

Table A1. List of constructs

Construct	Instruction and items	Response scale	Internal consistency	Source	Additional information
Supervisor availability expectations	<i>Please estimate the extent to which the following statements relate to your direct supervisor.</i> Usually, my supervisor expects me to... ... respond to incoming calls or messages when I am not at work. ... be available when I am not at work.	7-point Likert scale 1 = <i>Strongly disagree</i> 2 = <i>Mostly disagree</i> 3 = <i>Rather disagree</i> 4 = <i>Neither agree nor disagree</i> 5 = <i>Rather agree</i> 6 = <i>Mostly agree</i> 7 = <i>Strongly agree</i>	$\alpha = .91$	Self-developed	-
Coworker availability expectations	<i>Please estimate the extent to which the following statements relate to the coworkers with whom you work together regularly.</i> Usually, my coworkers expect me to... ... respond to incoming calls or messages when I am not at work. ... be available when I am not at work.	7-point Likert scale (see above) 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .90$	Self-developed	-
Nonwork contact availability expectations	<i>Please estimate the extent to which the following statements relate to your personal contacts.</i> Usually, my personal contacts expect me to... ... respond to incoming calls or messages when I am at work. ... be available when I am at work.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .92$	Self-developed	-

Table A1 (continued). List of constructs

Construct	Instruction and items	Response scale	Internal consistency	Source	Additional information
Work-nonwork segmentation preferences	<i>The following statements relate to your attitude towards separation or integration of your work and personal life.</i> I prefer to keep work life at work. I do not like work issues creeping into my personal life. I like to be able to leave work behind when I go home.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .85$	Kreiner (2006)	One item from the original four-item scale was excluded.
Nonwork-work segmentation preferences	I prefer to keep my personal life out of my work. I do not like taking care of personal matters at work. I like to be able to leave my personal life behind me when I go to work.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .65$	Kreiner (2006)	Directionality was adapted to nonwork-work. As a result of a pretest of the questionnaire including think aloud protocols, the wording of item 2 was changed to more adequately reflect common parlance.
Work-nonwork segmentation behavior	<i>The following statements relate to how you have actually separated or integrated your work and personal life in the past six weeks.</i> I left my work life at work. I took work issues home with me. (r) I left work behind when I went home.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .84$	Kreiner (2006)	Three items from Kreiner's (2006) four-item segmentation preference scale were adapted to assess actual behavior. One item was reversed to capture integration.

Table A1 (continued). List of constructs

Construct	Instructions and items	Response scale	Internal consistency	Source	Additional information
Nonwork-work segmentation behavior	I left my personal life out of my work. I took care of personal matters when I was at work. (r) I left my personal life behind when I went to work.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .82$	Kreiner (2006)	Based on three items of Kreiner's (2006) four-item segmentation preference scale, the directionality and wording of the items was changed to capture actual nonwork-work segmentation. One item was reversed to capture integration.
Life balance	<i>The following statements relate to your life balance. We would like to understand the extent to which you feel that the different areas that make up your life (e.g., work, family, friends, hobbies etc.) are balanced. To which extent do you agree with the following statements when you think back to the past six weeks?</i> Overall, I was able to live my life in all domains just as I wished. On the whole, I feel that I was the person I wished to be in all domains of my life. On balance, how I involved myself in the domains of my life matches my ideal image. Overall, I am convinced that I shaped all domains of my life as I ideally would want them to be.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .96$	Self-developed	-

Table A1 (continued). List of constructs

Construct	Instructions and items	Response scale	Internal consistency	Source	Additional information
Exhaustion	Please see manual for Maslach Burnout Inventory-General Survey (MBI-GS)	7-point frequency scale 1 = <i>never</i> 7 = <i>daily</i>	$\alpha = .91$	Maslach, Jackson, & Leiter (1996)	-
Life satisfaction	<i>Please indicate to what extent you agree or disagree to the following statements.</i> In most ways my life is close to my ideal. The conditions of my life are excellent. I am satisfied with my life. So far I have gotten the important things I want in life. If I could my life over, I would change almost nothing.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .90$	Pavot & Diener (1993)	-

Table A1 (continued). List of constructs

Construct	Instructions and items used in the study	Response scale	Internal consistency	Source	Additional information
Job autonomy	<i>Please state the extent to which the following statements apply to your work.</i> My job allows me to... ... make a lot of decisions on my own. ... decide about how to schedule my work. ... decide on my own how to go about doing my work.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .73$	Morgeson & Humphrey (2006)	We selected three items from the autonomy scale to capture decision-making autonomy, work scheduling autonomy, and work methods autonomy.
Job demands	<i>Please state the extent to which the following statements apply to your work.</i> My job requires me to work very fast. The tasks to be solved are often very difficult. There is usually not enough time to get things done, often putting me under time pressure. In my job, I frequently have to do too many things at once.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .83$	Richter et al. (2000)	Two items from the original six-item scale were excluded.

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Construct	Instructions and items	Response scale	Internal consistency	Source	Additional information
Job involvement	<i>Please indicate the extent to which you agree or disagree in general with the following statements.</i> The most important things that happen to me involve my present job. Most of my interests are centered around my job. To me, my job is a very large part of who I am. I am very much involved personally in my job.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .76$	Frone & Rice (1987), who adapted the scale from Kanungo (1982)	The reverse-scored item was adapted to be not reversed.
Personal life involvement	<i>Please state the extent to which you agree in general with the following statements in relation to your personal life.</i> The most important things that happen to me involve my personal life. Most of my interests are centered around my personal life. I am very much personally involved in my personal life. To me, my personal life is a very large part of who I am.	7-point Likert scale 1 = <i>strongly disagree</i> 7 = <i>strongly agree</i>	$\alpha = .87$	Frone & Rice (1987)	We adapted the wording to reflect personal life involvement instead of family involvement only, e.g., using “personal life” instead of “spouse.”