## Additional File 1: Excluded Articles Based on Full Text (n=122)

NA= Nurse Aide; LTC=Long-Term Care

| Citation | Exclusion Reason |
|----------|------------------|
| Abraham, S. E., Friedman, B. A., & Thomas, R. K. (2008). The relationship among union membership, facets of satisfaction and intent to leave: Further evidence on the voice face of unions. *Employee Responsibilities and Rights Journal*, 20(1), 1-11. | This article does not focus on health care aides employed in facility-based LTC settings |
| Abrahamson, K., Suitor, J. J., Pillemer, K. (2009). Conflict between nursing home staff and residents; families Does it increase burnout?. *Journal of Aging Health*, 21(6), 895-912. | This article is not primary research |
| Acampora, A. (1993). Satisfaction on the job: The "value" factor. *Journal of Long Term Care Administration*, 21(2), 17. | Unable to retrieve complete record |
| Alexander, J. A., Lichtenstein, R., Oh, H. J., & Ullman, E. (1998). A causal model of voluntary turnover among nursing personnel in long-term psychiatric settings. *Research in Nursing & Health*, 21(5), 415-427. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Anderson, M. A., Aird, T. R., & Haslam, W. B. (1991). How satisfied are nursing home staff? *Geriatric Nursing*, 12(2), 85-87. | Unable to retrieve complete record |
| Atchison, J. H. (1996). Perceived job satisfaction factors of nursing assistants employed in midwest nursing homes. Indiana State University. , 63 p. (UMI Order AAI9703909.) | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Ayalon, L. (2008). Subjective socioeconomic status as a predictor of long-term care staff burnout and positive caregiving experiences. *International Psychogeriatrics* 20(3), 521-537. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Barra, M. & Guttman, M. (2012). One less call bell to answer: Improving clinical outcomes in an assisted living facility with bedside shift reports and hourly rounds. UPNAAI Nursing Journal, 8(1), 19-26. | This article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction and is not primary research |
| Bayer, M., Bresloff, L., & Curley, D. (1986). Enhancement project: A program to improve the quality of residents’ lives. *Geriatric Nursing*, 7(4), 192-195. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Bergman, R., Eckerling, S., Golander, H., Sharon, R., & Tomer, A. (1984). Staff composition, job perceptions, and work retention of nursing personnel in geriatric institutions. *International Journal of Nursing Studies*, 21(4), 279-293. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Berkenstock, G., Waxman, H. M., & Carner, E. A. (1983). Job turnover and job-satisfaction among nursing-home aides. *Gerontologist*, 23, 267-267. | This article is not primary research |
| Bernier, S. L., & Small, N. R. (1988). Disruptive behaviors. *Journal of Gerontological Nursing*, 14(2), 8-13. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Birk, S. (2010). Survey shows surprising staff job satisfaction. *Caring for the Ages*, 11(1), 1. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction and is not primary research |
| Bishop, C. E., Squillace, M. R., Meagher, J., Anderson, W. L., Wiener, J. M. (2009). Nursing home work practices and nursing assistants’ job satisfaction. *The* | This article is not primary research |
| Citation                                                                 | Exclusion Reason                                                                 |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| *Gerontologist, 49*(5), 611-622.                                        |                                                                                  |
| Bloom, R. L. (1994). The effect of type of psychological training on nursing staff empathy and attitudes towards geriatric residents. *Dissertation Abstracts International*, 55(06), 2146. (UMI No. 9429104) | This article is not primary research                                              |
| Boekhorst, S., Willemse, B., Depla, M. F. I. A., Eefsting, J. A., Pot, A. M. (2008). Working in group living homes for older people with dementia: the effects on job satisfaction and burnout and the role of job characteristics. *International Psychogeriatrics*, 20(5), 927-940. | This article does not focus on health care aides employed in facility-based LTC settings |
| Brannon, D., Cohn, M. D., & Smyer, M. A. (1990). Care giving as work: How nurse's aides rate it. *Journal of Long-Term Care Administration*, 18(1), 10-14. | Unable to retrieve complete record                                                |
| Brannon, D., Smyer, M. A., Cohn, M. D., Borchardt, L., & Landry, J. A. (1988). Job diagnostic survey of nursing home caregivers: Implications for job redesign. *Gerontologist*, 28(2), 246-252. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Brunk, D. (1995). Show some respect. *Contemporary Long Term Care*, 18(4), 32. | This article is not primary research                                              |
| Buelow, J. R., & Fee, F. A. (2000). Perceptions of care and satisfaction in assisted living facilities. *Health Marketing Quarterly*, 17(3), 13-24. | This article does not focus on health care aides employed in facility-based LTC settings |
| Casper, S., O'Rourke, N. (2008). The influence of care provider access to structural empowerment on individualized care in long-term-care facilities. *Journal of Gerontology*, 63B(4), S255-S265. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Castle, N. G. (2006a). Organizational commitment and turnover of nursing home administrators. *Health Care Management Review*, 31(2), 156-165. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Castle, N. G. (2007a). Assessing job satisfaction of nurse aides in nursing homes: The nursing home nurse aide job satisfaction questionnaire. *Journal of Gerontological Nursing*, 33(5), 41-47. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Castle, N. G., Degenholtz, H., & Rosen, J. (2006b). Determinants of staff job satisfaction of caregivers in two nursing homes in Pennsylvania. *BMC Health Services Research*, 6, 60. | Unable to separate out NA results from other participant groups                  |
| Castle, N. G., Engberg, J., Anderson, R., & Men, A. (2007b). Job satisfaction of nurse aides in nursing homes: Intent to leave and turnover. *Gerontologist*, 47(2), 193-204. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Castle, N. G., Bost, F. S. (2009). Perfecting patient care: Integrating principles of process redesign in nursing homes. *Journal of Applied Gerontology*, 28(2), 256-276. | Unable to separate out NA results from other participant groups                  |
| Cherry, B., Ashcraft, A., & Owen, D. (2007). Perceptions of job satisfaction and the regulatory environment among nurse aides and charge nurses in long-term care. *Geriatric Nursing*, 28(3), 183-192. | Unable to separate out NA results from other participant groups                  |
| Choi, J. (2010). Work-related and personal factors influencing job satisfaction and intent to leave among certified nursing assistants in nursing homes. Dissertation. | This article is the unpublished dissertation version of a study we included         |
| Chou, S., Boldy, D. P., & Lee, A. H. (2002). Measuring | This article does not focus on health care aides                                  |
| Citation                                                                 | Exclusion Reason                                                                 |
