**Appendix A**

**Table A1.** EFA results (% of variance accounted for), constructs, and individual scores and loadings.

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| --- | --- | --- | --- | --- |
| SEM level / Construct description | Items | Mean score | SD | Factor loadings |
| Organizational | Factor 1 (8.95%) |  |  |  |
| Management perception  Sense of workplace belonging and pride  Trust in management as a source of safety information | My employer provides adequate protective equipment | 4.48 | 0.75 | 0.81 |
| Management is heading the farm in the right direction | 4.49 | 0.76 | 0.71 |
| Management is honest and open with me | 4.40 | 0.74 | 0.71 |
| I feel that the farm problems are my problems too | 3.77 | 1.37 | 0.71 |
| Farm management provides accurate safety information | 4.18 | 1.03 | 0.70 |
| Farm management provides adequate safety training | 4.18 | 1.08 | 0.61 |
| I am proud to tell others I work here | 4.56 | 0.59 | 0.61 |
| Help is available from my coworkers when I have an inquiry about safety | 4.29 | 1.08 | 0.57 |
| I feel that I belong on this farm | 3.85 | 1.10 | 0.55 |
| Diseases prevention knowledge | 0.65† | 0.30 | -0.55 |
| What is the definition of cleanliness (correct=1, incorrect=0) | 0.98† | 1.13 | -0.54 |
| Easiness of adoption of new preventive practices | 3.80 | 1.11 | 0.51 |
| Intrapersonal | Factor 2 (8.63%) |  |  |  |
| Knowledge about zoonotic diseases  Risks perception  Attitudes toward reporting illness  Perception of work performance | Cattle can transmit diseases to humans | 0.76\* | 0.62 | 0.91 |
| Zoonotic diseases can cause serious health problems | 0.73\* | 0.62 | 0.88 |
| How long would it take you to report to your supervisor? – If flu symptoms | 3.67 | 0.84 | 0.76 |
| How long would it take you to go to the doctor? – If flu symptoms | 3.22 | 1.01 | 0.74 |
| Zoonotic diseases from cattle can harm workers permanently | 0.50\* | 0.63 | 0.59 |
| How much risk does it represent to you? – Zoonotic diseases, in general | 3.41 | 1.07 | 0.59 |
| How much risk does it represent to your family? – Zoonotic diseases, in general | 3.44 | 1.18 | 0.58 |
| How concerned are you that your family can get an infectious disease from your workplace? | 3.15 | 1.53 | 0.56 |
| I know what my boss considers a satisfactory work performance | 4.15 | 1.11 | -0.51 |
| How long would it take you to report to your supervisor? – If gastrointestinal infection symptoms | 3.77 | 0.58 | 0.50 |
| How much risk does it represent to you? – The contact with a sick animal | 3.44 | 1.36 | 0.46 |
| How afraid are you that you can get an infectious disease at work? | 2.71 | 1.42 | 0.42 |
| Intrapersonal | Factor 3 (8.02%) |  |  |  |
| Self-efficacy  Self-confidence | I am confident about my ability to perform my job tasks | 4.63 | 0.58 | 0.82 |
| How do you grade your quality of work? | 8.63‡ | 1.36 | 0.81 |
| How would you rate your interest in the prevention of diseases at work? | 4.78 | 0.57 | 0.80 |
| I have the skills necessary to implement preventive practices | 4.12 | 0.84 | 0.73 |
| How do you grade your ability to meet technical demands? | 8.78‡ | 1.44 | 0.69 |
| I am confident about my ability to implement preventive practices | 4.07 | 0.93 | 0.69 |
| How easy is it to comply with work safety recommendations? | 4.76 | 0.58 | 0.63 |
| Grade the quality of communication with top Management | 3.92 | 1.04 | 0.63 |
| Management has my best interest in mind | 4.15 | 1.08 | 0.57 |
| How easy would it be for the group to adopt a new preventive practice | 3.80 | 1.11 | 0.50 |
| Interpersonal | Factor 4 (7.38%) |  |  |  |
| Communication and relationships with supervisors and coworkers | How likely are you to report to your supervisors if you see that a coworker is ill? | 4.37 | 1.04 | 0.77 |
| My supervisors encourage the use of PPE | 4.40 | 0.98 | 0.70 |
| How likely are you to report to your supervisor if you have a fever? | 4.37 | 0.97 | 0.69 |
| My supervisors show much concern about my safety | 4.71 | 0.51 | 0.67 |
| My coworkers show much concern about my safety | 4.08 | 1.12 | 0.62 |
| My supervisors are knowledgeable about how to wear PPE correctly | 4.73 | 0.45 | 0.62 |
| Others at work care whether I wear or not PPE | 3.97 | 1.32 | 0.55 |
| Grade the quality of communication with your coworkers | 4.26 | 0.94 | 0.55 |
| Intrapersonal | Factor 5 (7.37%) |  |  |  |
