| Author, year, country, population | Outcome assessment | Exposure definition | Exposure assessment | Beta coefficient | Standard error | p-value | Effect | Effect size numeric value | Effect size label | Risk of bias result |
|---|---|---|---|---|---|---|---|---|---|---|
| (Adriaenssens et al., 2015),Belgium, Emergency room nurses, n= 170 | MBI (Dutch version), NR | Job demands (9 items)<br>Job control (8 items)<br>Social support (8 items)<br>Material recourses (3 items)<br>Social harassment (4 items)<br>Reward (8 items)<br>Work agreements (4 items) | LQWQ-N: from 1 (totally disagree) to 4 (totally agree) | 0.17<br>0.01<br>-0.07<br>-0.01<br>-0.05<br>0.05<br>0.01 | 0.07<br>0.03<br>0.02<br>0.04<br>0.03<br>0.03<br>0.04 | 0.02<br>NR<br>NR<br>NR<br>NR<br>NR<br>NR | Harmful *<br>Harmful<br>Protective*<br>Protective<br>Harmful<br>Protective<br>Harmful | 0.1<br>0.08<br>0.02<br>0.07<br>0.002<br>0.16<br>0.25 | Small<br>Small<br>Small<br>Small<br>Small<br>Medium<br>Medium | Low |
| (Angelo & Chambel, 2015), Portugal, firefighters, n=1610 | MBI (the general version), NR | Conflicts and interpersonal problems | Organizational demands scale constructed by the authors. | 0.1 | 0.04 | 0.02 | Harmful* | 0.05 | Small | High |
| (Birkeland et al., 2018), Norway, technical workers, n= 1263 | MBI-GS (the Norwegian version), NR | Harmonious passion<br>Obsessive passion<br>Support from supervisor<br>Support from colleagues | The Passion Scale (Vallerand et al., 2003), which included 12 items, half of which measured harmonious passion and the other half-obsessive passion. Support was assessed with four questions from the Perceived Organizational Support Questionnaire. | 0.09<br>0.09<br>-0.03<br>-0.02 | 0.01<br>0.01<br>0.01<br>0.01 | NR<br>NR<br>NR<br>NR | Protective*<br>Harmful *<br>Protective*<br>Protective | 0.1<br>0.05<br>0.07<br>0.03 | Small<br>Small<br>Small<br>Small | Low |
| (Boamah et al., 2017), Canada, new graduate nurses, n=405 | MBI=GS, NR | Lack of personnel resources | A single-item, which assesses how often working short-staffed, affects nurses' ability to provide quality patient care. | 0.14 | 0.05 | 0.01 | Harmful* | 0.07 | Small | Low |

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| (Childs & Stoeber, 2012), UK, healthcare service provision employees, n=69 | MBI-GS, NR | Self-oriented perfectionism<br>Socially prescribed perfectionism | Socially prescribed perfectionism: 15-item scale from the Multidimensional Perfectionism Scale (MPS; Hewitt & Flett, 1991, 2004). Self-oriented perfectionism: the 15-item scale. | 0.05<br>0.16 | 0.03<br>0.12 | 0.2<br>0.2 | Harmful<br>Harmful | 0.05<br>0.23 | Small<br>Medium | Moderate |
| (Chrisopoulos et al., 2010), Australia, police officers, n=179 | MBI-GS, NR | Cognitive demands<br>Emotional demands<br>Physical demands<br>Cognitive resources<br>Physical resources<br>Emotional support | Demand-Induced Strain Questionnaire (DISQ): each of the tasks rated on a five-point scale (1=very rarely/never, 5= very often/always). | 0.1<br>0.03<br>0.04<br>0.05<br>-0.02<br>-0.1 | 0.08<br>0.07<br>0.07<br>0.1<br>0.09<br>0.09 | NR<br>NR<br>NR<br>NR<br>NR<br>NR | Harmful<br>Harmful<br>Harmful<br>Harmful<br>Protective<br>Protective | 0.11<br>0.15<br>0.09<br>0.28<br>0.21<br>0.25 | Small<br>Small<br>Small<br>Medium<br>Medium<br>Medium | Moderate |
| (Dahlin et al., 2010), Sweden, physicians, n=186 | OLBI the (Swedish translation), NR | Working hours<br>Positive learning climate<br>Performance-based self-esteem<br>Worries about endurance/competence | Performance based self-esteem (4 items)<br>Worries about future endurance/competence (3 items)<br>Learning climate (10 items) | 0.008<br>-0.03<br>0.07<br>0.17 | 0.005<br>0.01<br>0.06<br>0.05 | NR<br>0.02<br>0.001<br>0.2 | Harmful<br>Protective*<br>Harmful<br>Harmful* | NA<br>NA<br>NA<br>NA | NA<br>NA<br>NA<br>NA | High |
| (Dubois et al., 2014), Canada, health and social service employees, n=96 | MBI, NR | Autonomy<br>Skill discretion<br>Decision authority<br>Support from supervisor<br>Support from colleagues | Autonomy was assessed using three items from the Job Descriptive Scale. Decision latitude and skill discretion were measured with the corresponding subscales of the Conditions of Work Effectiveness Questionnaire-II. Support from colleagues was measured with the three-item scale from Podsakoff and MacKenzie, and supervisor support with the six items used by Stinglhamber and Vandenberghe. | -0.36<br>-0.24<br>-0.45<br>-0.13<br>-0.32 | 0.16<br>0.10<br>0.12<br>0.12<br>0.14 | 0.02<br>0.02<br>0.0001<br>NR<br>NR | Protective*<br>Protective*<br>Protective*<br>Protective<br>Protective* | 0.06<br>0.01<br>0.02<br>0.05<br>0.004 | Small<br>Small<br>Small<br>Small<br>Small | Moderate |

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| (Fernet et al., 2010), Canada, college employees, n=276 | MBI (The French-Canadian version), NR | Quality of social interactions at work<br>Self-determined work motivation | The short version of the Blais Work Motivation Inventory. 4-item Quality of Interpersonal Relationships Scale. | -0.13<br>-0.02 | 0.05<br>0.01 | 0.01<br>0.2 | Protective*<br>Protective | 0.13<br>0.02 | Small<br>Small | Moderate |
| (Fernet et al., 2014), Canada, teachers, n=175 | MBI (The French-Canadian version), NR | Harmonious passion<br>Obsessive passion | The short form (Lafrenière et al., 2013) of the Passion Scale (Vallerand et al., 2003) | -0.54<br>0.28 | 0.02<br>0.1 | 0.01<br>0.01 | Protective*<br>Harmful * | 0.11<br>0.23 | Small<br>Medium | Moderate |
| (Feuerhahn et al., 2013), Germany, teachers, n=56 | MBI-ES (the German version), NR | Conflicts and interpersonal problems<br>Emotional dissonance<br>Emotional support<br>Classroom disruption<br>Time pressure<br>Self-efficacy | The teacher-specific measure Fragebogen zur Arbeitssituation an Schulen (Kaempf & Krause, 2004). Frankfurt Emotion Work Scales (Zapf et al., 1999). Four items of the Instrument zur stressbezogenen Tätigkeitsanalyse (ISTA) developed by Semmer, Zapf, and Dunckel (1999). Seven items from the teacher-specific measure FASS developed by Krause and colleagues (Kaempf & Krause, 2004). A self-efficacy scale developed specifically for teachers by Schmitz and Schwarzer (2000). The social support questionnaire Fragebogen zur Sozialen Unterstützung (F-SozU; Fydrich, Sommer, & Brähler, 2002). | 0.01<br>0.02<br>-0.21<br>0.38<br>-0.03<br>-0.69 | 0.17<br>0.14<br>0.13<br>0.18<br>0.13<br>0.23 | NR<br>NR<br>NR<br>NR<br>NR<br>NR | Harmful<br>Harmful<br>Protective<br>Harmful*<br>Protective<br>Protective* | 0.59<br>0.51<br>0.19<br>0.69<br>0.12<br>0.39 | Large<br>Large<br>Medium<br>Large<br>Small<br>Large | Moderate |

