

Table S8: Job model – standardized factor loadings

| Latent constructs and indicators | Model 1 | Model 2 | Model 3 |
|--|-----------------|---------|---------|
| | Factor loadings | | |
| Job characteristics | | | |
| Job satisfaction | 0.711 | 0.713 | 0.713 |
| Level of work-related stress | 0.738 | 0.744 | 0.744 |
| Isolation at workplace | 0.570 | 0.558 | 0.558 |
| Safety at workplace | 0.383 | 0.361 | 0.360 |
| Work patterns | | | |
| Possibility to work flexible hours | 0.509 | 0.588 | 0.586 |
| Possibility to work from home | 0.714 | 0.605 | 0.606 |
| Commuting time | -0.138 | 0.063 | - |
| Covariances: Job characteristics–Work patterns | 0.283 | 0.338 | 0.340 |
| Isolation–Safety | - | 0.103 | 0.103 |
| Isolation–Work from home | - | -0.121 | -0.129 |
| Commuting time–Flexible hours | - | -0.051 | - |
| Commuting time–Work from home | - | -0.219 | - |
| CFI | 0.949 | 0.984 | 0.985 |
| Sample size | 29,928 | 29,928 | 29,928 |

CFI = Comparative fit index. For all variables, higher values represent preferable outcomes.