Situational characteristics

Job demands

Article	Factor's original name	Included in	Sample size	Z-score
Chrisopoulos_2010	cognitive demands	cognitive demands	179	1.250
Korunka_2015	intensified learning demands	cognitive demands	587	-3.289
Kubicek_2015	job complexity	cognitive demands	591	-0.429
Borritz_2005 (CBI)	emotional demands	emotional demands	952	-0.470
Borritz_2005 (CBI)	demands for hiding emotions	emotional demands	952	0.600
Chrisopoulos_2010	emotional demands	emotional demands	179	0.429
Feuerhahn_2013_2	emotional job demands	emotional demands	87	0.118
Hertzberg_2016	emotional demands	emotional demands	274	1.316
Idris_2014_1	emotional demands	emotional demands	117	2.125
Konze_2017	emotional dissonance	emotional demands	139	3.600
Kubicek_2015	emotional rule dissonance	emotional demands	591	1.750
Lorente Prieto_2008	job demands (emotional demands)	emotional demands	274	2.667
Van_de_ven_2013	emotional job demands	emotional demands	4622	2.564
Vegchel_2004	emotional demand	emotional demands	2255	3.333
Adriaenssens_2015	job demands	job demands	170	2.326
Garbarino_2013	job demand	job demands	289	2.326
Hakanen_2008	job demands	job demands	3035	3.286
Hudek-Knezevic_2011_1	job demand (quantitative overload + role confllict)	job demands	118	3.884
Laugaa_2008	job demands (quantitative and qualitative)	job demands	259	2.576
Theorell_2013	psychological demands	job demands	11525	3.891
Chrisopoulos_2010	physical demands	physical demands	179	0.571
Gelsema_2006	physical demands	physical demands	381	2.576
Borritz_2005 (CBI)	quantitative demands	quantitative demands	952	-0.113
Borritz_2005 (CBI)	work pace	quantitative demands	952	0.912
Dahlin_2010 (OLBI)	weekly working hours	quantitative demands	186	1.600
Feuerhahn_2013_2	time pressure	quantitative demands	87	-0.231
Fong_1993	job demands (quantitative)	quantitative demands	84	2.321
Fritz_2006 OLBI	workload after vacation	quantitative demands	221	2.571
Garbarino_2013	Effort	quantitative demands	289	2.581
Gelsema_2006	work and time demands	quantitative demands	381	1.282
Gil-Monte_2008	work overload	quantitative demands	316	2.308
Goddard_2006	work pressure	quantitative demands	79	3.295
Gregory_2015	workload	quantitative demands	153	3.888
Hertzberg_2016	time pressure	quantitative demands	274	1.690
Hertzberg_2016	working hours per week	quantitative demands	274	0.845
Hornung_2013	work overload	quantitative demands	95	-0.543
Huang_2012	job demands (work fast and hard, great deal to do, too little time)	quantitative demands	299	1.297
Instrand_2011_1	workload	quantitative demands	308	-1.277
Jimenez_2017_1	workload	quantitative demands	141	2.073
Konze_2017	quantitative workload (time pressure and work volume)	quantitative demands	139	1.400
Korunka_2015	work intensification demands	quantitative demands	587	3.301
Lorente Prieto_2008	role overload	quantitative demands	274	5.400
Park_2016	hours of direct services	quantitative demands	152	1.640
Pisanti_2016	job demands (work and time pressure)	quantitative demands	217	-1.290
Taris_2010	work overload/time pressure	quantitative demands	828	2.581
Vegchel_2004	quantitative demands	quantitative demands	2255	2.553

Decision Latitude (control)

