Article title: Job Performance of Medical Graduates With Compulsory Services in Underserved Rural Areas in China: A Cohort Study

Journal name: International Journal of Health Policy and Management (IJHPM)

Authors’ information: Mingyue Li¹,², Ziyue Wang², Baisong Zhang¹,², Tiantian Wei¹,², Dan Hu², Xiaoyun Liu²*

¹Department of Health Policy and Management, School of Public Health, Peking University, Beijing, China.

²China Center for Health Development Studies, Peking University, Beijing, China.

(*Corresponding author: xiaoyunliu@pku.edu.cn)

Supplementary file 1. Response Rate of the Survey and Job Performance Scale

Table S1. Dimensions, definitions, and reliability of the job performance scale

| Dimensions          | Definition                                                                                                                                                                                                 | Cronbach’s α | Cronbach’s α in literature |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------|
| Task performance    | Related to work output and directly serving organizational goals, reflected in work quality, efficiency, ability and input                                                                                   | 0.947        | 0.805                     |
|                     | The process that individuals form learning plans and apply new knowledge and skills to the changing organizational environment, including learning desires, behavior and result application                               |              |                           |
| Learning performance| Indirect assistance to the realization of organizational goals, efforts to improve the harmony of working environment, including assisting colleagues, abiding by rules, extra efforts, personal self-discipline, supporting organizational goals, etc. | 0.954        | 0.842                     |
| Contextual performance|                                                                                                                                                                                                       | 0.936        | 0.714                     |
| Total               |                                                                                                                                                                                                       | 0.897        | -                         |
Table S2. The response rate for CSP and NCSP graduates in 2020 wave

| Years of graduation | Baseline CSP N | 2020 wave CSP N | Response rate CSP % | Baseline NCSP N | 2020 wave NCSP N | Response rate NCSP % |
|---------------------|----------------|-----------------|---------------------|-----------------|------------------|---------------------|
| 2015                | 305            | 239             | 78.4%               | 315             | 181              | 57.5%               |
| 2016                | 437            | 330             | 75.5%               | 302             | 163              | 54.0%               |
| 2017                | 481            | 383             | 79.6%               | 330             | 203              | 61.5%               |
| 2018                | 437            | 328             | 75.1%               | 312             | 201              | 64.4%               |
| 2019                | 381            | 351             | 92.1%               | 320             | 261              | 81.6%               |

Abbreviations: CSP, compulsory services program; NCSP, non-compulsory services program; The 2020 wave is the fourth, the third, the second and the first follow-up for 2015, 2016, 2017, 2018, and 2019 graduates, respectively.

Table S3. Mean score (SD) of each item in the 7-point Likert job performance scale

| Dimensions                  | Itemsa                                      | CSP         | NCSP        |
|-----------------------------|---------------------------------------------|-------------|-------------|
| Task performance            | I can always finish my work in time skillfully | 5.38 (1.20) | 5.46 (1.12) |
|                             | I can always finish my work with high quality according to the requirements of performance appraisal | 5.31 (1.23) | 5.42 (1.08) |
|                             | I have very good job-related knowledge and skills | 5.23 (1.22) | 5.25 (1.08) |
|                             | I always put all my energy into my work      | 5.20 (1.26) | 5.37 (1.15) |
|                             | Total                                        | 21.12 (4.35) | 21.50 (3.96) |
| Contextual performance      | I often offer help to other colleagues       | 5.39 (1.22) | 5.51 (1.12) |
|                             | I can always strictly abide by the rules and regulations of the institution | 6.04 (1.13) | 6.04 (1.05) |
|                             | Even without the supervision of the leader, I can always work with enthusiasm | 5.51 (1.26) | 5.68 (1.12) |
|                             | I will volunteer to take on some responsibilities that are not my own | 4.88 (1.43) | 4.93 (1.36) |
|                             | I will provide some good suggestions of the management decisions for employers | 4.63 (1.55) | 4.45 (1.52) |
|                             | Total                                        | 26.45 (5.32) | 26.61 (4.81) |
| Learning performance        | I attach great importance to learning and have a strong desire to learn | 5.54 (1.24) | 5.37 (1.21) |
|                             | I have learned a lot of new working knowledge and skills through various channels | 5.30 (1.28) | 5.32 (1.15) |
|                             | I have greatly improved my personal ability through study and used it in my work | 5.25 (1.28) | 5.36 (1.12) |
|                             | Total                                        | 16.10 (3.47) | 16.06 (3.28) |
|                             | Total                                        | 63.66 (12.01) | 64.16 (10.99) |

Abbreviations: CSP, compulsory services program; NCSP, non-compulsory services program.

For each item, the options are as follows: 1=never, 2=a few times a year or less, 3=once a month, 4=a few times a year, and 5=once a week, 6=a few times a week; 7=every day. The corresponding score ranges from 1 to 7.