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.
* J\_sat=(J\_sat1 + J\_sat2\_R + 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.
* 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.