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| (Fida et al., 2018), Canada, nurses, n=596 | MBI-GS, NR | Work incivility from supervisor<br>Work incivility from coworker<br>Work incivility from physician<br>Relational self-efficacy | Incivility: the Straightforward Incivility Scale (Leiter & Day, 2013). Self-efficacy: the relational subscale of the Occupational Coping Self<Efficacy Questionnaire for Nurses (Pisanti et al., 2008) | 0.02<br>0.13<br>0.23<br>-0.16 | 0.01<br>0.06<br>0.09<br>0.06 | 0.2<br>0.02<br>0.01<br>0.01 | Harmful<br>Harmful*<br>Harmful*<br>Protective* | 0.02<br>0.08<br>0.08<br>0.04 | Small<br>Small<br>Small<br>Small | Low |
| (Figueiredo-Ferraz et al., 2012), Spain, nursing professionals, n=316 | MBI (the Spanish version), NR | Work satisfaction | "Satisfaction Questionnaire S20/23" (Melia and Peiró, 1989): 11 items. | -0.09 | 0.07 | 0.2 | Protective | 0.25 | Medium | High |
| (Firoozabadi et al., 2018), Iran, health and social welfare employees, n=123 | OLBI, NR | Affective rumination<br>Problem solving | Work-Related Rumination Questionnaire (Cropley, Michalianou, Pravettoni, & Millward, 2012). | 0.23<br>-0.19 | 0.1<br>0.08 | 0.02<br>0.02 | Harmful*<br>Protective* | 0.11<br>0.001 | Small<br>Small | Moderate |
| (Fong, 1993), USA, nursing educators, n=84 | MBI, NR | Work and time demands | Mueller's role overload scale: a 4-point Likert scale ranging from 1 (not a source of pressure) to 4 (a great source of pressure) | 0.39 | 0.17 | 0.02 | Harmful* | NA | NA | High |
| (Fritz & Sonnentag, 2005), Germany, emergency medical services employees, n=87 | OLBI, NR | Social activity<br>Positive work reflection<br>Non-work hassles | Social activity (3 items)<br>Positive work reflection (3 items)<br>Non-work hassles: a measure developed by Bolger et al. (9 items). | -0.14<br>-0.17<br>-0.08 | 0.01<br>0.09<br>0.06 | 0.2<br>0.05<br>0.2 | Protective<br>Protective<br>Protective | 0.19<br>0.14<br>0.2 | Medium<br>Small<br>Medium | High |

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| (Fritz & Sonnentag, 2006), Germany, non-academic university employees, n=221 | OLBI, NR | Positive work reflection<br>Negative work reflection<br>Non-work hassles<br>Relaxation<br>Mastery<br>Workload after vacation | Workload after vacation: seven items were adapted from Karasek's (1979) Negative work reflection (3 items). Non-work hassle by adapting nine items from a measure developed by Bolger, DeLongis, Kessler, and Schilling (1989). Positive work reflection (3 items). Mastery (3 items). Relaxation (3 items). | 0.04<br>0.16<br>0.05<br>-0.07<br>-0.03<br>0.18 | 0.03<br>0.06<br>0.03<br>0.05<br>0.02<br>0.07 | 0.2<br>0.01<br>0.2<br>0.2<br>0.2<br>0.01 | Protective<br>Harmful*<br>Harmful<br>Protective<br>Protective<br>Harmful* | 0.002<br>0.24<br>0.07<br>0.03<br>0.0001<br>0.15 | Small<br>Medium<br>Small<br>Small<br>Small<br>Small | High |
| (Fusilier & Manning, 2005), USA, chemical corporation and health insurance employees, n=260 | MBI, NR | Stress<br>Social support<br>Hardiness<br>Type A behavior<br>Stressful life events<br>Physical exercises | Stressful life events were measured by the Life Events Inventory (Cochrane and Robertson, 1973). Type A Behavior.(9-item) type A personality scale developed by Sales. Hardiness. This was measured by five scales developed through prior research of Kobasa. Stressful Work Events were assessed using the Organizational Readjustment Rating Scale. Social support was assessed with the Social Support Questionnaire (SSQ) developed by Sarason et al. A measure of physical exercise was indexed by having respondents check various forms of exercise and their frequency and | 0.05<br>-0.02<br>-0.09<br>0.20<br>0.13<br>-0.06 | 0.04<br>0.02<br>0.07<br>0.08<br>0.06<br>0.05 | 0.2<br>0.2<br>0.2<br>0.01<br>0.02<br>0.2 | Harmful<br>Protective<br>Protective<br>Harmful*<br>Harmful*<br>Protective | NA<br>NA<br>NA<br>NA<br>NA<br>NA | NA<br>NA<br>NA<br>NA<br>NA<br>NA | Low |

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| | | | duration of participation on a weekly basis. | | | | | | | |
| (Garbarino et al., 2013), Italy, police officers, n=289 | MBI (Italian version), >23 on Professional Exhaustion (PE) | Job demands<br>Work and time demands<br>Decision latitude<br>Reward<br>Over-commitment<br>Extraversion<br>Agreeableness<br>Conscientiousness<br>Emotional stability<br>Openness | BFQ: a five-point Likert-type scale ranging from complete disagreement (1, absolutely false for me) to complete agreement (5, very true for me).<br>DCS consists of three sub-scales: psychological job demand, (5 items), job control/decision latitude (6 items), social support (6 items). | 0.12<br>0.21<br>-0.09<br>-0.21<br>0.27<br>-0.09<br>-0.09<br>-0.04<br>-0.21<br>0.03 | 0.05<br>0.19<br>0.07<br>0.06<br>0.08<br>0.07<br>0.07<br>0.03<br>0.06<br>0.02 | 0.02<br>0.02<br>0.2<br>0.001<br>0.001<br>0.2<br>0.2<br>0.2<br>0.001<br>0.2 | Harmful*<br>Harmful*<br>Protective<br>Protective*<br>Harmful*<br>Protective<br>Protective<br>Protective<br>Protective*<br>Harmful | NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA | NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA<br>NA | Moderate |
| (Gelsema et al., 2006), the Netherlands, nurses, n=381 | MBI (the Dutch client version), NR | Work and time demands<br>Physical demands<br>Nurse-doctor collaboration<br>Material resources<br>Personal resources<br>communication / information flow<br>Work agreements<br>Reward | LQWLQ-N: from 1 (totally disagree) to 4 (totally agree) | 0.001<br>0.16<br>0.05<br>-0.01<br>0.16<br>-0.06<br>-0.08<br>-0.03 | 0.0007<br>0.06<br>0.04<br>0.007<br>0.12<br>0.05<br>0.06<br>0.02 | 0.2<br>0.01<br>0.2<br>0.2<br>0.2<br>0.2<br>0.2<br>0.2 | Harmful<br>Harmful*<br>Harmful<br>Protective<br>Protective<br>Protective<br>Harmful<br>Harmful | 0.11<br>0.06<br>0.02<br>0.03<br>0.04<br>0.04<br>0.05<br>0.02 | Small<br>Small<br>Small<br>Small<br>Small<br>Small<br>Small<br>Small | Low |
| (Gil-Monte & Garcia-Juesas, 2008), Spain, nurses, n=316 | MBI, NR | Work and time demands<br>Self-efficacy | Work and time demands: the Spanish adaption of the Karasek scale (7 items), the sclae ranging from 1 "Very often" and 5 "Very rarely."<br>Self-efficacy: the Spanish adaptation of the Baessler scale and Schwarzer (9 items). The scale was completed through a 5-degree frequency format in which 1 | 0.12<br>-0.06 | 0.05<br>0.05 | 0.02<br>0.2 | Harmful*<br>Protective | 0.21<br>0.05 | Medium<br>Small | Low |

