
Appendix

Items for variables measured

Job Satisfaction		J1 I'm very satisfied with my colleagues
		J2 I'm very satisfied with my direct superior
		J3 I'm very satisfied with promotion opportunity
		J4 I'm very satisfied with my remunerations
		J5 I'm very satisfied with hospital environment
		J6 I'm very satisfied with equipment conditions in hospital
Work-family Conflict	Time-based	T1 work keeps me from family activities
		T2 Time I devote to job keeps me from participating in household activities
		T3 Miss family activities due to work
	Behavior-based	B1 Problem-solving behaviors make no sense at home
		B2 Behavior that is effective and necessary at work would be counterproductive at home
		B3 Behaviors make me effective at work do not help me to be a better parent or spouse
	Strain-based	S1 Too frazzled to participate in family activities
		S2 Drain prevents me from contributing to family
		S3 Owing to the pressures from work, I do not want to do favorite things at home
Doctor-patient Relationship		D1 Patients show much respect for me
		D2 The occupation is quite socially respected
		D3 Patients trust me very much
		D4 The current doctor-patient relationship is very good