Supplementary 4

*Final model without leadership and variables related to the four permanently-employed nurses’ outcomes*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Job satisfaction** | **Burnout** | **Intention to leave the organization** | **Intention to leave the profession** |
| *Coefficient* | *Estimates* | *CI (95%)* | *Estimates* | *CI (95%)* | *Estimates* | *CI (95%)* | *Estimates* | *CI (95%)* |
| (Intercept) | 2.859 \*\*\* | 1.869 – 3.849 | 2.538 \*\*\* | 1.807 – 3.269 | 2.269 \*\*\* | 1.226 – 3.313 | 1.916 \*\*\* | 1.210 – 2.622 |
| Age | 0.007 \* | 0.001 – 0.012 | -0.006 \* | -0.011 – -0.001 | -0.017 \*\*\* | -0.023 – -0.011 | -0.011 \*\*\* | -0.016 – -0.005 |
| Sex [Male] | -0.013  | -0.157 – 0.130 | -0.032  | -0.157 – 0.093 | 0.049  | -0.110 – 0.207 | 0.045  | -0.103 – 0.194 |
| Employment percentage |  |  |  |  |  |  |  |  |
| *61%-95%* | 0.077  | -0.107 – 0.261 | 0.225 \*\* | 0.064 – 0.385 | 0.079  | -0.124 – 0.282 | -0.055  | -0.245 – 0.135 |
| *96%-100%* | 0.015  | -0.177 – 0.207 | 0.162  | -0.005 – 0.329 | 0.090  | -0.122 – 0.302 | -0.083  | -0.280 – 0.115 |
| Adjusted staffing | 0.005  | -0.078 – 0.089 | 0.001  | -0.060 – 0.061 | 0.027  | -0.061 – 0.114 | 0.011  | -0.046 – 0.068 |
| Frequency of temporary nurses’ deployment [Frequently] | -0.243 \* | -0.454 – -0.031 | 0.254 \*\* | 0.098 – 0.411 | 0.243 \* | 0.020 – 0.466 | 0.236 \*\* | 0.083 – 0.388 |
| **Random Effects** |
| σ2 | 0.63 | 0.49 | 0.77 | 0.71 |
| τ00 | 0.09 unit\_code | 0.03 unit\_code | 0.09 unit\_code | 0.00 unit\_code |
| ICC | 0.12 | 0.06 | 0.10 |   |
| Marginal R2 / Conditional R2 | 0.028 / 0.146 | 0.044 / 0.100 | 0.066 / 0.162 | 0.039 / NA |

*Note*. CI = confidence interval; σ2 = residual variance; τ = rank correlation coefficient; ICC = Interclass correlation; R2 = R-squared; \* p < 0.05; \*\* p < 0.01; \*\*\* p < 0.001