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| | | | "Strongly disagree" and 5 "Strongly agree". | | | | | | | | |
| (Goddard et al., 2006), Australia, teachers, n=316 | MBI, NR | Workplace innovation<br>Time pressure | Work Environment Scale (WES; Moos, 1994) modified for teacher respondents according to Fisher and Fraser (1983, 1991). | -0.3<br>0.29 | 0.08<br>0.09 | 0.0001<br>0.001 | Protective*<br>Harmful* | 0.86<br>1.14 | Large<br>Large | High | |
| (Gonzalez-Morales et al., 2010), Spain, teachers, n=555 | MBI-GS (the Spanish version), NR | Social support coping<br>Direct action coping<br>Teaching stressors | For the coping strategies, two different dimensions were built from the original Occupational Stress Indicator (OSI) [Cooper, Sloan, & Williams, 1988]. Dimensions. Teaching stressors were measured by means of an experimental scale built from a previous qualitative study in which various focus groups were undertaken to identify the sources of stress experienced by teachers (Peiro´, Rodrı´guez, & Bravo, 2003). This scale was composed of 15 items. | 0.08<br>-0.004<br>-0.03 | 0.09<br>0.13<br>0.02 | 0.39<br>0.97<br>0.63 | Harmful<br>Protective<br>Protective | 0.004<br>0.03<br>0.15 | Small<br>Small<br>Medium | Low | |

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| (Gonzalez-Morales et al., 2012), Spain, teachers, n=555 | MBI-GS (the Spanish version), NR | Personnel resources<br>Material resources<br>Absenteeism<br>Colleagues/team exhaustion<br>Workload stressors | The indicator of physical resources comprised four items (classrooms, teachers' rooms, playground, and other facilities). Personal resources were computed by dividing the number of teachers in a school by the number of students in the school; therefore it is a continuous variable from 0 (1 teacher–∞ students) to 1 (1 teacher–1 student). Absenteeism: the percentage of non-worked days in a school due to sickness in relation to the total annual working days. The measure for team exhaustion was built following the referent-shift consensus model (Chan, 1998). The items of this measure are the result of the transformation of the MBI-GS burnout measure from an individual referent to a group-level. According to Lyne, Barrett, Williams, and Coaley's (2000) psychometric evaluation of the Occupational Stress Indicator (OSI; Cooper, Sloan, & Williams, 1988) and the | -6<br>-0.03<br>-0.02<br>0.33<br>0.09 | 3.58<br>0.07<br>0.02<br>0.15<br>0.07 | 0.1<br>0.7<br>0.25<br>0.03<br>0.16 | Protective<br>Protective<br>Protective<br>Harmful*<br>Harmful | NA<br>NA<br>NA<br>0.15<br>0.08 | NA<br>NA<br>NA<br>Medium<br>Small | Low |

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| | | | revised score key they propose, the 61 items of the ‘‘Sources of Pressure’’ scale can be scored in three dimensions: managerial pressures, employee pressures, and workload. | | | | | | | |
| (Gregersen et al., 2014), Germany, healthcare employees, n=339 | MBI (the German version), NR | Transformational leadership<br>Occupational self-efficacy | Occupational self-efficacy was assessed by a short version of the scale by Rigotti et al. (2008). Transformational leadership: a version of the MLQ5X-Short by Bass and Avolio (1995), as translated and modified by Felfe (2006). | -0.061<br>-0.024 | 0.05<br>0.02 | 0.2<br>0.2 | Protective<br>Protective | 0.04<br>0.07 | Small<br>Small | Moderate |
| (Gregory & Menser, 2015), USA, physicians, n=153 | MBI, NR | Value congruency<br>Workload | AWS (6 key dimensions) | -0.61<br>1.29 | 0.16<br>0.33 | 0.0001<br>0.0001 | Protective*<br>Harmful* | NA<br>NA | NA<br>NA | High |
| (Hakanen et al., 2008), Finland, dentistry, n=3035 | MBI, NR | Job demands<br>Job recourses | DEWSS (8 items).<br>DEJRS: Craftsmanship (3 items) and Professional contacts (4 items), Long-term and immediate results (6 items). All items were scored from 1 ‘‘very little or not at all’’ to 5 ‘‘very much.’ | 0.23<br>(-0.05) | 0.07<br>0.02 | 0.01<br>0.02 | Harmful*<br>Protective* | NA<br>NA | NA<br>NA | Low |

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| (Hertzberg et al., 2016), Norway, doctors, n=274 | OLBI, NR | Time pressure<br>Working hours<br>Emotional demands<br>Support from partners<br>Support from colleagues<br>Work-family conflict | The number of working hours per week included the regular work schedule as well as self-imposed or imposed overtime. Emotional demands, time pressure, and work-home conflict was measured using a modified and validated version of Cooper's Job Stress Questionnaire. Collegial support was assessed on a scale from 1 (not at all) to 7 (a very high degree) using two previously validated questions. | 0.12<br>0.06<br>0.1<br>-0.05<br>-0.06<br>-0.15 | 0.07<br>0.07<br>0.07<br>0.41<br>0.04<br>0.05 | 0.09<br>0.4<br>0.19<br>NR<br>NR<br>0.001 | Harmful<br>Harmful<br>Harmful<br>Protective<br>Protective<br>Protective* | NA<br>NA<br>NA<br>NA<br>NA<br>NA | NA<br>NA<br>NA<br>NA<br>NA<br>NA | Moderate |
| (Hochwalder, 2008), Sweden, health care employees, n = 838 | MBI (Swedish translation), NR | Psychological empowerment | Psychometrically evaluated Swedish translation of Spreitzer's empowerment scale. | 0.15 | 0.06 | 0.01 | Harmful* | 0.11 | Small | Low |
| (Hornung et al., 2013), Germany, physicians, n=95 | MBI (German version), NR | Workload<br>Stressful interactions with patients<br>Work-family conflict | Work overload and patient demands were assessed with two 3-item scales by Bssing and Glaser. Work-family conflict was measured with Netemeyer et al.'s (1996) 5-item scale. All three scales used a 5-point response format (1 = Not at all to 5 = To a very great extent). | -0.05<br>-0.05<br>0.11 | 0.09<br>0.02<br>0.09 | 0.59<br>0.01<br>0.2 | Protective<br>Protective<br>Harmful* | 0.07<br>0.08<br>0.27 | Small<br>Small<br>Medium | Moderate |
| (Huang et al., 2012), Taiwan, customs office employees, n=299 | MBI-GS, NR | Work and time demands<br>Job control | The measures of job demands and job control that we used were developed and validated by Van Veldhoven (1996) in | 0.05<br>-0.06 | 0.04<br>0.05 | 0.2<br>0.2 | Harmful<br>Protective | 0.16<br>0.1 | Medium<br>Small | Low |