Article	Factor's original name	Included in	Sample size	Z-score
Dubois_2014	autonomy	autonomy	96	-2.3225806
Instrand_2011_1	autonomy	autonomy	308	2.5806452
Leiter_2013	decision authority	decision auhtority	4396	-1.25
Borritz_2004	influence	decision authority	952	-1.5973856
Dubois_2014	informal power	decision authority	96	-3.8905919
Gelsema_2006	decision authority	decision authority	381	-1.2857143
Salanova_2005	Indiscipline managment (defined as the chance of admonishing problematic students)	decision authority	274	0.25
Adriaenssens_2015	decision lattitiude	decision latitude	170	0.3333333
Garbarino_2013	decision lattitude	decision latitude	289	-1.2857143
Huang_2012	job control	decision latitude	299	-1.2888889
Jimenez_2017_1	control	decision latitude	141	-0.2173913
Konze_2017	job control	decision latitude	139	2.8
Kubicek_2014	job control	decision latitude	591	-1.2727273
Pisanti_2015	decision lattitiude	decision latitude	217	-1.2903226
Theorell_2013	decision lattitude	decision latitude	11525	-3
Vegchel_2004	job control	decision latitude	2255	-2.3255814
Borritz_2004	possibilities for development	skill discretion	952	-1.4740061
Dubois_2014	opportunities for stimulating work	skill discretion	96	-2.3300971
Gelsema_2006	skill discretion	skill discretion	381	1.2857143
Leiter_2013	skill discretion	skill discretion	4396	1.25
Salanova_2005	cLass managment (chance of changing type or dynamics of the activities)	skill discretion	274	-1

Job resources

Article	Factor's original name	Included in	Sample size	Z-score
Boamah_2017	short-staffing	lack of resources	405	2.5758293
Meier_2015	lack of reward	lack of resources	246	2.3867077
Salanova_2005	technical obstacles	lack of resources	274	0.25
Spence-Laschinger_2008	Effort-reward imbalance	lack of resources	134	3.8905919
Adriaenssens_2015	material resources	resources	170	-0.25
Adriaenssens_2015	personnel resources	resources	170	-0.25
Adriaenssens_2015	reward	resources	170	1.6666667
Borritz_2005	meaning of work	resources	952	1.2772544
Chrisopoulos_2010	cognitive ressources	resources	179	-0.2222222
Chrisopoulos_2010	physical ressources	resources	179	0.5
Dahlin_2010	learning climate	resources	186	-2.326348
Garbarino_2013	reward	resources	289	-2.5758293
Gelsema_2006	material ressources	resources	381	-1.2815516
Gelsema_2006	personnel resources	resources	381	1.2815516
Gelsema_2006	reward	resources	381	1.2815518
Goddard_2006	worplace innovation	resources	79	-3.8905919
Gonzales-Morales_2010	quality of work place facilities	resources	555	-1.6759777
Gonzales-Morales_2010	teacher-students ratio	resources	555	-0.4285714
Hakanen_2008	job ressources	resources	3035	-2.3263479
Jimenez_2017_1	job ressources	resources	141	-0.2211187
Jimenez_2017_1	reward	resources	141	-1.2815516
Kutney-Lee_2013	staffing (number of patients nurses cared for)	resources	5957	-2.1700904
Theorell_2013	cultural activity at work	resources	11525	-2

Social interactions at work

Article	Factor's original name	Included in	Sample size	Z-score
Chrisopoulos_2010	emotional ressources (emotional support)	emotional support	179	-1.1111111
Feuerhahn_2013	emotional ressources (emotional support)	emotional support	56	-1.5
Van_de_ven_2013	emotional job ressources	emotional support	711	1.5
Fernet_2010	quality of relationships with coworkers	good interpersonal relations	276	-2.5758293
Gelsema_2006	nurse-doctor collaboration	good interpersonal relations	381	1.2815516
Jimenez_2017_1	community	good interpersonal relations	141	0.3120533
Jimenez_2017_1	fairness (captures the extent to which decisions and resources allocation at work are perceived as fair and equitable)	good interpersonal relations	141	-0.6666433
Ramarajan_2008	organizational respect	good interpersonal relations	108	-2.3263479
Welp_2016	interpersonal teamwork -> quality of relationships at work	good interpersonal relations	493	-1.5
Adriaenssens_2015	social harassment	social hindrance	170	-1.6666667
Angelo_2015	organizational demands >> conflict and interpersonal problems	social hindrance	1610	2.3263479
Feuerhahn_2013	classroom disruption	social hindrance	56	0.0769231
Feuerhahn_2013	parents' criticism	social hindrance	56	2.1111111
Feuerhahn_2013	conflicts with colleagues	social hindrance	56	1.5
Fida_2018	work incivilitiy from supervisor	social hindrance	596	1.2815516
Fida_2018	work incivilitiy from collegues	social hindrance	596	2.3263479
Fida_2018	work incivilitiy from physician	social hindrance	596	2.5758293
Lapointe_2013	psychological contract breach (employees' perception that the organization has failed to meet obligations)	social hindrance	224	1.2815516
Laugaa_2008	conflicts and interperosonal problems	social hindrance	259	2.5758293
Salanova_2005	parents/students obstacles	social hindrance	274	-0.25
Adriaenssens_2015	social support	social support	170	-3.5
Birkeland_2018	perceived supervision support	social support	1263	-3
Birkeland_2018	perceived coworkers support	social support	1263	-2
Borritz_2005	interpersonal relations and leadership (social support)	social support	952	0.9223141
Dubois_2014	Ressource loss (supervisor support)	social support	96	-1.0833333
Dubois_2014	support from colleagues (group cohesion)	social support	96	-2.3188406
Fusilier_2005	social support	social support	260	-1.2815516
Garbarino_2013	occuparional stress variables (support)	social support	289	-1.2941176
Gelsema_2006	social support supervisor	social support	381	1.3333333
Gelsema_2006	social support collegues	social support	381	1.3333333
Hertzberg_2016	support from partner	social support	274	-0.1219512
Hertzberg_2016	support from colleagues	social support	274	-1.5
Lizano_2012	supervisory support	social support	335	-1.7142857
Lizano_2012	organizational support	social support	335	1.5
Pisanti_2015	social support	social support	217	3.1428571
Poulin_1993	organisational variables (supervisor support)	social support	879	-3.2857143
Salanova_2005	social facilitators	social support	274	0.6
Turgut_2016	perceived organizational support	social support	709	-2.3125
Vegchel_2004	job ressources (social support)	social support	2255	-2.3333333

