-Related Rumination Questionnaire (Cropley, Michalianou, Pravettoni, & Millward, 2012). Work pressure: the 13-item Work Pressure subscale of the Tilburg Work Pressure Questionnaire (Roe & Zijlstra, 2000). Work control: the Job Control Questionnaire developed by Greenberger, Strasser, Cummings, and Dunham (1989).	3	18 months	0.31* 0.03 0.29* -0.23*	Moderate
(Gelsema et al., 2006), the Netherlands, nurses, n=381	MBI (Dutch version), NR	Work and time demands Physical demands Nurse-doctor collaboration Material resources Personal resources communication / information flow Work agreements Reward	LQWLQ-N: from 1 (totally disagree) to 4 (totally agree)	2	36 months	0.32* 0.24* -0.14* -0.17* -0.2* -0.2* -0.22* -0.14*	Low
(Gil-Monte & Garcia-Juesas, 2008), Spain, nurses, n=316	MBI, NR	Work and time demands Self-efficacy	Work and time demands: the Spanish adaption of the Karasek scale (7 items), the scale ranging from 1 "Very often" and 5 "Very rarely." Self-efficacy: the Spanish adaptation of the Baessler scale and Schwarzer (9 items). The scale was completed through a 5-degree frequency format in which 1 "Strongly disagree" and 5 "Strongly agree".	2	12 months	0.42* -0.21*	Low

(Goddard et al., 2006), Australia, teachers, n=316	MBI, NR	Workplace innovation Time pressure Neuroticism	Work Environment Scale (WES; Moos, 1994) modified for teacher respondents according to Fisher and Fraser (1983, 1991). The 12-item short version of the neuroticism subscale of the revised Eysenck Personality Questionnaire (EPQ-R/s; Eysenck & Eysenck, 1991).	4	21 months	0.68* 0.73* 0.56*	High
(Gonzalez-Morales et al., 2010), Spain, teachers, n=555	MBI-GS (Spanish version), NR	Social support coping Direct action coping Teaching stressors	For the coping strategies, two different dimensions were built from the original Occupational Stress Indicator (OSI) [Cooper, Sloan, & Williams, 1988]. Dimensions. Teaching stressors were measured by means of an experimental scale built from a previous qualitative study in which various focus groups were undertaken to identify the sources of stress experienced by teachers (Peiro', Rodri'guez, & Bravo, 2003). This scale was composed of 15 items.	2	6-9 months	0.06 -0.18* 0.36*	Low
(Gonzalez-Morales et al., 2012), Spain, teachers, n=555	MBI-GS (Spanish version), NR	Colleagues/team exhaustion Workload stressors	The measure for team exhaustion was built following the referent-shift consensus model (Chan, 1998). The items of this measure are the result of the transformation of the MBI-GS burnout measure from an individual referent to a group-level. According to Lyne, Barrett, Williams, and Coaley's (2000) psychometric evaluation of the Occupational Stress Indicator (OSI; Cooper, Sloan, & Williams, 1988) and the revised score key they propose, the 61 items of the "Sources of Pressure" scale can be	2	6 months	0.44* 0.19*	Low

scored in three dimensions:
managerial pressures, employee
pressures, and workload.

(Gregersen et al., 2014), Germany, healthcare employees, n=339	MBI (German version), NR	Transformational leadership Occupational self-efficacy Perceived strain	Occupational self-efficacy was assessed by a short version of the scale by Rigotti et al. (2008). Transformational leadership: a version of the MLQ5X-Short by Bass and Avolio (1995), as translated and modified by Felfe (2006). Psychological strain was measured using the irritation scale defined by Mohr (Mohr, Müller, & Rigotti, 2005 ; Mohr, Müller, Rigotti, Zeynep, & Tschan, 2006 ; Mohr, Rigotti, & Müller, 2005).	2	12 months	-0.29* -0.26 0.48	Moderate
(Hochwalder, 2008), Sweden, health care employees, n = 838	MBI (Swedish version), NR	Psychological empowerment	Psychometrically evaluated Swedish translation of Spreitzer's empowerment scale.	2	12 months	-0.32*	Low
(Hornung et al., 2013), Germany, physicians, n=95	MBI (German version), NR	Workload Stressful interactions with patients Work-family conflict	Work overload and patient demands were assessed with two 3-item scales by Bssing and Glaser. Work-family conflict was measured with Netemeyer et al.'s (1996) 5-item scale. All three scales used a 5-point response format (1 = Not at all to 5 = To a very great extent).	2	12 months	0.26* 0.27* 0.46*	Moderate
(Huang et al., 2012), Taiwan, customs office employees, n=299	MBI-GS, NR	Work and time demands Job control	The measures of job demands and job control that we used were developed and validated by Van Veldhoven (1996) in his dissertation research. A four-point response scale (1 : 'never', 2 : 'sometimes', 3: 'often', 4 : 'always')	2	6 months	0.37* -0.27*	Low

(Hudek-Knezevic et al., 2011), Croatia, female hospital nurses, n= 118	MBI (Croatian version), NR	Extraversion Agreeableness Conscientiousness Neuroticism Openness to experience Organizational commitment Job demands (role conflict and workload) Continuance commitment	Personality measure. Big Five Inventory (BFI). Perceived Organizational Stress Inventory was developed by combining items of several well-known questionnaires measuring work overload, role conflict, and role ambiguity as predictors of stress at work. It consist of 15 items on a five-point scale.. The organizational commitment questionnaire was translated and adapted to Croatian language. It consists of 18 items measuring different aspects of commitment to work organization. Answers are scored on a 5-point scale (1 – definitely disagree; 5 – strongly agree).	2	48 months	0.13 -0.15 -0.01 0.13 -0.23* 0.43* 0.00	Moderate
(Idris et al., 2014), Malaya, private sector employees, n=117	MBI (Malay version), NR	Emotional demands Managment commitment & communication	The Copenhagen Psychosocial Questionnaire (COPSOQ; Kristensen, Hannerz, Hogh, & Borg, 2005). The 12-item PSC scale (PSC-12) (Hall, Dollard, & Coward, 2010).	2	3 months	0.25* -0.21*	Moderate
(Innstrand et al., 2008), Norway, church ministers, n=308	OLBI (Norwegian version), NR	Work-home conflict Work-home facilitation Family-work conflict Family-work facilitation	Work family interaction (WFI) was assessed using a four-dimensional scale from a study by Wayne, Musisca, and Fleeson (2004). The instrument was translated into Norwegian by one of the authors.	2	24 months	0.38* -0.16* 0.18* -0.07*	High
(Innstrand et al., 2011), Norway, various working populations, n=2235	OLBI (Norwegian version), NR	Performance-based self-esteem Autonomy goal orientation Workload Value congruency Work-family conflict Work-family facilitation Family-work conflict Family-work facilitation	Job performance–based self-esteem (3 items), goal-orientation (4 items), and value congruency (4 items) were developped for this study and the items were scored on a five-point scale ranging from totally disagree (1) to totally agree (5). Workload (3 items) and autonomy (4 items) scale has been used in a previous studies conducted by the Research Institute of the Norwegian Medical Association (i.e.	2	24 months	0.21* -0.28* -0.13* -0.28* 0.36* 0.37* -0.04 0.21* 0.00	High

			Aasland, Olff, Falkum, Schweder, & Ursin, 1997). Work-home interaction was measured by a four-dimensional scale on work-home interaction based on the study by Wayne et al. (2004) and adapted to Norwegian conditions (Innstrand, Langballe, Falkum, Espnes, & Aasland, 2009).				
(Jensen & Knudsen, 2016), Norway, oil and gas company employees, n=1702	MBI-GS (Norwegian version), NR	Psychological health complaints Work-family conflict	The scale measuring psychological health complaints comprised seven questions from the Subjective Health Complaint Inventory. Five items developed by Netemeyer, Boles, and McMurrian (1996) measured Wrok-home conflict.	2	24 months	0.44* 0.35*	Moderate
(Jimenez & Dunkl, 2017), Austria, various working populations, n=141	MBI-GS (German version), NR	Value congruency Workload Quality of social interactions at work Job control Job resources Fairness Reward	AWS (6 key dimensions) RESTQ-Work (27 items)	2	6 months	-0.38* 0.58* -0.24* -0.37* -0.47* -0.38* -0.47*	Moderate
(Knoll et al., 2019), Germany, various working populations, n=629	MBI (German version), NR	Acquiescent Silence Quiescent Silence Prosocial Silence Opportunistic Silence	Employee silence associated with four different motivations was measured with Knoll and van Dick's (2013) 12-item scale, which was originally developed in German.	4	4.5 months	0.22* 0.26* 0.01 0.13	High
(Koch & Adler, 2018), Germany, various working populations, n=320	MBI, NR	Task variety Support from supervisor Qualitative overload Unreasonable tasks Individual innovation	Task variety: the Work Design Questionnaire (WDQ). Support from supervisor and qualitative overload were measured using scales from the Salutogenetic Subjective Work Analysis (SALSA). Unreasonable tasks: the Bern Illegitimate Tasks Scale (BITS). Innovation was measured using a nine item	2	12 months	-0.05 -0.31* 0.42* 0.47* 0.02	Low

scale that consists of three facets:
idea generation, idea promotion,
and idea realization.

(Konze et al., 2017), Germany, energy supplying employees, n=139	MBI (German version), NR	Work and time demands Emotional dissonance Job control	Work and time demands (3 itwms based on the Short Questionnaire for Job Analysis by Prümber and colleagues). Emotional dissonance (5 items from the Frankfurt Emotion Work Scale). Job control was measured by combining 3 items from the timing control and method control (4 items) subscales developed by Jackson and colleagues.	2	6 months	0.32* 0.49* -0.25*	Moderate
(Korunka et al., 2015), Austria, eldercare workers, n=587	MBI (German version), NR	Work and time demands Cognitive demands	Each type of the demands was measured with three items adapted from Ulferts et al. The respondents had to indicate if the respective demand had decreased (1: decreased strongly) or increased (5: increased strongly) in recent years.	2	15 months	0.23* 0.09*	Moderate
(Kubicek et al., 2014), Austria, employees in nursing homes for elderly people, n=591	MBI (German version), NR	Working hours Time pressure Job control	Job control: the German self-report instrument for work analysis in hospitals (TAA; Bussing and Glaser, 2002). Time pressure: the respective subscale from the German self-report instrument for work analysis in hospitals (TAA; Bussing and Glaser, 2002).	2	16 months	0.08 0.31* -0.14*	Moderate
(Kubicek & Korunka, 2015), Austria, employees in nursing homes	MBI (German version), NR	Cognitive demands Emotional dissonance	Cognitive demands: 4-item subscale of Büssing and Glaser's Emotional dissonance: 5-item subscale of the Frankfurt Emotion Work Scales	2	16 months	0.0 0.30*	Moderate

or outpatient
care
organizations,
n=559

(Langballe et al., 2011), Norway, physicians, n=523	OLBI (Norwegian version), NR	Work-home conflict Work-home facilitation Family-work conflict Family-work facilitation Performance-based self-esteem Autonomy goal orientation Workload Value congruency	JPBSE, GO and VC items were developed for the present study based on Hallsten's burnout theory. The workload and autonomy scales used in this study were based on the scales used in previous studies conducted by Aasland, Olff, Falkum, Schweder, and Ursin (1997) and Cooper, Rout, and Faragher (1989). Work-home interaction was measured by 12 items based on Wayne et al.'s study (2004).	2	24 months	0.45* -0.15* 0.19* -0.1* 0.25* -0.23* -0.1* 0.38* -0.2*	Moderate
(Lapointe et al., 2013), Canada, various working populations, n=224	MBI-GS, NR	Psychological contract breach Organizational commitment Commitment to the supervisor	Robinson and Morrison's (2000) 5-item scale was used to measure psychological contract breach. Organizational commitment was measured using Bentein, Vandenberg, Vandenberghe, and Stinglhamber's (2005) version of Meyer, Allen, and Smith's (1993) 6-item scale. Stinglhamber, Bentein, and Vandenberghe's (2002) 6-item scale was used to measure affective commitment to the supervisor.	3	6 months	0.19* -0.25* -0.23*	Low
(Lavigne et al., 2012), Canada, professionals for the Quebec government, n=325	MBI (French version), NR	Harmonious passion Obsessive passion Flow experiences	Vallerand and colleagues' (2003) Passion Scale and the flow experience at work scale (Forest et al., 2005).	2	6 months	-0.36* 0.20* -0.40*	High
(Leiter et al., 2013), Finland, forestry workers, n=4396	MBI-GS (Finnish version), NR	Communication / information flow Predictability Decision authority Skill discretion	Predictability, decision authority, skill discretion: Occupational Stress Questionnaire (Elo, Leppänen, Lindström, & Roponen, 1992). Information flow was operationalized by five items (Väänänen, Pahkin, Kalimo, & Buunk, 2004).	2	48 months	-0.18* -0.17* -0.09* -0.05*	High

(Lizano & Barak, 2012), USA, public child welfare workers, n=335	MBI, NR	Work-family conflict Support from supervisor Organizational support Stress	Beatty's (1996) three-item work-family conflict scale. Organizational and supervisory support variables were measured using eight items developed by Eisenberger, Huntington, Hutchison, and Sowa (1986). Stress: Rizzo, House, and Lirtzman's (1970).	3	12 months	0.27* -0.004 -0.12 0.23*	Moderate
(Lu et al., 2013), Taiwan, different organizations of diverse industries, n=245	MBI (Chinese version), NR	Presenteeism Avoidance motives Approach motives Self-efficacy Better physical health Better mental health	Two items were developed to access the behavioral frequency of presenteeism, similar to the construct of "sickness presenteeism" (Aronsson et al., 2000; Demerouti et al., 2009). Mental and physical health: Two subscales from Occupational Stress Indicator (OSI-2; Cooper, Sloan, & Williams, 1998; Lu, Tseng, & Cooper, 1999, for the Chinese version) were used to measure employees' subjective health symptoms. Self-efficacy: the General Self-Efficacy Scale (5 items; Schwarzer, Babler, Kwiatek, Schroder, & Zhang, 1997; Lu, Chang, & Lai, 2011). Neuroticism: the Neuroticism subscale of Big-Five Mini-Marker Set (8 items; Saucier, 1994; Wu, Lu, Ku, & Chang, 2010). Five items of avoidance motives and 4 items of approach motives were finalized and used.	2	2 months	0.07 0.13* -0.02 --0.16* 0.25* -0.27* -0.33*	High
(Makikangas & Kinnunen, 2003), Finland, various working populations, n=457	MBI, NR	Time pressures Lack of control Poor social climate Job insecurity Self-esteem Optimism	Quantitative Workload Inventory: the subjects responded on a five-point scale (1=not at all, 5=very often). Lack of control was assessed through two scales derived by Jackson, Wall, Martin, and Davids. Job insecurity (4 items) (Caplan, Cobb, French, van Harrison, & Pinneau, 1980).	2	12 months	Men: 0.14, Women: 0.41* Men: 0.08, Women: 0.22 Men: 0.24*, Women 0.20 Men: 0.05, Women 0.19	Low

			Poor organizational climate was measured by a 10-item scale; the scale was a modification of items based on the study ‘Quality of Working Life in Finland 1977–1997’ (Lehto & Sutela, 1998; see Kinnunen & Natti, 1994; Litwin & Stringer, 1968). Self-esteem was measured by Rosenberg’s (1965) 10-item scale and items were rated on a five-point Likert scale (1=totally agree, 5=totally disagree). Optimism was assessed through an abbreviated version of “The Revised Life Orientation Test” developed by Scheier, Carver, and Bridges (1994).			Men: -0.27*, Women -0.19 Men: -0.34*, Women -0.16	
(Martinez-Inigo & Totterdell, 2016), Spain., primary healthcare professionals, n=233	MBI (Spanish version), NR	Surface acting Deep acting Autonomy Distributive justice Display rule monitoring	The surface acting measure was a five-item scale. Three items were drawn from Brotheridge and Lee’s (2003) Emotional Labor Scale (ELS). Deep acting was originally measured with five items, three items from Brotheridge and Lee’s (2003) ELS. The Distributive Justice Index developed by Price and Mueller (1986; cited in Moorman, 1991) and two items from Colquitt’s (2001) Organizational Justice Scale. Autonomy the Frankfurt Emotion Work’s emotion control subscale (Zapf et al., 1999). Organizational monitoring of display rule compliance was measured with one item (“The organization monitors and penalizes non-fulfilment of display rules”)	2	6 months	0.31* 0.00 0.01 -0.33* 0.08	High
(McManus et al., 2002), UK, doctors, n=365	An abbreviated nine-item version of the MBI. NR	Stress	The 12-item version of the general health questionnaire GHQ (GHQ-12).	2	36 months	0.45*	Moderate

(Petrrou et al., 2015), the Netherlands, police officers, n=580	OLBI, NR	Impact of change Willingness to change Self-initiated resources seeking Self-initiated challenges seeking Self-initiated reducing demands	Impact of changes was measured with a single item by Wanberg and Banas (2000) adapted to refer to the situation of the police officers. Job crafting was measured with items by Petrrou et al. (2012). Willingness to change was measured with a 4-item scale developed by Metselaar (1997).	2	12 months	0.17* -0.16* -0.23* -0.18* 0.25*	Moderate
(Philipp & Schupbach, 2010), Germany, teachers, n=102	MBI (German version), NR	Surface acting Deep acting	The three surface acting items and two deep acting items were taken from the Emotional Labor Scale (ELS, Brotheridge & Lee, 2003) and translated into German.	2	12 months	0.41* 0.13	Moderate
(Pisanti et al., 2016), Italy, nurses, n=217	MBI-HSS (Italian version), NR	Work and time demands Social support Decision latitude	LQWLQ-N: from 1 (totally disagree) to 4 (totally agree)	2	14 months	0.08 0.02 -0.18*	Moderate
(Pomaki et al., 2009), the Netherlands, nurses, n=172	MBI (Dutch version), the cutoff point is 18	Goal self-efficacy Perception of goal attainability Job satisfaction	The Work Goal Processes inventory and new items (described in the original article) had to be developed based on scales from existing questionnaires. Job satisfaction: the Leiden Quality of Work Questionnaire (van der Doef & Maes, 1999)	2	12 months	-0.09 0.01 -0.23*	High
(Raimo et al., 2018), USA, residents, n=81	The 9-item abbreviated MBI	Emotional distress Workload satisfaction Learning environment satisfaction	The Seelig et al., stress survey is a 28-item questionnaire, which was found by factor analysis to load into 3 domains: emotional distress (11 items), workload satisfaction (8 items), and learning environment satisfaction (9 items).	2	120 months	0.30* -0.15 -0.07	Moderate
(Ramarajan et al., 2008), USA, certified nursing assistants, n=108	MBI, NR	Organizational respect	The 5-item scale that was generated directly from a cross-section of organizational members (through the interviews, focus groups, and town hall meetings).	2	16 months	-0.31*	High

