Online Resource 1: Simple slopes and conditional (instantaneous) indirect effects

| | | Conditional (instantaneous) indirect effects | | | |
| | | Outcome: Burnout | | Outcome: Work satisfaction | |
	Simple slopes	Estimates	BC 95% CI	Estimates	BC 95% CI
Work demand: Task Complexity (TC)					
TC² --> Challenge					
Low TC	.761*** (.080)	-.043	[-.112, .018]	.122*	[.049, .215]
Mean TC	.461*** (.042)	-.026	[-.067, .011]	.074*	[.029, .128]
High TC	.161 (.085)	-.009	[-.037, .002]	.026*	[.002, .073]
*TC*Control --> Hindrance*					
Low Control	.380*** (.071)	.101*	[.060, .153]	-.043*	[-.088, -.013]
Mean Control	.232*** (.049)	.064*	[.036, .099]	-.026*	[-.054, -.008]
High Control	.084 (.062)	.026	[-.008, .064]	-.010	[-.032, .003]
Work demand: Interruptions (INT)					
*INT²*Control --> Challenge*					
Low INT and Low Control	.344** (.130)	-.043*	[-.105, -.011]	.033*	[.005, .085]
Mean INT and Low Control	.016 (.061)	-.002	[-.019, .015]	.002	[-.010, .017]
High INT and Low Control	-.312* (.129)	.039*	[.007, .097]	-.029*	[-.077, -.004]
Low INT and Mean Control	.185 (.117)	-.023	[-.068, .002]	.018	[-.001, .058]
Mean INT and Mean Control	.049 (.049)	-.006	[-.022, .005]	.005	[-.003, .019]
High INT and Mean Control	-.088 (.097)	.011	[-.011, .046]	-.008	[-.037, .007]
Low INT and High Control	.026 (.191)	-.003	[-.058, .046]	.003	[-.031, .048]
Mean INT and High Control	.081 (.072)	-.010	[-.033, .007]	.008	[-.004, .028]
High INT and High Control	.137 (.145)	-.017	[-.063, .017]	.013	[-.011, .052]
*Work demand²*Support--> Hindrance*					
Low INT and Low Support	.871*** (.073)	.179*	[.093, .275]	-.097*	[-.178, -.020]
Mean INT and Low Support	.607*** (.037)	.125*	[.065, .190]	-.068*	[-.124, -.014]
High INT and Low Support	.344*** (.084)	.071*	[.030, .132]	-.038*	[-.085, -.009]
Low INT and Mean Support	.715*** (.069)	.147*	[.073, .231]	-.080*	[-.147, -.017]
Mean INT and Mean Support	.560*** (.033)	.115*	[.061, .177]	-.062*	[-.114, -.013]
High INT and Mean Support	.405*** (.072)	.083*	[.042, .141]	-.045*	[-.093, -.012]
Low INT and High Support	.559*** (.103)	.115*	[.051, .203]	-.062*	[-.126, -.013]
Mean INT and High Support	.512*** (.048)	.105*	[.055, .166]	-.057*	[-.106, -.012]
High INT and High Support	.466*** (.104)	.096*	[.046, .172]	-.051*	[-.111, -.014]
*INT*Control --> Hindrance*					
Low Control	.636*** (.045)	.131*	[.068, .204]	-.071*	[-.129, -.015]
Mean Control	.560*** (.033)	.115*	[.061, .177]	-.062*	[-.114, -.013]
High Control	.483*** (.049)	.099*	[.053, .157]	-.054*	[-.101, -.012]
Work demand: Responsibility (RES)					
RES² --> Challenge					
Low RES	.633*** (.056)	-.097*	[-.160, -.043]	.097*	[.038, .163]
Mean RES	.380*** (.045)	-.058*	[-.100, -.026]	.058*	[.022, .103]
High RES	.126 (.090)	-.019	[-.061, .006]	.018	[-.006, .063]
*RES*Control --> Hindrance*					
Low Control	.372*** (.067)	.101*	[.060, .159]	-.055*	[-.092, -.026]
Mean Control	.240*** (.049)	.065*	[.036, .104]	-.035*	[-.062, -.016]
High Control	.108 (.072)	.029	[-.007, .074]	-.015	[-.046, .003]
Work demand: Time Pressure (TP)					
*TP²*Support --> Challenge*					
Low TP and Low Support	.073 (.093)	-.007	[-.038, .010]	.010	[-.015, .045]
Mean TP and Low Support	.076 (.072)	-.007	[-.028, .004]	.010	[-.006, .037]
High TP and Low Support	.078 (.152)	-.007	[-.049, .019]	.010	[-.026, .064]
Low TP and Mean Support	.220** (.067)	-.020*	[-.050, -.002]	.030*	[.010, .063]
Mean TP and Mean Support	.053 (.049)	-.005	[-.018, .003]	.007	[-.004, .026]
High TP and Mean Support	-.115 (.104)	.010	[-.007, .043]	-.015	[-.052, .010]
Low TP and High Support	.367*** (.083)	-.033*	[-.078, -.005]	.049*	[.018, .100]
Mean TP and High Support	.030 (.076)	-.003	[-.022, .010]	.004	[-.014, .031]
High TP and High Support	-.308* (.154)	.028	[.000, .090]	-.041*	[-.114, -.004]
*TP*Support --> Hindrance*					
Low Support	.520*** (.050)	.151*	[.101, .213]	-.053*	[-.101, -.004]
Mean Support	.588*** (.036)	.171*	[.115, .234]	-.060*	[-.113, -.005]
High Support	.657*** (.048)	.191*	[.125, .266]	-.067*	[-.127, -.005]

Note: Low = values one SD below the mean; mean = values at the mean; high = values one SD above the mean. CI = confidence interval. BC = bias corrected. Standard errors in parentheses. *** p < .001; ** p < .01; * p < .05. Asterisks beside the estimates of the indirect effects indicate that the 95 percent CI does not include 0