Communication & Leadership

Article	Factor's original name	Included in	Sample size	Z-score
Borritz_2005	role conflict	conflicting/ poor communication	952	0.905
Lizano_2015	role ambiguity	conflicting/ poor communication	361	2.576
Travis_2016	role ambiguity	conflicting/ poor communication	362	1.625
Travis_2016	role conflict	conflicting/ poor communication	362	2.100
Van_der_Ploeg_2003	poor communication	conflicting/ poor communication	123	2.326
Borritz_2005	quality of leadership	enriching leadership	952	1.726
Gregersen_2014	transformational leadership	enriching leadership	339	-1.282
Idris_2014_1	psychosocial safety climate (management commitment, organzational communication)	enriching leadership	117	-2.326
Zwingmann_2016	transformational leadership (leader encourage, inspire and motivate employees)	enriching leadership	2324	2.326
Zwingmann_2016	laissez-faire leadership ("guided liberty" where employees get all necessary skills to get to their goal)	enriching leadership	2324	2.326
Adriaenssens_2015	work agreements	informational team climate	170	0.250
Borritz_2005	role clarity	informational team climate	952	-1.264
Borritz_2005	predictability	informational team climate	952	-2.047
Gelsema_2006	work agreements	informational team climate	381	-1.282
Gelsema_2006	communication	informational team climate	381	-1.282
Leiter-2013	information flow (amount and quality of information to which respondents had access)	informational team climate	4356	-2.576
Leiter-2013	predictability	informational team climate	4356	-1.282
Turgut_2016	informational team climate	informational team climate	709	0.381
Theorell_2012	non-listening leadership (Does your manager listen to you and pay attention to what you say?)	non-collaborative leadership	3285	-0.529
Theorell_2012	self centered leadership (calculated from three questions (non-participating, asocial and loner)	non-collaborative leadership	3285	0.033
Theorell_2013	non-listening manager	non-collaborative leadership	8315	1.625

