

Supplementary Table 1. Descriptive statistics for study variables (N=202)

Variable	Possible range	Actual range	M±SD	Skewness	Kurtosis
Social support	1–5	1.22–5.00	3.24±0.85	–0.01	–0.29
Informational support	1–5	1.00–5.00	3.41±0.90	–0.25	–0.28
Emotional support	1–5	1.22–5.00	3.13±0.86	0.12	0.44
Tangible support	1–5	1.00–5.00	3.11±0.99	–0.07	–0.46
Appraisal support	1–5	1.00–5.00	3.25±0.90	0.00	0.33
Organizational socialization	1–5	1.59–4.03	2.98±0.42	–0.04	–0.04
Organizational commitment	1–7	2.00–7.00	4.26±0.99	0.26	–0.07

SD, standard deviation.