

Supplementary material

Möckli, N, Denhaerynck, K, De Geest, S, Leppla, L, Beckmann, S, Hediger, H, Zúñiga, F. (2020). The home care work environment's relationships with work engagement and burnout: A cross-sectional multi-center study in Switzerland. *Health & Social Care in the Community*.

General linear models of emotional exhaustion and work engagement uncontrolled and controlled for confounders

Table 5. Outcome: log of emotional exhaustion

Parameter	Linear model not controlled for confounders				Linear model controlled for confounders			
	Estimate	Standard Error	t Value	Pr > t	Estimate	Standard Error	t Value	Pr > t
Intercept	-0.04	0.04	-0.80	0.42	-0.02	0.04	-0.41	0.68
Job demands	0.56	0.04	12.43	<.0001	0.55	0.05	11.48	<.0001
Job resources	-0.28	0.04	-6.39	<.0001	-0.39	0.05	-8.29	<.0001
Gender					0.03	0.04	0.65	0.52
Age					-0.14	0.07	-2.12	0.04
Job position					-0.04	0.05	-0.74	0.46
Working domain: nursing					0.10	0.05	2.03	0.04
Working domain: domestic tasks					-0.09	0.05	-1.72	0.09
Leadership functions					-0.05	0.04	-1.01	0.31
Employment percentage					0.16	0.05	3.09	0.00
Experience in profession					-0.02	0.06	-0.33	0.74
Experience in home care agency					-0.09	0.05	-1.71	0.09

Table 6. Outcome: squared work engagement

Parameter	Linear model not controlled for confounders				Linear model controlled for confounders			
	Estimate	Standard Error	t Value	Pr > t	Estimate	Standard Error	t Value	Pr > t
Intercept	0.00	0.05	0.00	1.00	-0.03	0.05	-0.57	0.57
Job demands	-0.27	0.05	-5.83	<.0001	-0.27	0.05	-5.06	<.0001
Job resources	0.43	0.05	9.16	<.0001	0.45	0.05	8.69	<.0001
Gender					-0.09	0.05	-1.79	0.08
Age					0.15	0.07	2.08	0.04
Job position					0.07	0.06	1.15	0.25
Working domain: nursing					-0.01	0.06	-0.15	0.88
Working domain: domestic tasks					-0.06	0.06	-1.13	0.26
Leadership functions					0.02	0.05	0.47	0.64
Employment percentage					0.14	0.06	2.46	0.01
Experience in profession					0.07	0.07	0.99	0.32
Experience in home care agency					0.11	0.06	1.95	0.05

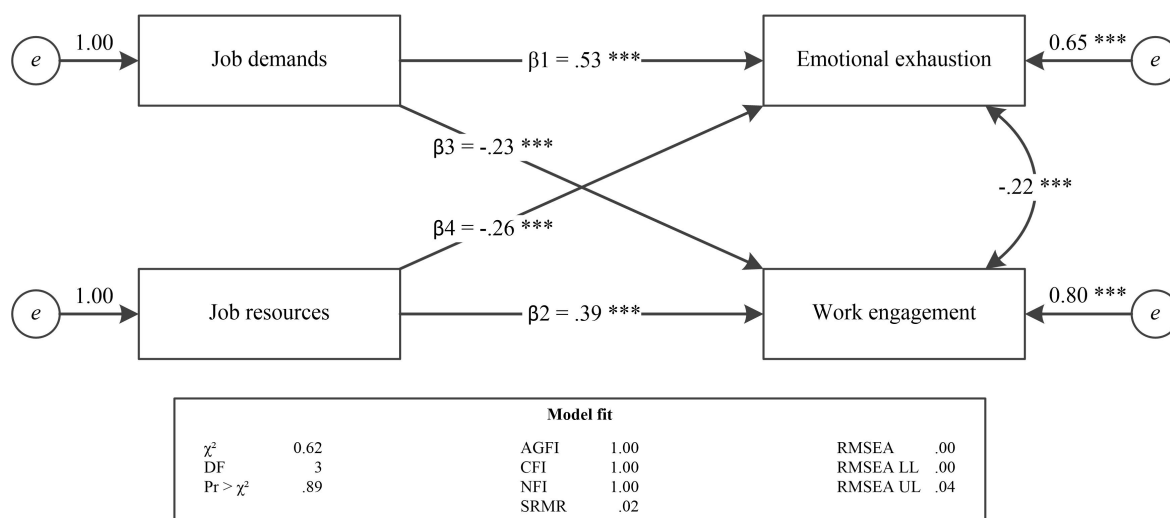


Figure 3. Standardized path solution on MICE-imputed data set (n=424)

Note. *** = p -value < .001, AGFI = adjusted Goodness of Fit Index, β = standardized path coefficient, CFI = Bentler Comparative Fit Index, DF = degrees of freedom, e = error, LL = lower limit, NFI = Normed Fit Index, Pr = probability, RMSEA = Root Mean Square Error of Approximation, SRMR = standardized root mean square residual, UL = upper limit