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| | | | his dissertation research. A four-point response scale (1 : 'never', 2 : 'sometimes', 3: 'often', 4 : 'always') | | | | | | | |
| (Hudek-Knezevic et al., 2011), Croatia, female hospital nurses, n= 118 | MBI "Croatian language", NR | Extraversion<br>Agreeableness<br>Conscientiousness<br>Neuroticism<br>Openness to experience<br>Organizational commitment<br>Job demands (role conflict and workload)<br>Continuance commitment | Personality measure. Big Five Inventory (BFI). Perceived Organizational Stress Inventory was developed by combining items of several well-known questionnaires measuring work overload, role conflict, and role ambiguity as predictors of stress at work. It consist of 15 items on a five-point scale.. The organizational commitment questionnaire was translated and adapted to Croatian language. It consists of 18 items measuring different aspects of commitment to work organization. Answers are scored on a 5-point scale (1 – definitely disagree; 5 – strongly agree). | 0.17<br>(-0.06)<br>0.07<br>0.07<br>0.05<br>-0.21<br>-0.1<br>0.47 | 0.1<br>0.1<br>0.11<br>0.11<br>0.1<br>0.1<br>0.1<br>0.12 | 0.09<br>0.53<br>0.53<br>0.53<br>0.6<br>0.05<br>0.31<br>0.0001 | Harmful<br>Protective<br>Harmful<br>Harmful<br>Harmful<br>Protective*<br>Harmful*<br>Protective | 0.02<br>0.02<br>0.0001<br>0.02<br>0.001<br>0.06<br>0.23<br>0.00 | Small<br>Small<br>Small<br>Small<br>Small<br>Small<br>Medium<br>Small | Moderate |
| (Idris et al., 2014), Malaya, private sector employees, n=117 | MBI (Malay translation), NR | Emotional demands<br>Managment commitment & communication | The Copenhagen Psychosocial Questionnaire (COPSOQ; Kristensen, Hannerz, Hogh, & Borg, 2005). The 12-item PSC scale (PSC-12) (Hall, Dollard, & Coward, 2010). | 0.17<br>-0.25 | 0.08<br>0.1 | NR<br>0.02 | Harmful*<br>Protective* | 0.07<br>0.05 | Small<br>Small | Moderate |

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| (Innstrand et al., 2008), Norway, church ministers, n=308 | OLBI (the Norwegian version), NR | Work-home conflict<br>Work-home facilitation<br>Family-work conflict<br>Family-work facilitation | Work family interaction (WFI) was assessed using a four-dimensional scale from a study by Wayne, Musisca, and Fleeson (2004). The instrument was translated into Norwegian by one of the authors. | 0.34<br>-0.24<br>0.06<br>-0.21 | 0.06<br>0.05<br>0.02<br>0.07 | 0.2<br>0.2<br>0.2<br>0.2 | Harmful*<br>Protective*<br>Harmful<br>Harmful | 0.17<br>0.03<br>0.03<br>0.005 | Medium<br>Small<br>Small<br>Small | High |
| (Innstrand et al., 2011), Norway, various working populations, n=2235 | OLBI (Norwegian version), NR | Performance-based self-esteem<br>Autonomy<br>goal orientation<br>Workload<br>Value congruency<br>Work-family conflict<br>Work-family facilitation<br>Family-work conflict<br>Family-work facilitation | Job performance–based self-esteem (3 items), goal-orientation (4 items), and value congruency (4 items) were developped for this study and the items were scored on a five-point scale ranging from totally disagree (1) to totally agree (5). Workload (3 items) and autonomy (4 items) scale has been used in a previous studies conducted by the Research Institute of the Norwegian Medical Association (i.e. Aasland, Olff, Falkum, Schweder, & Ursin, 1997). Work–home interaction was measured by a four-dimensional scale on work–home interaction based on the study by Wayne et al. (2004) and adapted to Norwegian conditions (Innstrand, Langballe, Falkum, | -0.06<br>0.16<br>0.03<br>-0.06<br>0.06<br>-0.14<br>0.07<br>0.03<br>0.09 | 0.05<br>0.06<br>0.02<br>0.05<br>0.02<br>0.15<br>0.1<br>0.03<br>0.05 | 0.2<br>0.01<br>0.2<br>0.2<br>0.2<br>0.02<br>0.02<br>0.02<br>0.02 | Protective<br>Harmful*<br>Harmful<br>Protective<br>Harmful<br>Protective*<br>Harmful<br>Harmful<br>Harmful | 0.05<br>0.09<br>0.02<br>0.15<br>0.09<br>0.16<br>0.002<br>0.05<br>0.00 | Small<br>Small<br>Small<br>Medium<br>Small<br>Medium<br>Small<br>Small<br>Small | High |

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| | | | Espnes, & Aasland, 2009). | | | | | | | |
| (Jensen & Knudsen, 2016), Norway, oil and gas company employees, n=1702 | MBI-GS (the Norwegian translation), NR | Psychological health complaints<br>Work-family conflict | The scale measuring psychological health complaints comprised seven questions from the Subjective Health Complaint Inventory. Five items developed by Netemeyer, Boles, and McMurrian (1996) measured Wrok-home conflict. | 0.16<br>0.07 | 0.05<br>0.02 | 0.001<br>0.001 | Harmful*<br>Harmful* | 0.79<br>0.14 | Large<br>Small | High |
| (Jimenez & Dunkl, 2017), Austria, various working populations, n=141 | MBI-GS (the German version), NR | Value congruency<br>Workload<br>Quality of social interactions at work<br>Job control<br>Job resources<br>Fairness<br>Reward | AWS (6 key dimensions)<br>RESTQ-Work (27 items) | 0.02<br>0.17<br>0.02<br>-0.02<br>-0.02<br>-0.06<br>-0.08 | 0.08<br>0.08<br>0.06<br>0.09<br>0.09<br>0.09<br>0.09 | 0.82<br>0.04<br>0.76<br>0.82<br>0.82<br>0.36<br>0.50 | Harmful<br>Harmful*<br>Harmful<br>Protective<br>Protective<br>Protective<br>Protective | 0.17<br>0.51<br>0.06<br>0.16<br>0.28<br>0.17<br>0.28 | Medium<br>Large<br>Small<br>Medium<br>Medium<br>Medium<br>Medium | Moderate |
| (Konze et al., 2017), Germany, energy supplying employees, n=139 | MBI (the German translation), NR | Work and time demands<br>Emotional dissonance<br>Job control | Work and time demands (3 itwms based on the Short Questionnaire for Job Analysis by Prümber and colleagues)<br>Emotional dissonance (5 items from the Frankfurt Emotion Work Scale)<br>Job control was measured by combining 3 items from the timing control and method control (4 items) subscales developed by Jackson and colleagues. | 0.07<br>0.18<br>0.14 | 0.05<br>0.05<br>0.05 | NR<br>NR<br>NR | Harmful<br>Harmful*<br>Harmful | 0.11<br>0.32<br>0.07 | Small<br>Medium<br>Small | Moderate |

