Supplementary Table 1. Subscales and Questions of the Korean Occupational Stress Scale

| Item no. | Subscales                  | Contents                  | Questions                                                                 |
|---------|----------------------------|---------------------------|---------------------------------------------------------------------------|
| 1       | Job demand                 | Time pressure             | Due to many things to do, I always feel time pressure.                    |
| 2       | Increasing workload        | My job has become increasingly overloaded. |
| 3       | Insufficient rest          | Sufficient rest is provided during working hours. |
| 4       | Multiple functioning       | I have to do various jobs simultaneously. |
| 5       | Insufficient job control   | Noncreative work          | My work requires creativity.                                              |
| 6       | Skill underutilization     | My work requires a high level of skill or knowledge.                      |
| 7       | Little or no decision making | I can make my own decisions in my job and have influence over the work. |
| 8       | Interpersonal conflict     | Low control               | I can control my work pace and time schedule.                             |
| 9       | Inadequate supervisor support | My supervisor is helpful in getting the job done. |
| 10      | Inadequate coworker support | My coworker is helpful in getting the job done.                           |
| 11      | Lack of emotional support  | I have someone who understands my difficulties at work.                   |
| 12      | Job insecurity             | Uncertainty               | My future is uncertain because the current situation of my company is unstable. |
| 13      | Organizational system      | Changes negative to my job | Undesirable changes (i.e., downsizing) will come to my job.             |
| 14      | Unfair organizational policy | The organizational policy of my company is fair and reasonable.          |
| 15      | Unsatisfactory organization | My company provides me with sufficient organizational support.             |
| 16      | Interdepartmental conflict | Departments cooperate with each other and without conflicts.              |
| 17      | Limitation of communication | I have opportunities and channels to talk about my ideas.                |
| 18      | Lack of reward             | Unfair treatment          | I earn respect and confidence from my company.                           |
| 19      | Future ambiguity           | I believe that I will be given more rewards from my company if I work hard. |
| 20      | Interruption of opportunity | I am provided with opportunities to develop my capacity.                   |
| 21      | Occupational climate       | Collective culture        | Dining out after work makes me uncomfortable.                             |
| 22      | Inconsistency of job order | I am asked to do my work with irrational principle or inconsistency.     |
| 23      | Authoritarian climate      | My company climate is authoritative and hierarchical.                     |
| 24      | Gender discrimination      | I take disadvantages since I am woman (man).                              |

Adapted from Chang et al.26