

Supplementary Table 1. Descriptive statistics of variables

	Minimum	Maximum	Mean	SD	Skewness	Kurtosis
Stress	0.00	4.00	1.952	0.644	0.435	0.453
Stress1	0.00	4.00	1.895	0.759	0.439	0.748
Stress2	0.00	5.00	1.873	0.825	0.457	0.529
Stress3	0.00	4.00	2.359	0.877	0.042	-0.059
Stress4	0.00	4.00	1.885	0.833	0.216	0.275
Stress5	0.00	4.00	1.748	0.865	0.392	0.126
Resilience	0.33	4.00	2.441	0.674	-0.075	-0.063
Hardiness	0.00	4.00	2.284	0.755	-0.047	-0.085
Optimism	0.33	4.00	2.573	0.766	-0.260	-0.106
Patience	0.00	4.00	2.468	0.768	-0.218	-0.001
Burnout	6.50	35.00	20.117	5.220	0.015	-0.051
Emotional	5.00	35.00	22.523	6.169	-0.257	-0.273
Cynical	5.00	35.00	17.710	5.487	0.378	0.182

SD: standard deviation

Supplementary Table 2. Exploratory factor analysis of Resilience Scale

	Items	Factor loading		
		Factor 1 hardiness	Factor 2 optimism	Factor 3 patience
5 items	I am a strong person who copes well with the challenges and hardships of life. (No. 17)	0.867	0.690	0.629
	I can handle unpleasant or painful emotions such as sadness, fear and anger. (No. 19)	0.785	0.642	0.631
	I do not lose courage easily because of failure. (No. 16)	0.719	0.561	0.500
	I can make a difficult decision that others do not like. (No. 18)	0.715	0.576	0.524
	Even when I get stressed, I keep my concentration and thinking well. (No. 14)	0.710	0.538	0.576
3 items	I am recovering soon after suffering from illness, injury, or other adversity. (No. 8)	0.617	0.788	0.578
	I can get stronger by overcoming stress. (No. 7)	0.632	0.788	0.582
	I believe that most things, whether good or bad, have a plausible reason. (No. 9)	0.477	0.656	0.438
4 items	I have a strong sense of purpose in life. (No. 21)	0.631	0.544	0.843
	I am controlling myself well in my life. (No. 22)	0.689	0.608	0.835
	I am going to achieve my goals no matter what obstacles I encounter. (No. 24)	0.703	0.614	0.812
	I feel proud of my accomplishments. (No. 25)	0.601	0.587	0.773
% of variance		52.439	4.549	3.890
Cumulative % of variance		52.439	56.987	60.877

Supplementary Table 3. Confirmatory factor analysis of Resilience Scale

Path	B	β	SE	CR	SMC
No.17 \leftarrow Hardiness	1.000	0.862			0.742
No.19 \leftarrow Hardiness	0.852	0.795	0.031	27.087***	0.633
No.18 \leftarrow Hardiness	0.808	0.718	0.035	23.268***	0.515
No.14 \leftarrow Hardiness	0.791	0.707	0.035	22.774***	0.500
No.16 \leftarrow Hardiness	0.779	0.714	0.034	23.090***	0.510
No.7 \leftarrow Optimism	1.000	0.796			0.633
No.8 \leftarrow Optimism	0.915	0.801	0.041	22.081***	0.641
No.9 \leftarrow Optimism	0.708	0.629	0.041	17.300***	0.416
No.24 \leftarrow Patience	1.000	0.827			0.685
No.21 \leftarrow Patience	1.019	0.820	0.038	26.949***	0.673
No.22 \leftarrow Patience	0.993	0.844	0.035	28.063***	0.713
No.25 \leftarrow Patience	0.898	0.772	0.036	24.745***	0.596
Model fit		$\chi^2=200.759$, $df=51$, $TLI=0.966$, $CFI=0.974$, $RMSEA=0.060$			

*** $p < 0.001$. B: unstandardized estimate, β : standardized estimate, SE: standard error, CR: critical ratio, SMC: squared multiple correlation, df: degree of freedom, CFI: comparative fit index, TLI: Tucker Lewis index, RMSEA: root mean square error of approximation

Supplementary Table 4. Exploratory factor analysis of Burnout Scale

		Factor loading	
		Factor 1 emotional exhaustion	Factor 2 cynicism
6 items	I am totally exhausted from doing my job. (No. 5)	0.873	0.622
	I feel exhausted when I leave work after work. (No. 2)	0.817	0.356
	I feel tired when I get up in the morning and think of going to work. (No. 3)	0.816	0.584
	I feel emotionally exhausted in my work. (No. 1)	0.755	0.442
	Working all day makes me nervous. (No. 4)	0.730	0.460
	I want to work without interruption. (No. 8)	0.515	0.220
4 items	I have a cynical idea that my work is not important. (No. 9)	0.364	0.837
	I have a doubt as to whether my job is important. (No. 10)	0.453	0.828
	My interest in jobs has diminished since I began my current job. (No. 6)	0.649	0.766
	I am passive in my work. (No. 7)	0.450	0.725
% of variance		47.663	11.846
Cumulative % of variance		47.663	59.508

Supplementary Table 5. Confirmatory factor analysis of Burnout Scale

Path	B	β	SE	CR	SMC
No.1←Emotional exhaustion	1.000	0.740			0.548
No.2←Emotional exhaustion	1.074	0.768	0.050	21.675***	0.589
No.3←Emotional exhaustion	1.335	0.834	0.056	23.680***	0.696
No.5←Emotional exhaustion	1.356	0.891	0.054	25.276***	0.794
No.4←Emotional exhaustion	1.041	0.741	0.050	20.881***	0.550
No.8←Emotional exhaustion	0.793	0.611	0.048	17.502***	0.425
No.6←Cynicism	1.000	0.777			0.603
No.9←Cynicism	0.963	0.804	0.042	23.114***	0.647
No.10←Cynicism	1.118	0.828	0.047	23.810***	0.686
No.7←Cynicism	0.854	0.733	0.041	20.895***	0.537
Model fit		$\chi^2=474.638$, $df=27$, $TLI=0.894$, $CFI=0.902$, $RMSEA=0.076$			

*** $p<0.001$. B: unstandardized estimate, β : standardized estimate, SE: standard error, CR: critical ratio, SMC: squared multiple correlation, df: degree of freedom, CFI: comparative fit index, TLI: Tucker Lewis Index, RMSEA: root mean square error of approximation