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| (Korunka et al., 2015), Austria, eldercare workers, n=587 | MBI (German version), NR | Work and time demands<br>Cognitive demands | Each type of the demands was measured with three items adapted from Ulferts et al. The respondents had to indicate if the respective demand had decreased (1: decreased strongly) or increased (5: increased strongly) in recent years. | 0.34<br>-0.25 | 0.1<br>0.07 | 0.001<br>0.001 | Harmful*<br>Harmful* | 0.06<br>0.01 | Small<br>Small | Moderate |
| (Kubicek & Korunka, 2015), Austria, employees in nursing homes or outpatient care organizations, n=559 | MBI (the German version), NR | Cognitive demands<br>Emotional dissonance | Cognitive demands: 4-item subscale of Büssing and Glaser's<br>Emotional dissonance: 5-item subscale of the Frankfurt Emotion Work Scales | -0.03<br>0.07 | 0.17<br>0.04 | NR<br>NR | Protective<br>Harmful | 0.00<br>0.1 | Small<br>Small | Moderate |
| (Kubicek et al., 2014), Austria, employees in nursing homes for elderly people, n=591 | MBI (the German version), NR | Job control | Instrument for stress-related job analysis (5 items) | -0.07 | 0.05 | 0.2 | Protective | 0.02 | Small | Moderate |
| (Kutney-Lee et al., 2013), USA, nurses, n=5957 | MBI, >27 | Personnel resources | The Practice Environment Scale of the Nursing Work Index (PES-NWI). | -3.63 | 1.67 | 0.03 | Protective* | NA | NA | Low |

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| (Langballe et al., 2011), Norway, physicians, n=523 | OLBI (the Norwegian version), NR | Work-home conflict<br>Work-home facilitation<br>Family-work conflict<br>Family-work facilitation<br>Performance-based self-esteem<br>Autonomy<br>goal orientation<br>Workload<br>Value congruency | JPBSE, GO and VC items were developed for the present study based on Hallsten's burnout theory. The workload and autonomy scales used in this study were based on the scales used in previous studies conducted by Aasland, Olff, Falkum, Schweder, and Ursin (1997) and Cooper, Rout, and Faragher (1989). Work–home interaction was measured by 12 items based on Wayne et al.'s study (2004). | M:(-0.09), F:(-0.02)<br>M:0.03, F:(-0.1)<br>M:(-0.07), F:(-0.02)<br>M:(-0.01), F:(-0.01)<br>M:(-0.05), F:(-0.09)<br>0.15 , 0.07<br>0.05 , 0.04<br>M:(-0.07),F: 0.02<br>M:0.12, F:0.11 | M:0.07, F:0.02<br>M:0.02, F:0.08<br>M:0.05, F:0.02<br>M:0.08, F:0.08<br>M:0.04, F:0.07<br>M:0.06, F:0.03<br>M:0.04, F:0.03<br>M:0.06, F:0.02<br>M:0.05,F:0.05 | M:0.2 , F:0.2<br>M:0.2 , F: 0.2<br>M:0.2 , F:0.2<br>M:0.2 , F:0.2<br>M:0.2 , F:0.2<br>M:0.2 , F:0.2<br>M:0.02 ,F:0.2<br>M:0.2 , F:0.2<br>M:0.2 , F:0.2<br>M:0.02, F:0.02 | Protective<br>Harmful,<br>Protective<br>Protective<br>Protective<br>Protective<br>Harmful*<br>Harmful<br>Protective,<br>Harmful<br>Harmful* | 0.25<br>0.02<br>0.04<br>0.01<br>0.07<br>0.06<br>0.01<br>0.17<br>0.04 | Medium<br>Small<br>Small<br>Small<br>Small<br>Small<br>Small<br>Medium<br>Small | Moderate |
| (Lapointe et al., 2013), Canada, various working populations, n=224 | MBI-GS, NR | Psychological contract breach<br>Organizational commitment<br>Commitment to the supervisor | Robinson and Morrison's (2000) 5-item scale was used to measure psychological contract breach. Organizational commitment was measured using Bentein, Vandenberg, Vandenberghe, and Stinglhamber's (2005) version of Meyer, Allen, and Smith's (1993) 6-item scale. Stinglhamber, Bentein, and Vandenberghe's (2002) 6-item scale was used to measure affective commitment to the supervisor. | 0.11<br>-0.2<br>-0.06 | 0.09<br>0.09<br>0.05 | 0.2<br>0.02<br>0.2 | Harmful<br>Protective*<br>Protective | 0.04<br>0.06<br>0.07 | Small<br>Small<br>Small | Low |

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| (Laugaa et al., 2008), France, French elementary school teachers, n=259 | MBI, NR | Job demands<br>Conflict and interpersonal problems<br>Stress<br>Self-efficacy<br>Traditional teaching coping<br>Coping centered on the problem | The frequency of professional stressors was evaluated by using a scale specifically constructed for this research. Self-efficacy was measured with a scale by Jerusalem and Schwarzer. Coping strategies were evaluated with a validated French version of the coping specific to teachers scale by Dewe (1985). | 0.17<br>0.14<br>0.28<br>-0.17<br>-0.18<br>0.13 | 0.07<br>0.05<br>0.11<br>0.07<br>0.05<br>0.07 | 0.01<br>0.01<br>0.01<br>0.01<br>0.01<br>0.01 | Harmful*<br>Harmful*<br>Harmful*<br>Protective*<br>Harmful*<br>Protective* | NA<br>NA<br>NA<br>NA<br>NA<br>NA | NA<br>NA<br>NA<br>NA<br>NA<br>NA | High |
| (Laugaa & Bruchon-Schweitzer, 2005), France, teachers, n=410 | MBI, NR | Problem oriented coping | The French version of the Dewe measurement coping questionnaire. | -0.15 | NR | 0.02 | Protective* | NA | NA | Moderate |
| (Lavigne et al., 2012), Canada, professionals for the Quebec government, n=325 | MBI (the validated French version), NR | Obsessive passion | Vallerand and colleagues' (2003) Passion Scale | 0.15 | 0.06 | 0.01 | Harmful* | 0.04 | Small | High |
| (Leiter et al., 2013), Finland, forestry workers, n=4396 | MBI-GS (The Finnish version), NR | Communication / information flow<br>Predictability<br>Decision authority<br>Skill discretion | Predictability, decision authority, skill discretion: Occupational Stress Questionnaire (Elo, Leppänen, Lindström, &Roponen, 1992). Information flow was operationalized by five items (Väänänen, Pahkin, Kalimo, & Buunk, 2004). | -0.04<br>-0.01<br>-0.02<br>0.02 | 0.016<br>0.008<br>0.016<br>0.016 | 0.01<br>0.2<br>0.2<br>0.2 | Protective*<br>Protective<br>Protective<br>Harmful | 0.03<br>0.03<br>0.01<br>0.002 | Small<br>Small<br>Small<br>Small | Moderate |

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| (Lindeman et al., 2017), USA, general surgery residents, n=143 | MBI, high burnout ≥27,moderate burnout 17-26, and low/no burnout ≤16 | Agreeableness<br>Emotional stability<br>Conscientiousness<br>Emotional competences<br>Work satisfaction | The TIPIisa10-item measure of the Big Five (or Five-Factor Model) of personality<br>The Trait Emotional Intelligence Questionnaire Short Form (TEI-Que-SF)<br>The job resources scale of the job demands and resources questionnaire | -2.41<br>-0.76<br>0.62<br>-4.62<br>-0.67 | 0.94<br>1.78<br>1.09<br>1.99<br>0.23 | 0.01<br>0.67<br>0.57<br>0.02<br>0.003 | Protective*<br>Protective<br>Harmful<br>Protective*<br>Protective* | NA<br>NA<br>NA<br>NA<br>NA | NA<br>NA<br>NA<br>NA<br>NA | Moderate |
| (Lizano & Barak, 2012), USA, public child welfare workers, n=335 | MBI, NR | Work-family conflict<br>Support from supervisor<br>Organizational support<br>Stress | Beatty's (1996) three-item work–family conflict scale.<br>Organizational and supervisory support variables were measured using eight items developed by Eisenberger, Huntington, Hutchison, and Sowa (1986). Stress was measured using Rizzo, House, and Lirtzman's (1970). | 0.09<br>-0.03<br>-0.07<br>0.08 | 0.03<br>0.04<br>0.03<br>0.03 | 0.01<br>0.43<br>0.02<br>0.02 | Harmful*<br>Protective<br>Harmful<br>Harmful | 0.08<br>0.01<br>0.00<br>0.06 | Small<br>Small<br>Small<br>Small | Moderate |
| (Lizano & Barak, 2015), USA, urban public child welfare employee, n=361 | MBI-HSS, NR | Role ambiguity<br>Work-family conflict | Rizzo, House, and Lirtzman (1970) role ambiguity scale.<br>Work–family conflict is measured using three items from Beatty (1996) work–family conflict scale. | 0.14<br>0.19 | 0.05<br>0.07 | 0.01<br>0.01 | Harmful*<br>Harmful* | NA<br>NA | NA<br>NA | Moderate |