(Richter et al., 2015), Sweden, various working populations, n=3378	MBI-GS, NR	Performance-based self-esteem Work-family conflict	A four-item scale by Hallsten et al. (2005) measured performance-based self-esteem. Work-family conflict was measured with a single item measure ('Do the demands placed on you at work interfere with your home and family life?').	2	24 months	0.37* 0.26*	Low
(Rubio et al., 2015), Spain, Spanish army subjects, n=242	MBI-GS (Spanish version), NR	Work-family conflict Self-efficacy	Work-family conflict: A sub-scale of the Occupational Stress Indicator (OSI) by Cooper, Sloan, and Williams (1988), translated into Spanish. Professional self-efficacy was measured by the Professional Efficacy sub-scale of the Spanish version (Gil-Monte, 2002).	2	12 months	0.25* -0.07	Low
(Salanova et al., 2009), Spain, teachers, n=274	MBI-GS, NR	Decision authority Skill discretion Social support Technical obstacles Conflicts and interpersonal problems	A scale was developed for this study	2	6 months	0.05 -0.05 -0.05 0.09 0.15*	High
(Spence Laschinger & Finegan, 2008), Canada, nurse managers, n=134	MBI-GS, NR	Effort-reward imbalance Core self-evaluation	The extrinsic effort and the rewards subscale of the Effort Reward Imbalance (ERI) Questionnaire designed to measure components of Siegrist's model. Judge et al.'s (2003) 12-item Core Self-evaluation Scale (CSES).	2	12 months	0.60* -0.54*	Low
(Taris et al., 2001), the Netherlands, teachers, n=998	MBI (Dutch version), NR	Stressful interaction with students Stressful interaction with colleagues Organisation stressors Perceived inequity from students Perceived inequity from colleagues Perceived inequity from organisation	Stressors: subscales were taken from Kamphuis and Van Poppel (1994) School Health Questionnaire. Inequity: for each of the three exchange relationships, a general question was posed that measured the imbalance of investments and rewards (a variation on the Hatfield single-item equity measure; Hatfield et al., 1985).	2	12 months	0.22* 0.11* 0.15* 0.17* 0.05* 0.12*	Low

(Taris et al., 2010), the Netherlands, police officers, n=828	MBI-GS, NR	Work and time demands Professional efficacy Job control	Job demands were measured with four items from a Dutch adaptation of the psychological demands scale of the job content questionnaire. Professional efficacy was measured using the six-item professional efficacy scale of the MBI-GS.	2	12 months	0.25* -0.17* -0.08*	Low
(Thompson et al., 2020), USA, various working populations, n=350	MBI, NR	Workplace ostracism Positive mood Psychological distress Family emotional Exhaustion	Workplace ostracism: Ferris, Brown, Berry, and Lian (2008). Positive mood: Thompson, 2007; Watson, Clark, and Tellegen, 1988. Psychological distress: Lambert et al. (1998). Exhaustion: Maslach et al. (1986)	3	4.5 months	0.19* -0.28* 0.23* 0.24*	Moderate
(Tonjes & Dickhauser, 2009), Germany, teachers, n=96	MBI (German version), NR	Performance-avoidance goal orientation Learning goals orientation	Adopted from Dickhäuser et al., 2007 using five-level rating scale from is not true at all (1) to is true exactly (5).	2	6 months	0.31* -0.15 0.19	High
(Travis et al., 2015), USA, urban public child welfare employees, n=362	MBI, NR	Role ambiguity Role conflict Work-family conflict	Role conflict and role ambiguity were measured using Rizzo, House and Lirtzman's (1970) scale items. Beatty's (1996) three-item work-family conflict scale was used to measure conflict between work and family demands.	2	12 months	0.15 0.19* 0.25*	Moderate
(Turgut et al., 2016), Germany, employees in a company in the automotive industry, n=709	MBI (German version), NR	Change impact Resistance to change	Change impact: five items from a scale by Caldwell, Herold, and Fedor (2004). Organizational support Resistance to change: two subscales of the resistance to change scale (Oreg, 2003).	2	14 months	0.35* 0.32*	Moderate

(Van de Ven et al., 2013), Belgium, technology employees, n=711	MBI-GS, NR	Emotional demands Emotional support Emotional support seeking	Emotional job demands and emotional job resources were measured using the DISC Questionnaire. Emotional support seeking was measured with five items derived from the Emotional Support-Seeking subscale in the Proactive Coping Inventory.	2	12 months	0.29* -0.16* -0.10*	Moderate
(van der Ploeg & Kleber, 2003), the Netherlands, paramedics and drivers (ambulance services), n=123	MBI (Dutch version), NR	Physical strain Lack of social support from colleagues Insufficient financial reward Lack of social support from supervisor Emotional demands Lack of job autonomy Communication / information flow	The Questionnaire on the Experience and Assessment of Work (QEAW) was used (van Veldhoven, 1997).	2	12 months	0.35* 0.29* 0.09 0.41* 0.27* 0.25* 0.26*	Moderate
(Vegchel et al., 2004), Sweden, social insurance organisation employees, n=2255	MBI (Swedish version), NR	Work and time demands Emotional demands Job control Social support	Work and time demands: the questions are partly derived from standard measures used in applications of the DC model and the response scale ranged from 1 (always) to 5 (never). Emotional demands. This scale, developed by M. Soderfeldt. The response scale ranged from 1 (not particularly) to 5 (very much). Job control was measured by an eight-item questionnaire with a 5-point response scale ranging from 1 (never) to 5 (very often), based on the work of Harenstam. Social support. Social support was measured with the 7-item questionnaire (5-point response scale ranging from 1 [always] to 5 [never]) from Harenstam.	2	12 months	0.58* 0.37* -0.31* -0.4*	Low
(Welp et al., 2016), Switzerland, nurses and physicians, n=493	MBI-HSS (German, French, and Italian versions), NR	Quality of social interactions at work Cognitive-behavioral teamwork	The three-item nurse-physician relationship scale from the nursing work index revised (NWI-R). Cognitive-behavioral teamwork the validated German, French, and Italian translations of	3	6 months	-0.23* -0.16*	Moderate

			the nine-item safety organizing scale.				
(Wirtz et al., 2017), Germany, leaders of different organizations, n=67	MBI, NR	Colleagues/team exhaustion Workload Autonomy Emotional self-efficacy	The three highest loading items of the MBI (cf. Kinnunen, Mäkikangas, Mauno, De Cuyper, & De Witte, 2014). Autonomy: with a four-item scale (Guest, Isaksson, & de Witte, 2010). Workload: a validated five-item scale (Spector & Jex, 1998). Leader emotional self-efficacy the Occupational Emotional Self-efficacy scale (Loeb, Stempel, & Isaksson, 2016).	2	8 months	0.06 0.29* -0.17 0.10	High
(Zwingmann et al., 2016), Germany, services company, n=76	MBI-GS, NR	Transformational leadership Laissez-faire leadership Decision latitude Work pressure Job insecurity Social support	Transformational and Laissez-faire leadership: selected items of the German adapted version of the Multifactor Leadership Questionnaire (MLQ 5x; Bass & Avolio, 1995; Felde & Goehl, 2002). Work pressure and decision latitude: Karasek's job demand-control model (Karasek, 1979). Job insecurity: a scale developed by Siegrist et al. (2004) based on the model of effort-reward imbalance (Siegrist, 1996). Social support: the questionnaire of subjective work analysis (SALSA; Rimann & Udris, 1997) based on Antonovski's concept of salutogenesis (Antonovski, 1987).	2	24 months	0.21* 0.19* -0.26* 0.14 0.31* -0.07	Low

*: statistically significant, NR: not reported; LQWQ-N: Leiden Quality of Work Questionnaire for Nurses, DEWSS: Dentists' Experienced Work Stressors Scales, DEJRS: Dentists' Experienced Job Resources Scale, BFQ: Big Five Questionnaire, DCS: Demand-Control-Support, MBI-GS: Maslach Burnout Inventory general survey, LQWLQ-N: The Leiden Quality of Work Life Questionnaire for nurses, MBI-HSS: Maslach Burnout Inventory Human Service Survey, DC model: Job Demand Control model, OLBI: Oldenburg Burnout Inventory, CBI: Copenhagen Burnout Inventory, AWS: Areas of Work life Scale, RESTQ-Work: The Recovery-Stress-Questionnaire for Work, PBSE: Performance-based self-esteem, GO: goal orientation, VC: Value congruency, OBSE: Organizational based self-esteem, BFI: Big Five Inventory, MBI-ES: Maslach Burnout Inventory Educators Survey, COPSOQ: The Copenhagen Psychosocial Questionnaire, PSC: Psychosocial safety climate, Practice Environment Scale of the Nursing Work Index PES-NWI, NWI-R: Nursing work index revised, MLQ: Multifactor Leadership Questionnaire, WRCP: Work-related cell phone, ERI: Effort Reward Imbalance, CSES: Core Self-evaluation Scale, NR: not reported, NA: not applicable..

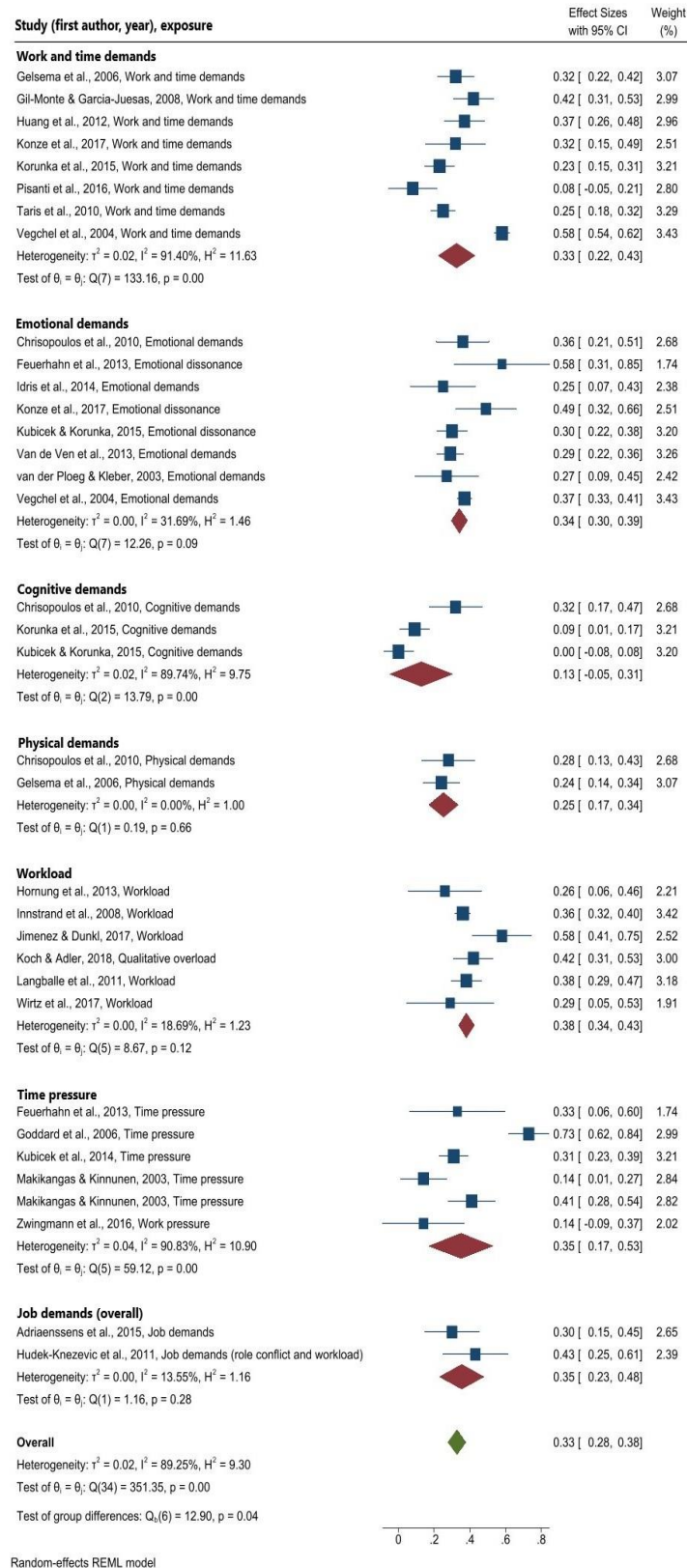
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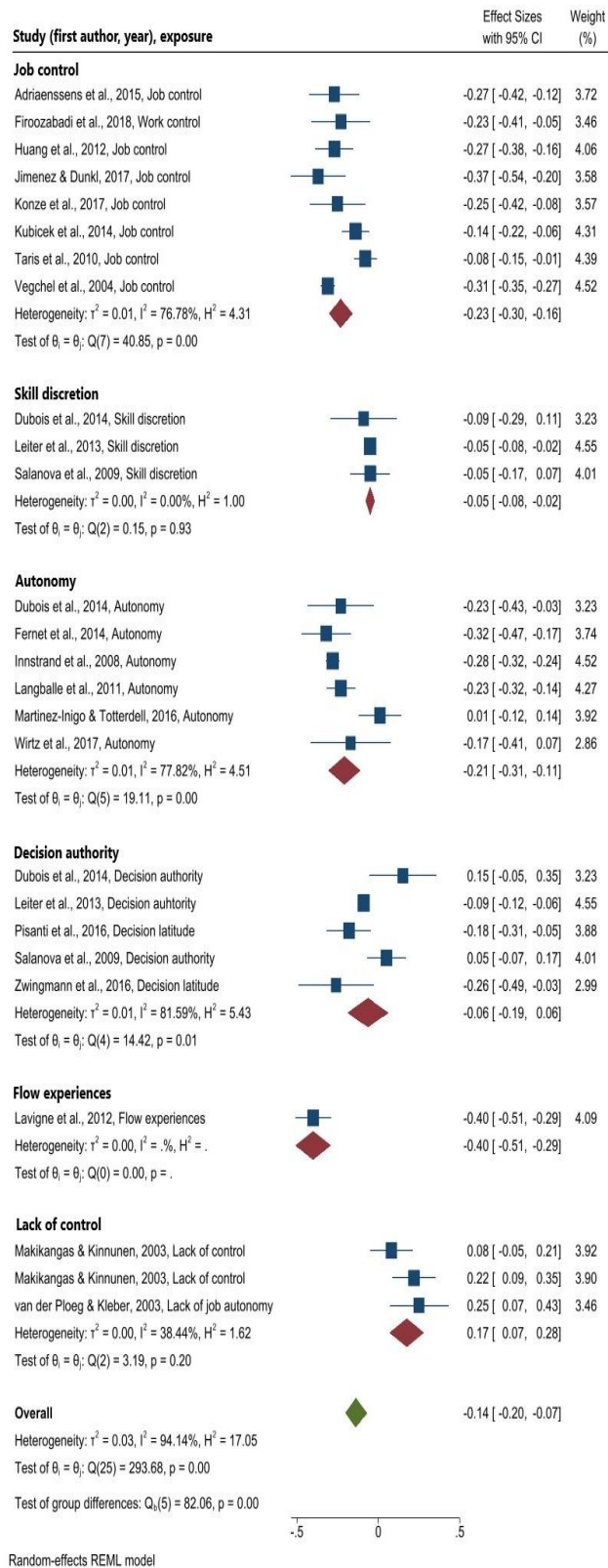
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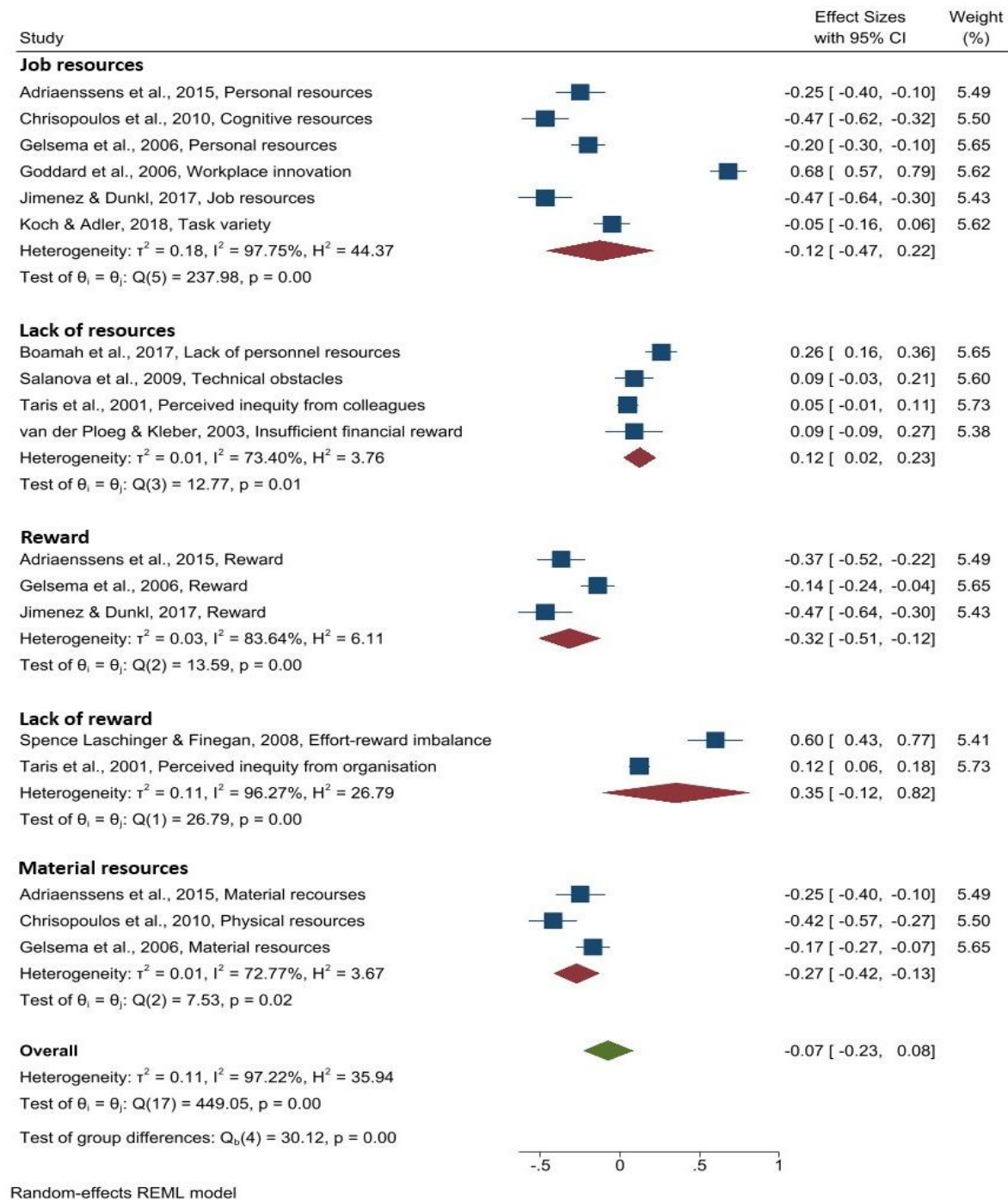
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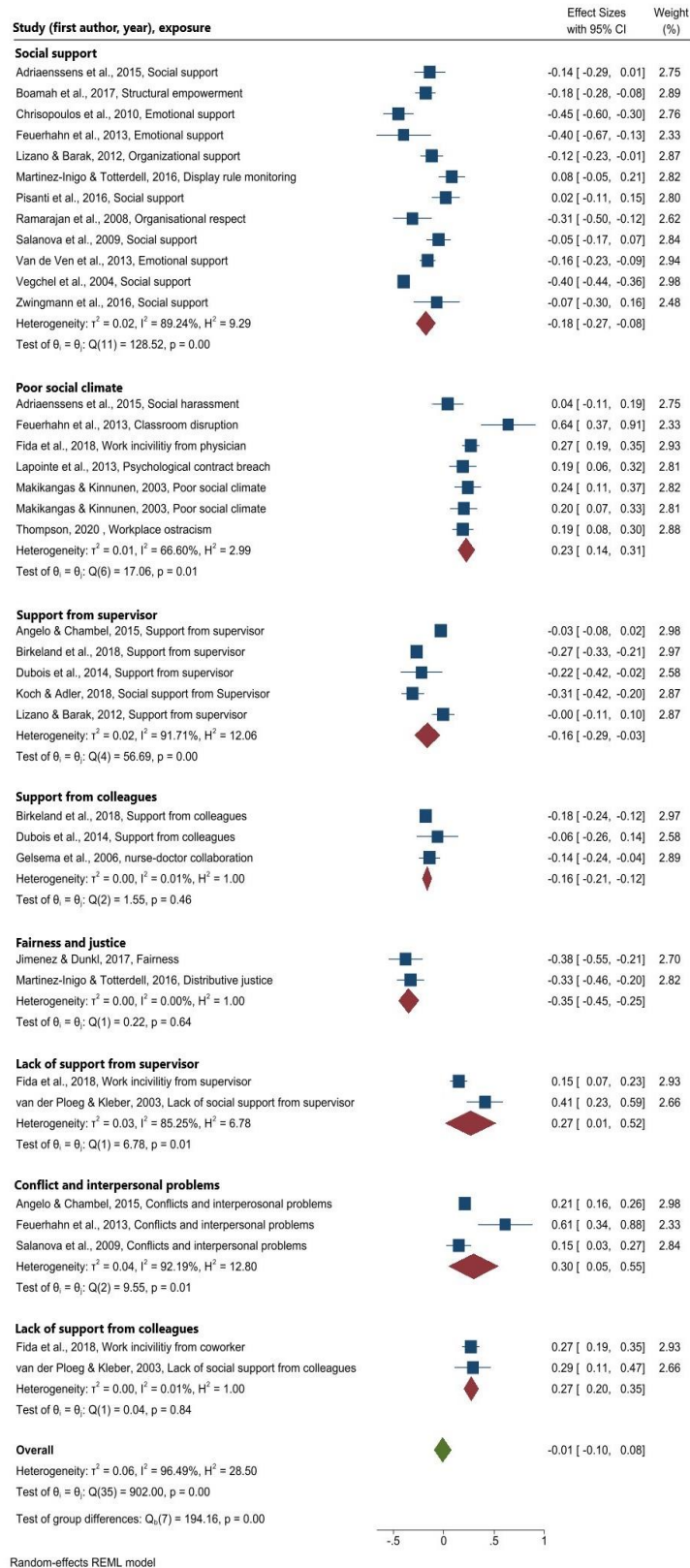
Supplementary Figure S1. Job demands forest plot



