

*Figure 1*. Scree Plot of the Burnout Scale Items

Table 1

*Factor loadings of the initial 20-item Burnout Scale items (N = 443)*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item** |  | **F1** | **F2** | **F3** |
| BS\_1 | I feel weak while at work. | -.02 | .75 | .05 |
| BS\_2 | I do not have enough energy to carry out my daily tasks. | .11 | .71 | .08 |
| BS\_3 | I do not have the energy to go to work in the morning. | .08 | .73 | .04 |
| BS\_4 | I feel exhausted at the end of a working day. | .04 | .72 | -.04 |
| BS\_5 | I feel emotionally exhausted at work. | .10 | .76 | -.03 |
| BS\_6 | My work makes me feel weary. | .13 | **.43** | **.35** |
| BS\_7 | I do not feel like building relationships with my co-workers. | .00 | -.04 | .84 |
| BS\_8 | I lack the energy to build relationships with people at work. | .07 | .05 | .73 |
| BS\_9 | I feel I am less connected to my work. | -.03 | .13 | .69 |
| BS\_10 | I feel frustrated at work. | -.13 | **.37** | **.56** |
| BS\_11 | I am unable to imagine the feelings of my co-workers. | .16 | .08 | .54 |
| BS\_12 | I am not emotionally affected by how other people at work feel. | -.03 | -.02 | .66 |
| BS\_13 | I am not excited about my job. | .23 | -.23 | .62 |
| BS\_14 | I do not think clearly while at work. | .65 | .22 | .08 |
| BS\_15 | I cannot concentrate while at work. | .70 | .19 | .06 |
| BS\_16 | I struggle to process problems quickly. | .67 | .07 | .07 |
| BS\_17 | The thought of the work I have to do make me tired. | **.50** | **.34** | .12 |
| BS\_18 | I find it difficult to learn new things on my job. | .81 | -.13 | .07 |
| BS\_19 | I find it difficult to think about complex things while at work. | .89 | -.08 | -.05 |
| BS\_20 | I am not focused while working. | .65 | .20 | -.02 |

\* Items in bold indicate items that loaded on more than one factor.

Table 2

*Pattern matrix of the 17-item BS for the total sample.*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Factor** | **Item nr** | **Item** | **F** | ***h2*** |
| F1 | BS\_14 | I do not think clearly while at work. | .66 | .69 |
|  | BS\_15 | I cannot concentrate while at work. | .72 | .71 |
|  | BS\_16 | I struggle to process problems quickly. | .69 | .57 |
|  | BS\_18 | I find it difficult to learn new things on my job. | .78 | .63 |
|  | BS\_19 | I find it difficult to think about complex things while at work. | .89 | .70 |
|  | BS\_20 | I am not focused while working. | .67 | .57 |
| F2 | BS\_1 | I feel weak while at work. | .77 | .61 |
|  | BS\_2 | I do not have enough energy to carry out my daily tasks. | .71 | .65 |
|  | BS\_3 | I do not have the energy to go to work in the morning. | .75 | .64 |
|  | BS\_4 | I feel exhausted at the end of a working day. | .72 | .52 |
|  | BS\_5 | I feel emotionally exhausted at work. | .77 | .65 |
| F3 | BS\_7 | I do not feel like building relationships with my co-workers. | .79 | .65 |
|  | BS\_8 | I lack the energy to build relationships with people at work. | .75 | .65 |
|  | BS\_9 | I feel I am less connected to my work. | .66 | .53 |
|  | BS\_11 | I am unable to imagine the feelings of my co-workers. | .52 | .46 |
|  | BS\_12 | I am not emotionally affected by how other people at work feel. | .72 | .46 |
|  | BS\_13 | I am not excited about my job. | .66 | .50 |

Table 3

*Descriptive statistics, reliability and Pearson correlation coefficient of the factors*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Factor** | **Mean** | **SD** | **Skewness** | **Kurtosis** | **α** | **1** | **2** |
| 1. Cognitive Weariness | 12.40 | 5.56 | 0.79 | -0.03 | .88 | 1 |  |
| 2. Fatigue | 13.54 | 5.04 | 0.27 | -0.35 | .85 | .56\* | 1 |
| 3. Emotional Exhaustion/ Withdrawal | 14.02 | 5.54 | 0.57 | -0.35 | .82 | .63\* | .49\* |

\* Correlation is significant at the .01 level (2-tailed).