The results of normality test.

Table S1. The results of Kolmogorov-Smirnov test.

|  |  |
| --- | --- |
|  | Kolmogorov-Smirnov |
| Statistic | df | Sig. |
| resiliency | 0.106 | 288 | <0.001 |

Table S2. The results of Kruskal–Wallis test.

|  |  |
| --- | --- |
|  | Kruskal–Wallis |
| Statistic | df | Sig. |
| Marital status | 0.125 | 2 | 0.939 |
| employment status  | 3.030 | 4 | 0.553 |
| Job shift | 5.126 | 4 | 0.275 |
| Hospital | 2.678 | 3 | 0.444 |

Table S3. The results of Mann-Whitney U-test

|  |  |
| --- | --- |
|  | Mann-Whitney U-test |
| Mann-Whitney U | Z | Sig. |
| Unit | 9649.5 | -1.017 | 0.309 |
| Gender | 5237.0 | -1.961 | 0.040 |
| Morbidity | 9387.0 | -1.028 | 0.304 |
| Education | 976.5 | -0.032 | 0.974 |
| Job | 743.5 | -2.501 | 0.012 |
| hope in job | 1432.5 | -2.298 | 0.022 |
| suggestion | 3283.0 | -2.055 | 0.040 |
| give up job | 9080.0 | -1.792 | 0.073 |