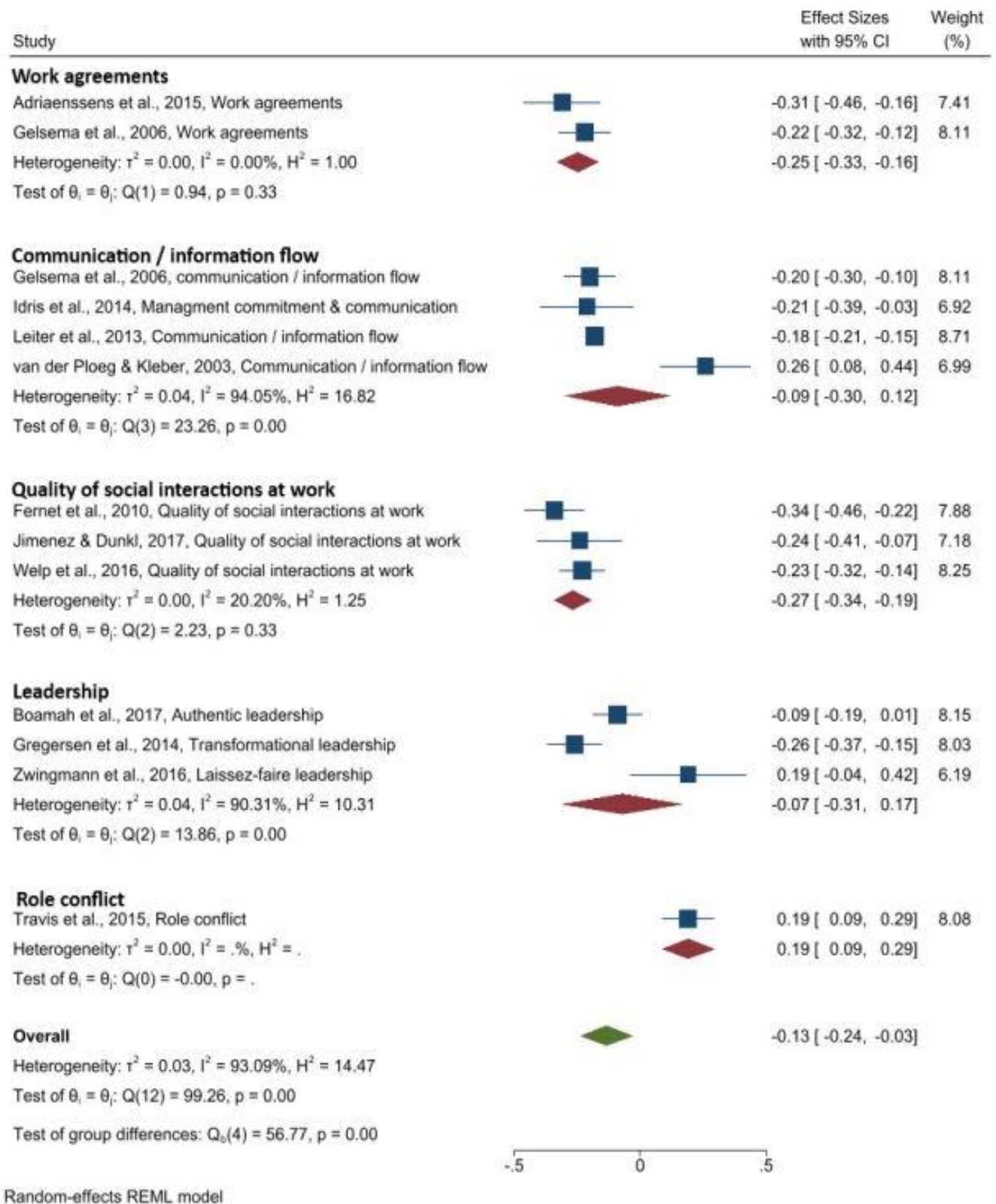
Supplementary Figure S2. Job control forest plot



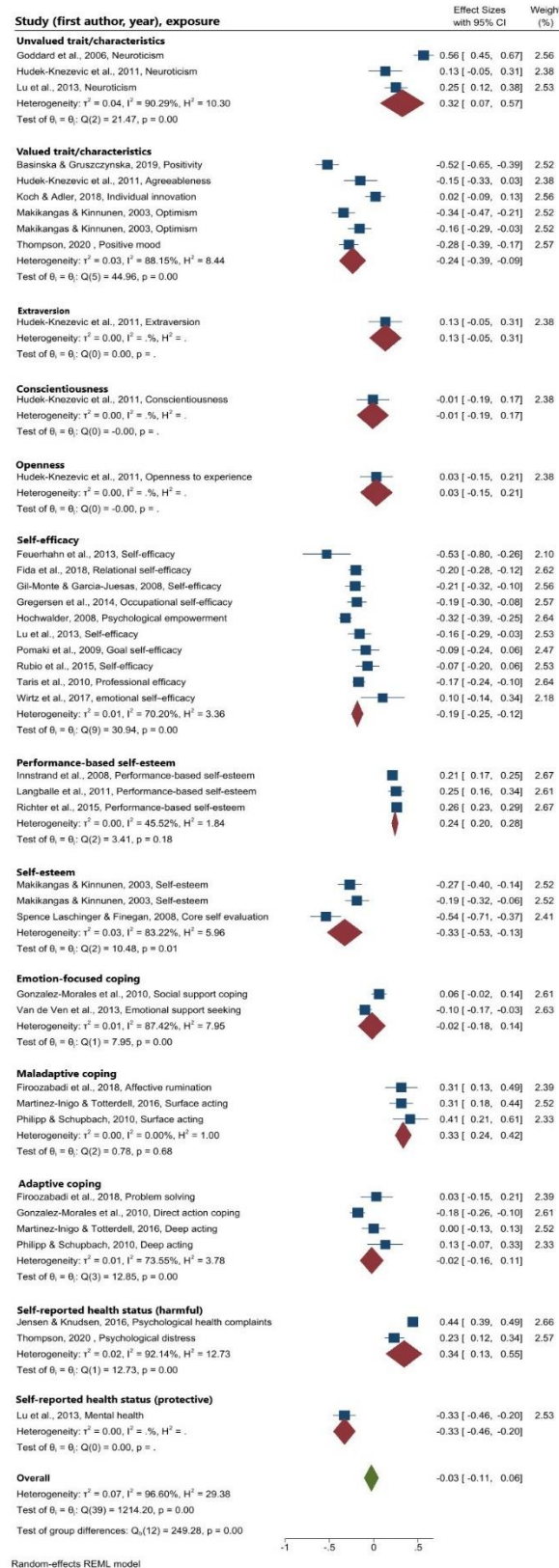
Supplementary Figure S3. Job resources forest plot



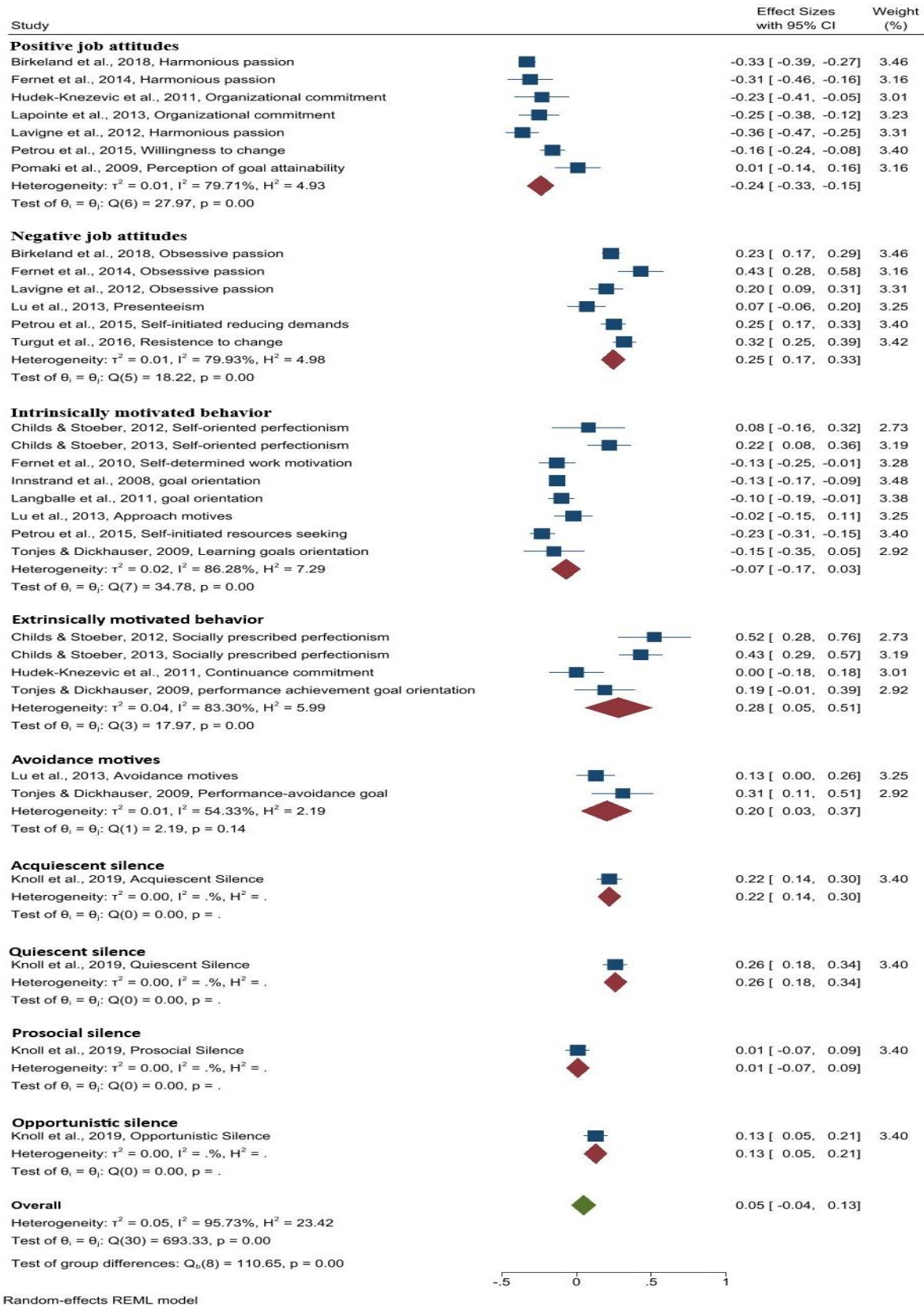
Supplementary Figure S4. Interactions at work forest plot