|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| job satisfaction in residential aged care. *International Journal for Quality in Health Care*, 14(1), 49-54. | employed in facility-based LTC settings                                            |
| Cohen-Mansfield, J. (1989). Sources of satisfaction and stress in nursing home caregivers: Preliminary results. *Journal of Advanced Nursing*, 14(5), 383-388. | Unable to separate out NA results from other participant groups                    |
| Coogle, C. L., Head, C. A., & Parham, I. A. (2006). The long-term care workforce crisis: Dementia-care training influences on job satisfaction and career commitment. *Educational Gerontology*, 32(8), 611-631. | Unable to separate out NA results from other participant groups                    |
| Coogle, C. L., Parham, I. A., & Young, K. A. (2007). Job satisfaction and career commitment among nursing assistants providing Alzheimer's care. *American Journal of Alzheimer's Disease and Other Dementias*, 22(4), 251-260. | Unable to separate out NA results from other participant groups                    |
| Coogle, C. L., Parham, I. A., & Rachel, C. A. (2011). Job Satisfaction and Career Commitment Among Alzheimer’s Care Providers: Addressing Turnover and Improving Staff Empowerment. *American Journal of Alzheimer's Disease and Other Dementias*, 26(7), 521-527. | The analysis/results were not sorted by setting and included assisted living facilities, nursing homes, adult day care centers, home care agencies and hospitals. |
| Cortese, C. G. (2007). Job satisfaction of Italian nurses: An exploratory study. *Journal of Nursing Management*, 15(3), 303-312. | This article does not focus on health care aides employed in facility-based LTC settings |
| Culp, K., Ramey, S., Karlman, S. (2008). Iowa certified nursing assistants study: Self-reported ratings of the nursing home work environment. *Research in Gerontological Nursing*, 1(2), 87-96. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Day, L. (1989). Automated staff scheduling in long-term care facilities. *Nursing Management*, 20(3), 76. | This article does not focus on health care aides employed in facility-based LTC settings. The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction. The article is not primary research |
| Decker, F. H., Harris-Kojetin, L. D., Bercovitz, A. (2009). Intrinsic job satisfaction, overall satisfaction, and intention to leave the job among nursing assistants in nursing homes. *The Gerontologist*, 49(5), 596-610. | The article is not primary research |
| de Jonge, J., van Breukelen, Gerard J. P., Landeweerd, J. A., & Nijhuis, F. J. N. (1999). Comparing group and individual level assessments of job characteristics in testing the job demand-control model: A multilevel approach. *Human Relations*, 52(1), 95. | Unable to separate out NA results from other participant groups |
| de Jonge, J. & Schaufeli, W. R. (1998). Job characteristics and employee well-being: A test of Warr’s Vitamin Model in health care workers using structural equation modelling. *Journal of Organizational Behavior*, 19, 387-407. | Unable to separate out NA results from other participant groups |
| DeMouy, B. (1999). Voice of experience. *Contemporary Long Term Care*, 22(5), 46-48. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction. The article is not primary research |
| de Veer, A. J., Francke, A. L., Struijs, A., & Willems, D. L. (2012). Determinants of moral distress in daily nursing practice: A cross sectional correlational | Job satisfaction is not the dependent variable. Moral distress is the dependent variable and the sample is mixed without separate analysis |
| Citation                                                                 | Exclusion Reason                                                                                       |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| questionnaire survey. *International Journal of Nursing Studies*.       |                                                                                                        |
| Dill, J., Morgan, J., Kelly, C. (2008). The revolving door: Supervision,   | Unable to separate out NA results from other participant groups                                       |
| job satisfaction, and retention among nursing assistants. *The            |                                                                                                        |
| Gerontologist*, 48(III), 127.                                            |                                                                                                        |
| Dillard, B. G., & Feather, B. L. (1991). The association between attitudes| This article does not focus on health care aides employed in facility-based LTC settings               |
| and job-satisfaction - a study of in-home care aides. *Educational       |                                                                                                        |
| Gerontology*, 17(3), 209-218.                                           |                                                                                                        |
| Duggleby, W., Cooper, D., Penz, K. (2009). Hope, self-efficacy, spiritual  | Unable to separate out NA results from other participant groups                                       |
| well-being and job satisfaction. *Journal of Advanced Nursing*, 65(11), |                                                                                                        |
| 2376-2385.                                                              |                                                                                                        |
| Edwards, D. J. (2003). Study: Staff satisfaction key to retention. *     | The article is not primary research                                                                     |
| Nursing Homes*, 52(10), 11.                                             |                                                                                                        |
| Engstrom, M., Ljunggren, B., Lindqvist, R., & Carlsson, M. (2005).       | Unable to separate out NA results from other participant groups                                       |
| Staff perceptions of job satisfaction and life situation before and 6    |                                                                                                        |
| and 12 months after increased information technology support in dementia |                                                                                                        |
| care. *Journal of Telemedicine and Telecare*, 11(6), 304-309.            |                                                                                                        |
| Engström, M., Skytt, B., & Nilsson, A. (2011). Working life and stress   | Did not examine what predicts job satisfaction. Main purpose was to compare "no formal competence"     |
| symptoms among caregivers in elderly care with formal and no formal     | workers (care aides) to "formal competence workers" (LPNs)                                            |
| competence. *Journal of Nursing Management*, 19(6), 732-741.             |                                                                                                        |
| Ejaz, F. K., Noelker, L. S., Menne, H. L., Bagaka’s, J. G. (2008). The   | Unable to separate out NA results from other participant groups                                       |