Individual characteristics

Personality, Coping & Self evaluation

Article	Factor's original name	Included in	Sample size	Z-score
Laugaa_2008	coping centered on the problem	adaptative coping	259	-2.575829
Laungaa_2009	problem oriented coping	adaptative coping	410	-2.326348
Van_de_ven_2013	emotional support seeking	adaptative coping	711	-1.281552
Firoozabadi_2018 (OLBI)	problem solving	adaptative coping	123	-2.326348
Philipp_2010	deep acting (change of the inner emotional state - regulating feelings)	adaptative coping	102	-2.575829
Martinez-inigo_2016	deep acting	adaptative coping	233	-0.125
Laugaa_2008	traditional teaching coping	maladaptative coping	259	2.575829
Firoozabadi_2018 (OLBI)	affective rumination	maladaptative coping	123	2.326348
Philipp_2010	surface acting (superficial expression of an emotion which is not actually felt - regulating expressions)	maladaptative coping	102	-1.281552
Martinez-inigo_2016	surface acting	maladaptative coping	233	0.333333
Feuerhahn_2013_2	self efficacy	self efficacy	87	-3
Taris_2010	professional efficacy	self efficacy	828	-2.326348
Gregersen_2014	occupational self efficacy	self efficacy	339	-1.281552
Fida_2018	relational self-efficacy	self efficacy	596	-2.575829
Gil-Monte_2008	self efficacy	self efficacy	316	-1.281552
Laugaa_2008	self efficacy	self efficacy	259	-2.575829
Park, 2016	general self efficacy	self efficacy	156	1.285714
Pomaki, 2009	goal self efficacy	self efficacy	222	-0.2
Hochwälder_2008	psychological empowerment (meaning, competence , self determination, impact)	self efficacy	838	2.575829
Spence-Laschinger_2008	core self evaluation	self esteem	134	-2.17009
Instrand_2011 OLBI	job performance-based self-esteem	self esteem	308	-1.281552
Poulin_1993	personnal variables (self esteem)	self-esteem	879	-2.326348
Lapointe_2011	OBSE : organizational based self esteem	self-esteem	224	-1.281552
Dahlin_2010	Performance-based self-esteem	self-esteem	186	1.281552
Richter_2015	performance-based self-esteem	self-esteem	3378	2.326348
Fusilier_2005	type A behavior (excessive competitiveness and aggression and a fast-paced life style)	unvalued traits/characteristics	260	2.575829
Hudek-Knezevic_2011	neurotcism	unvalued traits/characteristics	118	0.622
Hudek-Knezevic_2011	extraversion	valued traits/characteristics	118	1.680
Hudek-Knezevic_2011	agreeableness	valued traits/characteristics	118	-0.622
Hudek-Knezevic_2011	conscientiousness	valued traits/characteristics	118	0.633
Hudek-Knezevic_2011	openess to experience	valued traits/characteristics	118	0.516
Fusilier_2005	hardiness (perception of events as opportunities and challenges rather than stressors)	valued traits/characteristics	260	-1.281552
Garbarino_2013	extraversion	valued traits/characteristics	289	-1.282
Garbarino_2013	agreeableness	valued traits/characteristics	289	-1.282
Garbarino_2013	consciouentiousness	valued traits/characteristics	289	-1.282
Garbarino_2013	emotional stability	valued traits/characteristics	289	-3.291
Garbarino_2013	openess	valued traits/characteristics	289	1.282
Lindeman_2017	agreeableness personalit trait	valued traits/characteristics	55	-2.575829
Lindeman_2017	emotional stability personality trait	valued traits/characteristics	55	-0.426148
Lindeman_2017	conscientiousness personality trait	valued traits/characteristics	55	0.568051
Lindeman_2017	emotional intelligence	valued traits/characteristics	55	-2.326348
Lorente Prieto_2008	personal resources (emotional competences)	valued traits/characteristics	274	-2.5

