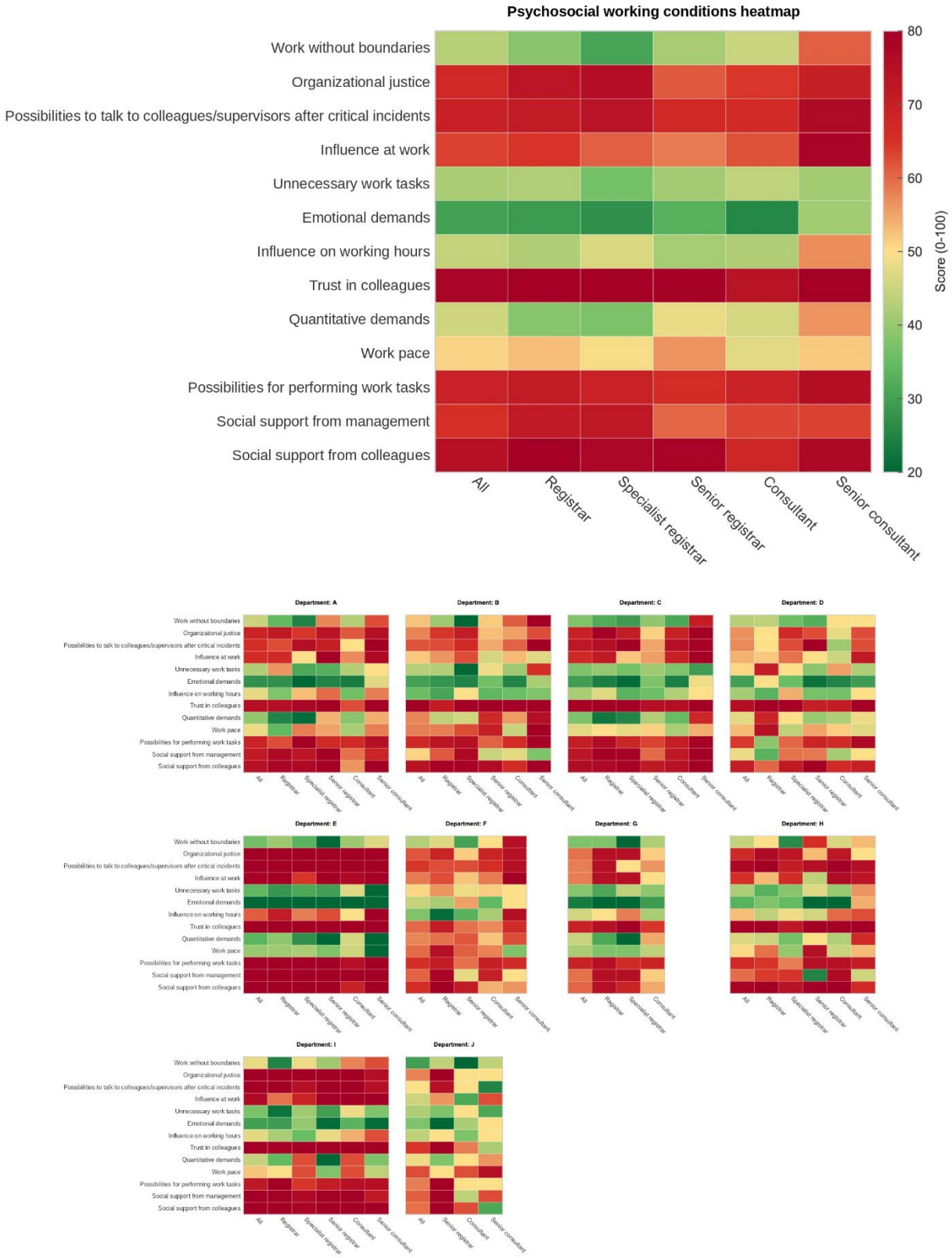
Supplementary material has been published as submitted. It has not been copyedited or typeset by Scandinavian Journal of Urology.