| impact of stress and support on direct care worker’s job satisfaction.   |                                                                                                        |
| *The Gerontologist*, 48 (1), 60-70.                                      |                                                                                                        |
| Furnham, A., Petrides, K. V., Jackson, C. J., & Cotter, T. (2002). Do    | This article does not focus on health care aides employed in facility-based LTC settings               |
| personality factors predict job satisfaction? *Personality and Individual|                                                                                                        |
| Differences*, 33(8), 1325-1342.                                         |                                                                                                        |
| Garland, T. N., Gipson, G. A., Oyabu, N., University of Akron & Andrus   | Unable to retrieve complete record                                                                      |
| Foundation. (1987). Nurse assistant as primary provider of health and    |                                                                                                        |
| social care for older adults: Skills and competencies in long term care.  |                                                                                                        |
| Glist, S. D., & McCracken, A. L. (1991). Unique teaching opportunity: A  | This article does not focus on health care aides employed in facility-based LTC settings               |
| specialized facility for persons with Alzheimer's disease. *Educational  |                                                                                                        |
| Gerontology*, 17(6), 621-629.                                           |                                                                                                        |
| Grau, L., Chandler, B., Burton, B., & Kolditz, D. (1991). Institutional  | The article does not evaluate the relationship between either personal or job characteristics and      |
| loyalty and job satisfaction among nurse aides in nursing homes. *       | overall job satisfaction. The article does not evaluate the relationship between either personal or   |
| Journal of Aging and Health*, 3(1), 47-65.                              | job characteristics and overall job satisfaction.                                                      |
| Hagstrom, E., Skovdahl, K., Flackman, B., Kihlgren, A. L., & Kihlgren,   | The article is not primary research                                                                    |
| M. (2005). Work satisfaction and dissatisfaction—caregivers’ experiences |                                                                                                        |
| after a two-year intervention in a newly opened nursing home. *Journal   |                                                                                                        |
| of Clinical Nursing*, 14(1), 9-19.                                       |                                                                                                        |
| Hasson, H., & Arnetz, J. E. (2008). Nursing staff competence, work      | Unable to separate out NA results from other participant groups                                       |
| strain, stress and satisfaction in elderly care: A comparison of home-  |                                                                                                        |
| based care and nursing homes: Older people and long-term care.           |                                                                                                        |
| Citation                                                                 | Exclusion Reason                                                                                                                                   |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Hays, A. M., & Dowling-Williams, T. (1997). Perceptions of job satisfaction in a long term care facility: A comparison between a dedicated Alzheimer's unit and non-Alzheimer's units. *American Journal of Alzheimer's Disease, 12*(1), 35-39. | Unable to separate out NA results from other participant groups                                                                                 |
| Helmer, F. T., Olson, S. F., & Heim, R. I. (1993). Strategies for nurse aide job satisfaction. *Journal of Long Term Care Administration, 21*(2), 10-14. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction                           |
| Holland, B. E., Pariser, D., Gillette, P., & Wiegand, M. (2007). Relationship between perceived care-giving burden and job satisfaction in nursing assistants caring for memory impaired residents in long term care. *Kentucky Nurse, 55*(1), 10-10. | This article is not primary research                                                                                                               |
| Jervis, L. L. (2001). The pollution of incontinence and the dirty work of caregiving in a U.S. nursing home. *Medical Anthropology Quarterly, 15*(1), 84-99. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction                           |
| Kaasalainen, S. (2002). Staff development and long-term care of patients with dementia. *Journal of Gerontological Nursing, 28*(7), 39. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction                           |
| Kane, R. A., Caplan, A. L., Urv-Wong, E. K., Freeman, I. C., Aroksar, M. A., & Finch, M. (1997). Everyday matters in the lives of nursing home residents: Wish for and perception of choice and control. *Journal of the American Geriatrics Society, 45*(9), 1086-1093. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction                           |
| Karsh, B., Booske, B. C., & Sainfort, F. (2005). Job and organizational determinants of nursing home employee commitment, job satisfaction and intent to turnover. *Ergonomics, 48*(10), 1260-1281. | Unable to separate out NA results from other participant groups                                                                                 |
| Kemper, P., Heier, B., Barry, T., Brannon, D., Angelelli, J., Vasey, J. et al. (2008). What do direct care workers say would improve their jobs? Differences across settings. *The Gerontologist, 48*(1), 17-25. | This article does not focus on health care aides employed in facility-based LTC settings. The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Khatusky, G., Wiener, J. M., Anderson, W. L. (2010). Immigrant and non-immigrant certified nursing assistants in nursing homes: How do they differ? *Journal of Aging & Social Policy, 22*(3), 267-287. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction                           |
| Komarek, A. G. (2004). Creating a healing environment. *Nursing Homes: Long Term Care Management, 53*(10), 78-81. | This article does not focus on health care aides employed in facility-based LTC settings. The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Kruzich, J. M., Clinton, J. F., & Kelber, S. T. (1992). Personal and environmental influences on nursing home satisfaction. *The Gerontologist, 32*(3), 342-350. | This article does not focus on health care aides employed in facility-based LTC settings. The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Lapane, K. L., & Hughes, C. M. (2007). Considering the employee point of view: Perceptions of job satisfaction | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |

