

Supplementary

Table S1. EFA results (% of variance accounted for), constructs, and individual scores and loadings.

SEM level / Construct description	Items	Mean score	SD	Factor loadings
Organizational	Factor 1 (8.95%)			
Management perception Sense of workplace belonging and pride Trust in management as a source of safety information	My employer provides adequate protective equipment	4.48	0.75	0.81
	Management is heading the farm in the right direction	4.49	0.76	0.71
	Management is honest and open with me	4.40	0.74	0.71
	I feel that the farm problems are my problems too	3.77	1.37	0.71
	Farm management provides accurate safety information	4.18	1.03	0.70
	Farm management provides adequate safety training	4.18	1.08	0.61
	I am proud to tell others I work here	4.56	0.59	0.61
	Help is available from my coworkers when I have an inquiry about safety	4.29	1.08	0.57
	I feel that I belong on this farm	3.85	1.10	0.55
	Diseases prevention knowledge	0.65†	0.30	-0.55
	What is the definition of cleanliness (correct=1, incorrect=0)	0.98†	1.13	-0.54
	Easiness of adoption of new preventive practices	3.80	1.11	0.51
Intrapersonal	Factor 2 (8.63%)			
Knowledge about zoonotic diseases Risks perception Attitudes toward reporting illness Perception of work performance	Cattle can transmit diseases to humans	0.76*	0.62	0.91
	Zoonotic diseases can cause serious health problems	0.73*	0.62	0.88
	How long would it take you to report to your supervisor? – If flu symptoms	3.67	0.84	0.76
	How long would it take you to go to the doctor? – If flu symptoms	3.22	1.01	0.74
	Zoonotic diseases from cattle can harm workers permanently	0.50*	0.63	0.59
	How much risk does it represent to you? – Zoonotic diseases, in general	3.41	1.07	0.59
	How much risk does it represent to your family? – Zoonotic diseases, in general	3.44	1.18	0.58
	How concerned are you that your family can get an infectious disease from your workplace?	3.15	1.53	0.56
	I know what my boss considers a satisfactory work performance	4.15	1.11	-0.51
	How long would it take you to report to your supervisor? – If gastrointestinal infection symptoms	3.77	0.58	0.50
	How much risk does it represent to you? – The contact with a sick animal	3.44	1.36	0.46
	How afraid are you that you can get an infectious disease at work?	2.71	1.42	0.42
Intrapersonal	Factor 3 (8.02%)			
Self-efficacy	I am confident about my ability to perform my job tasks	4.63	0.58	0.82
Self-confidence	How do you grade your quality of work?	8.63‡	1.36	0.81

	How would you rate your interest in the prevention of diseases at work?	4.78	0.57	0.80
	I have the skills necessary to implement preventive practices	4.12	0.84	0.73
	How do you grade your ability to meet technical demands?	8.78†	1.44	0.69
	I am confident about my ability to implement preventive practices	4.07	0.93	0.69
	How easy is it to comply with work safety recommendations?	4.76	0.58	0.63
	Grade the quality of communication with top Management	3.92	1.04	0.63
	Management has my best interest in mind	4.15	1.08	0.57
	How easy would it be for the group to adopt a new preventive practice	3.80	1.11	0.50
Interpersonal	Factor 4 (7.38%)			
Communication and relationships with supervisors and coworkers	How likely are you to report to your supervisors if you see that a coworker is ill?	4.37	1.04	0.77
	My supervisors encourage the use of PPE	4.40	0.98	0.70
	How likely are you to report to your supervisor if you have a fever?	4.37	0.97	0.69
	My supervisors show much concern about my safety	4.71	0.51	0.67
	My coworkers show much concern about my safety	4.08	1.12	0.62
	My supervisors are knowledgeable about how to wear PPE correctly	4.73	0.45	0.62
	Others at work care whether I wear or not PPE	3.97	1.32	0.55
	Grade the quality of communication with your coworkers	4.26	0.94	0.55
Intrapersonal	Factor 5 (7.37%)			
Reporting and seeking health care due to injuries	How likely are you to report to your supervisor if you have a sprained/twisted wrist?	4.61	0.92	0.92
	How likely are you to go to the doctor if you have a wound with moderate bleeding?	4.80	0.72	0.88
	How likely are you to report to your supervisor if you have a wound with moderate bleeding?	4.76	0.70	0.86
	How likely are you to report to your supervisor if you have vomit?	4.22	1.19	0.73
	How likely are you to report to your supervisor if you have diarrhea?	4.15	1.28	0.68
	How likely are you to go to the doctor if you have a sprained/twisted wrist?	4.43	0.93	0.68
	I am satisfied with my job	4.78	0.42	0.56
Intrapersonal	Factor 6 (6.89%)			
Reporting and seeking health care due to infections symptoms	How likely are you to go to the doctor if you have diarrhea?	3.00	1.40	0.84
	How likely are you to go to the doctor if you have a fever?	3.37	1.43	0.82
	How likely are you to go to the doctor if you have vomit?	3.03	1.54	0.78
	If you have intestinal infection symptoms, how long would it take you to decide to go to the doctor? -	3.75	0.54	0.70
	How likely are you to go to the doctor if you have a fever and sore throat?	3.18	1.32	0.67
	How likely are you to go to the doctor if you have a sore throat?	2.70	1.30	0.67

