**Supplemetary Table. The COPSOQ-TR dimension definitions**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Name of the dimension** | **Meaning of the dimension** | **Number of questions** |
|  |  |  | **TR** | **Long\*\*** | **Medium** | **Short** |
| 1 | Work pace | It specifies the pace that the employees should be able to handle while performing their tasks. | **3** | **3** | **2** | **2** |
| 2 | Quantitative demands | It refers to how much work the employees have to do their duties. | **3** | **4** | **3** | **2** |
| 3 | Cognitive demands | It refers to the demands that the employees experience on their cognitive abilities. | **4** | **4** | **-** | **-** |
| 4 | Emotional demands | It refers to the demands that require the employee to cope with when they experience conflict with their own or other people's emotions.  | **3** | **3** | **3** | **2** |
| 5 | Demands for hiding emotions | It refers to the presence of demands requiring the employees to hide their feelings from other people. | **3** | **4** | **3** | **-** |
| 6 | Influence at work | It refers to the situation where the employees may influence their own activities such as planning their work and prioritizing their duties. | **5** | **5** | **4** | **1** |
| 7 | Possibilities for development | It refers to the situation where the employees learn their work duties and contribute to their personal development. | **4** | **4** | **3** | **2** |
| 8 | Control over working time | It addresses the extent to which the employee can affect factors such as holidays, working days, or length of working hours. | **5** | **5** | **4** | **-** |
| 9 | Meaning of work | It refers to all concerns related to the aims and content of tasks included in the work.  | **3\*** | **2** | **2** | **1** |
| 10 | Commitment to the workplace | It addresses the extent to which the employees commit themselves to their workplace according to their experiences.  | **3** | **3** | **-** | **-** |
| 11 | Predictability | It refers to the situations where the employees receive the appropriate information at the right time and avoiding uncertainty and insecurity. | **2** | **2** | **2** | **2** |
| 12 | Recognition | It addresses the management's understanding of an employee's effort at the workplace. | **3** | **3** | **1** | **1** |
| 13 | Role-clarity | It addresses the employees' understanding of their roles such as expectations and responsibilities and the content of their duties at the workplace. | **3** | **3** | **3** | **1** |
| 14 | Role-conflicts | It refers to the presence of demands conflicting with the nature of task or the conflict over the priority of tasks. | **3** | **3** | **3** | **2** |
| 15 | Quality of leadership | It addresses the skills of the employees' superior in different contexts and spheres of influence. | **4** | **4** | **3** | **2** |
| 16 | Social support from colleagues | It addresses the opinions of employees about the opportunities to receive support from their colleagues when needed.  | **3** | **3** | **2** | **1** |
| 17 | Social support from supervisors | It addresses the opinions of employees about the opportunities to receive support from their supervisors when needed. | **3** | **3** | **3** | **1** |
| 18 | Sense of community | It refers to the employee's feeling of being part of a community in the workplace. | **3** | **3** | **2** | **1** |
| 19 | Insecurity over employment | It refers to the employees' opinion about work security in cases of dismissal from the job or the possibility of finding a new job if dismissed. | **3** | **3** | **2** | **2** |
| 20 | Insecurity over working conditions | It refers to the employee's opinion about work security in cases of working conditions such as the content of work. For example, reducing working hours or salary in the event that the company passes into other hands. | **3** | **3** | **3** | **1** |
| 21 | Work-life conflict | It addresses the potential effects of working on family and personal life.  | **5** | **5** | **2** | **2** |
| 22 | Trust | It addresses whether the employees trust each other and the management in their daily work routine. | **4** | **4** | **4** | **2** |
| 23 | Organizational justice | It refers to treating employees fairly and respectfully at the workplace. | **4** | **4** | **2** | **2** |
| 24 | Job Satisfaction | It addresses the satisfaction of employees in various aspects of the work. | **5** | **5** | **3** | **1** |
| 25 | Burnout | It refers to the physical and mental fatigue levels of employees. | **4** | **4** | **-** | **-** |
|  |  | **Total number of questions** | **88** | **89** | **59** | **31** |

\*One of the items in the meaning of work dimension, "Do you feel motivated and involved in your work?", which was not included in the COPSOQ-3, was taken from COPSOQ-2 (17).

\*\*The long version of questionnaire includes 15 more dimensions not included in this study.