Additional File 1
| Citation                                                                 | Exclusion Reason                                                                 |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| and stress among nursing staff in nursing homes.                        | satisfaction                                                                     |
| Journal of the American Medical Directors Association, 8(1), 8-13.       |                                                                                  |
| Maas, M., Buckwalter, K. C., Swanson, E., & Mobily, P. R. (1994). Training key to job satisfaction. Journal of Long-Term Care Administration, 22(1), 23-26. | This article does not focus on health care aides employed in facility-based LTC settings |
| Mackenzie CS, Poulin PA, Seidman-Carlson R. (2006) A brief mindfulness-based stress reduction intervention. Applied Nursing Research, 19(2):105-9. | Unable to separate out NA results from other participant groups                   |
| McGilton, K., Irwin-Robinson, H., Boscart, V., & Spanjevic, L. (2006). Communication enhancement: Nurse and patient satisfaction outcomes in a complex continuing care facility. Journal of Advanced Nursing, 54(1), 35-44. | Unable to separate out NA results from other participant groups                   |
| Mercer, S. O., Heacock, P., & Beck, C. (1994). Nurse's aides in nursing homes: A study of caregivers. Journal of Women and Aging, 6 (1/2), 107-121. | Unable to retrieve complete record                                               |
| Monahan, R. S., & McCarthy, S. (1992). Nursing home employment: The nurse's aide's perspective. Journal of Gerontological Nursing, 18(2), 13-16. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Moniz-Cook, E., Woods, R., & Gardiner, E. (2000). Staff factors associated with perception of behaviour as "challenging" in residential and nursing homes. Aging and Mental Health, 4(1), 48-55. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Moreno, D. L. (2002). A measurement of job satisfaction indicators of North Dakota long term health care givers. Dissertation Abstracts International, 64(04), 1686. (UMI No. 3088051) | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Morgan, D. G., Semchuk, K. M., Stewart, N. J., & D'Arcy, C. (2002). Job strain among staff of rural nursing homes: A comparison of nurses, aides, and activity workers. Journal of Nursing Administration, 32(3), 152-161. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Nancarrow, S. (2007). The impact of intermediate care services on job satisfaction, skills and career development opportunities. Journal of Clinical Nursing, 16(7), 1222-1229. | This article does not focus on health care aides employed in facility-based LTC settings |
| Nier, L. (1996). On-the-job injury tied to job satisfaction. Provider, 22(6), 47-48. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction. This article is not primary research |
| Noelker, L. S., Ejaz, F. K., Menne, H. L., Bagaka’s, J. G. (2009). Factors affecting frontline worker’s satisfaction with supervision. Journal of Aging & Health, 21(1), 85-101. | Unable to separate out NA results from other participant groups                   |
| Nwosu, M. C. (2006). Relationship between nurse assistants’ job satisfaction and perception of quality. Dissertation Abstracts International, 67(10). (UMI No. 3237388) | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Olson, D. M. How do leadership practices influence nursing facility employee satisfaction? A multi-level structural equation model analysis of long-term care quality leadership practices. Dissertation Abstracts International, 61(09), p. 4640. (UMI No. 9989141) | Problem with how job satisfaction was defined/measured                           |
| Citation                                                                 | Exclusion Reason                                                                                           |
|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Ott, M., & van Dijk, H. (2005). Effects of HRM on client satisfaction in nursing and care for the elderly. *Employee Relations*, 27(4/5), 413. | Unable to separate out NA results from other participant groups                                           |
| Oyabu, N. (1989). Influences on job satisfaction and self-esteem among nurse assistants employed at nursing homes. University of Akron., 341 p. (UMI Order PUZ8925042.) | Unable to retrieve complete record                                                                           |
| Pablo, R. Y. (1976). Job satisfaction in a chronic care facility. *Dimensions in Health Service*, 53(1), 36-39. | This article does not focus on health care aides employed in facility-based LTC settings                  |
| Pearson, A., Hocking, S., Mott, S., & Riggs, A. (1992). Skills mix in Australian nursing homes. *Journal of Advanced Nursing*, 17(7), 767-776. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Pennington, K., Scott, J., & Magilvy, K. (2003). The role of certified nursing assistants in nursing homes. *Journal of Nursing Administration*, 33(11), 578-584. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Pfefferle, S. G., & Weinberg, D. B. (2008). Certified nurse assistants making meaning of direct care. *Qualitative Health Research*, 18(7), 952-961. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Pillemer, K., Meador, R., Henderson, C., Robison, J., Hegeman, C., Graham, E., Schultz, L. (2008). A facility specialist model for improving retention of nursing home staff: Results from a randomized, controlled study. *The Gerontologist*, 48(1), 80-89. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Probst, J. C., & Baek, J. D., Laditka, S. B. (2010). The relationship between workplace environment and job satisfaction among nursing assistants: findings from a national survey. *Journal of the American Medical Directors Association*, 11(4), 246-252. | This article is not primary research                                                                           |
| Rai, G. S. (2012). Job Satisfaction Among Long Term Care Staff: Bureaucracy Isn't Always Bad. *Administration in Social Work*, (just-accepted). | Sample is "long term care staff members," not solely care aides.                                              |
| Raikkonen, O., Perala, M.L, Kahanpaa, A. (2007). Staffing adequacy, supervisory support and quality of care in long-term care settings: staff perceptions. *Journal of Advanced Nursing*, 60(6), 615-626. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Rakovski, C. C., Price-Glynn, K. (2010). Caring labour, intersectionality and worker satisfaction: an analysis of the National Nursing Assistant Study (NNAS). *Sociology of Health & Illness*, 32(3), 400-414. | This article is not primary research                                                                           |
| Ramarajan, L., Barsade, S. G., Burack, O. R. (2008). The influence of organizational respect on emotional exhaustion in the human services. *The Journal of Positive Psychology*, 3(1), 4-18. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Remsburg, R. E., Armacost, K. A., & Bennett, R. G. (1999). GN management. Improving nursing assistant turnover and stability rates in a long-term care facility. *Geriatric Nursing*, 20(4), 203-208. | Unable to separate out NA results from other participant groups                                               |
| Resnick, B., Petzer-Aboff, I., Galik, E., Russ, K., Cayo, J., Simpson, M., et al. (2008). Barriers and benefits to implementing a restorative care intervention in nursing homes. *Journal of the American Medical Directors Association*, 9(2), 102-108. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Resnick, B., Rogers, V., Galik, E., & Gruber-Baldini, A. L. (2007). Measuring restorative care provided by | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Citation                                                                 | Exclusion Reason                                      |
|------------------------------------------------------------------------|-------------------------------------------------------|
| nursing assistants: Reliability and validity of the restorative care behavior checklist. *Nursing Research*, 56(6), 387-398. | satisfaction                                          |
| Riggs, C. J., & Rantz, M. J. (2001). A model of staff support to improve retention in long-term care. *Nursing Administration Quarterly*, 25(2), 43-54. | This article is not primary research                   |
| Robinson, J., & Pillemer, K. (2007). Job satisfaction and intention to quit among nursing home nursing staff: Do special care units make a difference? *Journal of Applied Gerontology*, 26(1), 95-112. | Unable to separate out NA results from other participant groups |
| Rubin, G., Balaji, R. V., Barcikowski, R. (2009). Barriers to nurse/nursing aide communication: the search for collegiality in a southeast Ohio nursing home. *Journal of Nursing Management*, 17(7), 822-832. | Unable to separate out NA results from other participant groups |
| Ryan, T., Nolan, M., Enderby, P., & Reid, D. (2004). 'Part of the family': Sources of job satisfaction amongst a group of community-based dementia care workers. *Health and Social Care in the Community*, 12(2), 111-118. | This article does not focus on health care aides employed in facility-based LTC settings |
| Simons, K., & Jankowski, T. B. (2008). Factors influencing nursing home social workers' intentions to quit employment. *Administration in Social Work*, 32(1), 5. | This article does not focus on health care aides employed in facility-based LTC settings |
| Sloane, P. D., Williams, C. S., Zimmerman, S. (2010). Immigrant status and intention to leave of nursing assistants in U.S. Nursing Homes. *Journal of the American Geriatrics Society*, 58(4), 731-737. | This article is not primary research                   |
| Smit, D., B. M. Willems, J. de Lange and A. M. Pot (2010). Living arrangements for people with dementia study: nursing staff well-being and quality of care... Fourth European Nursing Congress. *Journal of Clinical Nursing*, 19: 13-13. | This is a conference abstract                           |
| Spoor, E., J. de Jonge and J. P. H. J. Hamers (2010). The DIRECT-project: interventions to improve job-related outcomes in nursing homes... Fourth European Nursing Congress. *Journal of Clinical Nursing*, 19: 45-45. | This is a conference abstract                           |
| Squillace, M. R., Remsburg, R. E., Harris-Kojetin, L. D., Bercovitz, A., Rosenoff, E., et al. (2009). The national nursing assistant survey: Improving the evidence base for policy initiatives to strengthen the certified nursing assistant workforce, *The Gerontologist*, 49(2), 185-197. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction |
| Stearns, S. C., D’Arcy, L. P. (2008). Staying the course: Facility and profession retention among nursing assistants in nursing homes. *Journal of Gerontology*, 63B(3), S113-S121. | The article does not evaluate the relationship between either personal or job characteristics and overall job satisfaction. This article is not primary research |
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| Citation | Exclusion Reason |
|----------|------------------|
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| Ulrich, R. A. (1978). Herzberg revisited: Factors in job dissatisfaction. *Journal of Nursing Administration*, 8(10), 19-24. | This article does not focus on health care aides employed in facility-based LTC settings |
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| Zontec, T.L., Isernhagen, J.C., Ogle, B.R., (2009). | The article does not evaluate the relationship between |

