

**Table 1 Comparison between normative and Eastern Mediterranean Regional Office (EMRO) scores on the psychosocial health questionnaire**

Psychosocial dimension	Normative data ( <i>n</i> = 3517)		EMRO sample ( <i>n</i> = 185)		Comparison ( <i>t</i> -test)	
	Mean	SD	Mean	SD	<i>t</i>	df
Quantitative demands	40.23	20.51	44.56	17.56	3.31**	184
Workplace: tempo	59.52	19.10	70.83	15.72	9.61**	184
Emotional demands	40.77	24.35	49.79	17.92	6.71**	184
Influence at work	49.80	21.23	43.22	18.35	-4.77**	184
Possibilities for development	65.91	17.59	60.28	19.79	-3.78**	184
Meaning of work	73.79	15.82	67.41	22.88	-3.72**	184
Commitment to the workplace	60.94	20.41	55.86	25.41	-2.64**	184
Predictability (communication)	57.71	20.90	53.08	22.57	-2.72**	184
Rewards	66.22	19.89	62.35	24.47	-2.36*	184
Role clarity	73.50	16.43	72.19	22.33	-0.78	184
Role conflicts	42.01	16.64	49.08	17.77	5.31**	184
Quality of leadership	55.29	21.11	51.89	28.45	-1.59	184
Social support from colleagues	57.30	19.72	54.07	22.65	-1.90	184
Social support from supervisors	61.58	22.46	61.00	27.72	-0.28	184
Social community at work	78.73	18.95	68.21	22.52	-6.21**	184
Job satisfaction	65.32	18.21	57.86	23.38	-4.24**	184
Work-family conflict	33.47	24.29	52.80	26.17	9.85**	184
Horizontal trust	68.61	16.92	53.93	19.85	-9.88**	184
Vertical trust	67.03	17.77	52.52	20.11	-9.61**	184
Justice and respect	59.19	17.73	41.53	22.60	-10.42**	184
Self-reported general health	66.00	20.89	55.34	21.41	-6.64**	184
Sleeping troubles	21.31	19.00	39.01	23.64	9.99**	184
Burnout	33.15	18.16	54.17	23.40	11.98**	184
Stress	26.72	17.71	50.03	24.83	17.32**	184

\**P* < 0.05; \*\**P* < 0.01.

SD = standard deviation; df = degrees of freedom.