Supplemental Table 1. Results of multilevel logistic regression: Odds ratio (OR) of having high job stress (Multiple imputations for missing data)



Supplemental Table 2. Results of multilevel logistic regression stratified for overtime working hours: Odds ratio (OR) of having high job stress

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Overtime working hour | |  |  |  |  |  |  |
|  |  | 0-20 h/m | |  | 20-45 h/m | |  | 45+ h/m | |
|  |  | OR | (95% CI) |  | OR | (95% CI) |  | OR | (95% CI) |
| Fixed effect | |  |  |  |  |  |  |  |  |
| Employee-level | |  |  |  |  |  |  |  |  |
|  | Female (Ref. Male) | 1.96 | (1.57, 2.46) |  | 1.67 | (0.76, 3.65) |  | 0.99 | (0.40, 2.50) |
|  | Married (Ref. Single) | 1.01 | (0.83, 1.24) |  | 1.45 | (0.99, 2.12) |  | 0.98 | (0.60, 1.61) |
|  | Stressor Score | 1.24 | (1.22, 1.26) |  | 1.27 | (1.23, 1.31) |  | 1.25 | (1.17, 1.32) |
|  | Regular (Ref. Not-Regular) | 1.56 | (1.13, 2.16) |  | 0.88 | (0.34, 2.25) |  | 0.67 | (0.20, 2.26) |
|  | Management  (Ref. Not-Management) | 0.92 | (0.87, 0.98) |  | 1.06 | (0.90, 1.26) |  | 1.03 | (0.84, 1.25) |
|  | Social Support Score from supervisors | 0.92 | (0.86, 0.99) |  | 0.97 | (0.85, 1.11) |  | 0.96 | (0.83, 1.12) |
|  | Social Support Score from colleagues | 0.88 | (0.84, 0.94) |  | 0.94 | (0.84, 1.06) |  | 0.88 | (0.78, 0.98) |
|  | Social Support Score from families | 1.00 | (0.75, 1.34) |  | 1.51 | (0.88, 2.61) |  | 0.30 | (0.135, 0.69) |
| Workplace-Level | |  |  |  |  |  |  |  |  |
|  | Proportion of overtime workers (10% increase) | 1.10 | (0.94, 1.30) |  | 0.98 | (0.85,1.13) |  | 0.92 | (0.74, 1.14) |
|  | Proportion of regular workers (10% increase) | 1.00 | (0.94, 1.06) |  | 0.86 | (0.77, 0.96) |  | 0.94 | (0.72, 1.23) |
|  | Average of Social Support Score from supervisors | 0.74 | (0.50, 1.09) |  | 0.52 | (0.28, 0.98) |  | 0.73 | (0.30, 1.76) |
|  | Average of Social Support Score from colleagues | 0.76 | (0.47, 1.24) |  | 1.14 | (0.51, 2.57) |  | 0.74 | (0.21, 2.61) |
|  | |  |  |  |  |  |  |  |  |
| Random effect | |  |  |  |  |  |  |  |  |
|  | Variance component | 0.211\*\*\* | |  | 0.321\*\* | |  | 0.47\*\*\* | |
| All models include age and working years. | | | | | | \*\*\*: p<0.001. \*\*: p<0.01. | | | |