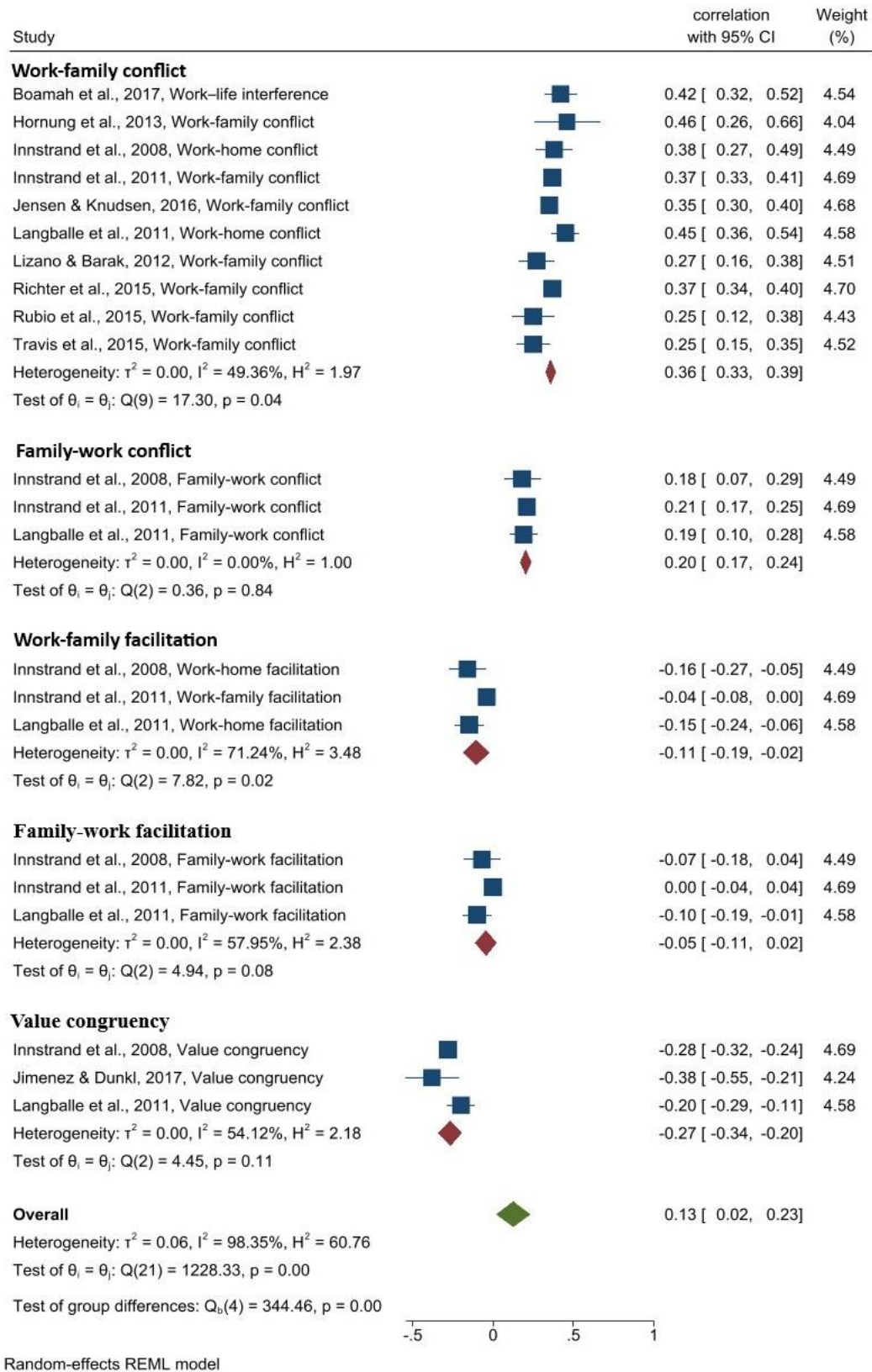
Supplementary Figure S5. Communication and leadership forest plot



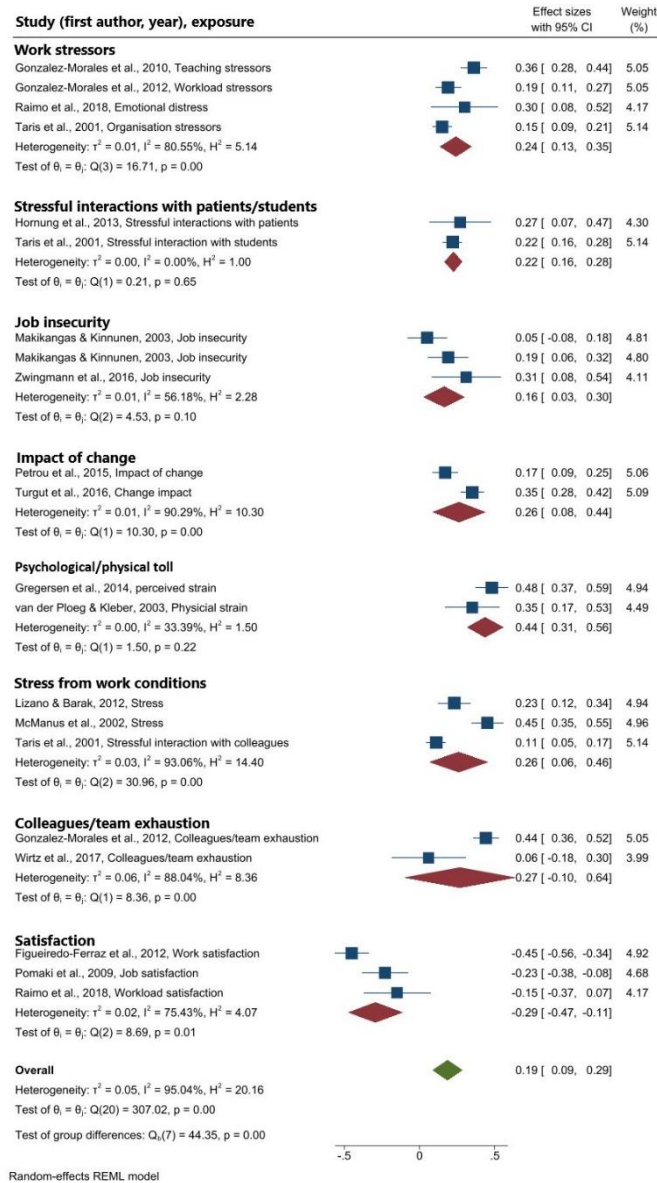
Supplementary Figure S6. Personality characteristics and self-reported health status forest plot



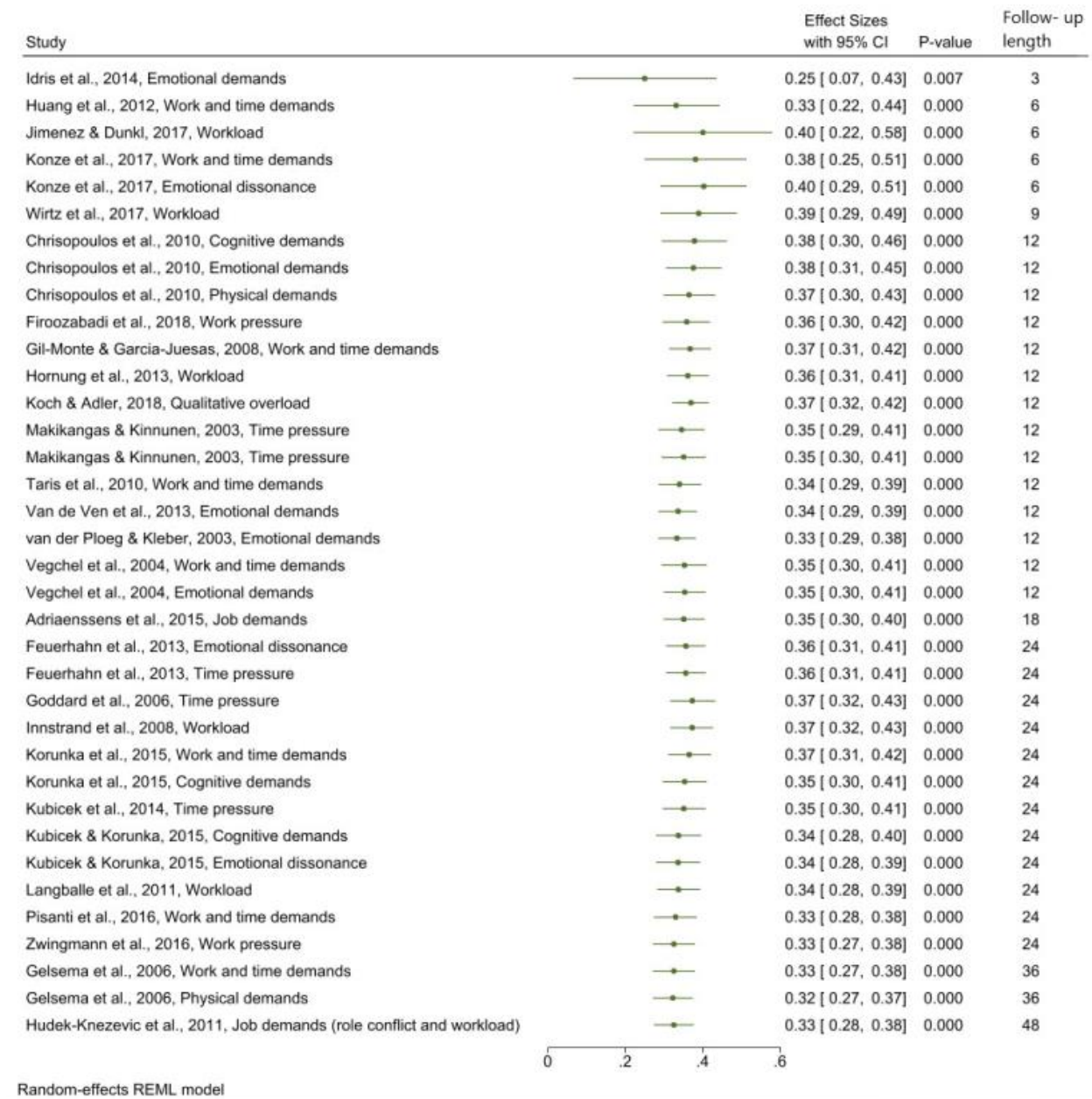
Supplementary Figure S7. Job attitudes forest plot



Supplementary Figure S8. Work-family interface forest plot

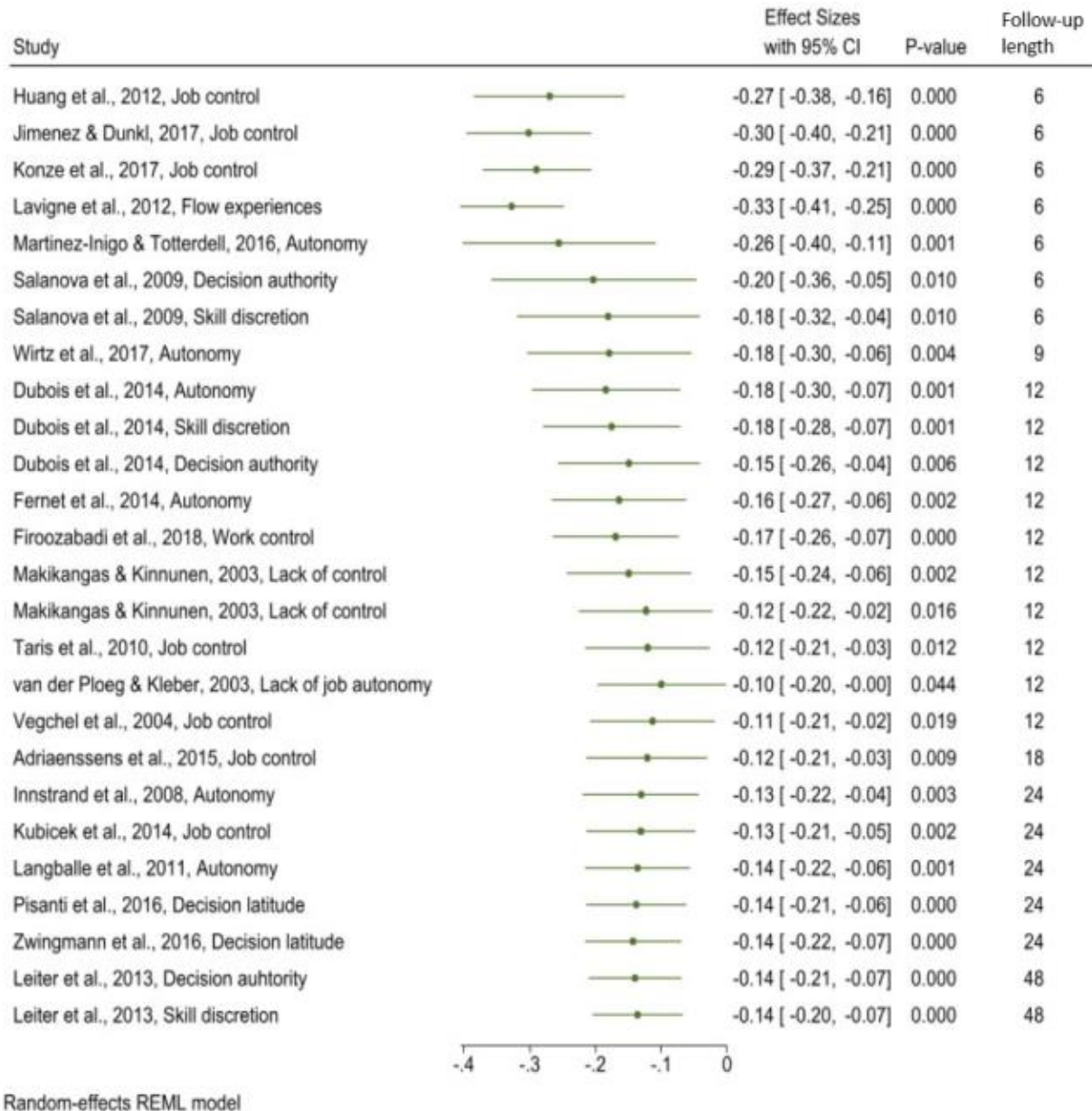


Supplementary Figure S9. Perceived intermediate work consequences forest plot



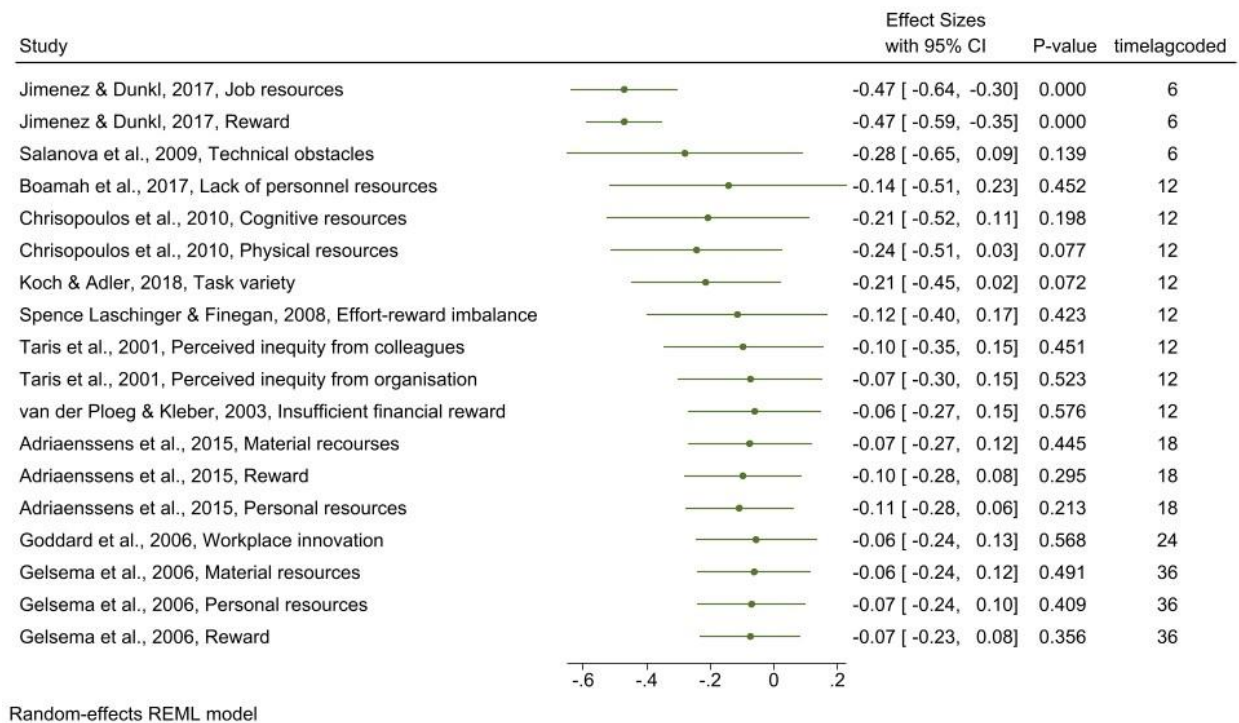
3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S10. Cumulative meta-analysis of the association between Job demands and occupational burnout by increasing follow-up lengths



3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S11. Cumulative meta-analysis of the association between Job control and occupational burnout by increasing follow-up lengths



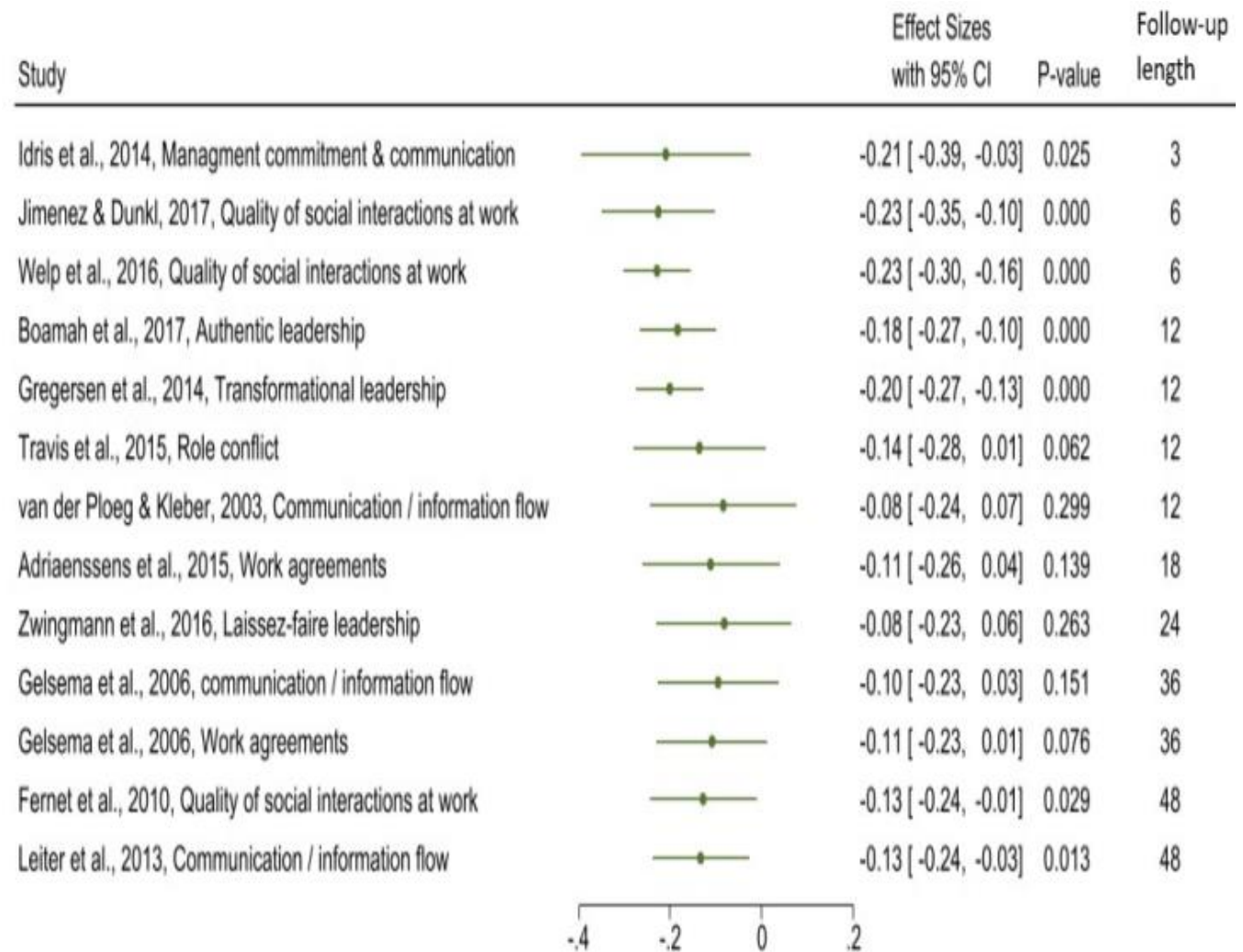
3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S12. Cumulative meta-analysis of the association between Job resources and occupational burnout by increasing followUp lengths



