Table 2. Pearson correlation matrix between demands, resources, and well-being (N=478)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | M(SD) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | Well-being | 4.01(.54) | 1 |  |  |  |  |  |  |  |  |  |
| 2 | Perceived stress | 2.90(.83) | -.34\*\*\* | 1 |  |  |  |  |  |  |  |  |
| 3 | Social support | 4.45(.69) | .48\*\*\* | -.16\*\* | 1 |  |  |  |  |  |  |  |
| 4 | Job insecurity | 1.64(.80) | -.28\*\*\* | .16\*\*\* | -.23\*\*\* | 1 |  |  |  |  |  |  |
| 5 | Role ambiguity | 2.25(.72) | -.33\*\*\* | .23\*\*\* | -.20\*\*\* | .35\*\*\* | 1 |  |  |  |  |  |
| 6 | Job stress | 3.80(.54) | -.03 | .34\*\*\* | -.01 | -.08 | -.01 | 1 |  |  |  |  |
| 7 | Job satisfaction | 3.24(.78) | .36\*\*\* | -.22\*\*\* | .20\*\*\* | -.33\*\*\* | -.44\*\*\* | -.06 | 1 |  |  |  |
| 8 | Organizational support | 3.37(.86) | .23\*\*\* | -.21\*\*\* | .17\*\*\* | -.25\*\*\* | -.42\*\*\* | -.16\*\*\* | .47\*\*\* | 1 |  |  |
| 9 | Professional self-esteem | 4.22(.60) | .48\*\*\* | -.21\*\*\* | .14\*\* | -.25\*\*\* | -.28\*\*\* | .10\* | .36\*\*\* | .12\*\* | 1 |  |
| 10 | Sense of meaning | 4.25(.65) | .47\*\*\* | -.20\*\*\* | .21\*\*\* | -.28\*\*\* | -.33\*\*\* | .15\*\* | .46\*\*\* | .24\*\*\* | .55\*\*\* | 1 |

\**p*<.05, \*\* *p*<.01, \*\*\* *p* < .001