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. | | | | | | | | | | | | | | | | | |  |  |  |