Supplemental material

Figure S1 Scale scores for psychosocial work environment factors across job position.

Each scale measuring psychosocial work environment scores on a scale from 0 to 100. A score of 100 is always the highest value for this scale (ie, highest influence at work [=100]). The heatmap spans from green (low score) to red (high score). Departments are categorized from A to J.



Questionnaire

Demographic background characteristics were sex, age, cohabitation with spouse, and cohabitation with children.
Occupational characteristics were position, working hours per week, side employment, number of shifts per month and tenure as urologist.

Burnout was measured using the Copenhagen Burnout Inventory (CBI), which consists of 19 items, divided into three subscales(1).
Psychosocial working conditions were assessed using the Danish Psychosocial Work Environment Questionnaire (DPQ)(2). Three adapted and self-developed items were added.
The internal consistency, or reliability, of each question in the two scales was measured with Cronbach's alpha. Cronbach's alpha results range from 0 to 1, where a Cronbach's alpha of 0.70 and above is considered a satisfactory level of internal reliability.

Items were scored on five-point Likert scales.

Burnout

Subscale (Cronbach's alpha)	**Items**	**Response options**
Personal burnout (0.88)	1. How often do you feel tired?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	2. How often are you emotionally exhausted?	
	3. How often are you physically exhausted?	
	4. How often do you think: "I can't take it anymore"?	
	5. How often do you feel worn out?	
	6. How often do you feel weak and susceptible to illness?	
Work-related burnout (0.90)	1. Is your work emotionally exhausting?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent.
	2. Do you feel burnt out because of your work?	
	3. Does your work frustrate you?	
	4. Do you feel worn out at the end of a working day?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	5. Are you exhausted in the morning at the thought of another day at work?	
	6. Do you feel that every working hour is tiring for you?	
	7. Do you have enough energy for family and friends during leisure time?	
	1. Do you find it hard to work with patients?	4: To a very large extent

Patient-related burnout (0.89)	2. Do you find it frustrating to work with patients?	3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	3. Does it drain your energy to work with patients?	
	4. Do you give more than you get back when you work with patients?	
	5. Are you tired of working with patients?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	6. Do you sometimes wonder how long you will be able to continue working with patients?	

The three subscales of the CBI were scored on a scale ranging from 0 to 100, with higher scores indicating higher levels of burnout.

Scores less than 25:	No symptoms of burnout
Scores between 25 and 49.9:	Few symptoms of burnout
Scores between 50 and 74.9:	Symptoms of burnout that should be dealt with
Scores of 75 or more:	Severe symptoms of burnout that must be dealt with immediately

Psychosocial working conditions

Psychosocial working condition (Cronbach's alpha)	**Items**	**Respons options**
Influence at work (0.85)	1. Do you have any influence on how you carry out your tasks at work?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	2. Do you have sufficient authority to deal with the responsibilities you have in your work?	
	3. Is it possible for you to make important decisions about your work?	
	4. Do you have any influence on the order in which you carry out your work tasks?	
Influence on working hours (0.74)	1. Do you have any influence on your working hours (eg. when you arrive at work or when you go home from work?)	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	2. Do you have any influence on when you take breaks during the course of the working day?	
	3. Do you have any influence on when you take your vacation?	
Unnecessary work tasks	1. Do you spend time on work tasks that you have difficulty seeing the purpose with?	4: To a very large extent 3: To a large extent