Additional File 1
| Citation                                                                 | Exclusion Reason                                      |
|-------------------------------------------------------------------------|-------------------------------------------------------|
| Psychosocial factors contributing to occupational injuries among direct care workers. *Journal of American Association of Occupational Health Nurses*, 57(8), 338-347. | either personal or job characteristics and overall job satisfaction |
## Additional File 2-1: Quality assessment for studies using a cross-sectional study design

| First Author (Year)        | Sampling | Measurement | Statistical Analysis and Conclusions | Overall/Possible Score | Overall Quality Assessment Rating |
|----------------------------|----------|-------------|--------------------------------------|------------------------|-----------------------------------|
| Albanese[53] (1995)        | 3/6      | 1/3         | 2/4                                  | 6/13 (0.46)            | X                                 |
| Allensworth-Davies[54] (2007) | 3/6      | 0/3         | 3/4                                  | 6/13 (0.46)            | X                                 |
| Berg[55] (1976)            | 1/6      | 1/3         | 3/4                                  | 5/13 (0.38)            | X                                 |
| Burgio[56] (2004)          | 3/8      | 2/3         | 3/4                                  | 8/15 (0.53)            | X                                 |
| Choi[57] (2012)            | 6/8      | 0/3         | 4/4                                  | 10/15 (0.67)           | X                                 |
| Cready[58] (2008)          | 3/8      | 1/3         | 2/4                                  | 6/13 (0.46)            | X                                 |
| Friedman[59] (1999)        | 4/8      | 2/3         | 4/4                                  | 10/15 (0.67)           | X                                 |
| Garland [60](1989)         | 4/6      | 1/3         | 2/4                                  | 7/13 (0.54)            | X                                 |
| Gittell[61] (2008)         | 3/6      | 2/3         | 2/4                                  | 7/13 (0.54)            | X                                 |
| Grieshaber[62](1995)       | 2/6      | 2/3         | 1/4                                  | 5/13 (0.38)            | X                                 |
| Gruss[63] (2007)           | 3/6      | 1/3         | 3/4                                  | 7/13 (0.54)            | X                                 |
| Holtz[64] (1982)           | 2/6      | 1/3         | 0/1                                  | 3/10 (0.30)            | X                                 |
| House[92] (1990)           | 4/6      | 2/3         | 1/4                                  | 7/13 (0.54)            | X                                 |
| Kostivi[66] (2009)         | 4/8      | 2/3         | 3/4                                  | 9/15 (0.60)            | X                                 |
| Kovach[9] (2010)           | 5/6      | 2/3         | 4/4                                  | 11/13 (0.85)           | X                                 |
| Kuo[10] (2008)             | 4/6      | 1/3         | 3/4                                  | 8/13 (0.62)            | X                                 |
| Liu[67] (2007)             | 5/6      | 2/3         | 2/4                                  | 9/13 (0.69)            | X                                 |
| First Author (Year) | Sampling | Measurement | Statistical Analysis and Conclusions | Overall/Possible Score | Overall Quality Assessment Rating |
|---------------------|----------|-------------|--------------------------------------|------------------------|----------------------------------|
| McGilton[68] (2007) | 4/6      | 2/3         | 3/4                                  | 9/13 (0.69)            | X                                |
| Parmalee[69] (2009) | 4/8      | 2/3         | 4/4                                  | 10/15 (0.67)           | X                                |
| Parsons[33] (2003)  | 3.5/6    | 0/3         | 3/4                                  | 6.5/13 (0.50)          | X                                |
| Proenca[70] (2008)  | 3/6      | 1/3         | 3/4                                  | 7/13 (0.54)            | X                                |
| Purk[71] (2006)     | 2/6      | 0/3         | 2/4                                  | 4/13 (0.31)            | X                                |
| Ramirez[72] (1998)  | 5.5/6    | 0/3         | 3/4                                  | 8.5/13 (0.65)          | X                                |
| Simpson[73] (2010)  | 5/8      | 2/3         | 4/4                                  | 11/15 (0.73)           | X                                |
| Snow[74] (2007)     | 1/6      | 0/3         | 0/1                                  | 1/13 (0.08)            | X                                |
| Solomon[75] (2009)  | 4/8      | 1/3         | 3/4                                  | 8/15 (0.53)            | X                                |
| Thompson[76] (2011) | 1/8      | 1/3         | 3/4                                  | 5/15 (0.33)            | X                                |
| Tyler[77]* (2006)   | 4/6      | 1/3         | 2/4                                  | 7/13 (0.54)            | X                                |
| Walborn[78] (1996)  | 2/6      | 2/3         | 2/4                                  | 6/13 (0.46)            | X                                |
| **Total (n=29)**    |          |             |                                      |                       | 11      | 11      | 6       | 1       |