| Reporting and seeking health care due to injuries | How likely are you to report to your supervisor if you have a sprained/twisted wrist? | 4.61 | 0.92 | 0.92 |
| How likely are you to go to the doctor if you have a wound with moderate bleeding? | 4.80 | 0.72 | 0.88 |
| How likely are you to report to your supervisor if you have a wound with moderate bleeding? | 4.76 | 0.70 | 0.86 |
| How likely are you to report to your supervisor if you have vomit? | 4.22 | 1.19 | 0.73 |
| How likely are you to report to your supervisor if you have diarrhea? | 4.15 | 1.28 | 0.68 |
| How likely are you to go to the doctor if you have a sprained/twisted wrist? | 4.43 | 0.93 | 0.68 |
| I am satisfied with my job | 4.78 | 0.42 | 0.56 |
| Intrapersonal | Factor 6 (6.89%) |  |  |  |
| Reporting and seeking health care due to infections symptoms | How likely are you to go to the doctor if you have diarrhea? | 3.00 | 1.40 | 0.84 |
| How likely are you to go to the doctor if you have a fever? | 3.37 | 1.43 | 0.82 |
| How likely are you to go to the doctor if you have vomit? | 3.03 | 1.54 | 0.78 |
| If you have intestinal infection symptoms, how long would it take you to decide to go to the doctor? - | 3.75 | 0.54 | 0.70 |
| How likely are you to go to the doctor if you have a fever and sore throat? | 3.18 | 1.32 | 0.67 |
| How likely are you to go to the doctor if you have a sore throat? | 2.70 | 1.30 | 0.67 |
| How likely are you to go to the doctor if you have flu-like symptoms? | 3.21 | 1.40 | 0.66 |
| How likely are you to go to the doctor if you have intestinal infection symptoms? | 4.08 | 1.07 | 0.49 |
| Intrapersonal/organizational | Factor 7 (6.67%) |  |  |  |
| Trust in management  Job satisfaction | Reporting my health problems would get me in trouble with my supervisors | 1.76 | 1.59 | -0.88 |
| Help is available from the managers when I have an inquiry about safety | 4.78 | 0.42 | 0.73 |
| I like working here | 4.76 | 0.43 | 0.70 |
| I am satisfied with my job | 4.78 | 0.42 | 0.65 |
| From your point of view, how many of your coworkers think wearing PPE does not serve any purpose | 2.38 | 1.37 | -0.62 |
| Attendants to training are involved in training activities/demonstrations | 2.74 | 1.60 | 0.58 |
| I am proud to tell others I work here | 4.56 | 0.59 | 0.61 |
| Interpersonal/Organizational | Factor 8 (6.20%) |  |  |  |
| Role ambiguity  Supervision knowledge perception and communication quality  Attitudes toward safety recommendations | Which of the following vaccines are strongly recommended for dairy farmworkers? | 0.33† | 0.33 | -0.83 |
| It is clear to me what are my duties at work | 4.73 | 0.63 | 0.77 |
| What is the highest degree or level of school you have completed? | 2.12 | 1.19 | -0.60 |
| My supervisors are knowledgeable about safety at work | 4.68 | 0.57 | 0.58 |
| I have received clear instructions on how to use PPE adequately | 4.36 | 1.27 | 0.55 |
| Grade the quality of communication with your supervisor | 4.26 | 0.99 | 0.52 |
| Interpersonal/organizational | Factor 9 (5.79%) |  |  |  |
| Training perceptions  Role conflict  Help availability from management on safety | I believe that training sessions are a waste of time | 4.59 | 1.04 | -0.81 |
| How often is the training given in the language of your preference? | 4.07 | 1.21 | -0.72 |
| Upper management makes conflicting demands on me | 2.46 | 1.31 | 0.61 |
| Help is available from the organization when I have an inquiry about safety | 4.29 | 1.05 | -0.61 |
| How afraid are you that you can get an infectious disease at work? | 2.71 | 1.42 | 0.53 |
| I like working here | 4.76 | 0.43 | -0.52 |
| Interpersonal/Organizational | Factor 10 (5.04%) |  |  |  |
| Role overload  Job control  Reporting health issues to the supervisor | I am always rushing to do my job | 2.27 | 1.30 | 0.85 |
| At my job, I have the freedom to decide how I work | 3.32 | 1.57 | -0.72 |
| How likely are you to report to your supervisor if you have the following symptoms - Coughing | 3.66 | 1.41 | 0.63 |
| How afraid are you that you can get an infectious disease at work? | 2.71 | 1.42 | 0.55 |
| At work, I feel discriminated | 1.60 | 0.81 | 0.51 |
| How likely are you to report to your supervisor if you have the following symptoms - Sore throat | 3.61 | 1.32 | 0.50 |

† Bivariate answer question; Correct answer=1, incorrect answer=0

\* True/false question, false=-1, true=1, not sure=0

‡ Scale question; range=1-10