

Table S1. Factor loadings and Eigenvalues

	Task perform ance	Organi- zational commit ment	Work- life conflict
Task performance (<i>Cronbach's $\alpha = 0.84$</i>)			
<i>In the past three months ... (1=Seldom, 5=Never)</i>			
Without being told, I started on new tasks after finishing up my work	0.66	-0.06	-0.05
I took on challenging new tasks when they were available	0.83	-0.03	-0.02
I worked on keeping my work skills up-to-date	0.56	0.06	0.00
I took on extra responsibilities	0.73	0.01	0.08
I actively participated in meetings and/or consultations	0.52	0.05	-0.01
Organizational commitment (<i>Cronbach's $\alpha = 0.85$</i>)			
<i>To what extent do you agree or disagree with the following statements about your organisation? (1=Strongly disagree, 5=strongly agree)</i>			
I am willing to go above and beyond the call of duty to help my organisation be successful	0.17	0.54	0.08
I tell my friends that my organisation is a great place to work	-0.07	0.84	-0.10
I am proud to tell others that I am part of this organisation	-0.06	0.88	-0.05
I really care about the future of this organisation	0.02	0.72	0.03
Work-life conflict (<i>Cronbach's $\alpha = 0.86$</i>)			
<i>How often does it happen that ... (1=Never, 5=Always)</i>			
You do not have the energy to engage in leisure activities with your family or friends because of your job?	-0.04	-0.01	0.80
You have to work so hard that you do not have time for any of your hobbies?	0.00	0.01	0.81
Your work obligations make it difficult for you to feel relaxed at home?	0.01	-0.02	0.76
Eigenvalue	2.64	2.77	2.05

Source: ESWS wave 1 (2016), $n = 10,219$; Principal-factor analysis with oblique oblmin rotation