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| (Lorente Prieto et al., 2008), Spain, teachers n=274 | MBI-GS (the Spanish version), NR | Work and time demands<br>Emotional demands<br>Emotional competences | Work and time demands were measured with the questionnaire of Beehr, Walsh and Taber (3 items) Emotional competences and emotional demands were measured with the questionnaire of Van Veldhoven and Meijman (6- and 7-item scales) | 0.27<br>0.16<br>(-0.15) | 0.05<br>0.06<br>0.06 | NR<br>NR<br>NR | Harmful*<br>Harmful*<br>Protective* | NA<br>NA<br>NA | NA<br>NA<br>NA | Moderate |
| (Lu et al., 2013) , Taiwan, different organizations of diverse industries, n=245 | MBI (the Chinese version), NR | Presenteeism | Tow items were developed to access the behavioral frequency of presenteeism, similar to the construct of “sickness presenteeism” (Aronsson et al., 2000; Demerouti et al., 2009). | 0.27 | 0.08 | 0.001 | Harmful* | 0.005 | Small | High |

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| (Makikangas & Kinnunen, 2003), Finland, various working populations, n=457 | MBI, NR | Decision latitude<br>Poor social climate<br>Job insecurity<br>Self-esteem<br>Optimism | Quantitative Workload Inventory: the subjects responded on a five-point scale (1=not at all, 5=very often). Lack of control was assessed through two scales derived by Jackson, Wall, Martin, and Davids. Job insecurity (4 items) (Caplan, Cobb, French, van Harrison, & Pinneau, 1980). Poor organizational climate was measured by a 10-item scale; the scale was a modification of items based on the study 'Quality of Working Life in Finland 1977–1997' (Lehto & Sutela, 1998; see Kinnunen & Natti, 1994; Litwin & Stringer, 1968). Self-esteem was measured by Rosenberg's (1965) 10-item scale and items were rated on a five-point Likert scale (1=totally agree, 5=totally disagree). Optimism was assessed through an abbreviated version of ''The Revised Life Orientation Test'' developed by Scheier, Carver, and Bridges (1994). | M:(-0.06) ,F:(0.08)<br>M:(-0.01) ,F:(-0.05)<br>M:(-0.06) , F:0.1<br>M:(-0.19) , F:(0.001)<br>M:(-0.12) , F:(0.09) | M:0.05 , F:0.06<br>M:0.01 , F:0.04<br>M:0.05 , F:0.08<br>M:0.06 , F:0.0007<br>M:0.05 ,F:0.07 | M:0.2 , F:0.2<br>M:0.2 , F:0.2<br>M:0.2 , F:0.2<br>M:0.001 , F:0.2<br>M:0.02 , F:0.2 | M: Harmful, F:Protective<br>M:Protective<br>M: Harmful, F:Protective<br>M: Harmful, F:Protective*<br>M: Harmful, F:Protective* | 0.01,0.05<br>0.06,0.04<br>0.04,0.003<br>0.2,0.004<br>0.08,0.03 | Small<br>Small<br>Small<br>Small , medium<br>Small | Low |

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| (Martinez-Inigo & Totterdell, 2016), Spain., primary healthcare professionals, n=233 | MBI (the Spanish version), NR | Surface acting<br>Deep acting | The surface acting measure was a five-item scale. Three items were drawn from Brotheridge and Lee's (2003) Emotional Labor Scale (ELS). Deep acting was originally measured with five items, three items from Brotheridge and Lee's (2003) ELS. | 0.04<br>0.01 | 0.12<br>0.08 | NR<br>NR | Harmful<br>Protective | 0.11<br>0.00 | Small<br>Small | High |
| (Mauno et al., 2015), Finland, university employees, n=814 | MBI, NR | Work-family conflict<br>Work-family facilitation | Work-family conflict: Carlson et al., 2000<br>Work-family facilitation: Carlson et al., 2006 | 0.14<br>(-0.08) | 0.04<br>0.034 | 0.001<br>0.02 | Harmful*<br>Protective* | NR<br>NR | NR<br>NR | Moderate |
| (McManus et al., 2002), UK, doctors, n=365 | An abbreviated nine-item version of the MBI, NR | Stress | The 12-item version of the general health questionnaire GHQ (GHQ-12). | 0.175 | 0.07 | 0.02 | Harmful* | 0.25 | Medium | Moderate |
| (Meier et al., 2015), Switzerland, general practitioners, n=246 | MBI, NR | Lack of reward | Measure by Bakker and colleagues (3 item) | 0.15 | 0.06 | 0.02 | Harmful* | NR | NR | Low |
| (Park et al., 2016), USA, Veterans Health Administration, Peer specialists, n= 152 | MBI, ≥21 | Self-efficacy<br>Mental heatlh<br>Working hours | The General Self-Efficacy Scale<br>The Behavior and Symptom Identification Scale (BASIS-24) | 0.06<br>0.29<br>(-0.08) | 0.02<br>0.15<br>0.11 | NR<br>NR<br>NR | Harmful*<br>Harmful<br>Protective | NR<br>NR<br>NR | NR<br>NR<br>NR | Low |
| (Petrou et al., 2015), the Netherlands, police officers, n=580 | OLBI, NR | Sensitivity to change<br>Self-initiated resources seeking<br>Self-initiated challenges seeking<br>Self-initiated reducing demands | Job crafting was measured with items by Petrou et al. (2012).<br>Willingness to change was measured with a 4-item scale developed by Metselaar (1997). | 0.09<br>(-0.03)<br>(-0.07)<br>0.08 | 0.03<br>0.04<br>0.03<br>0.03 | 0.01<br>0.43<br>0.02<br>0.02 | Harmful*<br>Protective*<br>Harmful*<br>Protective* | 0.03<br>0.06<br>0.03<br>0.07 | Small<br>Small<br>Small<br>Small | Moderate |

