

Supplementary material

This appendix formed part of the original submission and has been peer reviewed. We post it as supplied by the authors.

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Occupational health, well-being and ability to work in a sample of Portuguese Nurses

SUPPLEMENTARY MATERIALS

TABLE A. BRIEFCOPE DIMENSIONS IN RELATION TO TE WORK ABILITY INDEX

BriefCOPE Dimensions	Median (N=111)	Work Ability Index			Kruskal Wallis test (p-value)	Follow-up Statistical Tests (p-value)
		Poor / Moderate (N=10) Median	Good (N=63) Median	Excellent (N=38) Median		
Active coping	2.00	2.00	2.00	2.50	NS	NS
Planning	2.50	1.75	2.50	2.50	0.04	M-B: 0.04 M-E: 0.04 B-E: NS
Use of instrumental support	2.00	1.25	2.00	2.00	0.01	M-B: NS M-E: 0.03 B-E: 0.03
Positive reinterpretation	2.00	1.50	2.00	2.00	NS	NS
Acceptance	1.00	1.00	1.00	1.00	NS	NS
Humour	0.50	0.50	0.50	0.50	NS	NS
Religion	1.50	1.75	1.50	1.00	NS	NS
Use of emotional support	1.50	1.50	1.50	1.50	NS	NS
Self-distraction	1.00	1.75	1.00	1.50	NS	NS
Denial	0.50	0.50	0.50	0.00	NS	NS
Feeling expression	1.50	1.50	1.50	1.50	NS	NS
Substance use	0.00	0.00	0.00	0.00	NS	NS
Behavioural disinvestment	0.00	0.50	0.00	0.00	NS	NS
Self-blaming	1.00	1.00	1.00	1.00	NS	NS

* Kruskal-Wallis test used to compare medians among work ability index (WAI) levels; ** Follow-up tests (multiple comparisons among work ability levels) were performed using the Wilcoxon Rank test, with the Benjamini & Hochberg adjusted p-value; M: poor / moderate WAI; B: Good WAI; E: Excellent WAI; NS: Non-significant p-value ($p \geq 0.05$).

TABLE B. COPSOQ-II DIMENSIONS IN RELATION TO WORK ABILITY

COP-SOQ Test Dimensions	Median (N=111)	Work Ability Index			Kruskal Wallis test (p-value)	Follow-up Statistical Tests (p-value)
		Poor / Moderate (N=10) Median	Good (N=63) Median	Excellent (N=38) Median		
Quantitative demands	3.00	2.67	2.83	3.33	0.006	M-B: NS M-E: 0.02 B-E: 0.02
Work pace	3.00	2.50	3.00	3.00	NS	NS
Cognitive demands	2.00	1.67	2.00	1.83	NS	NS
Emotional demands	2.00	1.00	2.00	2.00	0.04	M-B: 0.03 M-E: NS B-E: NS
Influence	2.50	3.00	2.88	2.25	0.03	M-B: NS M-E: NS B-E: 0.03
Possibilities of development	1.67	2.17	1.67	1.67	NS	NS
Meaning of work	1.67	2.00	1.67	1.67	0.005	M-B: NS M-E: 0.01 B-E: 0.02
Commitment to the work place	2.00	2.50	2.00	2.00	NS	NS
Predicatibility	2.50	3.00	3.00	2.50	NS	NS
Rewards (acknowledgement)	2.00	2.67	2.00	2.00	0.009	M-B: NS M-E: 0.03 B-E: 0.03
Role clarity	1.67	2.33	2.00	1.33	0.0002	M-B: NS M-E: 0.002 B-E: 0.002
Role conflicts	3.00	2.50	3.00	3.00	NS	NS
Quality of leadership	2.75	3.37	2.75	2.25	NS	NS
Social support from superiors	3.00	3.33	3.00	3.00	NS	NS
Social support from colleagues	2.33	2.67	2.50	2.33	NS	NS
Job insecurity	4.00	3.00	4.00	4.00	NS	NS
Job satisfaction	2.25	3.12	2.50	2.00	<0.0001	M-B: 0.03 M-E: 0.0009 B-E: 0.0009
Work / family conflict	3.00	2.00	2.67	3.00	NS	NS

Trust regarding management	2.33	2.50	2.33	2.33	NS	NS
Mutual trust between employees	3.33	3.33	3.33	3.67	NS	NS
Justice and respect	2.67	3.33	2.67	2.33	NS	NS
Social inclusiveness	2.00	2.50	2.00	1.67	NS	NS
Self-efficacy	2.00	2.25	2.25	2.00	0.008	M-B: NS M-E: NS B-E: 0.009
Self rated health	2.00	3.00	3.00	2.00	<0.0001	M-B: NS M-E: 0.0005 B-E: <0.0001
Stress	3.50	3.00	3.00	4.00	0.0003	M-B: NS M-E: 0.003 B-E: 0.003
Burnout	3.00	2.75	3.00	4.00	0.0008	M-B: NS M-E: 0.005 B-E: 0.004
Sleeping troubles	4.00	4.00	4.00	4.50	0.04	M-B: NS M-E: NS B-E: 0.03
Depressive symptoms	4.00	3.50	4.00	4.50	0.0002	M-B: 0.04 M-E: 0.002 B-E: 0.002
Bullying	5.00	4.75	5.00	5.00	0.03	M-B: NS M-E: 0.04 B-E: 0.04

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