Table. Descriptive statistics and reliability coefficients for the main study variables (n=4,029)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Measures | n | M | SD | Min | Max | McDonald’  Omega | 95% CI  LL UL | |
| **Workplace Predictors** |  |  |  |  |  |  |  |  |
| Psychological Support | 4,029 | 0.00 | 0.45 | -0.95 | 0.93 | 0.82 | 0.81 | 0.83 |
| Organizational Culture | 4,029 | 0.00 | 0.52 | -1.14 | 1.22 | 0.80 | 0.79 | 0.81 |
| Leadership Expectations | 4,029 | 0.00 | 0.26 | -0.53 | 0.56 | 0.82 | 0.81 | 0.83 |
| Civility & Respect | 4,029 | 0.00 | 0.57 | -1.33 | 1.19 | 0.82 | 0.81 | 0.83 |
| Psychological Job Fit | 4,029 | 0.00 | 0.59 | -1.56 | 1.28 | 0.74 | 0.72 | 0.75 |
| Growth & Development | 4,029 | 0.00 | 0.53 | -1.20 | 1.08 | 0.74 | 0.73 | 0.75 |
| Recognition & Reward | 4,029 | 0.00 | 0.45 | -0.79 | 1.03 | 0.82 | 0.81 | 0.83 |
| Involvement & Influence | 4,029 | 0.00 | 0.52 | -1.31 | 1.03 | 0.81 | 0.80 | 0.82 |
| Workload Management | 4,029 | 0.00 | 0.69 | -1.36 | 1.67 | 0.81 | 0.80 | 0.82 |
| Engagement | 4,029 | 0.00 | 0.43 | -2.04 | 0.52 | 0.80 | 0.79 | 0.81 |
| Balance | 4,029 | 0.00 | 0.61 | -1.17 | 1.37 | 0.81 | 0.80 | 0.82 |
| Psychological Protection | 4,029 | 0.00 | 0.57 | -0.95 | 1.26 | 0.86 | 0.86 | 0.87 |
| Physical Safety | 4,029 | 0.00 | 0.72 | -1.48 | 1.36 | 0.89 | 0.88 | 0.89 |
| **Quality and Safety Outcomes** | 3,759 | 3.22 | 0.64 | 1 | 4 | - | - | - |
| Patient Safety Grade | 3,756 | 3.24 | 0.99 | 1 | 5 | - | - | - |
| Quality of Nursing Care | 3,759 | 2.87 | 0.80 | 1 | 4 | - | - | - |
| Recommendation | 3,759 | 3.22 | 0.64 | 1 | 4 | - | - | - |

Note: M, mean; SD, standard deviation; Min, minimum; Max, maximum; CI, confidence interval; LL, lower limit; UL, upper limit