

The Chinese version of the questionnaire applied in this study

Appendix (A): The McCloskey/Mueller Satisfaction Scale (MMSS)

The criteria for evaluation and judgement are as follows: 1 = Very unsatisfied; 2 = Unsatisfied; 3 = Generally satisfied; 4 = Satisfied; 5 = Very satisfied.

Item	1	2	3	4	5
1. Salary					
2. Holidays					
3. Related benefits (insurance, pension)					
4. Working Hours					
5. Flexibility in scheduling					
6. Opportunities for day shifts					
7. The opportunity to take a weekend off each month					
8. Flexibility in arranging weekend rest periods					
9. Compensation for working at weekends					
10. Maternity leave period					
11. Nursery/Childcare Centre					
12. Level of satisfaction with one's immediate supervisor					
13. Your fellow nurses who work alongside you					

14. The doctor working alongside you					
15. The nursing model adopted in the ward					
16. Opportunities to engage with society in the course of one's work					
17. Opportunities for socialising with colleagues outside of work hours					
18. Opportunities for exchange with other disciplines					
19. Opportunities to engage with teaching staff from the School of Nursing					
20. Opportunities to participate in departmental or hospital committees					
21. Your control over the work process					
22. Career development opportunities					
23. The degree to which your superiors recognise your work					
24. Recognition of your work by colleagues					
25. Number of times encouraged and praised					
26. Opportunities to participate in nursing research					
27. Opportunities to write and publish articles					
28. The extent of responsibility					
29. Your control over the working environment					
30. The extent to which you participate in decision-making within your organisation					

Appendix (B): The Stanford Presenteeism Scale (SPS-6)

The criteria for evaluation and judgement are as follows: 1 = Complete disagreement; 2 = Disagreement; 3 = Generally agreement; 4 = Agreement; 5 = Complete agreement.

Note: The health issues mentioned in the questionnaire encompass both physical and mental wellbeing. Examples include: headaches, dizziness, colds, fever, abdominal pain (including menstrual cramps), back pain, stomach discomfort, general fatigue or malaise, nausea, anxiety, sleep disturbances, and so forth.

Item	1	2	3	4	5
1. Over the past month, due to health issues, the demands of my work have become increasingly difficult to manage.					
2. Over the past month, due to health issues, I have been unable to complete the more demanding tasks at work.					
3. Over the past month, health issues have prevented me from deriving pleasure from my work.					
4. Over the past month, due to health issues, I found it utterly impossible to undertake certain work tasks.					
5. Over the past month, despite experiencing health issues, I have been able to concentrate and complete my work.*					
6. Over the past month, despite experiencing health issues, I have nevertheless felt energetic enough to complete all my work.*					

Notes: *denotes reverse-scored

Appendix (C): The Effort-Reward Imbalance (ERI) Questionnaire

The criteria for evaluation and judgement are as follows: 1 = Strongly disagree; 2 = Disagree; 3 = Generally agree; 4 = Agree; 5 = Strongly agree.

Item	1	2	3	4	5
1. Due to the heavy workload, I have always felt pressed for time at work.					
2. At work, I am frequently interrupted or disturbed.					
3. In my work, I must shoulder a great deal of responsibility.					
4. I often have to work overtime.					
5. My work is physically demanding.					
6. In recent years, my workload has become increasingly heavy.					
7. My superior shows me the respect I deserve.					
8. My colleagues accord me the respect I deserve.					
9. When encountering difficulties at work, I shall receive appropriate assistance.					
10. At work, I have been subjected to unequal treatment.*					
11. I have few opportunities for promotion in my work.*					

12. I have experienced (or anticipate experiencing) a deterioration in my working conditions.*					
13. My job is insecure.*					
14. In terms of my academic qualifications and training, my current position is well-suited to me.					
15. In light of the efforts I have made and the achievements I have attained, I command the respect and standing I deserve in my work.					
16. In light of the efforts I have made and the achievements I have attained, I have reasonable prospects for employment.					
17. In view of the effort I have expended and the achievements I have made, I am receiving an appropriate salary.					
18. I tend to become irritable quite easily due to work-related pressures.					
19. The moment I get up in the morning, I start thinking about work matters.					
20. When I get home, I can easily relax and 'switch off' work.*					
21. Those who know me well say I sacrifice far too much for my work.					

22. I was still thinking about work matters when I went to bed.					
23. If I haven't finished what I ought to have done today, I won't sleep well at night.					

Notes: **denotes reverse-scored*