3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

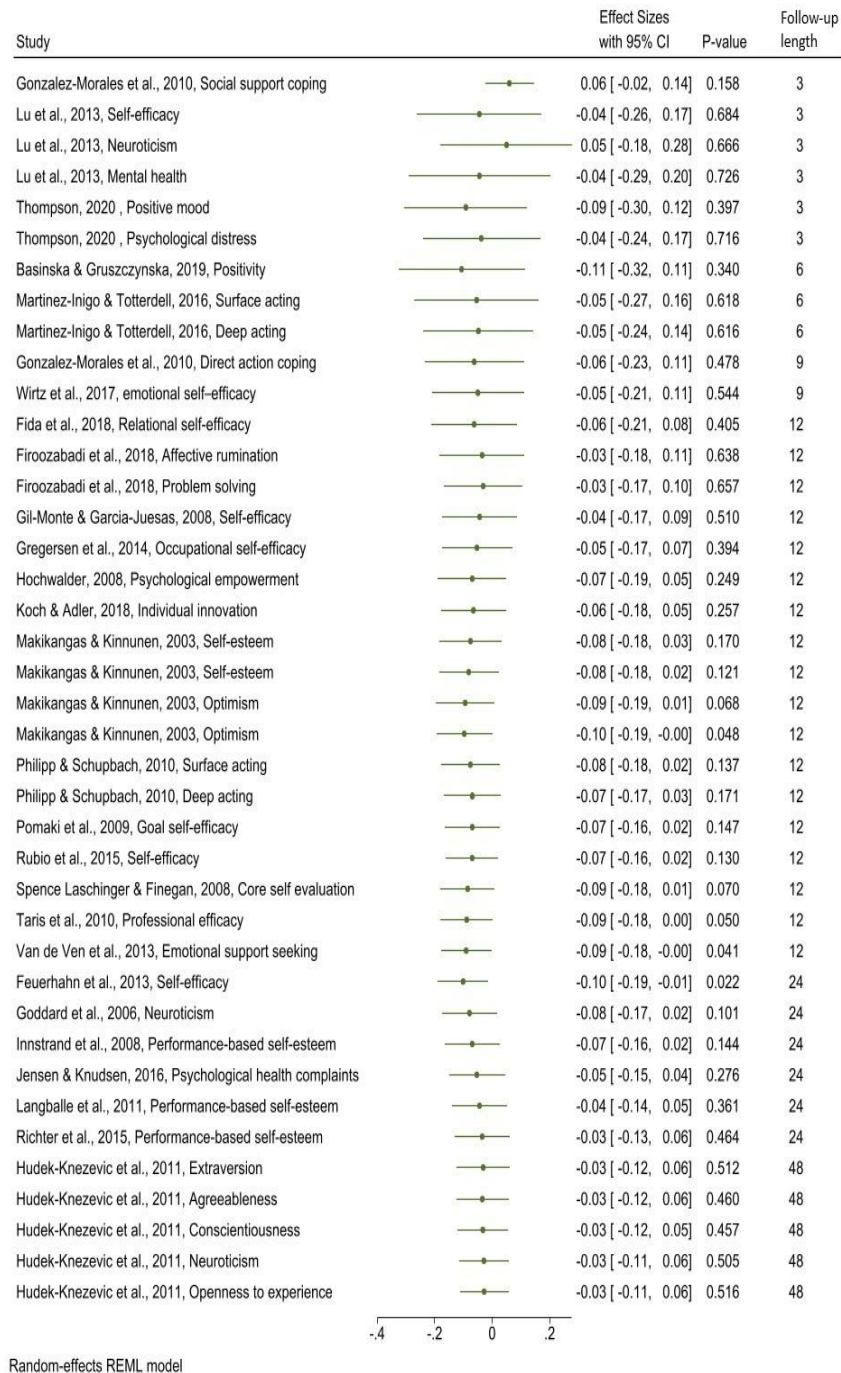
Figure S13. Cumulative meta-analysis of the association between Interactions at work and occupational burnout by increasing follow-up lengths



Random-effects REML model

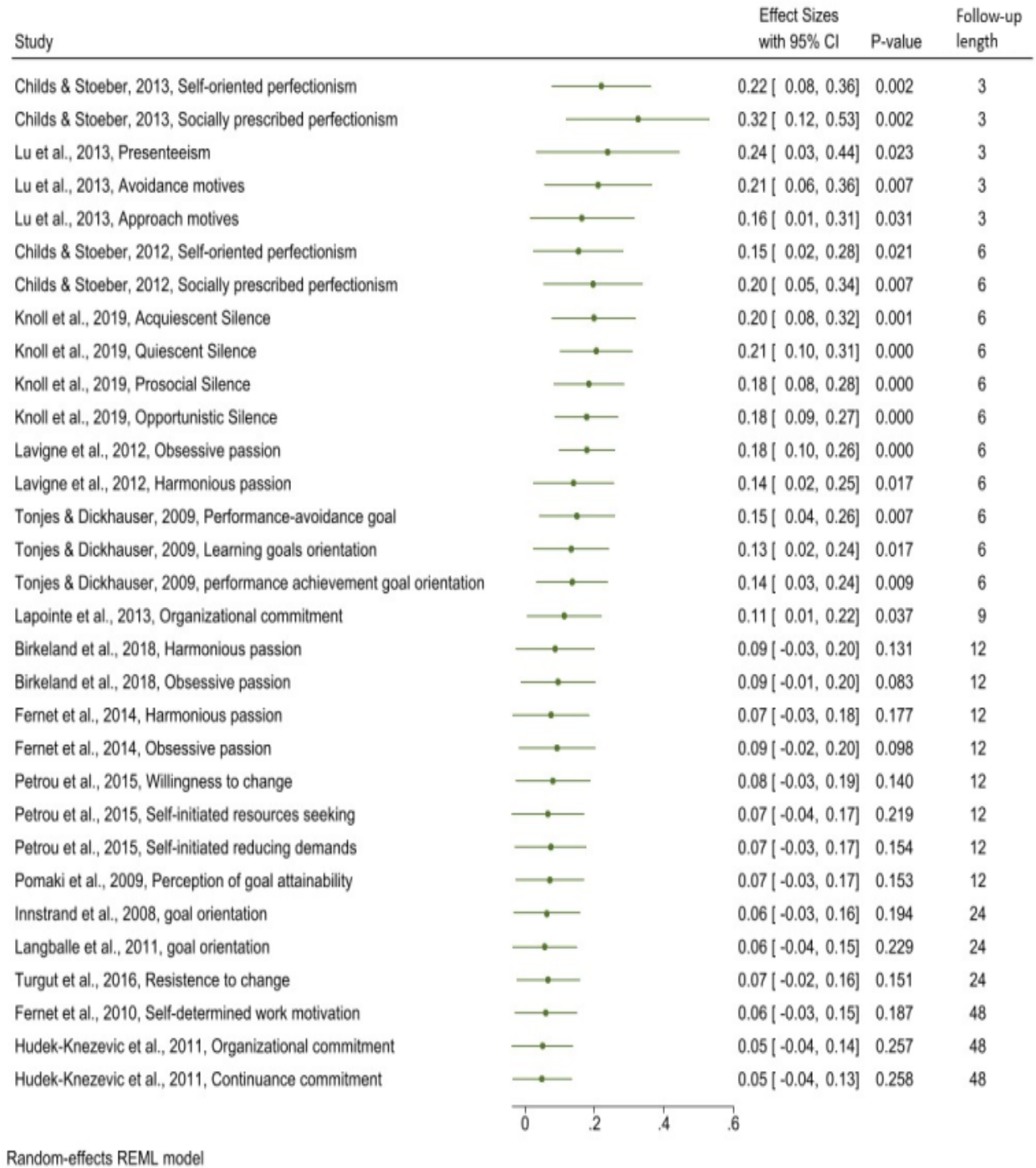
3: the follow-up length less or equal to three months, 6:]3,6], 9:]6,9], 12:]9,12], 24:]12,24], 36:]24,36], 48:]36,48], and 120:]48,120] months

Figure S14. Cumulative meta-analysis of the association between Communication and leadership and occupational burnout by increasing followUp lengths



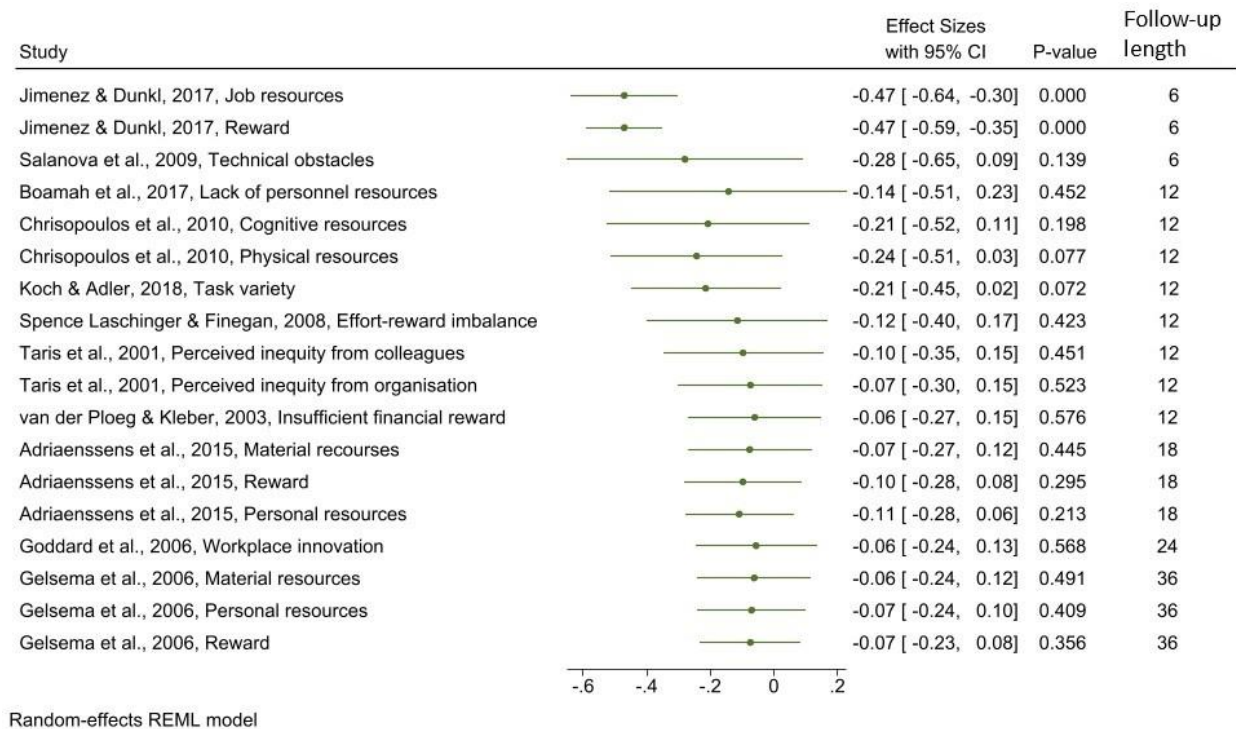
3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S15. Cumulative meta-analysis of the association between Personality characteristics and self-reported health status and occupational burnout by increasing followUp lengths



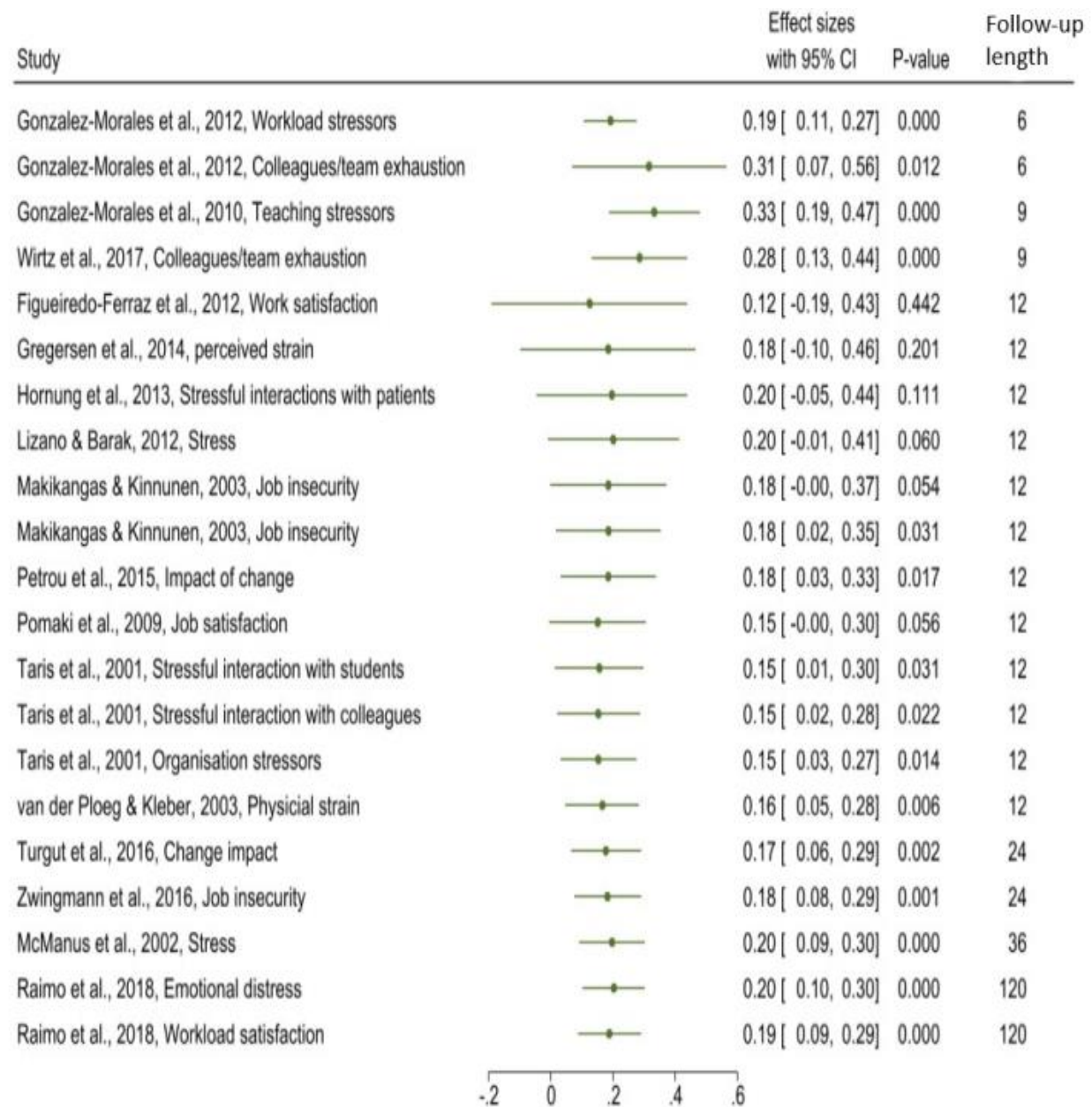
3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S16. Cumulative meta-analysis of the association between Job attitudes and occupational burnout by increasing followUp lengths



3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S17. Cumulative meta-analysis of the association between Work-life interface and occupational burnout by increasing follow-up lengths



Random-effects REML model

3: the follow-up length less or equal to three months, 6: [3,6], 9: [6,9], 12: [9,12], 24: [12,24], 36: [24,36], 48: [36,48], and 120: [48,120] months

Figure S18. Cumulative meta-analysis of the association between Perceived intermediate work consequences and occupational burnout by increasing follow-up lengths

Supplementary Table S2. Results of the sensitivity analysis if deleting one study changes the summary estimate of associations between subgroups of predictor-variables and exhaustion, and the heterogeneity of these summary estimates

