Supplementary Material

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| **Table A.1.** Means, Standard Deviations, Reliabilities (Cronbach's Alphas in Parentheses) and Pearson correlations for All Study Variables |
| Variable | *M* | *SD* | *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* | *11* | *12* | *13* | *14* | *15* | *16* | *17* |
| 1 | Age | 29.17 | 5.50 | - | -.08\*\* | -.39\*\* | .00 | -.06 |  .15\*\* |  .10\*\* |  .16\*\* |  .06\* |  .29\*\* |  .11\*\* |  .001 |  .13\*\* | -.20\*\* | -.03 |  .10\*\* |  .09\*\* |
| 2 | Gender (female) |  0.69 | 0.46 |  | - |  .05 | .03 | -.02 | -.03 |  .09\*\* |  .04 |  .04 |  .02 | -.06\* | -.03 |  .04 |  .04 |  .004 |  .02 |  .05 |
| 3 | Position (PhD) |  0.83 | 0.38 |  |  | - | .02 |  .09\*\* | -.21\*\* | -.11\*\* | -.08\*\* | -.07\* | -.39\*\* | -.14\*\* | -.03 | -.14\*\* |  .07\* |  .01 | -.11\*\* |  .01 |
| 4 | Emotional Exhaustion |  3.02 | 0.82 |  |  |  | (.89) |  .62\*\* | -.43\*\* |  .38\*\* |  .65\*\* |  .51\*\* |  .27\*\* | -.32\*\* | -.34\*\* | -.33\*\* | -.34\*\* | -.35\*\* | -.51\*\* |  .45\*\* |
| 5 | Cynicism |  2.92 | 0.85 |  |  |  |  | (.82) | -.53\*\* |  .21\*\* |  .38\*\* |  .33\*\* |  .23\*\* | -.29\*\* | -.43\*\* | -.62\*\* | -.28\*\* | -.38\*\* | -.63\*\* |  .24\*\* |
| 6 | Reduced Professional Efficacy |  3.30 | 0.56 |  |  |  |  |  | (.79) | -.13\*\* | -.19\*\* | -.26\*\* | -.14\*\* |  .25\*\* |  .36\*\* |  .52\*\* |  .18\*\* |  .29\*\* |  .56\*\* | -.14\*\* |
| 7 | Workload |  3.22 | 0.71 |  |  |  |  |  |  | (.77) |  .54\*\* |  .51\*\* |  .18\*\* | -.26\*\* | -.12\*\* | -.01 | -.12\*\* | -.24\*\* | -.07\* |  .24\*\* |
| 8 | Work-life interference |  3.01 | 0.81 |  |  |  |  |  |  |  | (.86) |  .55\*\* |  .27\*\* | -.29\*\* | -.20\*\* | -.12\*\* | -.29\*\* | -.32\*\* | -.20\*\* |  .43\*\* |
| 9 | Publication pressure |  3.49 | 0.71 |  |  |  |  |  |  |  |  | (.77) |  .29\*\* | -.27\*\* | -.20\*\* | -.14\*\* | -.26\*\* | -.27\*\* | -.18\*\* |  .35\*\* |
| 10 | Job insecurity |  2.61 | 1.11 |  |  |  |  |  |  |  |  |  | (.91) | -.11\*\* | -.12\*\* | -.09\*\* | -.24\*\* | -.17\*\* | -.12\*\* |  .16\*\* |
| 11 | Influence at work |  3.53 | 0.60 |  |  |  |  |  |  |  |  |  |  | (.77) |  .34\*\* |  .20\*\* |  .17\*\* |  .32\*\* |  .31\*\* | -.16\*\* |
| 12 | Learning opportunities |  3.94 | 0.69 |  |  |  |  |  |  |  |  |  |  |  | (.82) |  .45\*\* |  .22\*\* |  .37\*\* |  .42\*\* | -.09\*\* |
| 13 | Meaningfulness of work |  3.77 | 0.83 |  |  |  |  |  |  |  |  |  |  |  |  | (.86) |  .18\*\* |  .26\*\* |  .55\*\* | -.07\* |
| 14 | Social support from colleagues |  3.76 | 0.70 |  |  |  |  |  |  |  |  |  |  |  |  |  | (.77) |  .25\*\* |  .23\*\* | -.19\*\* |
| 15 | Social support from supervisor |  3.52 | 0.93 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | (.84) |  .33\*\* | -.17\*\* |
| 16 | Work engagement |  3.32 | 0.65 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | (.72) | -.13\*\* |
| 17 | Sleeping problems |  2.74 | 0.86 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | (.80) |
| *Note*: Scales from 1 to 5.\* *p* < .05, \*\* *p* < .01. |  |  |  |