Appendix 1.

Questionnaires

[Personal information]

1. How old are you now?
   Each answer must be between 0 and 100.
   Write down your answer here.

2. What is your gender?
   Choose one of the two.
   - Male
   - Female

3. What year did you get the certification of medical specialist?

4. What is your current position at your workplace?
   Choose one.
   - 1st year resident
   - 2nd year resident
   - 3rd year resident
   - 4th year resident
   - Fellowship at university hospital (Clinical instructor, Clinical assistant professor)
   - Professor at university hospital
   - Pay-doctor at secondary hospital (general hospital)
   - Pay-doctor at private clinics
   - General physician
   - Army doctor / Public health care physician

5. How many patients are you in charge of?
   Only the residents can answer this question. Choose one.
   - Less than 10
   - 10-20
   - 20-30
   - 30-40
   - more than 40

6. What is the resident supplement rate of your hospital?
   Only the residents and those who work at a medical specialist training hospital can answer this question. Choose one.
   - Less than 20%
   - 20-40%
   - 40-60%
   - 60-80%
   - 80-100%

7. What is your current medical specialty?
   Choose one.
   - General practice (including residents)
   - Obesity & metabolic surgery
   - Hepatopancreaticobiliary surgery
   - Gastroenteric surgery & gastric cancer
- Pediatric surgery
- Breast endocrine surgery
- Transplantation & vascular surgery
- Trauma surgery & Intensive critical care medicine
- Colorectal surgery

8. How long are your average working hours per week (including night duties)?
   Choose one.
   - Less than 40 hours
   - 40-50 hours
   - 50-60 hours
   - 60-70 hours
   - 70-80 hours
   - 80-90 hours
   - 90-100 hours
   - More than 100 hours

9. How long are your average days of night duty (including on call)?
   Each answer must be between 0 and 7.
   Write down your answer here.

10. Are you married?
    Choose one.
    - Yes
    - No

11. How often do you drink?
    Choose one.
    - Never
    - Several times a year
    - Once a month
    - Several times a week
    - Almost everyday

12. Do you smoke?
    Choose one.
    - Never
    - Several times a year
    - Once a month
    - Once a week
    - Several times a week
    - Almost everyday

13. How often do you exercise each week?
    Choose one.
    < never > < less than 30 minutes > < 30-60 minutes > < 60-120 minutes > < 120-150 minutes > < more than 150 minutes >
    - 'Moderate exercise' such as walking fast, cycling etc.
    - 'Strenuous exercise' such as jogging, swimming, mountain biking etc.

14. How many days do you do muscle-strengthening exercise each week?
    Choose one.
15. When did you have your last regular medical examination?
   Choose one.
   - Less than 1 year ago
   - 1-2 years ago
   - 2-3 years ago
   - 3-4 years ago
   - More than 5 years ago
   - Never

[Workplace culture]
16. I feel uneasy at the work-related dinner.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

17. I usually get instructions without a criterion or without consistency.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

18. I work in an atmosphere of an authoritative society with occupational hierarchy.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

19. I have encountered disadvantages because of gender discrimination.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[Physical environment]
20. My workplace is clean and comfortable.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually
21. My job is dangerous and I have the chance to have an accident during my work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

22. I think I will work in an uncomfortable position for a long time.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[Job requirement]
23. I am always under time pressure due to a lot of work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

24. I get instructions to do other tasks before I am able to finish my current task.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

25. The quantity of my work amount markedly increased.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

26. I feel burdened to take responsibility of my colleagues or juniors.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

27. My work needs concentration for a long time.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually
28. I have enough break time during my work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

29. It is difficult to do the best efforts on both, my work and my family.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

30. I am used to do several tasks simultaneously.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[Work independence]
31. My work needs creativity.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

32. Work-related matters as operations or clinic schedules, work quantities (hours), time points of conferences, etc. are abruptly set or changed without any previous notices.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

33. My work needs a high level of skills or knowledge.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

34. I am empowered to decide my work hours and the process of my own business and have an influence on them.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually
35. I can control my work quantity (hours) and the schedule for myself.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[Conflict of Relationship]
36. My supervisors help me to complete my work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

37. My colleagues help me to complete my work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

38. At work, there are some people who understand me when I am in trouble.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

39. I have some colleagues that I can share with my difficulties at work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[Unstability of work]
40. Even though I quit this job, I can easily get another one that is suitable for me.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

41. Even though I quit this job, I can easily get another job that is equivalent to the current one.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually
42. My future is uncertain because the financial state of the hospital is unstable.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

43. I am not in danger to be fired from work.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

44. There are chances to be fired from my work within the next two years.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

45. It is expected that there will be undesirable changes at my work conditions or circumstances.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[System of organization management]
46. I am evaluated fairly and reasonably on work performance and personal management (promotion, personnel appointment) at my work place.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

47. At my work place, there is a good support for personnel, space, facilities, tools and disciplines to well perform my duties.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

48. There are no conflicts between my department and other ones, but good cooperation.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually
49. All the staff, executive members and owner – including doctors and nurses – work in concert for our work place (hospital).
Choose one.
- Never
- Rarely
- Often
- Usually

50. I have chances and ways to reflect my ideas and opinions on work.
Choose one.
- Never
- Rarely
- Often
- Usually

51. I can foresee that I will develop my career and get promotion without any difficulties.
Choose one.
- Never
- Rarely
- Often
- Usually

52. My status (position) at work is appropriate, judging from my qualifications.
Choose one.
- Never
- Rarely
- Often
- Usually

53. My job is less than I have always expected.
Choose one.
- Never
- Rarely
- Often
- Usually

54. My payment and treatment are appropriate, considering all my efforts and achievements.
Choose one.
- Never
- Rarely
- Often
- Usually

55. Considering all my efforts and achievements, I am sufficiently respected and trusted.
Choose one.
- Never
- Rarely
- Often
- Usually
56. I am interested in my current duties.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

57. I work hard as I think that my conditions will be improving in the future.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

58. I have opportunities to develop and exhibit my abilities.
   Choose one.
   - Never
   - Rarely
   - Often
   - Usually

[Other measurements]

59. How often do you feel the following symptoms a week?
   - The frequency of being more indifferent to others than usual when working per week
   - The frequency of feeling extreme mental fatigue due to work per week

60. How much weight do you place on your personal routine as compared with your work?
   Choose one.
   - Not so significant
   - A little significant
   - Very significant

61. Do you have any particular hobbies?
   - Yes
   - No

62. Do you have any friends, seniors, teachers, family members and relatives with whom you share your difficulties at any time?
   - Yes
   - No

63. For personal reasons apart from work, how often do you have time with friends, seniors, teachers, family members and relatives to go around with?
   Choose one.
   - Never
   - Several times a year
   - Once a month
   - Several times a month
   - Once a week
   - Several times a week
64. How do you relieve your work stress?
   Choose all the pertinent answers.
   - Searching for worth from work
   - Having a positive attitude
   - Setting up my own philosophy that helps me keep the balance between personal life and work
   - Concentrating on what seems to be the most important in life
   - Having a regular holiday
   - Enjoying hobbies or exercise
   - Getting help from religion
   - Talking about the stressful contexts with family members, friends or colleagues
   - Consulting with a psychiatrist or a psychotherapist

65. Answer with Yes or No.
   - I would be a doctor if I chose my occupation again.
   - I would be a surgeon if I chose my specialty again.
   - I would persuade my future children to become a surgeon.
   - I think a surgeon is a profession that I can perform, doing family life simultaneously.