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| (Philipp & Schupbach, 2010), Germany, teachers, n=102 | MBI (German version), NR | Surface acting<br>Deep acting | The three surface acting items and two deep acting items were taken from the Emotional Labor Scale (ELS, Brotheridge & Lee, 2003) and translated into German. | -0.12<br>-0.26 | 0.09<br>0.1 | 0.2<br>0.01 | Protective<br>Protective* | 0.20<br>0.02 | Medium<br>Small | Moderate |
| (Pisanti et al., 2016), Italy, nurses, n=217 | MBI-HSS (Italian version), NR | Work and time demands<br>Social support<br>Decision latitude | LQWLQ-N: from 1 (totally disagree) to 4 (totally agree) | -0.04<br>0.22<br>-0.08 | 0.03<br>0.07<br>0.06 | 0.2<br>NR<br>0.2 | Protective<br>Harmful*<br>Protective | 0.01<br>0.0004<br>0.03 | Small<br>Small<br>Small | Moderate |
| (Pomaki et al., 2009), the Netherlands, nurses, n=172 | MBI (the Dutch version), the cutoff point is 18 | Goal self-efficacy<br>Perception of goal attainability | the Work Goal Processes inventory and new items (described later) had to be developed based on scales from existing questionnaires. | -0.18<br>-0.02 | 0.1<br>0.1 | NR<br>NR | Protective<br>Protective | 0.01<br>0.0001 | Small<br>Small | High |
| (Poulin & Walter, 1993), USA, social workers, n=879 | MBI, NR | Self-esteem<br>Stress<br>Support from supervisor<br>Satisfaction with clients | Self-esteem is measured with a 10-item index (Rosenberg, 1965). The job stress index consists of two items that assess job stress and time pressure on five-point scales. The supervisor support index has five items that rate the respondents' supervisors on four-point scales. Satisfaction with clients is measured with single-item five-point rating scales. | -0.1<br>0.43<br>-0.23<br>-0.14 | 0.04<br>0.13<br>0.07<br>0.06 | 0.02<br>0.001<br>NR<br>0.02 | NR<br>NR<br>NR<br>NR | NR<br>NR<br>NR<br>NR | Small<br>Medium<br>Small<br>Medium | Low |

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| (Ragsdale & Hoover, 2016), USA, various working populations, n=313 | MBI, NR | Cell phone attachment<br>Work related cell phone use during non-work time | Work-related cell phone (WRCP) use (a=0.95) and cell phone attachment (a=0.95) were measured with self-constructed scales including 7 items and 11 items, respectively. Items were assessed on a seven-point scale. | -0.37<br>-0.02 | 0.14<br>0.02 | 0.01<br>0.2 | Protective*<br>Protective | NR<br>NR | NR<br>NR | High |
| (Ramarajan et al., 2008), USA, certified nursing assistants, n=108 | MBI, NR | Organizational respect | The 5-item scale that was generated directly from a cross-section of organizational members (through the interviews, focus groups, and town hall meetings). | -0.23 | 0.1 | 0.02 | Protective* | 0.11 | Small | High |
| (Richter et al., 2015), Sweden, various working populations, n=3378 | MBI-GS, NR | Performance-based self-esteem<br>Work-family conflict | A four-item scale by Hallsten et al. (2005) measured performance-based selfesteem. Work-family conflict was measured with a single item measure (‘Do the demands placed on you at work interfere with your home and family life?’). | 0.04<br>0.02 | 0.02<br>0.02 | 0.02<br>0.2 | Harmful*<br>Harmful | 0.07<br>0.16 | Small<br>Medium | Low |
| (Rubio et al., 2015), Spain, Spanish army subjects, n=242 | MBI-GS (The Spamish version), NR | Work-family conflict | A sub-scale of the Occupational Stress Indicator (OSI) byCooper, Sloan, and Williams (1988), translated into Spanish. | 0.16 | 0.07 | 0.02 | Harmful* | 0.07 | Small | Moderate |
| (Salanova et al., 2009), Spain, teachers, n=274 | MBI-GS, NR | Decision authority<br>Skill discretion<br>Social support<br>Technical obstacles<br>Conflicts and interpersonal problems | A scale was developed for this study | 0.01<br>-0.07<br>0.03<br>0.01<br>-0.01 | 0.04<br>0.07<br>0.05<br>0.04<br>0.04 | NR<br>NR<br>NR<br>NR<br>NR | Harmful<br>Protective<br>Harmful<br>Harmful<br>Protective | 0.01<br>0.01<br>0.004<br>0.1<br>0.07 | Small<br>Small<br>Small<br>Small<br>Small | High |

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| (Spence Laschinger & Finegan, 2008), Canada, nurse managers, n=134 | MBI-GS, NR | Effort-reward imbalance<br>Core self-evaluation | The extrinsic effort and the rewards subscale of the Effort Reward Imbalance (ERI) Questionnaire designed to measure components of Siegrist's model. Judge et al.'s (2003) 12-item Core Self-evaluation Scale (CSES). | -0.17<br>0.37 | 0.08<br>0.1 | 0.03<br>0.0001 | Harmful*<br>Protective* | 0.56<br>0.41 | Large<br>Large | Low |
| (Taris et al., 2001), the Netherlands, teachers, n=828 | MBI (the Dutch version), NR | Stressful interaction with students<br>Stressful interaction with colleagues | Subscales were taken from Kamphuis and Van Poppel (1994) School Health Questionnaire. | -0.1<br>-0.11 | 0.04<br>0.04 | 0.01<br>0.01 | Protective*<br>Protective* | 0.05<br>0.01 | Small<br>Small | Low |
| (Taris et al., 2004), The Netherlands, teachers, n=920 | MBI-ES (Dutch adaptation), NR | Lack of reciprocity from colleagues<br>Lack of reciprocity from students<br>Lack of reciprocity from organization | Two measures were available for each relationship. The first of these was a variation on Hatfield et al.'s (1985) well-used single-item equity measure. The second item was computed as the ratio of the scores on two other items. The first of these tapped the subjective investments in a particular relationship: ''How much do you invest in the work relationship with your students?'' (1:''very little'', 5: 'very much''). The second item measured the perceived benefits of this relationship: ''How much do you receive in return in this relationship?'' | -0.16<br>-0.16<br>0.32 | 0.02<br>0.02<br>0.03 | NR<br>NR<br>NR | Protective<br>Protective<br>Harmful | NA<br>NA<br>NA | NA<br>NA<br>NA | Moderate |

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| (Taris et al., 2010), the Netherlands, police officers, n=828 | MBI – General Survey, NR | Work and time demands<br>Professional efficacy | Job demands were measured with four items from a Dutch adaptation of the psychological demands scale of the job content questionnaire. Professional efficacy was measured using the six-item professional efficacy scale of the MBI-GS. | 0.08<br>-0.06 | 0.03<br>0.03 | 0.01<br>0.02 | Harmful*<br>Protective* | 0.03<br>0.07 | Small<br>Small | Low |
| (Theorell et al., 2012), Sweden, various working populations, n=3285 | MBI, NR | Non-listening manager<br>Non listening leadership<br>Self centered leadership | The two selected leadership dimensions were: Does your manager listen to you and pay attention to what you say? In this one-item ‘‘Non-listening leadership’’ variable there were four response categories ranging from ‘‘to a very high extent’’ to ‘‘a very small extent or not at all’’. High score indicates poor condition (non-listening). Range 1–4 with mean 2,15 to 2,20 (2006, 2008 and 2010) and standard deviation 0,7–0,8. ‘‘Self-centred leadership’’: This factor was calculated from three questions (non-participating, asocial and loner) according to results from factor analysis. | -0.43<br>-0.43<br>0.002 | 0.81<br>0.81<br>0.06 | NR<br>NR<br>NR | Protective<br>Protective<br>Protective | NA<br>NA<br>NA | NA<br>NA<br>NA | Low |