*Study included in two categories.
Additional File 2-2: Quality assessment results for studies using a before-and-after study design

| First Author (Year) | Sampling | Design | Control of Confounders | Data Collection and Outcome Measurement | Statistical Analysis and Conclusions | Dropouts | Overall/Possible Score | Overall Quality Assessment Rating |
|---------------------|----------|--------|------------------------|----------------------------------------|--------------------------------------|----------|------------------------|----------------------------------|
| Blackmon[80] (1993) | 1/4      | 1/2    | 2/4                    | 0/3                                    | 3/4                                  | 1/1      | 8/18 (0.44)            | X                                |
| Braun[81] (1997)    | 0/4      | 1/2    | 2/4                    | 0/3                                    | 2/4                                  | 0/1      | 5/18 (0.28)            | X                                |
| Lerner[82] (2011)   | 3/4      | 1/2    | 2/4                    | 1/3                                    | 4/4                                  | 0/1      | 11/18 (0.61)           | X                                |
| Resnick[83] (2004)  | 0/4      | 2/2    | 2/4                    | 1/3                                    | 3/3                                  | 1/1      | 9/17 (0.53)            | X                                |
| Tannazzo[84] (2008) | 2/3      | 2/2    | 0/4                    | 2/3                                    | 3/4                                  | 0/1      | 9/17 (0.53)            | X                                |
| Webb[85] (2003)     | 1/4      | 1/2    | 2/4                    | 2/3                                    | 2/4                                  | 0/1      | 8/18 (0.44)            | X                                |
| Yeatts[86]* (2007)  | 1/4      | 1/2    | 4/4                    | 1/3                                    | 2/4                                  | 0/1      | 9/18 (0.50)            | X                                |
| **Total (n=7)**     |          |        |                        |                                        |                                      |          |                        | **4**                            |

Note: Possible score is not the same for all studies since all quality assessment questions were not applicable to all studies.

*Study included in two categories.
**Additional File 2-3: Quality assessment results for studies using a randomized controlled trial study design**

| First Author (Year) | Selection Bias | Study Design (Allocation Bias) | Confounders | Blinding | Data Collection Methods | Withdrawals and Drop-Outs | Overall Score | Overall Quality Assessment Rating |
|---------------------|----------------|-------------------------------|-------------|----------|------------------------|---------------------------|---------------|----------------------------------|
| Goldwasser [79] (1996) | 1              | 1                             | 1           | 1        | 3                      | 2                         | 9/6 (1.5)    | X                               |
| Total (n=1)         |                |                               |             |          |                        |                           |               | 1 0 0 0                          |
Additional File 2-4: Quality assessment results for studies using a qualitative study design

| First Author (Year) | 1   | 2   | 3   | 4   | 5   | 6   | 7   | 8   | 9   | 10  | Overall/ Possible Score | Overall Quality Assessment Rating |
|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------------------------|----------------------------------|
| Ball[87] (2009)     | 1/1 | 1/1 | 1/1 | 0.5/1| 1/1 | 1/1 | 0/1 | 1/1 | 1/1 | 1/1 | 8.5/10 (0.85)            | X                                |
| Bye[88] (1987)      | 1/1 | 1/1 | 1/1 | 0/1  | 0.5/1| 0/1 | 0/1 | 0.5/1| 0.5/1| 0.5/1| 5/10 (0.50)              | X                                |
| Karner [89] (1998)  | 1/1 | 1/1 | 1/1 | 0/1  | 1/1  | 0/1 | 0/1 | 0.5/1| 1/1  | 0.5/1| 6/10 (0.60)              | X                                |
| Moyle [90] (2003)   | 1/1 | 1/1 | 1/1 | 1/1  | 1/1  | 0/1 | 0.5/1| 0.5/1| 1/1  | 1/1  | 8/10 (0.80)              | X                                |
| Quinn [91] (2002)   | 1/1 | 1/1 | 1/1 | 1/1  | 1/1  | 1/1 | 0.5/1| 1/1  | 1/1  | 1/1  | 9.5/10 (0.95)             | X                                |
| Tyler [77]* (2006)  | 1/1 | 1/1 | 1/1 | 1/1  | 1/1  | 0/1 | 1/1  | 1/1  | 1/1  | 1/1  | 9/10 (0.90)              | X                                |
| Yeatts [86]* (2007) | 1/1 | 1/1 | 0.5/1| 1/1  | 0.5/1| 0/1 | 0/1  | 0/1  | 0/1  | 0/1  | 4/10 (0.40)              | X                                |
| **Total (n=7)**     |     |     |     |     |     |     |     |     |     |     | **2 1 0 4**              |                                   |