Subgroup name	Deleted study	Number of studies	Heterogeneity I ² (before sensitivity analysis)	Summary estimate (before sensitivity analysis)	Heterogeneity I ² (after sensitivity analysis)	Summary estimate (after sensitivity analysis)	95% confidence interval
<i>Cognitive demands</i>	Chrisopoulos et al., 2010	2	89.74%	0.13	56.71%	0.05	-0.04, 0.13
<i>Workload</i>	Jimenez & Dunkl, 2017	5	18.69%	0.38	0.02%	0.36	0.33, 0.40
<i>Emotional demands</i>	Van de Ven et al., 2013	7	31.69%	0.34	17.97	0.34	0.30, 0.39
<i>Emotional demands</i>	Vegchel et al., 2004	7	31.69%	0.34	8.21%	0.32	0.27, 0.37
<i>Autonomy</i>	Martinez-Inigo & Totterdell, 2016	5	77.82%	-0.21	0.00%	-0.27	-0.31, -0.23
<i>Job control</i>	Taris et al., 2010	7	76.78%	-0.23	56.29%	-0.26	-0.32, -0.22
<i>Lack of job resources</i>	Boamah et al., 2017	3	73.40%	0.12	0.01%	0.06	0.01, 0.11
<i>Material resources</i>	Chrisopoulos et al., 2010	2	72.77%	-0.27	0.00%	-0.19	-0.28, -0.11
<i>Reward</i>	Gelsema et al., 2006	2	83.64%	-0.32	0.00%	-0.42	-0.53, 0.30
<i>Material resources</i>	Gelsema et al., 2006	2	72.77%	-0.27	59.78%	-0.34	-0.50, -0.17
<i>Poor social climate</i>	Adriaenssens et al., 2015	5	66.60%	0.24	0.01%	0.24	0.19, 0.29
<i>Poor social climate</i>	Feuerhahn et al., 2013	5	66.60%	0.24	30.38%	0.20	0.15, 0.26

<i>Conflict & interpersonal problems</i>	Feuerhahn et al., 2013	2	92.19%	0.30	0.00%	0.20	0.16, 0.25
<i>Quality of social interactions at work</i>	Fernet et al., 2010	2	20.20%	-0.27	0.00%	-0.23	-0.31, -0.15
<i>Communication/information flow</i>	van der Ploeg & Kleber, 2003	3	94.05%	-0.09	0.01%	-0.18	-0.21, -0.15
<i>Quality of social interactions at work</i>	Welp et al., 2016	2	20.20%	-0.27	0.01%	-0.31	-0.40, -0.21
<i>Unvalued trait/characteristics</i>	Goddard et al., 2006	2	90.29%	0.32	11.34%	0.21	0.10, 0.32
<i>Adaptive coping</i>	Gonzalez-Morales et al., 2010	3	73.55%	-0.02	0.00%	0.04	-0.06, 0.13
<i>Self-efficacy</i>	Hochwalder, 2008	9	70.20%	-0.19	0.00%	-0.17	-0.21, -0.13
<i>Performance-based self-esteem</i>	Innstrand et al., 2008	2	45.52%	0.24	0.01%	0.26	0.23, 0.29
<i>Performance-based self-esteem</i>	Richter et al., 2015	2	45.52%	0.24	0.00%	0.22	0.18, 0.25
<i>Self-esteem</i>	Spence Laschinger & Finegan, 2008	1	83.22%	-0.33	0.00%	-0.23	-0.32, -0.14
<i>Intrinsically motivated behavior</i>	Childs & Stoeber, 2013, the Second study	7	86.28%	-0.07	53.96%	-0.12	-0.18, -0.06
<i>Negative job attitudes</i>	Lu et al., 2013	5	79.93%	0.25	58.87%	0.27	0.21, 0.33

<i>Work-family conflict</i>	Langballe et al., 2011	9	49.36%	0.36	0.06%	0.36	0.34, 0.38
<i>Work-family conflict</i>	Lizano & Barak, 2012	9	49.36%	0.36	0.02%	0.37	0.35, 0.39
<i>Work-family conflict</i>	Rubio et al., 2015	9	49.36%	0.36	0.00%	0.37	0.35, 0.39
<i>Work-family conflict</i>	Travis et al., 2015	9	49.36%	0.36	0.04%	0.37	0.35, 0.39
<i>Work-family Facilitation</i>	Innstrand et al., 2011	2	71.24%	-0.11	0.00 %	-0.15	-0.22, -0.09
<i>Family-work Facilitation</i>	Innstrand et al., 2011	2	57.95%	-0.05	0.01%	-0.09	-0.16, -0.02
<i>Family-work Facilitation</i>	Langballe et al., 2011	2	57.95%	-0.05	24.09%	-0.01	-0.07, 0.04
<i>Value congruency</i>	Langballe et al., 2011	2	54.12%	-0.27	23.41%	-0.30	-0.37, -0.22
<i>Satisfaction</i>	Figueiredo-Ferraz et al., 2012	2	75.43%	-0.29	0.00%	-0.20	-0.33, -0.08
<i>Work stressors</i>	Gonzalez-Morales et al., 2010	3	80.55%	0.24	0.00%	0.17	0.12, 0.22

Supplementary Table S3. Comparison of Meta-analysis results per subgroups of studied predictor-variables between overall studies and studies conducted in Europe

Studied predictor-variables grouped per (sub)family	Number of studies (overall)	Heterogeneity “I² estimate”	Summary estimate of the association with exhaustion	95% Confidence interval	Number of studies conducted in Europe	Heterogeneity “I² estimate”	Summary estimate of the association with exhaustion	95% Confidence interval
<i>Job demands</i>	27	89.25%	0.33	0.28-0.38	22	89.08%	0.31	0.26-0.37

Work and time demands	8	91.40%	0.33	0.22-0.43	7	92.85%	0.32	0.20, 0.44
Cognitive demands	3	89.74%	0.13	-0.05, 0.31	2	56.71%	0.05	-0.04, 0.13
Physical demands	2	0.00%	0.25	0.17, 0.34	1	0.00%	0.24	0.14, 0.34
Workload	6	18.69%	0.38	0.34-0.43	6	18.69%	0.38	0.34-0.43
Time pressure	5	92.34%	0.35	0.17-0.53	5	63.90%	0.27	0.16-0.38
Job demands (overall)	2	13.55%	0.35	0.23-0.48	2	13.55%	0.35	0.23-0.48
Emotional demands	8	31.69%	0.34	0.30-0.39	6	48%	0.35	0.29-0.40
Job control	20	94.14%	-0.15	-0.21, -0.09	18	94.10%	-0.13	-0.20, -0.06
Job control	8	76.78%	-0.23	-0.30, -0.16	6	83.80%	-0.23	-0.23, -0.13
Skill discretion	3	0.00%	-0.05	-0.08, -0.02	2	0.00%	-0.05	-0.08, -0.02
Autonomy	6	77.82%	-0.21	-0.21, -0.11	4	86.22%	-0.18	-0.31, -0.04
Decision authority	5	81.59%	-0.06	-0.19, 0.06	4	76.17%	-0.10	-0.21, 0.01
Flow experiences	1	NA	-0.40	-0.51, -0.29	NA	NA	NA	NA
Lack of control	2	38.44%	0.17	0.07, 0.28	2	56.26%	0.15	-0.01, 0.32
Job resources	11	97.22%	-0.07	-0.23, 0.08	7	92.55%	-0.15	-0.26, -0.04
Job resources	6	97.75%	-0.12	-0.47, 0.22	4	85.12%	-0.23	-0.40, -0.07

Lack of job resources	4	73.40%	0.12	0.02, 0.23	3	0.01%	0.06	0.01, 0.11
Reward	3	83.64%	-0.32	-0.51, -0.12	3	83.64%	-0.32	-0.51, -0.12
Lack of reward/inequity	2	96.27%	0.35	-0.12, 0.82	1	NA	0.12	0.06, 0.18
Material resources	3	72.77%	-0.27	-0.42, -0.13	2	0.00%	-0.19	-0.28, -0.11
Interactions at work	23	96.57%	-0.02	-0.10, 0.07	17	97.34%	-0.02	-0.13, 0.10
Social support	12	89.24%	-0.18	-0.27, -0.08	8	90.47%	-0.14	-0.26, -0.01
Poor social climate	5	79.37%	0.24	0.12, 0.35	3	90.96%	0.29	-0.04, 0.62
Support from supervisor	3	91.71%	-0.16	-0.29, -0.03	3	95.30%	-0.20	-0.37, -0.03
Support from colleagues	3	0.01%	-0.16	-0.21, -0.12	2	0.02%	-0.17	-0.22, -0.12
Fairness/justice	2	0.00%	-0.35	-0.45, -0.25	2	0.00%	-0.35	-0.45, -0.25
Lack of support from supervisor	2	85.25%	0.27	0.01, 0.52	2	NA	0.41	0.23, 0.59
Lack of support from coworkers	2	0.01%	0.27	0.20, 0.35	1	NA	0.29	0.11, 0.47
Conflict & interpersonal problems	3	92.19%	0.30	0.05, 0.55	3	92.19%	0.30	0.05, 0.55

<i>Communication & leadership</i>	12	93.09%	-0.13	-0.24, -0.03	8	93.09%	-0.13	-0.24, -0.03
Work agreements	2	0.00%	-0.25	-0.33, -0.16	2	0.00%	-0.25	-0.33, -0.16
Communication/ information flow	4	94.05%	-0.09	-0.30, 0.12	3	96.43%	-0.05	-0.33, 0.23
Quality of social interactions at work	3	20.20%	-0.27	-0.34, -0.19	2	0.00%	-0.23	-0.31, -0.15
Leadership	3	90.31%	-0.07	-0.31, 0.17	2	90.31%	-0.07	-0.31, 0.17
Role conflict	1	NA	0.19	0.09, 0.29	NA	NA	NA	NA
<i>Personality characteristics & self-reported health status</i>	26	96.60%	-0.02	-0.11, 0.07	18	96.56%	-0.02	-0.11, 0.07
Unvalued trait/ characteristics	3	90.29%	0.32	0.07, 0.57	1	NA	0.13	-0.05, 0.31
Valued trait/ characteristics	5	88.15%	-0.24	-0.39, -0.09	4	91.79%	-0.25	-0.48, -0.01
Extraversion	1	NA	0.13	-0.05, 0.31	1	NA	0.13	-0.05, 0.31
Conscientiousness	1	NA	-0.01	-0.19, 0.17	1	NA	-0.01	-0.19, 0.17
Openness	1	NA	0.03	-0.15, 0.21	1	NA	0.03	-0.15, 0.21
Self-efficacy	10	70.20%	-0.19	-0.25, -0.12	8	80.59%	-0.18	-0.28, -0.09

Maladaptive coping	3	0.00%	0.33	0.24, 0.42	2	0.00%	0.34	0.23, 0.45
Adaptive coping	4	73.55%	-0.02	-0.16, 0.11	3	81.69%	-0.03	-0.21, 0.14
Emotion-focused coping	2	87.42%	-0.02	-0.18, 0.14	2	87.42%	-0.02	-0.18, 0.14
Self-esteem	2	83.22%	-0.33	-0.53, -0.13	2	NA	-0.27	-0.40, -0.14
Performance-based self-esteem	3	45.52%	0.24	0.20, 0.28	3	45.52%	0.24	0.20, 0.28
Self-reported health status (harmful)	2	92.14%	0.34	0.13, 0.55	1	NA	0.44	0.39, 0.49
Self-reported health status (protective)	1	NA	-0.33	-0.46, -0.20	NA	NA	NA	NA
Job attitudes	18	95.73%	0.05	-0.04, 0.13	10	95.99%	0.08	-0.02, 0.18
Positive job attitudes	7	79.71%	-0.24	-0.33, -0.15	4	87.22%	-0.19	-0.33, -0.04
Negative job attitudes	6	79.93%	0.25	0.17, 0.33	3	46.75%	0.26	0.21, 0.32
Intrinsically motivated behavior	8	86.28%	-0.07	-0.17, 0.03	6	90.82%	-0.06	-0.20, 0.07
Extrinsically motivated behavior	4	83.30%	0.28	0.05, 0.51	4	83.30%	0.28	0.05, 0.51

Avoidance motives	2	54.33%	0.20	0.03, 0.37	1	NA	0.31	0.11, 0.51
Acquiescent silence	1	NA	0.22	0.14, 0.30	1	NA	0.22	0.14, 0.30
Quiescent silence	1	NA	0.26	0.18, 0.34	1	NA	0.26	0.18, 0.34
Prosocial silence	1	NA	0.01	-0.07, 0.09	1	NA	0.01	-0.07, 0.09
Opportunistic silence	1	NA	0.13	0.05, 0.21	1	NA	0.13	0.05, 0.21
Work-family interface	11	98.35%	0.13	0.02, 0.23	7	98.57%	0.10	-0.02, 0.21
Work-family conflict	10	49.36%	0.36	0.33, 0.39	7	0.02%	0.37	0.35, 0.39
Family-work conflict	3	0.00%	0.20	0.17, 0.24	3	0.00%	0.20	0.17, 0.24
Work-family facilitation	3	71.24%	-0.11	-0.19, -0.02	3	71.24%	-0.11	-0.19, -0.02
Family-work facilitation	3	57.95%	-0.05	-0.11, 0.02	3	57.95%	-0.05	-0.11, 0.02
Value congruency	3	54.12%	-0.27	-0.34, -0.20	3	54.12%	-0.27	-0.34, - 0.20
Perceived intermediate work consequences	16	95.04%	0.19	0.09, 0.29	15	96.07%	0.19	0.08, 0.31
Work stressors	4	80.55%	0.24	0.13, 0.35	3	87.86%	0.23	0.11, 0.36

Stressful interactions with patients/students	2	0.00%	0.22	0.16, 0.28	2	0.00%	0.22	0.16, 0.28
Job insecurity	2	56.18%	0.16	0.03, 0.30	2	73.48%	0.16	-0.09, 0.41
Impact of change	2	90.29%	0.26	0.08, 0.44	2	90.29%	0.26	0.08, 0.44
Psychological/physical toll	2	33.39%	0.44	0.31, 0.56	2	33.39%	0.44	0.31, 0.56
Stress from work	3	93.06%	0.26	0.06, 0.46	2	96.75%	0.28	-0.06, 0.61
Satisfaction	3	75.43%	-0.29	-0.47, -0.11	2	81.24%	-0.35	-0.56, -0.13
Colleagues/team exhaustion	2	88.04%	0.27	-0.10, 0.64	2	88.04%	0.27	-0.10, 0.64

Supplementary Table S4. Comparison of Meta-analysis results per subgroups of studied predictor-variables between overall studies and studies conducted for medical and health workers

Studied predictor-variables grouped per (sub)family	Number of studies (overall)	Heterogeneity “I ² estimate”	Summary estimate of the association with exhaustion	95% Confidence interval	Number of studies conducted for medical and health workers	Heterogeneity “I ² estimate”	Summary estimate of the association with exhaustion	95% Confidence interval
<i>Job demands</i>	<i>27</i>	<i>89.25%</i>	<i>0.33</i>	<i>0.28-0.38</i>	<i>10</i>	<i>90.64%</i>	<i>0.28</i>	<i>0.20-0.35</i>

Work and time demands	8	91.40%	0.33	0.22-0.43	5	94.90%	0.33	0.16, 0.50
Cognitive demands	3	89.74%	0.13	-0.05, 0.31	2	56.71%	0.05	-0.04, 0.13
Physical demands	2	0.00%	0.25	0.17, 0.34	1	NA	0.24	0.14, 0.34
Workload	6	18.69%	0.38	0.34-0.43	2	0.00%	0.27	0.12-0.43
Time pressure	5	92.34%	0.35	0.17-0.53	2	47.15%	0.26	0.11-0.41
Job demands (overall)	2	13.55%	0.35	0.23-0.48	2	13.55%	0.35	0.23-0.48
Emotional demands	8	31.69%	0.34	0.30-0.39	3	40.87%	0.34	0.28-0.40
Job control	20	94.14%	-0.15	-0.21, -0.09	11	92.97%	-0.12	-0.20, -0.04
Job control	8	76.78%	-0.23	-0.30, -0.16	4	71.84%	-0.24	-0.33, -0.15
Skill discretion	3	0.00%	-0.05	-0.08, -0.02	2	0.01%	-0.05	-0.08, -0.02
Autonomy	6	77.82%	-0.21	-0.21, -0.11	3	54.70%	-0.11	-0.27, 0.05
Decision authority	5	81.59%	-0.06	-0.19, 0.06	4	79.11%	-0.10	-0.24, 0.05
Flow experiences	1	NA	-0.40	-0.51, -0.29	NA	NA	NA	NA
Lack of control	2	38.44%	0.17	0.07, 0.28	1	NA	0.25	0.07, 0.43
Job resources	11	97.22%	-0.07	-0.23, 0.08	5	95.62%	-0.05	-0.25, 0.15
Job resources	6	97.75%	-0.12	-0.47, 0.22	2	0.00%	-0.22	-0.30, -0.13

Lack of job resources	4	73.40%	0.12	0.02, 0.23	2	62.73%	0.19	0.03, 0.36
Reward	3	83.64%	-0.32	-0.51, -0.12	2	83.64%	-0.25	-0.47, -0.02
Lack of reward/inequity	2	96.27%	0.35	-0.12, 0.82	1	NA	0.60	0.43, 0.77
Material resources	3	72.77%	-0.27	-0.42, -0.13	2	0.00%	-0.19	-0.28, -0.11
Interactions at work	23	96.57%	-0.02	-0.10, 0.07	13	94.14%	-0.02	-0.13, 0.08
Social support	12	89.24%	-0.18	-0.27, -0.08	8	88.65%	-0.14	-0.26, -0.03
Poor social climate	5	79.37%	0.24	0.12, 0.35	2	85.54%	0.16	-0.06, 0.39
Support from supervisor	3	91.71%	-0.16	-0.29, -0.03	2	70.67%	-0.09	-0.30, 0.11
Support from colleagues	3	0.01%	-0.16	-0.21, -0.12	2	0.01%	-0.12	-0.21, -0.03
Fairness/justice	2	0.00%	-0.35	-0.45, -0.25	1	NA	-0.33	-0.46, -0.20
Lack of support from supervisor	2	85.25%	0.27	0.01, 0.52	2	85.25%	0.27	0.01, 0.52
Lack of support from coworkers	2	0.01%	0.27	0.20, 0.35	2	0.01%	0.27	0.20, 0.35
Conflict & interpersonal problems	3	92.19%	0.30	0.05, 0.55	NA	NA	NA	NA