Job attitudes

Article	Factor's original name	Included in	Sample size	Z-score
Lapointe_2011	normative commitment	extrinsicaly motivated behavior	260	2.32634789
Lapointe_2011	continuance-sacrifice commitment	extrinsicaly motivated behavior	260	1.28155157
Lapointe_2011	continuance-alternatives commitment	extrinsicaly motivated behavior	260	2.32634788
Hudek-Knezevic_2011	continuance commitment	extrinsicaly motivated behavior	118	-1.0110343
Tonjes_2009	performance-avoidance goal orientation	extrinsicaly motivated behavior	80	2.57582932
Childs_2012	socially prescribed perfectionism	extrinsicaly motivated behavior	69	1.28155157
Lapointe_2011	affective commitment	intrinsicaly motivated behavior	260	-1.2815516
Fernet_2010	self-determined work motivation	intrinsicaly motivated behavior	276	-1.2815516
Petrou, 2015	self-initiated resources seeking	intrinsicaly motivated behavior	580	-0.7891917
Petrou, 2015	self-initiated challenges seeking	intrinsicaly motivated behavior	580	-2.3263479
Petrou, 2015	self-initiated reducing demands	intrinsicaly motivated behavior	580	2.32634787
Instrand_2011 OLBI	goal orentiation	intrinsicaly motivated behavior	308	1.28155159
Tonjes_2009	learning goals orientation	intrinsicaly motivated behavior	80	-2.3263479
Childs_2012	self oriented perfectionnism	intrinsicaly motivated behavior	69	1.28155158
Turgut_2016	resistance to change	negative job attitude	709	3.66666667
Petrou, 2015	sensitivity to change	negative job attitude	580	2.57582934
Garbarino_2013	overcomitment	negative job attitude	289	3.29052675
Birkeland_2018	obsessive passion	negative job attitude	1263	9
Fernet_2014	obsessive passion	negative job attitude	175	2.57582931
Lavigne_2012	obssesive passion	negative job attitude	113	2.57582932
Fritz_2006 (OLBI)	negative work reflection	negative job attitude	221	2.57582929
Gonzales-Morales_2010	absenteeism rate	negative job attitude	555	-1
Lu_2013	sickness presenteeism	negative job attitude	245	3.29052675
Lapointe_2013	organizational commitment	positive job attitude	224	-2.3263479
Lapointe_2013	commitment to the supervisor	positive job attitude	224	-1.2815516
Hudek-Knezevic_2011	affective-normative commitment	positive job attitude	118	-1.9953933
Birkeland_2018	hamonious passion	positive job attitude	1263	-9
Fernet_2014	hamonious passion	positive job attitude	175	-2.5758293
Fritz_2005 OLBI	positif work reflection	positive job attitude	87	-1.959964
Fritz_2006 (OLBI)	positive work reflection	positive job attitude	221	-1.2815516
Pomaki_2009	perception of goal attainability	positive job attitude	222	-1.8

Personal events

Article	Factor's original name	Included in	Sample size	Z-score
Fritz_2005	social activity (week end)	leisure	87	-1.281552
Fritz_2006 (OLBI)	relaxation	leisure	221	-1.281552
Fritz_2006 (OLBI)	mastery	leisure	221	-2.326348
Fusilier_2005	physical exerices	leisure	260	-1.281552
Ragsdale_2016	cell phone attachement	leisure	59	-2.575829
Fritz_2005	non work hassles	stressfull life events	87	-1.281552
Fritz_2006 (OLBI)	nonwork hassles	stressfull life events	221	2.326348
Fusilier_2005	stressfull life events	stressfull life events	260	2.326348
Jensen_2017	psychological health complaints	stressfull life events	1702	3.290527
Park, 2016	mental heatlh	stressfull life events	152	1.644737

Work-family interface

Article	Factor's original name	Included in	Sample size	Z-score
Innstrad_2008 (OLBI)	family to work conflict	family-work conflict	1565	2.33
Instrand_2011 OLBI	family work conflict	family-work conflict	308	1.28
Westman_2008	family-work conflict	family-work conflict	66	2.81
Instrand_2011 OLBI	family work facilitation	family-work facilitation	308	1.28
Gregory_2015	values	value congruency	153	-3.89
Instrand_2011 OLBI	value congruency	value congruency	308	1.28
Jimenez_2017_1	values (" my values and the organization's values are alike")	value congruency	141	0.23
Hertzberg_2016	work home interface stress	work-family conflict	274	-3.29
Hornung_2013	work-family conflict	work-family conflict	95	1.28
Innstrad_2008 (OLBI)	work to family conflict (pressure at work hamper functioning at home)	work-family conflict	1565	2.33
Instrand_2011 OLBI	work-home conflict	work-family conflict	308	-2.33
Jensen_2017	work-family conflict	work-family conflict	1702	3.29
Lizano_2012	work family conflict	work-family conflict	335	5.54
Lizano_2015	work family conflict	work-family conflict	361	2.58
Mauno_2015	work family conflict	work-family conflict	814	2.58
Ragsdale_2016	work related cell phone use (during non work time)	work-family conflict	59	-1.28
Richter_2015	work– family conflict	work-family conflict	3378	1.28
Rubio_2015	work-family conflict	work-family conflict	242	2.33
Travis_2016	work-family conflict	work-family conflict	362	3.25
Westman_2008	work-family conflict	work-family conflict	66	2.81
Innstrad_2008 (OLBI)	work to family facilitation	work-family facilitation	1565	-2.33
Instrand_2011 OLBI	work-home facilitation	work-family facilitation	308	1.28
Mauno_2015	work family enrichment	work-family facilitation	814	-2.33