	How likely are you to go to the doctor if you have flu-like symptoms?	3.21	1.40	0.66
	How likely are you to go to the doctor if you have intestinal infection symptoms?	4.08	1.07	0.49
Intrapersonal/organizational	Factor 7 (6.67%)			
Trust in management Job satisfaction	Reporting my health problems would get me in trouble with my supervisors	1.76	1.59	-0.88
	Help is available from the managers when I have an inquiry about safety	4.78	0.42	0.73
	I like working here	4.76	0.43	0.70
	I am satisfied with my job	4.78	0.42	0.65
	From your point of view, how many of your coworkers think wearing PPE does not serve any purpose	2.38	1.37	-0.62
	Attendants to training are involved in training activities/demonstrations	2.74	1.60	0.58
	I am proud to tell others I work here	4.56	0.59	0.61
Interpersonal/Organizational	Factor 8 (6.20%)			
Role ambiguity Supervision knowledge perception and communication quality Attitudes toward safety recommendations	Which of the following vaccines are strongly recommended for dairy farmworkers?	0.33†	0.33	-0.83
	It is clear to me what are my duties at work	4.73	0.63	0.77
	What is the highest degree or level of school you have completed?	2.12	1.19	-0.60
	My supervisors are knowledgeable about safety at work	4.68	0.57	0.58
	I have received clear instructions on how to use PPE adequately	4.36	1.27	0.55
	Grade the quality of communication with your supervisor	4.26	0.99	0.52
Interpersonal/organizational	Factor 9 (5.79%)			
Training perceptions Role conflict Help availability from management on safety	I believe that training sessions are a waste of time	4.59	1.04	-0.81
	How often is the training given in the language of your preference?	4.07	1.21	-0.72
	Upper management makes conflicting demands on me	2.46	1.31	0.61
	Help is available from the organization when I have an inquiry about safety	4.29	1.05	-0.61
	How afraid are you that you can get an infectious disease at work?	2.71	1.42	0.53
	I like working here	4.76	0.43	-0.52
Interpersonal/Organizational	Factor 10 (5.04%)			
Role overload Job control Reporting health issues to the supervisor	I am always rushing to do my job	2.27	1.30	0.85
	At my job, I have the freedom to decide how I work	3.32	1.57	-0.72
	How likely are you to report to your supervisor if you have the following symptoms - Coughing	3.66	1.41	0.63
	How afraid are you that you can get an infectious disease at work?	2.71	1.42	0.55

At work, I feel discriminated	1.60	0.81	0.51
How likely are you to report to your supervisor if you have the following symptoms - Sore throat	3.61	1.32	0.50

The majority of the scores presented are based on the average responses to Likert-type questions, which used a 5-point scale (ranging from 1 to 5). For other scores, they adhere to specific scales as follows:

† Bivariate answer question: Each correct answer is assigned a score of 1, while an incorrect answer receives a score of 0.

* True/false question: A true answer is scored as 1, a false answer as -1, and when unsure, a score of 0 is assigned.

‡ Scale question: Responses to scale questions are measured on a scale from 1 to 10.