<i>Communication & leadership</i>	12	93.09%	-0.13	-0.24, -0.03	8	92.99%	-0.13	-0.25, -0.01
Work agreements	2	0.00%	-0.25	-0.33, -0.16	2	0.00%	-0.25	-0.33, -0.16
Communication/ information flow	4	94.05%	-0.09	-0.30, 0.12	3	96.43%	-0.05	-0.33, 0.23
Quality of social interactions at work	3	20.20%	-0.27	-0.34, -0.19	1	NA	-0.23	-0.32, -0.14
Leadership	3	90.31%	-0.07	-0.31, 0.17	3	90.31%	-0.07	-0.31, 0.17
Role conflict	1	NA	0.19	0.09, 0.29	NA	NA	NA	NA
<i>Personality characteristics & self-reported health status</i>	26	96.60%	-0.02	-0.11, 0.07	11	91.88%	-0.03	-0.14, 0.08
Unvalued trait/ characteristics	3	90.29%	0.32	0.07, 0.57	1	NA	0.13	-0.05, 0.31
Valued trait/ characteristics	5	88.15%	-0.24	-0.39, -0.09	1	NA	-0.15	-0.33, 0.03
Extraversion	1	NA	0.13	-0.05, 0.31	1	NA	0.13	-0.05, 0.31
Conscientiousness	1	NA	-0.01	-0.19, 0.17	1	NA	-0.01	-0.19, 0.17
Openness	1	NA	0.03	-0.15, 0.21	1	NA	0.03	-0.15, 0.21
Self-efficacy	10	70.20%	-0.19	-0.25, -0.12	6	73.80%	-0.18	-0.27, -0.10

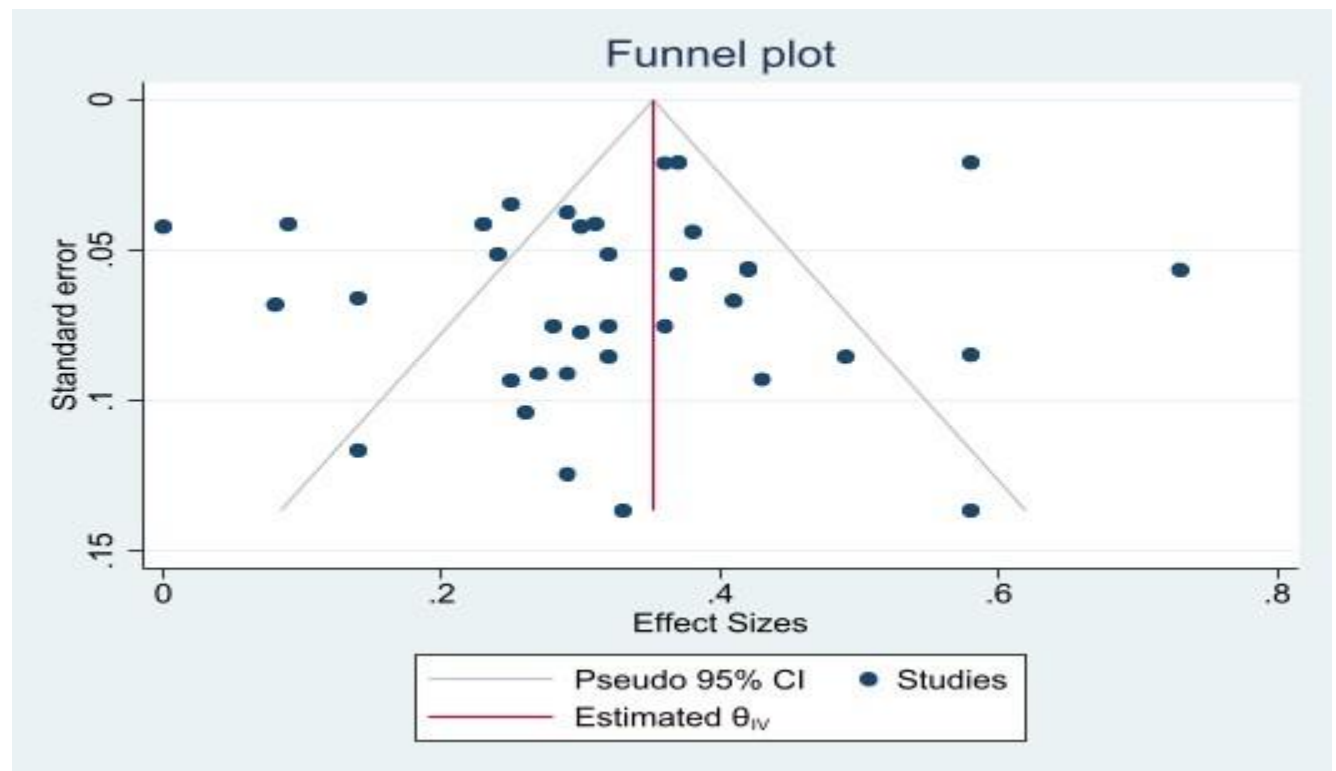
Maladaptive coping	3	0.00%	0.33	0.24, 0.42	2	0.00%	0.31	0.21, 0.41
Adaptive coping	4	73.55%	-0.02	-0.16, 0.11	2	0.00%	0.01	-0.09, 0.11
Emotion-focused coping	2	87.42%	-0.02	-0.18, 0.14	NA	NA	NA	NA
Self-esteem	2	83.22%	-0.33	-0.53, -0.13	1	NA	-0.54	-0.71, -0.37
Performance-based self-esteem	3	45.52%	0.24	0.20, 0.28	1	NA	0.25	0.16, 0.34
Self-reported health status (harmful)	2	92.14%	0.34	0.13, 0.55	NA	NA	NA	NA
Self-reported health status (protective)	1	NA	-0.33	-0.46, -0.20	NA	NA	NA	NA
Job attitudes	18	95.73%	0.05	-0.04, 0.13	3	86.18%	0.07	-0.17, 0.30
Positive job attitudes	7	79.71%	-0.24	-0.33, -0.15	2	74.76%	-0.10	-0.34, 0.13
Negative job attitudes	6	79.93%	0.25	0.17, 0.33	NA	NA	NA	NA
Intrinsically motivated behavior	8	86.28%	-0.07	-0.17, 0.03	1	NA	0.08	-0.16, 0.32
Extrinsically motivated behavior	4	83.30%	0.28	0.05, 0.51	2	91.26%	0.25	-0.26, 0.76

Avoidance motives	2	54.33%	0.20	0.03, 0.37	NA	NA	NA	NA
Acquiescent silence	1	NA	0.22	0.14, 0.30	NA	NA	NA	NA
Quiescent silence	1	NA	0.26	0.18, 0.34	NA	NA	NA	NA
Prosocial silence	1	NA	0.01	-0.07, 0.09	NA	NA	NA	NA
Opportunistic silence	1	NA	0.13	0.05, 0.21	NA	NA	NA	NA
Work-family interface	11	98.35%	0.13	0.02, 0.23	4	96.22%	0.22	0.03, 0.41
Work-family conflict	10	49.36%	0.36	0.33, 0.39	4	60.33%	0.39	0.30, 0.48
Family-work conflict	3	0.00%	0.20	0.17, 0.24	1	NA	0.19	0.10, 0.28
Work-family facilitation	3	71.24%	-0.11	-0.19, -0.02	1	NA	-0.15	-0.24, -0.06
Family-work facilitation	3	57.95%	-0.05	-0.11, 0.02	1	NA	-0.10	-0.19, -0.01
Value congruency	3	54.12%	-0.27	-0.34, -0.20	NA	NA	NA	NA
Perceived intermediate work consequences	16	95.04%	0.19	0.09, 0.29	15	96.07%	0.19	0.08, 0.31
Work stressors	4	80.55%	0.24	0.13, 0.35	1	NA	0.30	0.08, 0.54

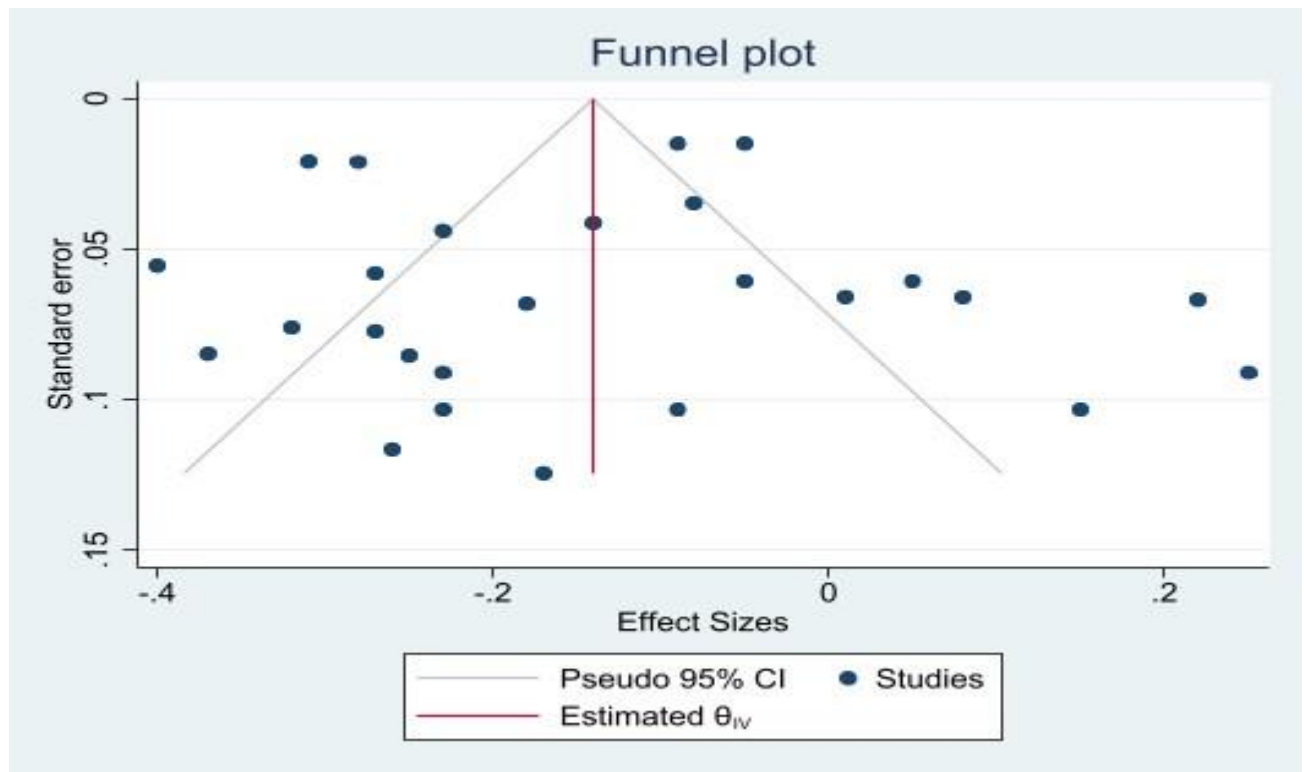
Stressful interactions with patients/students	2	0.00%	0.22	0.16, 0.28	1	NA	0.27	0.07, 0.47
Job insecurity	2	56.18%	0.16	0.03, 0.30	1	NA	0.31	0.08, 0.54
Impact of change	2	90.29%	0.26	0.08, 0.44	2	90.29%	0.26	0.08, 0.44
Psychological/physical toll	2	33.39%	0.44	0.31, 0.56	2	33.39%	0.44	0.31, 0.56
Stress from work	3	93.06%	0.26	0.06, 0.46	2	88.09%	0.34	0.12, 0.56
Satisfaction	3	75.43%	-0.29	-0.47, -0.11	3	75.43%	-0.29	-0.47, -0.11
Colleagues/team exhaustion	2	88.04%	0.27	-0.10, 0.64	1	93.98%	0.15	-0.04, 0.33

Supplementary Table S5. Results of the Regression-based Egger test for small-study effects per subfamily

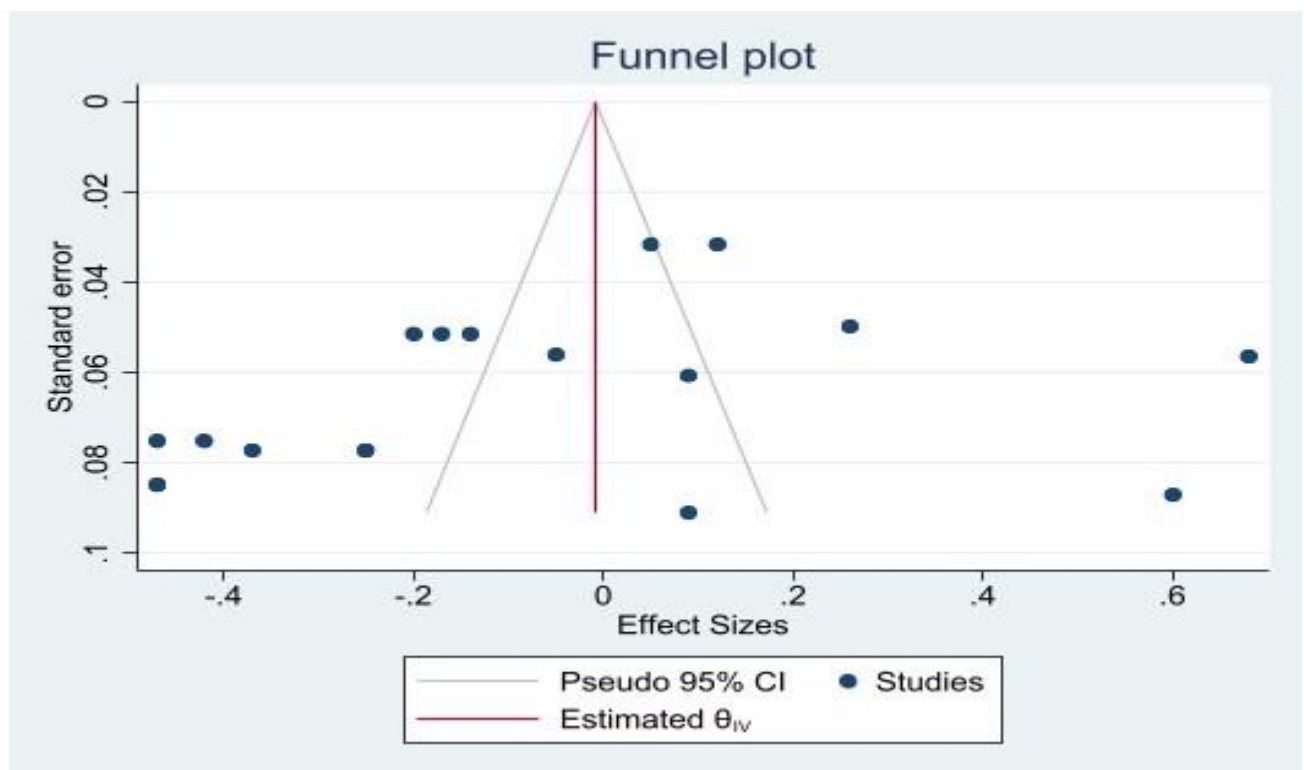
Subfamily name	Regression coefficient	Standard error	p-value
<i>Job demands</i>	0.16	0.90	0.86
<i>Job control</i>	0.44	1.16	0.71
<i>Job resources</i>	-5.44	4.41	0.22
<i>Interactions at work</i>	1.71	1.45	0.24
<i>Communication and leadership</i>	2.60	2.13	0.22
<i>Personality and self-reported health status</i>	-1.19	1.64	0.47
<i>Job attitudes</i>	1.66	1.61	0.30
<i>Work-family-interface</i>	0.05	2.65	0.98
<i>Perceived intermediate work consequences</i>	-1.16	1.78	0.51



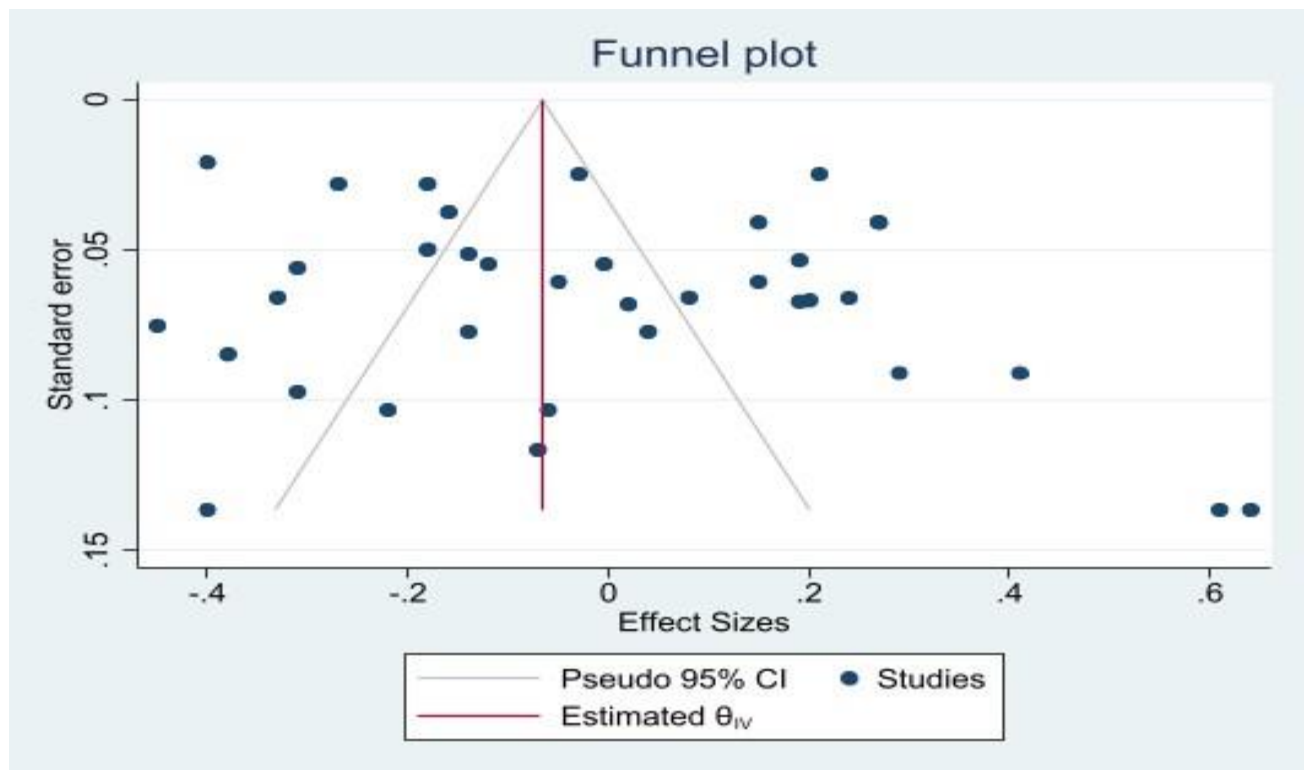
Supplementary Figure S19. Job demands funnel plot