(0.84)	2. Are you placed in situations at work that are unnecessarily difficult to deal with?	2: Somewhat 1: To a low extent 0: To a very low extent
	3. Is your work made more difficult than necessary due to poor work procedures?	
	4. Do you have to do work tasks that you think are unnecessary?	
Work pace ***(0.72)***	1. Is the pace of work so fast that it affects the quality of your work?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	2. Do you have to work very fast?	
Quantitative demands ***(0.87)***	1. How often is it the case that you do not have time to complete all your work tasks?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	2. How often do you receive unscheduled work tasks that place you under time pressure?	
	3. How often do you have deadlines that are hard to meet?	
	4. Do you get behind with your work?	
Work without boundaries ***(0.79)***	1. How often are you 'on-call' to be available for work outside of your normal working hours?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	2. How often do you work at home outside of your normal working hours (eg, in the evening, during weekends, or during holidays)?	
	3. How often do you work on days when you are off from work (eg, on weekends, holidays, or vacations)?	
	4. How often does your job require you to work overtime (ie, beyond your agreed or expected working hours)?	
Social support from colleagues ***(0.87)***	1. Can you get practical help with your work from colleagues if you need it?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	2. Can you get advice and guidance from your colleagues if you need it?	
	3. Can you talk to your colleagues about it if you experience difficulties at work?	
	4. Are you and your colleagues attentive to each other's wellbeing?	
Trust between colleagues ***(0.86)***	1. Do you trust the ability of your colleagues to do their job well?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent
	2. Can you express your views and feelings to your closest colleagues?	

	3. In general, do you and your colleagues trust one another?	0: To a very low extent
	4. Do you and your colleagues keep each other informed about things that are important for you to do your job well?	
Social support from management (0.93)	1. Can you get practical help with your work from your immediate supervisor if you need it?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	2. Can you talk with your immediate supervisor about difficulties you experience at work?	
	3. Does your immediate supervisor follow up on conversations about any difficulties you have experienced at work?	
	4. Can you get advice and guidance from your immediate supervisor if you need it?	
Organizational justice (0.89)	1. Are conflicts resolved in a fair way?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	2. Can one get a clear reason when important decisions are made in your workplace?	
	3. Does the management at your workplace respect you?	
	4. Does the management at your workplace treat you fairly?	
Emotional demands (0.71)	1. Are you placed in emotionally demanding situations at work?	4: Always 3: Often 2: Sometimes 1: Rarely 0: Never/almost never
	2. As a result of your work, do you come into contact with people who oppose you or are aggressive towards you?	
	3. Do you have to deal with relationships at work that are emotionally challenging?	

Adapted and self-developed items

Psychosocial working condition (Cronbach's alpha)	Items	Response options
Possibilities for performing work tasks (0.78)	1. Do your working conditions allow you to carry out your work satisfactorily?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent
	2. Do you have the tools you need for you to do your tasks as a urologist satisfactorily?	
	3. Do you have the tools you need (eg, IT solutions) for you to do your administrative tasks satisfactorily?	
Possibilities to talk to colleagues /supervisors after critical incidents (incalculable)	1. Are there sufficient possibilities to talk to colleagues and/or supervisors after critical incidents?	4: To a very large extent 3: To a large extent 2: Somewhat 1: To a low extent 0: To a very low extent

All measures (scales and the single item) were scored on a scale ranging from 0 to 100, with higher scales values indicating higher levels of the measured dimension.

Within the "***Possibilities for Performing Work Tasks***" scale, item 2 was subject to a minor modification, and item 3 was subsequently added to ensure that the questionnaire is more relevant to a urologist's daily clinical practice.

The psychosocial working condition "***Possibilities to talk to colleagues /supervisors after critical incidents***" was self-developed.

Supplementary references

1. Borritz M, Rugulies R, Bjorner JB, Villadsen E, Mikkelsen OA, Kristensen TS. Burnout among employees in human service work: design and baseline findings of the PUMA study. Scand J Public Health. 2006;34(1):49-58.

2. Clausen T, Madsen IE, Christensen KB, Bjorner JB, Poulsen OM, Maltesen T, et al. The Danish Psychosocial Work Environment Questionnaire (DPQ): Development, content, reliability and validity. Scand J Work Environ Health. 2019;45(4):356-69.