

Forming data.

Greenery (i.e., Greenery exposure, greenery benefit, and greenery control)

- We developed
- $GR\_expo = (G1 + G2 + G3 + G5 + G6 + G7 + G10 + G20 + G25) / 9$ .
- $GR\_bene = (G8 + G9 + G11 + G12 + G13 + G14 + G18 + G19 + G23 + G28) / 10$ .
- $GR\_cont = (G15 + G16 + G17) / 3$ .

Sunlight exposure (i.e., Sunlight-direct, sunlight-indirect, sunlight benefit, and sunlight total)

- We developed
- $SUN\_ind = (S1 + S3 + S6 + S8 + S12) / 5$ .
- $SUN\_dir = (S2 + S7 + S11) / 3$ .
- $SUN\_bene = (S4 + S5 + S9 + S10) / 4$ .
- $SUN\_total = (S1 + S3 + S6 + S8 + S12 + S2 + S7 + S11) / 8$ .

Role ambiguity.

- Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations *Administrative Science Quarterly*, 75, 150-163
- $R\_ambi = (R\_am1 + R\_am2 + R\_am3 + R\_am4 + R\_am5 + R\_am6) / 6$ .

Role conflict.

- $R\_conf = (R\_conf1 + R\_conf2 + R\_conf3 + R\_conf4 + R\_conf5 + R\_conf6 + R\_conf7 + R\_conf8) / 8$ .

Role ambiguity and role conflict (name of variable: role2)

- $R\_ambi\_conf = (R\_am1 + R\_am2 + R\_am3 + R\_am4 + R\_am5 + R\_am6 + R\_conf1 + R\_conf2 + R\_conf3 + R\_conf4 + R\_conf5 + R\_conf6 + R\_conf7 + R\_conf8) / 14$ .

Job Satisfaction.

- Cammann, C., Fichman, M., Jenkins, G. D., & Klesh, J. (1983). Assessing the attitudes and perceptions of organizational members. In S. Seashore, E. Lawler, P. Mirvis, & C. Cammann (Eds.), *Assessing organizational change* (pp. 71–135). New York: Wiley.
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- $J\_sat = (J\_sat1 + J\_sat2 + J\_sat3) / 3$ .

Organizational Satisfaction.

- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14, 224-247.

- $O\_com = (O\_sat1 + O\_sat2 + O\_sat3\_R + O\_sat4 + O\_sat5 + O\_sat6 + O\_sat7\_R + O\_sat8 + O\_sat9\_R + O\_sat10 + O\_sat11\_R + O\_sat12\_R + O\_sat13 + O\_sat14\_R + O\_sat15) / 15$ .

Depression.

- Radloff, L.S. (1977). The CES-D scale: A self-report depression scale for research in the general population. *Applied Psychological Measurement*, 1, 385-401.
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- $Dep = (D1 + D2 + D3 + D4\_R + D5 + D6 + D7 + D8\_R + D9 + D10 + D11 + D12\_R + D13 + D14 + D15 + D16\_R + D17 + D18 + D19 + D20) / 20$ .

Anxiety.

- Beck, A. T., Epstein, N., Brown, G., & Steer, R. (1988). An inventory for measuring anxiety: Psychometric properties. *Journal of Consulting and Clinical Psychology*, 56, 893–897.
- $Anx = (Anx1 + Anx2 + Anx3 + Anx4 + Anx5 + Anx6 + Anx7 + Anx8 + Anx9 + Anx10 + Anx11 + Anx12 + Anx13 + Anx14 + Anx15 + Anx16 + Anx17 + Anx18 + Anx19 + Anx20 + Anx21) / 21$ .