

**Supplementary Table 2.** Correlation matrix of study variables (N=202)

Variable	Social support		Informational support		Emotional support		Tangible support		Appraisal support		Organizational socialization		Organizational commitment	
	r	p	r	p	r	p	r	p	r	p	r	p	r	p
Social support	1													
Informational support	0.95	<.001	1											
Emotional support	0.97	<.001	0.85	<.001	1									
Tangible support	0.94	<.001	0.88	<.001	0.89	<.001	1							
Appraisal support	0.96	<.001	0.87	<.001	0.91	<.001	0.87	<.001	1					
Organizational socialization	0.53	<.001	0.41	<.001	0.56	<.001	0.47	<.001	0.55	<.001	1			
Organizational commitment	0.48	<.001	0.42	<.001	0.48	<.001	0.42	<.001	0.48	<.001	0.62	<.001	1	