

Supplementary Material

Supplementary Table S1. Factor intercorrelations between factors of the Work Satisfaction Questionnaire in the confirmatory factor analysis

| | colleagues | professional development | payment | supervisor | general job satisfaction |
|--------------------------|------------|--------------------------|---------|------------|--------------------------|
| occupational function | .41 | .44 | .13 | .33 | .53 |
| colleagues | | .38 | .14 | .47 | .58 |
| professional development | | | .33 | .45 | .63 |
| payment | | | | .26 | .45 |
| supervisor | | | | | .65 |

Supplementary Table S2. Standardised canonical coefficients and structure correlations of the second predictor canonical variate

| predictor canonical variate | standard canonical coefficients | structure correlations |
|-----------------------------|---------------------------------|------------------------|
| occupational function | .72 | .58 |
| colleagues | .58 | .41 |
| professional development | .28 | .18 |
| payment | -.11 | -.26 |
| supervisor | -.14 | -.10 |
| general job satisfaction | -.89 | -.28 |

Supplementary Table S3. Standardized canonical coefficients and structure correlations of the second criterion canonical variate

| criteria canonical variate | standard. canonical coefficients | structure correlations |
|----------------------------|----------------------------------|------------------------|
| emotional exhaustion | 1.14 | .49 |
| personal accomplishment | 0.64 | .50 |
| depersonalization | -0.72 | -.16 |

Supplementary Table S4. Main results of commonality analysis for the second prediction canonical variate.

| predictor canonical variate | coefficient | % total |
|--|-------------|---------|
| unique to occupational function | .041 | 39.4 |
| unique to general job satisfaction | .040 | 38.5 |
| unique to colleagues | .025 | 23.7 |
| unique to personal rewards | | |
| common to occupational function and general job satisfaction | -.0145 | -14.1 |
| common to colleagues and general job satisfaction | -.0125 | -12.1 |