**Supplemental Digital Content, Table 1. Distribution of nurse & hospital characteristics by level of hospital nurse burnout**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **All hospitals (n=463)** | **Low burnout****(n=121)** | **2nd quartile (n=112)** | **3rd quartile****(n=119)** | **High burnout (n=111)** | **Pa** |
| **Nurse Characteristics** |  |  |  |  |  |  |
| Age in years, mean (SD) | 47.1 (3.6) | 46.9 (3.8) | 46.6 (3.1) | 47.4 (3.2) | 47.4 (4.1) | .217 |
| Female, mean % (SD) | 90.3 (6.9) | 89.4 (7.7) | 90.7 (6.4) | 90.3 (7.0) | 90.8 (6.1) | .430 |
| Years RN, mean (SD) | 18.3 (3.9) | 17.9 (4.2) | 17.8 (3.6) | 18.6 (3.5) | 18.7 (4.4) | .229 |
| Years at current hospital, mean (SD) | 12.1 (3.7) | 11.6 (3.3) | 11.7 (3.3) | 12.3 (3.4) | 12.7 (4.5) | .077 |
| Nurse Work Environment, n (%) |  |  |  |  |  | <.001 |
|  Poor | 116 (25.1) | 14 (12.1) | 12 (10.3) | 32 (27.6) | 58 (50.0) |  |
|  Mixed | 232 (50.1) | 47 (20.3) | 66 (28.4) | 71 (30.6) | 48 (20.7) |  |
|  Good | 115 (24.8) | 60 (52.2) | 34 (29.6) | 16 (13.9) | 5 (4.3) |  |
| Percent of high burnout nurses, mean (SD) | 31.4 (13.0) | 16.0 (5.3) | 26.6 (2.4) | 35.3 (2.7) | 49.0 (7.3) | <.001 |
| **Hospital Characteristics** |  |  |  |  |  |  |
| Bed size, n (%) |  |  |  |  |  | .072 |
|  ≤100 | 20 (4.3) | 9 (45.0) | 4 (20.0) | 1 (5.0) | 6 (30.0) |  |
|  101-250 | 191 (41.3) | 55 (28.8) | 39 (20.4) | 49 (25.6) | 48 (25.1) |  |
|  >250  | 252 (54.4) | 57 (22.6) | 69 (27.4) | 69 (27.4) | 57 (22.6) |  |
| Teaching status, n (%) |  |  |  |  |  | .179 |
|  None | 195 (42.1) | 58 (29.7) | 47 (24.1) | 41 (21.0) | 49 (25.1) |  |
|  Minor | 229 (49.5) | 52 (22.7) | 52 (22.7) | 68 (29.7) | 57 (24.9) |  |
|  Major | 39 (8.4) | 11 (28.2) | 13 (33.3) | 10 (25.6) | 5 (12.8) |  |
| High Technology status, n (%) | 256 (55.3) | 65 (25.4) | 72 (28.1) | 64 (25.0) | 55 (21.5) | .164 |
| Urban, n (%) | 441 (95.3) | 115 (26.1) | 109 (24.7) | 116 (26.3) | 101 (22.9) | .103 |

**Abbreviations:** SD = standard deviation, n = number

*Note.* Work environment measured by the PES-NWI. Poor environments are hospitals in the bottom 25%, mixed are the middle 50%, and the good are the top 25% of hospitals.

aP values generated from χ2 for categorical (except where cell size <5 then fisher’s exact was used) and ANOVA for continuous variables