Supplementary Material A

Table S1. Correlation matrix (Pearson) between the variables employed in the study.

Variable	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. OTIS	—													
2. JSS Pay	−.535***	—												
3. JSS Promotion	−.423***	.668***	—											
4. JSS Supervision	−.571***	.547***	.412***	—										
5. JSS Fringe Benefits	−.517***	.681***	.703***	.495***	—									
6. JSS Contingent Rewards	−.530***	.731***	.739***	.634***	.751***	—								
7. JSS Coworkers	−.369***	.412***	.345***	.507***	.482***	.541***	—							
8. JSS Nature of Work	−.513***	.621***	.533***	.564***	.546***	.549***	.291***	—						
9. JSS Communication	−.410***	.616***	.565***	.586***	.709***	.713***	.559***	.483***	—					
10. Work safety	−.419***	.433***	.479***	.475***	.553***	.592***	.521***	.363***	.592***	—				
11. WAMI	−.554***	.643***	.673***	.456***	.609***	.600***	.304***	.624***	.511***	.361***	—			
12. UWES-9	−.581***	.623***	.559***	.473***	.618***	.545***	.273**	.736***	.500***	.483***	.755***	—		
13. POS	.391***	−.498***	−.427***	−.564***	−.540***	−.502***	−.507***	−.495***	−.588***	−.716***	−.322***	−.473***	—	
14. Age	−.130	−.152	−.100	−.126	−.062	−.117	−.044	−.116	−.033	−.127	−.064	−.149	.265**	—

Note. $p < .05$, $p < .01$, $p < .001$.
JSS = Job Satisfaction Survey; WSS = Work Safety Scale; WAMI = The Work and Meaning Inventory;
UWES-9 = Utrecht Work Engagement Scale; POS = Perceived Occupational Stress; OTIS = Ordinal Turnover Intention Scale.