Perceived intermediate work consequences

Article	Factor's original name	Included in	Sample size	Z-score
Figueiredo-Ferraz_2012	work satisfaction	job satisfaction	316	-1.28
Lindeman_2017	total positive work experiences	job satisfaction	55	-2.97
Poulin, 1993	satisfaction with clients	job satisfaction	879	-2.33
Dahlin_2010 OLBI	worries about futur endurance/competence	stress	186	3.29
Fusilier_2005	stressfull work events	stress	260	1.28
Hornung_2013	patient demands	stress	95	-2.58
Laugaa_2008	perceived stress	stress	259	2.58
Lizano_2012	job stress	stress	335	0.30
McManus_2002	stress	stress	365	2.33
Poulin, 1993	job stress	stress	879	3.29
Taris_2001	stressors (Students)	stress	828	-2.58
Taris_2001	stressors (colleagues)	stress	828	-2.58
Van_der_Ploeg_2003	job physicial strain	stress	123	2.33

Families of predictors and related theories

In order to perform further analysis, factors were first classified into families and sub-families of predictors on the basis of the predictors' nature and the existent literature in order to create groups that were as homogenous as possible.

1. Classification overview and methodology

First, based on review of Maslach et al. (2001) on job burnout, we considered two main families of factors: situational factors and individual factors. Job characteristics and organizational characteristics were included in the former whereas personality characteristics, work attitudes and non-occupational factors were included in the latter.
Moreover, as a category at the intersection between work and personal life, we considered a third main family: work-life interface (Greenhouse & Allan, 2011; Rubio et al., 2015) which refers to factors of personal life that intersect with work factor or vice-versa. Finally, we considered the effect of other job outcomes (than exhaustion) as a fourth main family.
From the four main families, we categorized factors into subfamilies until all predictors of one subfamily 1) referred to a relatively homogenous construct and 2) had the same valence/direction (i.e. 2 subfamilies "maladaptive coping style" and "adaptative coping style" instead of one subfamily "coping style"). We will now describe the literature we leant on in in order to get to that result.

2. Situational characteristics

We referred to the Job-Demands-Control (JDC) model first proposed by Robert Karasek in 1979 and later modified by Johnson & Hall (1988) as the Job-Demands- Control-Support (JDCS) model to consider job demands, decision latitude (control) and social support as subfamilies of situational characteristics.

Job demands refers to requirements/stressors that are set at work including workload, time pressure, physical demands and emotional demands.
Decision latitude (control) is the extent to which an employee has potential control over decisions concerning when, where and how to perform work tasks including job variety (or skill discretion; degree to which job involves a variety of tasks, low repetitiveness, occasions for creativity and opportunities to learn new things) and decision authority (the ability to make its own decisions about how the work is done - i.e. autonomy - as well as influence work team and policies). In regard to control, Rafferty et al. (2001) highlighted how "inconsistent findings may be related to the different ways in which control has been defined and suggest that future research on the JDC model should differentiate between dimensions of control". They indeed showed that exhaustion was more or less associated with higher control depending on how it was defined; authors founds positive association when defined as decision latitude – skill discretion plus decision authority – and autonomy (Landsbergis, 1988 ; de Jonge et al., 1996) , inconsistent association when defined as decision authority (significant in one study but not the other: Taris et al., 1999; de Rijk et al., 1998) and no relation when defined as skill discretion (Taris et al., 1999).
Social support is defined as "the perception and actuality that one is cared for, has assistance available from other people, and most popularly, that one is part of a supportive social network". Support can be of different type such as emotional support, companionship (sense of belonging) or informational (e.g. advice) and can come from many sources such as family, colleagues, supervisor and/or organizations.

According to those models, employees working in situation with high demands, low control and low social support /isolation (specific to JDCS model) experience the lowest well-being ((iso)-strain hypothesis). Conversely, high job control and social support can moderate the negative impact of job demands on well-being (buffer hypothesis).

Alongside, we referred to Job-Demand-Resources model proposed by Demerouti et al. (2001) as an alternative to the model to the JDC(S) models, to consider job resources as a subfamily of situational characteristics.
Job resources are defined as job-relevant features that help workers achieve work-related goals, lessen job demands, or stimulate personal growth.
According to this model, employee high strain and low well-being is a response to imbalance between demands and resources he or she has to deal with those demands.