*Study included in two categories.
1: Clear statement of research aims
2: Qualitative methodology appropriate
3: Research design appropriate to address aims
4: Research design appropriate to address aims
5: Data collected in a way that addressed the research issue
6: Relationship between researcher and participants
7: Ethical issues
8: Data analysis sufficiently rigorous
9: Clear statement of findings
10: How valuable is research
Note: Possible score is not the same for all studies since all quality assessment questions were not applicable to all studies.
### Additional File 3-1: Individual Characteristics (reported less than 4 times)

| Category | First Author | Significance (S = p<.05) | Direction (Magnitude) |
|----------|--------------|----------------------------|-----------------------|
| **1. SOCIO-DEMOGRAPHICS (n=5 STUDIES)** | | | |
| First language (n=2 studies) | Gittell[54] | NS | |
| | McGilton[63] | S | + (β = 0.17) |
| Marital status (n=3 studies) | Kuo[61] | NS | |
| | Liu[62] | S | - (β = -0.29) |
| Parsons[30] | NS | |
| **2. EDUCATION (n=4 STUDIES)** | | | |
| Wish for more training | Garland[53] | NS | |
| Qualifications - Feel qualified | Garland[53] | S | + (r = 0.27) |
| Qualifications - Recognition/rewards training program | Webb[80] | NS | |
| Education goals | Parsons[30] | NS | |
| Perceived need for education | Berg[48] | NS | |
| **3. PROFESSIONAL CHARACTERISTICS (n=4 STUDIES)** | | | |
| Length of employment | Blackmon[75] | NS | |
| Work duration at a facility | Kuo[61] | NS | |
| Job perceptions (feelings toward the job) | Liu[62] | S | + (β = 0.55) |
| Intention to quit | Liu[62] | S | - (β = -0.21) |
| Years since training | Walborn[73] | NS | |
| **4. PERSONAL LIFE (n=12 STUDIES)** | | | |
| Job interferes with family life/Family life interferes with job | Garland[53] | S | + (r = 0.18/ r = 0.17) |
| Family/work conflict (n=2 studies) | Garland[53] | S | + (r = 0.24) |
| | Proenca[65] | S | - (β = -0.34) |
| Number of children living with NA | Albanese[46] | NS | |
| CNA satisfaction with religious life | Albanese[46] | S | + (r = 0.14) |
| Degree of religiosity | Blackmon[75] | NS | |
| Personality traits | Kovach[60] | S | F(8,145) = 4.899 |
| Self esteem (n=2 studies) | Lerner[77] | S | - (β = -0.094) |
| | Simpson[68] | S | - (β = -0.12) |
| Self efficacy (n=2 studies) | Lerner[77] | NS | |
| | Simpson[68] - function | NS | |
| | Simpson[68] - challenges | S | + (β = 0.17) |
| Family responsibilities | Parsons[30] | NS | |
| Burnout | Proenca[65] | S | - (β = -0.29) |
| Satisfaction with work itself | Berg[48] | S | + r = 0.41) |
| Adjustment to geriatrics work | Berg[48] | S | + (r = 0.38) |
| Perceived demand for physical and psychic strength | Berg[48] | NS | |
| Positive/negative resident relations | Albanese[46] | S | +/- (r = 0.22/ -0.21) |
| Experience with elderly in childhood (lack of) | Friedman[52] | S | - (β = -0.11) |
| Satisfaction with coworkers (n=2 studies) | Blackmon[75] | S | + (β = 0.44) |
| | Purk[66] | NS | |
| **5. OTHER (n=5 STUDIES)** | | | |
| Number of jobs in last 5 years | Choi[50] | NS | |
| Personal opportunity | Parsons[30] | S | + (β = 0.312) |
| Perceived ethnic/racial bias | Ramirez[67] | S | + (r = 0.20) |
| Category                                                   | First Author            | Significance (S = p<.05) | Direction (Magnitude) |
|-----------------------------------------------------------|-------------------------|--------------------------|-----------------------|
| Cultural competency                                      | Allensworth-Davies[47]  | S                        | + (β = 0.41)          |
| Respect for suggestions by people who make decisions about patient care | Friedman[52]            | S                        | + (β = 0.22)          |
| Respect for choices in types of assignments              | Friedman[52]            | NS                       |                       |
### Additional File 3-2: Organizational Characteristics (reported less than 4 times)

