Appendix

**This appendix was part of the submitted manuscript and has been peer reviewed.
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Workplace aggression in clinical medical practice: Associations with job satisfaction, life satisfaction and self-rated health (APPENDIX)

In the MABEL study, job satisfaction was measured with a 10-item Job Satisfaction Scale (JSS), a variant of the 10-item short-from version of a 16-item JSS developed by Warr, Cook and Wall (1), with each item comprising a 5-point scales (0 = 'Very dissatisfied', 1 = 'Moderately dissatisfied', 2 = 'Not sure', 3= 'Moderately satisfied', 4 = 'Very satisfied'). While previously determined to be a single factor scale in exploratory factor analysis (2), the scale was re-validated in confirmatory factor analysis (CFA) in the Wave 3 MABEL dataset. The 10-item JSS was found to exhibit a poor fit to the data (X^2=2448.9, df=35, p<0.001). Subsequent CFA procedures comprised splitting the data set into same-size calibration and validation sub-sets, conducting invariance testing procedures for the calibration and validation measurement models, specifying and estimating the fitted model to the complete data set, and obtaining validity and reliability estimates for the fitted model. As the item-data distributions were skewed and kurtotic, asymptotically distribution-free estimation procedures were employed, which are appropriate for very large sample sizes (3). Only a latent factor of intrinsic job satisfaction, comprising four items, was able to be specified (X^2=1.78, df=2, p=0.41). Factor weights for the four items were generated from Bayesian estimation and item factor score weights were determined, which were scaled up to a total of 1.0 (Box I). Individual intrinsic job satisfaction scores were subsequently calculated in the range of 0 to 4 (n=9125, mean=3.11, median=3.22, IQR=2.80-3.60).

Box I. Intrinsic job satisfaction item weights			
Item	**Description**	**Score weight**	**Scaled weight**
1.	"Freedom to choose your own method of working"	0.172	0.2147
2.	"Opportunities to use your abilities"	0.229	0.2859
3.	"Recognition you get for good work"	0.160	0.1998
4.	"Amount of responsibility you are given"	0.240	0.2996

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