

Table S1. Correlation coefficients among the study variables

Variables	(1)	(2)	(3)	(4)	(5)
(1) ER-ratio	1				
(2) RS-13	-.151	1			
(3) Overcommitment	.485***	.024	1		
(4) Organization/communication	-.342*	.298*	-.114	1	
(5) Operational measures and overall assessment	-.285*	.229	.029	.507***	1

Note: ER-ratio (Effort/Reward ratio), * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$