| Category                                           | First Author          | Significance (S = p < .05) | Direction (Magnitude) |
|----------------------------------------------------|-----------------------|-----------------------------|-----------------------|
| **1. FACILITY (n=6 STUDIES)**                      |                       |                             |                       |
| Change in satisfaction with nursing home           | Blackmon[75]          | NS                          |                       |
| Company policy                                     | House[87]             | NS                          |                       |
| Facility ownership                                 | Choi[50]              | NS                          |                       |
| Facility size (n=3 studies)                        | Albanese[46]          | NS                          |                       |
|                                                     | Choi[50]              | S                           | OR = 1.43**            |
|                                                     | Gittell[54]           | NS                          |                       |
| Location (n=2 studies)                             | Choi[50]              | NS                          |                       |
|                                                     | Lerner[77]            | NS                          |                       |
| Occupancy rate                                     | Albanese[46]          | NS                          |                       |
| Proportion of Medicaid residents (n=2 studies)     | Albanese[46]          | S                           | (r = -0.13)           |
|                                                     | Choi[50]              | NS                          |                       |
| Proportion of Medicare residents (n=2 studies)     | Albanese[46]          | NS                          |                       |
|                                                     | Choi[50]              | NS                          |                       |
| **2. WORK ENVIRONMENT (N= 18 STUDIES)**            |                       |                             |                       |
| Working conditions                                 | House[87]             | NS                          |                       |
| Change in attitude toward the elderly              | Blackmon[75]          | NS                          |                       |
| Chance to form close relationships with patients    | Friedman[52]          | NS                          |                       |
| High proportion of complex residents               | Ramirez[67]           | S                           | - (r = -0.11--0.24)   |
| Positive/negative visitor relations                | Albanese[46]          | S                           | +/- (r = +0.30/-0.20; β = - 0.13) |
| Interpersonal relationship with nurse/supervisor   | House[87]             | NS                          |                       |
| Frequency of rotation                              | Ramirez[67]           | NS                          |                       |
| Working night shift (vs.day/evening)               | Albanese[46]          | S                           | (r = -0.12)           |
| Work related injury                                | Choi[50]              | S                           | OR = 0.53**            |
| Absenteeism                                        | Walborn[73]           | NS                          |                       |
| Promotion                                          | Purk[66]              | S                           | *                     |
| Recognition (n=2 studies)                          | Garland[53]           | S                           | + (r = 0.34)          |
|                                                     | House[87]             | NS                          |                       |
| Rewards (n=2 studies)                              | Parsons[30]           | NS                          | *                     |
|                                                     | Thompson[71]          | S                           |                       |
| Working in PACE program                            | Friedman[52]          | S                           | + (β = 0.12)          |
| SCU (Special Care Unit) vs. non-SCU                 | Ramirez[67]           | NS                          |                       |
| Participation in team meetings (n=2 studies)       | Friedman[52]          | NS                          |                       |
|                                                     | Ramirez[67]           | S                           | + (β = 0.11)          |
| Interpersonal relationships with peers             | House[87]             | NS                          |                       |
| Work content (n=3 studies)                         | House[87]             | NS                          |                       |
|                                                     | Purk[66]              | NS                          |                       |
|                                                     | Thompson[71]          | NS                          |                       |
| Quality of care (n=2 studies)                      | Kostiwa[59]           | S                           | + (r = 0.43-0.63)     |
|                                                     | Thompson[71]          | NS                          |                       |
| Receiving feedback (n=3 studies)                   | Allensworth-Davies[47]| S                           | *                     |
|                                                     | Friedman[52]          | NS                          |                       |
|                                                     | Tyler[72]             | S                           | *                     |
| Enough time                                        | Garland[53]           | S                           | + (r = 0.18)          |
### 3. SUPERVISION (n=12 STUDIES)

| Category                                           | First Author   | Significance | Direction (Magnitude) |
|----------------------------------------------------|----------------|--------------|-----------------------|
| Others care how well you do your job                | Garland[53]    | S            | + (r = 0.22)          |
| Staff presence during interventions                 | Goldwasser[74] | S            | F(3.23) = 7.13        |
| Variety                                            | Friedman[52]   | NS           |                       |

#### Immediate supervisor status
- Albanese[46] NS

#### Nursing director length of employment
- Albanese[46] NS

#### Nursing director professional membership
- Albanese[46] S + (r = 0.17)

#### Administrator education
- Albanese[46] NS

#### Relationship with supervisor
- Albanese[46] S
  - + (r = -0.33/-0.36)
  - + (r = 0.35)

#### Perception of being valued by employer
- Choi[50] S OR = 4.15**

#### Supervision
- Garland[53] S
  - + (r = 0.48)
  - + (β = 0.153)
- Parsons[30] S

#### Supportive supervision
- Choi[50] OR = 4.09**
- McGilton[63] S
  - + (β = 0.36)
- Proenca[65] NS

#### Supervisors
- Thompson[71] NS

#### Management keeping employees informed
- Parsons[30] S + (β = 0.111)

#### Positive charge nurse behaviours
- Walborn[73] S (4/5) + (r = 0.205-0.270)

### 4. STAFFING (n=4 STUDIES)

| Category                           | First Author      | Significance | Direction (Magnitude) |
|------------------------------------|-------------------|--------------|-----------------------|
| New NAs                            | Parmalee[64]      | NS           |                       |
| CNA hours per patient day          | Choi[50]          | S            | OR = 1.30**           |
| CNA overtime hours                 | Albanese[46]      | S            | + (r = 0.16)          |
| Turnover                           | Parsons[30]       | S            | - (r = -0.424)        |

### 5. OTHER (n=10 STUDIES)

| Category                                           | First Author      | Significance | Direction (Magnitude) |
|----------------------------------------------------|-------------------|--------------|-----------------------|
| Exclusion                                          | Parmalee[64]      | S            | - (β = -0.401)        |
| Respect                                            | Parmalee[64]      | NS           |                       |
| Social rewards                                      | Parsons[30]       | S            | + (β = 0.148)         |
| Security                                           | House[87]         | NS           |                       |
| Ongoing inservice                                  | Friedman[52]      | S            | + (β = 0.20)          |
| Relational coordination (management of the        | Gittell[54]       | S            | + (r = 0.30)          |
| interdependencies between employees who carry out  |                   |              |                       |
| tasks)                                             |                   |              |                       |
| Treatment condition (reminiscence vs. present     | Goldwasser[74]    | NS           |                       |
| focused)                                           |                   |              |                       |
| Responsibility (given greater responsibility)      | House[87]         | S            | NS                    |
| Status (valued by others)                          | House[87]         | S            | NS                    |
| Opportunity (to learn and develop)                 | Kuo[61]           | S            | + (β = 0.27)          |
| Outcome expectations for performance of            | Lerner[77]        | NS           |                       |
| restorative care activities                        |                   |              |                       |
| Observed performance of restorative activities     | Lerner[77]        | S            | + (β = 0.095)         |
| Outcome expectations                               | Simpson[68]       | NS           |                       |
| Skill variety                                       | Tyler[72]         | S            | *                     |
| Task identity                                       | Tyler[72]         | S            | *                     |