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|---|---|---|---|---|---|---|---|---|---|---|
| (Theorell et al., 2013), Sweden, various working populations, n=11525 | MBI-GS, ≥75th percentile | Job demands<br>Decision latitude<br>Cultural activity at work | Demand-decision latitude questionnaire<br>Job demands (5 items)<br>Decision latitude (6 items)<br>Cultural activity at work (1 item) | 0.14<br>-0.06<br>0.16 | 0.04<br>0.02<br>0.09 | 0.0001<br>NR<br>NR | Harmful*<br>Harmful*<br>Harmful | NA<br>NA<br>NA | NA<br>NA<br>NA | Low |
| (Tonjes & Dickhauser, 2009), Germany, teachers, n=96 | MBI the German translation, NR | Performance-avoidance goal<br>Learning goals orientation | Adopted from Dickhäuser et al., 2007 using five-level rating scale from is not true at all (1) to is true exactly (5). | 0.16<br>-0.12 | 0.06<br>0.05 | 0.01<br>0.02 | Harmful*<br>Protective* | 0.02<br>0.005 | Small<br>Small | High |
| (Travis et al., 2015), USA, urban public child welfare employees, n=362 | MBI, NR | Role ambiguity<br>Role conflict<br>Work-family conflict | Role conflict and role ambiguity were measured using Rizzo,House and Lirtzman's (1970) scale items. Beatty's (1996) three-item work–family conflict scale was used to measure conflict between work and family demands. | 0.26<br>0.21<br>0.65 | 0.16<br>0.1<br>0.2 | NR<br>NR<br>NR | Harmful<br>Harmful*<br>Harmful* | 0.02<br>0.04<br>0.07 | Small<br>Small<br>Small | Moderate |
| (Turgut et al., 2016), Germany, employees in a company in the automotive industry, n=709 | MBI (German version), NR | Organizational support<br>Communication / information flow<br>Resistence to change | Organizational support using five items of a scale by Eisenberger et al. (1986)Informational team climate using three items of the participative safety subscale from the German version (Brodbeck & Maier, 2001) of the team climate inventory (Anderson & West, 1996). Resistance to change: two subscales of the resistance to change scale (Oreg, 2003). | -0.37<br>0.08<br>0.11 | 0.16<br>0.21<br>0.03 | NR<br>NR<br>NR | Protective*<br>Harmful<br>Harmful* | 0.04<br>0.02<br>0.21 | Small<br>Small<br>Medium | Moderate |

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| (Van de Ven et al., 2013), Belgium, technology employees, n=711 | MBI-GS, NR | Emotional demands<br>Emotional support<br>Emotional support seeking | Emotional job demands and emotional job resources were measured using the DISC Questionnaire. Emotional support seeking was measured with five items derived from the Emotional Support-Seeking subscale in the Proactive Coping Inventory. | 0.1<br>-0.02<br>0.03 | 0.04<br>0.02<br>0.02 | 0.01<br>NR<br>NR | Harmful*<br>Harmful<br>Protective | 0.09<br>0.01<br>0.03 | Small<br>Small<br>Small | Moderate |
| (van der Ploeg & Kleber, 2003), the Netherlands, paramedics and drivers (ambulance services), n=123 | MBI (the Dutch version), NR | Physical strain<br>Communication / information flow | Physical strain: subscale of the Questionnaire on the Experience and Assessment of Work (QEAW) | 0.17<br>0.16 | 0.07<br>0.07 | 0.02<br>0.02 | Harmful*<br>Harmful* | 0.14<br>0.32 | Small<br>Medium | Moderate |
| (Vegchel et al., 2004), Sweden, social insurance organisation employees, n=2255 | MBI (the Swedish translation), NR | Work and time demands<br>Emotional demands<br>Job control<br>Social support | Work and time demands: the questions are partly derived from standard measures used in applications of the DC model and the response scale ranged from 1 (always) to 5 (never). Emotional demands. This scale, developed by M. Soderfeldt. The response scale ranged from 1 (not particularly) to 5 (very much). Job control was measured by an eight-item questionnaire with a 5-point response scale ranging from 1 (never) to 5 | 0.12<br>0.09<br>-0.1<br>-0.07 | 0.05<br>0.03<br>0.04<br>0.03 | 0.01<br>0.001<br>0.02<br>NR | Harmful*<br>Harmful*<br>Protective*<br>Protective* | 0.51<br>0.16<br>0.11<br>0.19 | Large<br>Medium<br>Small<br>Medium | Low |

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| | | | (very often), based on the work of Harenstam.<br>Social support. Social support was measured with the 7-item questionnaire (5-point response scale ranging from 1 [always] to 5 [never]) from Harenstam. | | | | | | | |
| (Welp et al., 2016), Switzerland, nurses and physicians, n=493 | MBI-HSS (German, French, and Italian translations), NR | Quality of social interactions at work | The three-item nurse-physician relationship scale from the nursing work index revised (NWI-R) | -0.03 | 0.02 | NR | Protective | 0.06 | Small | Moderate |
| (Westman et al., 2008), Israel, business travelers, n=66 | MBI-GS, NR | Work-family conflict<br>Family-work conflict | Work-family conflict and family-work conflict were measured by eight items developed by Vinokur, Pierce, and Buck (1999). | 0.31<br>0.33 | 0.13<br>0.12 | 0.02<br>0.005 | Harmful*<br>Harmful* | 0.1<br>0.3 | Small<br>Medium | High |
| (Wirtz et al., 2017), Germany, leaders and team members of different organizations in banking, auditing, social services, education, and facility management, n=67 | MBI, NR | Colleagues/team exhaustion | The three highest loading items of the Maslach Burnout inventory (cf. Kinnunen, Mäkikangas, Mauno, De Cuyper, & De Witte, 2014) | 0.11 | 0.09 | 0.2 | Harmful | 0.004 | Small | High |

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| (Zwingmann et al., 2016), Germany, services company, n=2324 | MBI-GS, NR | Transformational leadership<br>Laissez-faire leadership | Transformational leadership was assessed at time 1 (2010) with five selected items of the German adapted version of the Multifactor Leadership Questionnaire (MLQ 5x; Bass & Avolio, 1995; Felfe & Goihl, 2002). Laissez-faire leadership was measured at time 1 (2010) with one item (MLQ 5x; Bass & Avolio, 1995; Felfe & Goihl, 2002). | 0.57<br>0.38 | 0.24<br>0.16 | 0.02<br>0.02 | Harmful<br>Harmful | 0.05<br>0.04 | Small<br>Small | Low |

*LQWQ-N: Leiden Quality of Work Questionnaire for Nurses, DEWSS: Dentists' Experienced Work Stressors Scales, DEJRS: Dentists' Experienced Job Resources Scale, BFQ: Big Five Questionnaire,* DCS: Demand-Control-Support, *MBI-GS: Maslach Burnout Inventory general survey, LQWLQ-N: The Leiden Quality of Work Life Questionnaire for nurses, MBI-HSS: Maslach Burnout Inventory Human Service Survey, DC model: Job Demand Control model, OLBI: Oldenburg Burnout Inventory, AWS: Areas of Work life Scale, RESTQ-Work: The Recovery-Stress-Questionnaire for Work, PBSE: Performance-based self-esteem, GO: goal orientation, VC: Value congruency, OBSE: Organizational based self-esteem, BFI: Big Five Inventory, MBI-ES: Maslach Burnout Inventory Educators Survey,* COPSOQ*: The Copenhagen Psychosocial Questionnaire, PSC: Psychosocial safety climate, Practice Environment Scale of the Nursing Work Index PES-NWI, NWI-R: Nursing work index revised, MLQ: Multifactor Leadership Questionnaire, WRCP: Work-related cell phone, ERI: Effort Reward Imbalance, CSES: Core Self-evaluation Scale, NR: not reported, NA: not applicable..*

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