

*Article title: Effort-reward imbalance and its association with sociocultural diversity factors at work:
Findings from a cross-sectional survey among physicians and nurses in Germany
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Online Resource Table S2. Multiple linear regression analyses of individual and organizational variables on reward

	B	SE	B	95% CI (for B)
Constant	24.606	1.755		21.159; 28.053
Gender (female)	.283	.265	.040	-.238; .804
Job experience (in years)	-.029	.012	-.104*	-.053; -.005
<i>Migration experience</i>				
No migration experience	1	1	1	1
Migration experience (first generation)	.292	.405	.027	-.503; 1.086
Migration experience (second generation)	.119	.410	.011	-.686; .925
Job role (physician)	1.073	.337	.148**	.411; 1.736
Leading position (no)	-1.501	.315	-.201***	-2.120; -.881
Employment status (permanent)	-.288	.353	-.038	-.981; .406
Work status (part time)	-.332	.272	-.048	-.867; .202
<i>Experiences of discrimination</i>				
Witness of discrimination (yes)	-1.109	.265	-.163***	-1.629; -.589
Victim of discrimination (yes)	-1.168	.378	-.122**	-1.910; -.426
Burden due to language barriers with patients	-.076	.147	-.020	-.365; .213
Burden due to language barriers with colleagues and supervisors	-.352	.119	-.116**	-.586; -.119
Cultural competence	.185	.231	.031	-.268; .638
Institution (B)	.296	.301	.042	-.294; .886
Possibility to consult an interpreter	-.529	.118	-.168***	-.761; -.297
Proportion of employees with migration experience on ward (in %)	-.004	.008	-.021	-.019; .011
Proportion of patients with migration experience on ward (in %)	-.007	.007	-.045	-.021; .006
R ² (adjusted R ²)	.198 (.177)			

Note: Significant association parameters are printed in bold; N = 658; B = unstandardized coefficient, SE = standard error, β = standardized coefficient, CI = confidence interval; * $p < .05$, ** $p < .01$, *** $p \leq .001$.