**Table S2:** Means and Standard Deviations of Scales

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| --- | --- | --- |
| **Scale** | **Mean** | **Standard Deviation** |
| OBI (burnout) | 4.14 | 0.57 |
| Perceived Organizational Support | 2.90 | 0.97 |
| Moral Distress | 3.86 | 0.57 |
| Workplace Motivation | 1.88 | 0.44 |
| Surface Emotional Labor | 2.86 | 1.02 |
| Deep Emotional Labor | 3.52 | 0.68 |
| Natural Emotional Labor | 3.53 | 0.80 |
| Problem-Based Coping | 3.52 | 0.61 |
| Emotion-Based Coping | 3.32 | 0.43 |