

Appendix 1. CCNs characteristics and association with workplace stressors, sense of belonging, emotional intelligence, and turnover intention

Variable Categories	n(%)	Work stress	Moral distress	Fatigue	Sense of belonging	Emotional intelligence	Turnover intentions
Age †							
≤ 30 years ^a	144(36.5)	22.18±5.55	65.06±3.34	21.60±2.97	28.23±4.49	89.84±3.36	15.78±3.15
31 to 40 years ^b	196(49.6)	21.83±5.90	65.26±3.80	21.37±3.62	29.41±4.58	90.35±2.69	14.69±3.18
> 40years ^c	55(13.9)	23.00±5.93	65.65±3.56	22.12±2.50	29.65±4.75	90.01±5.35	14.27±3.58
	p-value	.412	.583	.312	.035 a < b*	.386	.002 a > b, c*
Cohen's d					.02		.03
Education Level †							
Diploma ^a	113(28.6)	21.38±5.31	64.92±3.48	21.56±2.99	29.08±4.31	90.22±2.27	15.38±3.21
Bachelor ^b	241(61.0)	22.26±6.07	65.34±3.72	21.53±3.45	29.12±4.76	89.94±3.98	14.82±3.39
Master ^c	41(10.4)	23.34±5.06	65.51±3.21	21.73±2.88	28.19±4.42	90.90±2.15	15.34±2.66
	p-value	.148	.530	.936	.479	.238	.268
Marital Status †							
Single ^a	148(37.5)	21.56±5.24	64.60±3.35	21.22±2.54	28.95±4.82	90.15±3.23	15.08±3.14
Married ^b	225(57.0)	22.33±6.11	65.58±3.73	21.71±3.68	29.04±4.46	90.03±3.64	14.99±3.36

Divorce/Widow^c	22(5.6)	23.68±5.56	66.09±3.36	22.31±2.85	29.27±4.63	90.81±2.84	15.18±3.37
p-value		.195	.019 a < b*	.198	.950	.587	.945
Eta-squared			.02				
Experience[‡]							
≤ 5 years^a	170(43.0)	21.94±5.60	64.92±3.39	21.44±3.20	28.40±4.51	89.94±3.33	15.43±2.97
6 to10 years^b	120(30.4)	21.96±5.93	65.30±3.84	21.49±3.44	29.25±4.67	90.35±2.17	15.16±3.20
>10 years^c	105(26.6)	22.59±5.93	65.68±3.64	21.83±3.15	29.75±4.57	90.15±4.54	14.23±3.68
p-value		.629	.235	.596	.048 a < c*	.590	.011 c < a, c*
Eta-squared					.02		.02
Nurses to patients' ratios[‡]							
1:1^a	52(13.2)	21.21±4.97	64.36±3.33	20.51±3.36	30.48±5.16	90.59±2.25	13.28±3.20
1:2^b	150(38.0)	22.27±5.91	65.56±3.63	21.79±3.36	29.24±4.50	90.14±4.14	15.00±3.08
1:3^c	193(48.9)	22.25±5.88	65.23±3.63	21.66±3.12	28.45±4.44	89.98±3.03	15.52±3.28
p-value		.476	.120	.044 a < b*	.014 a > c*	.519	<.001 a < b, c*
Eta-squared			.02	.02		.05	
Sex[†]							
Male	190(48.1)	21.92±5.53	65.25±3.58	21.16±3.54	28.85±4.73	90.22±3.42	15.25±3.27

Female	205(51.9)	22.30±6.01	65.23±3.63	21.92±2.94	29.17±4.48	90.02±3.42	14.83±3.27
p-value		.514	.959	.021	.500	.568	.205
Cohen's d				-.23			
Monthly income †							
Enough	76(19.2)	22.53±6.19	65.07±3.71	21.55±3.17	29.81±4.79	89.94±3.89	14.13±3.06
Not-enough	319(80.8)	22.02±5.68	65.28±3.58	21.56±3.29	28.83±4.54	90.16±3.29	15.25±3.29
	p-value	.487	.659	.978	.094	.617	.007
Cohen's d							-.34
Type of Hospital †							
Public/Teaching	260(65.8)	22.31±5.90	65.34±3.67	21.51±3.34	28.29±4.20	89.80±3.86	15.29±3.10
Private	135(34.2)	21.74±5.55	65.05±3.47	21.64±3.11	30.41±5.02	90.74±2.20	14.53±3.54
	p-value	.353	.448	.718	<.001	.010	.036
Cohen's d					-.47	-.28	.23

Note: ‡= ANOVA test, †= independent t test, ^{a, b, c} means each group compared in Tukey post hoc test, *= Significant Post Hoc Test.