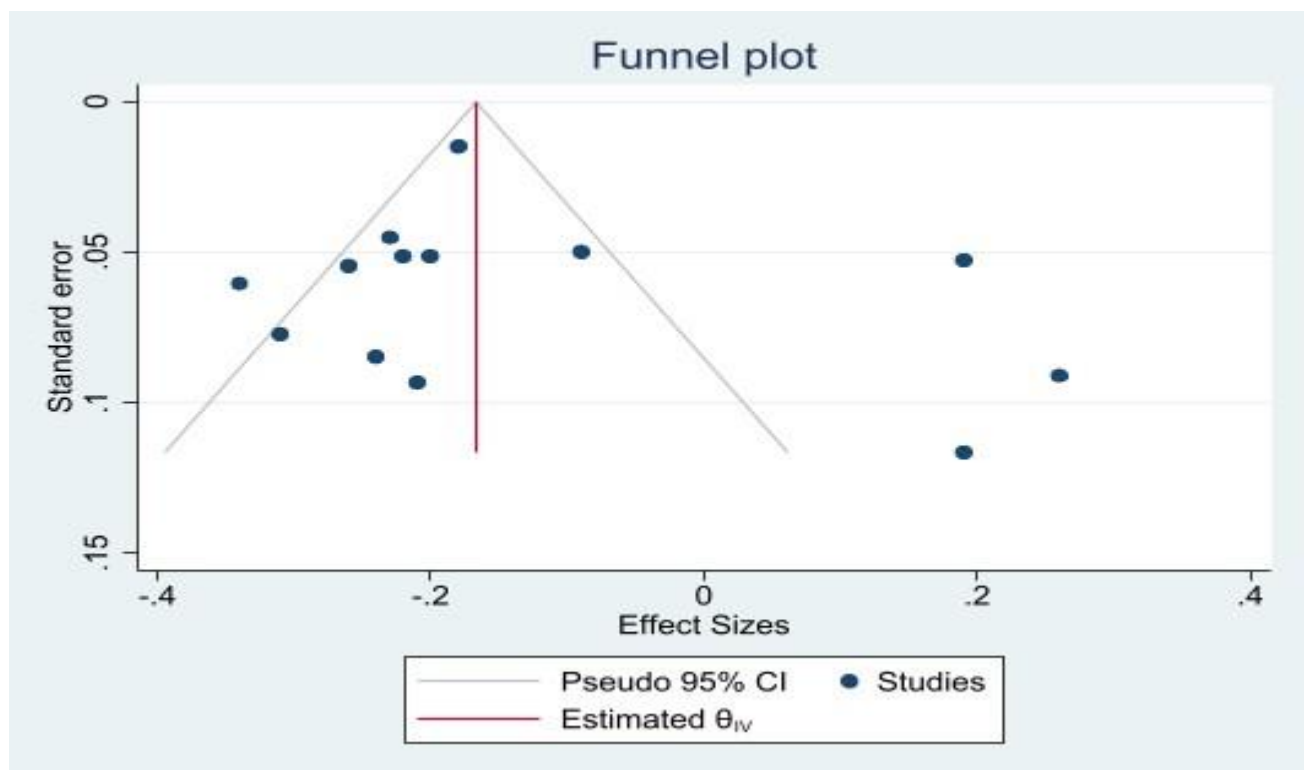
Supplementary Figure S20. Job control funnel plot



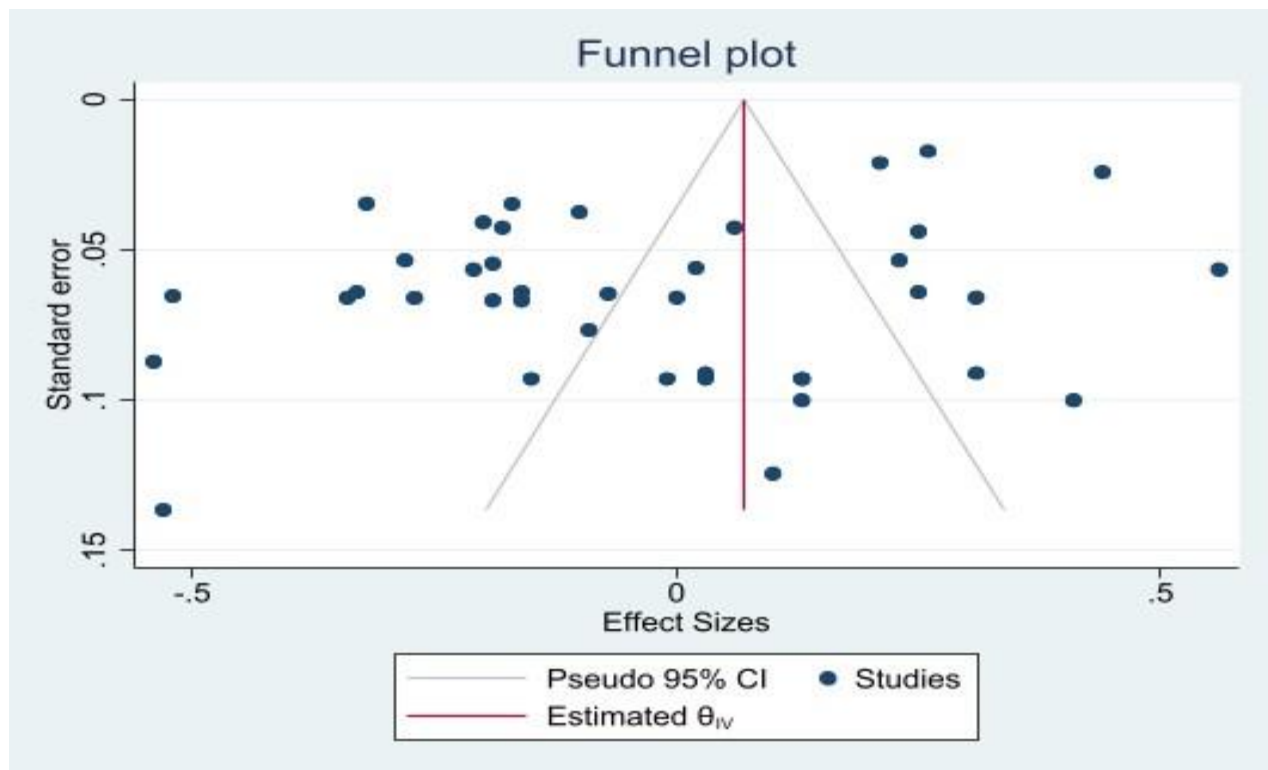
Supplementary Figure S21. Job resources funnel plot



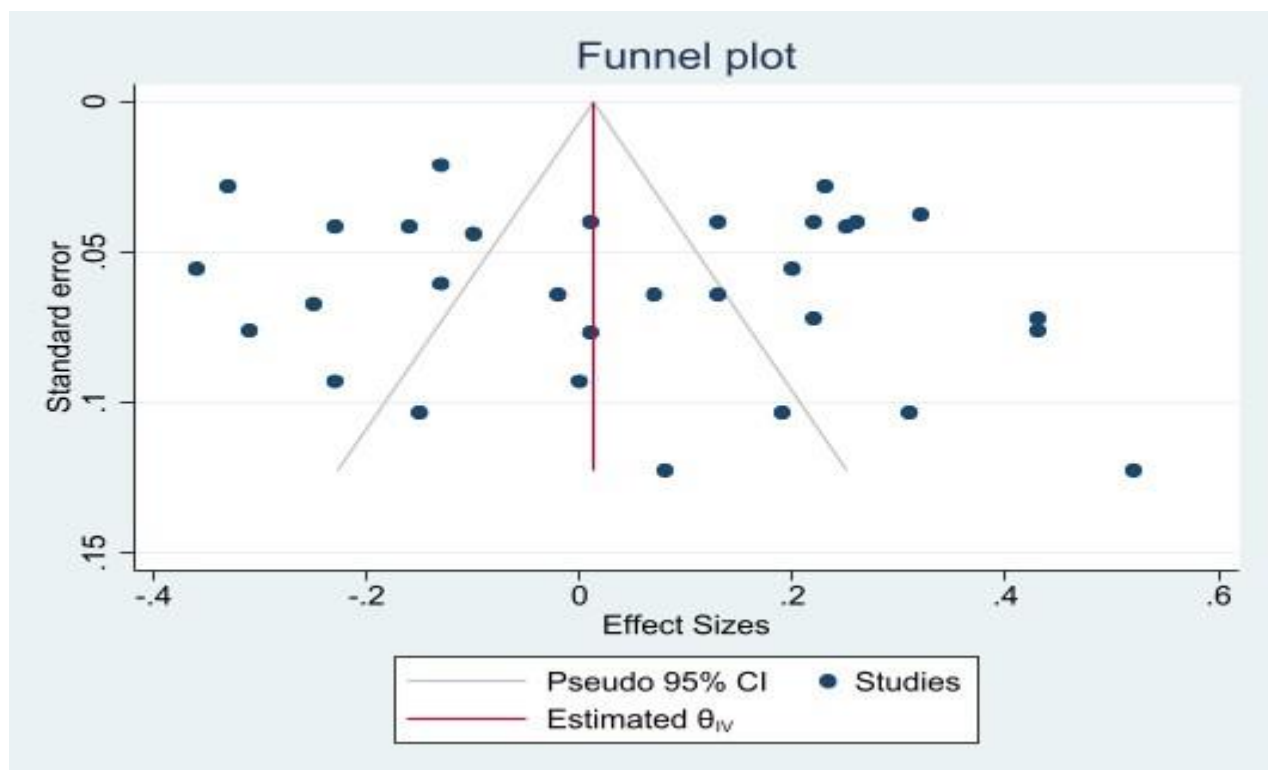
Supplementary Figure S22. Interactions at work funnel plot



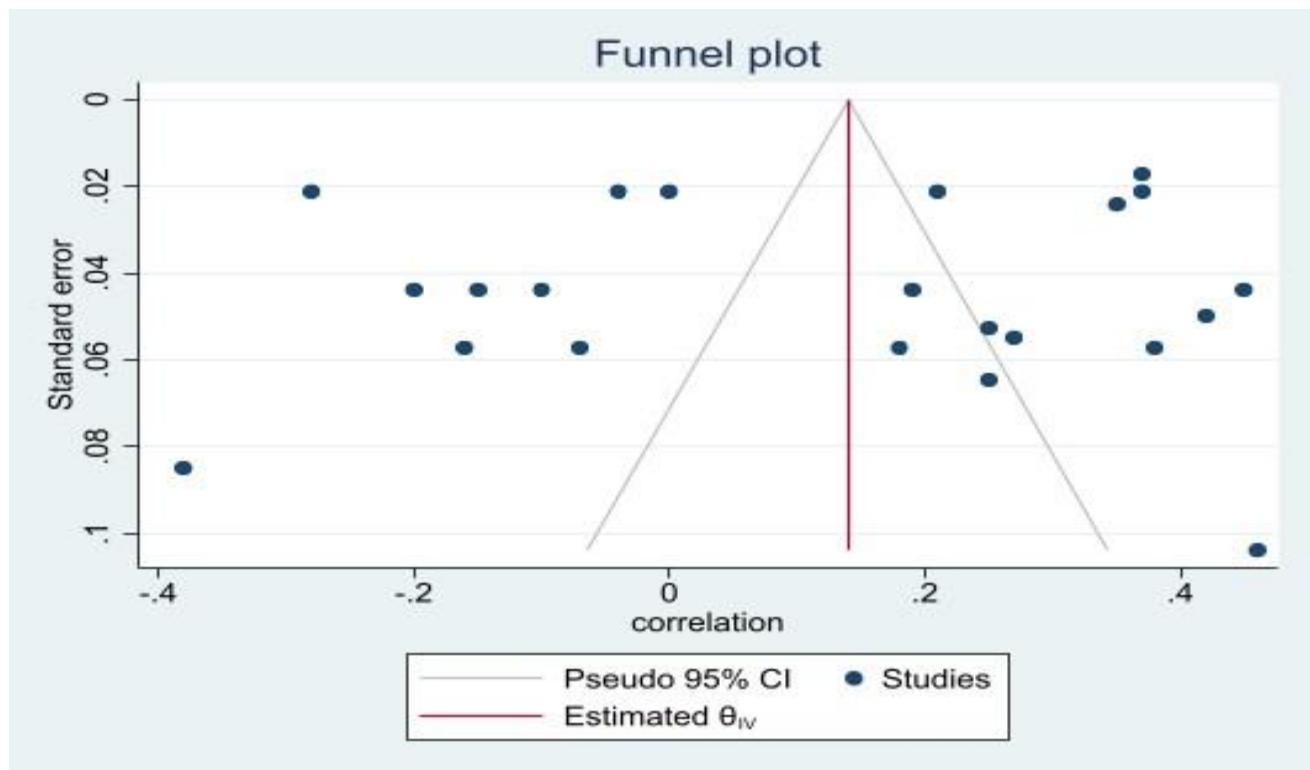
Supplementary Figure S23. Communication and leadership funnel plot



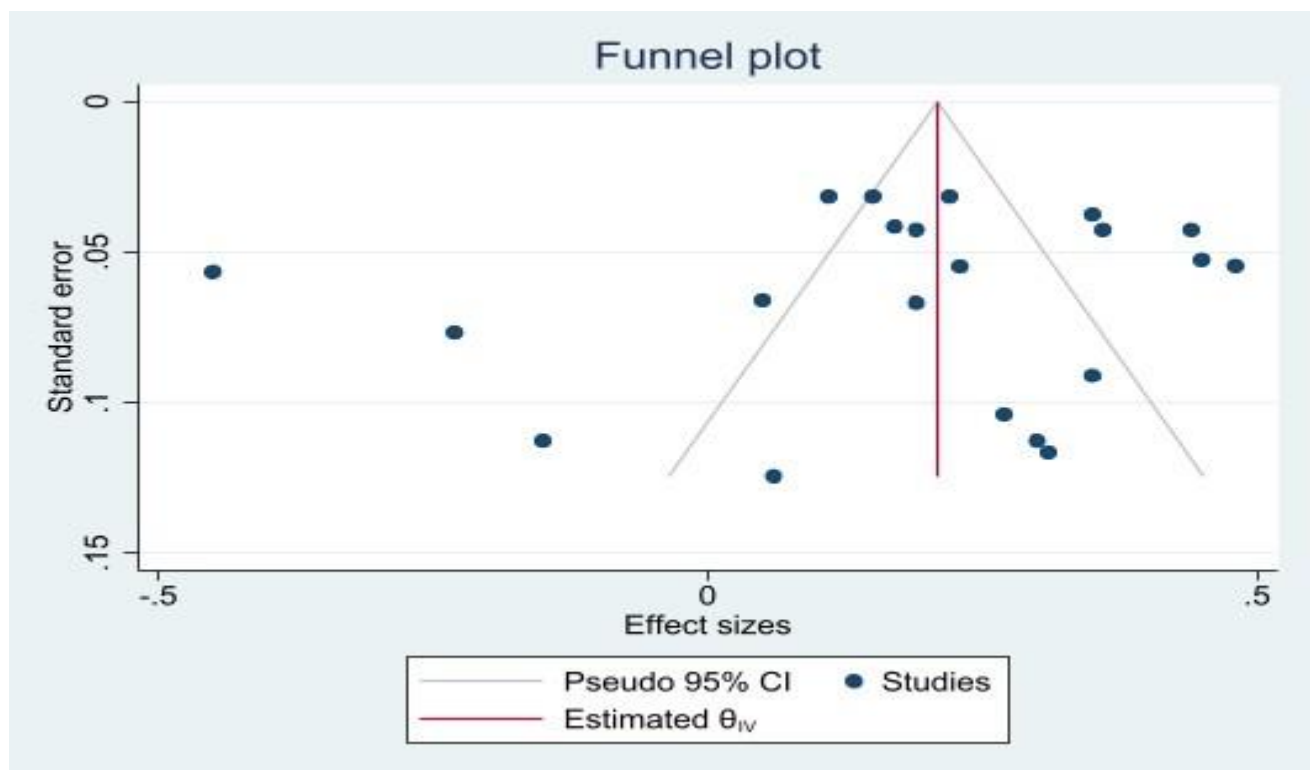
Supplementary Figure S24. Personality characteristics and self-reported health status funnel plot



Supplementary Figure S25. Job attitudes funnel plot



Supplementary Figure S26. Work-family interface funnel plot



Supplementary Figure S27. Perceived intermediate work consequences funnel plot