

## 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*.

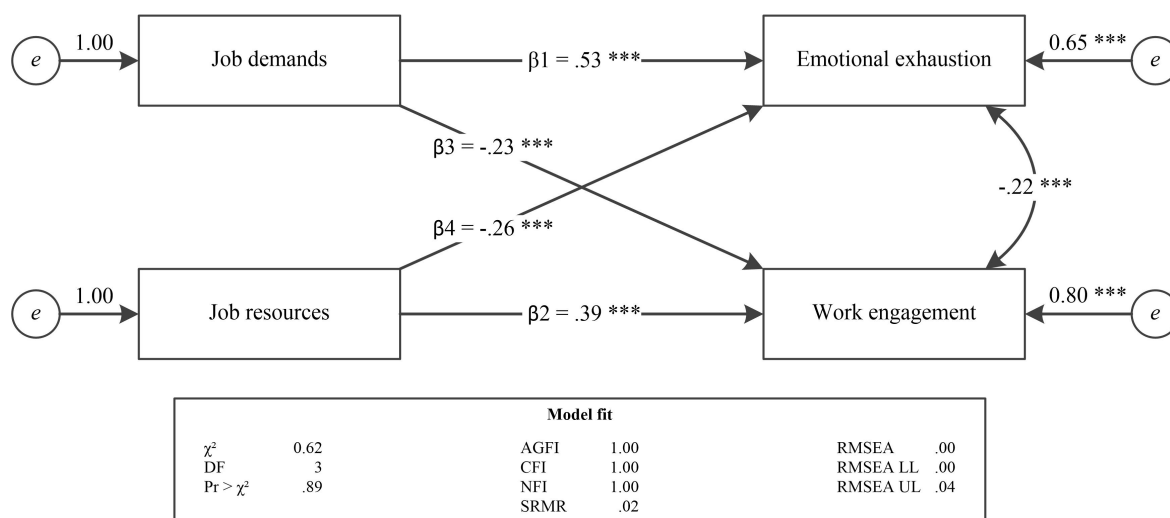
General linear models of emotional exhaustion and work engagement uncontrolled and controlled for confounders

**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,  $\beta$  = 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