Later on, in 2006, Akerboom and Maes proposed the organizational risk factor questionnaire derived from the Tripod accident causation model (Wagenaar, Hudson, & Reason, 1990; Wagenaar, Groeneweg, Hudson, & Reason, 1994) to investigate determinants of psychological well-being from a broader organizational perspective than the JDC(S) model does. These authors considered factors such as "organization (OR)" – which refers to the effectiveness of the organization's structure and processes, and management strategies; communication (CO) – which refers to quality and effectiveness of communications between individuals; and social hindrance – operationalized as disrespectful, unequal and/or unfair treatment, lack of appreciation of extra-effort, etc. Ruehlman and Wolchik (1988) defined social hindrance as "behaviors that are perceived by either the actor or the target person as a) (un-)intentional interference with goal-directed activity or b) (in-) direct expressions of anger or other negative emotions or c) (in-)direct negative evaluations of the target person's character or behavior".
In view of our data and considering those definitions, we included social hindrance, informational climate, lack/conflicting information, enriching leadership and non-collaborative leadership as subfamilies of organizational characteristics.

3. Individual characteristics

We referred to Maslach et al. (2001) to consider two groups of subfamilies in the individual characteristics: personality characteristics (including intrinsic characteristics, coping strategies and self-evaluation) and job attitude (work-related attitudes including job involvement and unfavorable job attitude). We also considered non-occupational factors as part of the individual characteristics.
Subfamily "intrinsic characteristics" mainly refers to the Big Five personality traits proposed by Goldberg in 1981 and further developed by Costa & McCrae in the late 80s. The Big Five or "OCEAN" refers to a descriptive model of personality in 5 main traits including openness to experience, conscientiousness, extraversion, agreeableness and emotional stability (inverse of neuroticism). Other intrinsic characteristics including emotional intelligence, optimism, type a behavior and hardiness were also included in this subfamily.
Coping was defined by Lazarus & Folkman in 1984 as "cognitive and behavioral efforts aiming to control, reduce or tolerate demands that threaten or exceed and individual resources". In short, coping refers to efforts to manage stress. In order to fit with the criterion pertaining to classification cited above, coping strategies were divided into two subfamilies, namely, adaptative coping (i.e. strategies that involve confronting problems directly, decrease the actual level of stress and improve long term level of functioning) and maladaptive coping

style (i.e. strategies that reduce the symptoms related to stress for a short time, but have no influence on the thing that is causing the stress) and were considered separately.
Self-evaluation included self-esteem – introduced for the first time by William James in 1890, refers to "an individual's sense of value or self-worth, or the extent to which people value, appreciate or like themselves" – and self-efficacy – defined as the belief individuals have in their ability to succeed and their level of competence (Bandura & Adams, 1977). It is often argued that self-esteem and self-efficacy are distinct constructs (Lane et al., 2004). However, a reasonable assumption is that people who have high global self-esteem will predict higher probability of task success (high self-efficacy) and hence they relate both theoretically and empirically (Gardner & Pierce,1998).

In the subfamily "job attitude", we included predictors referring to job involvement (commitment, presenteeism, etc.) and unfavorable job attitudes (absenteeism, overcommitment, resistance to change). The diversity of predictors also enabled us to make the distinction between intrinsic job involvement (Georges, 1992) and extrinsic job involvement, which we considered as two other subfamilies. The former involves doing something because it is personally rewarding while the latter involves doing something for reward or to avoid punishment.
Finally, non-occupational factors included any determinants related to personal life events.

4. Work-life interface

Work-life interface refers to either positive or negative spillover, defined as a process whereby behavior in one domain establishes benefits/resources (positive spillover; enrichment) or detriments (negative spillover; conflict) which then, respectively, improve or impair performance/involvement in the other domain (Greenhaus & Allen, 2011). More precisely, work - life conflict occurs when the demands associated with one domain are incompatible with the demands associated with another domain whereas work-life facilitation refers to how participation in one role is made better or easier by participation in the other role (Wayne et al., 2004).
Several authors form out dataset investigated the effect of value congruence. Value congruence refers to the degree to which an individual's values match the ones found in their work environment. As "value congruence between individuals and the organizations in which they work results in a number of beneficial outcomes, the most common of which are associated with positive attitudes and behaviors" (Molina, 2016), we included all predictors pertaining to value congruence in subfamily work-life enrichment.

5. Perceived intermediate work consequences

The two main subfamilies we could form given our data are Job satisfaction and Stress/insecurity from work conditions. This classification was inspired Adriaenssens et al. (2015) operationalization of "predictors of stress–health".