

Table S3. Full Correlation Matrices for the SEM's.

Full Correlation Matrices for the SEM's.

<i>1. The Job Resources Model</i>									
	TFL	AMWB	PRWB	DEWB	IDWB	PERS	TASK	ORG	REL
1. TFL	1								
	.38								
2. AMWB	(106, 121) (45,629)	1							
	.35	.47							
3. PRWB	(50, 51) (114,430)	(7, 11) (4,932)	1						
	-.27	-.42	-.44						
4. DEWB	(87, 140) (39,005)	(17, 44) (7,432)	(9, 15) (8,136)	1					
	-.20	-.30	-.47	.52					
5. IDWB	(64, 75) (31,015)	(15, 24) (7,426)	(7, 8) (4,879)	(19, 33) (10,142)	1				
	.27	.41	.31	-.24	-.22				
6. PERS	(61, 80) (28,434)	(33, 67) (12,329)	(7, 17) (4,588)	(20, 54) (13,215)	(20, 36) (10,862)	1			
	.38	.41	.32	-.28	-.20	.33			
7. TASK	(40, 71) (16,577)	(21, 41) (9,273)	(9, 17) (4,660)	(17, 72) (7,834)	(11, 38) (8,031)	(12, 48) (8,117)	1		
	.51	.41	.33	-.31	-.20	.33	.43		
8. ORG	(37, 46) (22,263)	(24, 36) (10,516)	(5, 6) (9,121)	(15, 42) (11,550)	(6, 13) (6,338)	(11, 19) (6,565)	(14, 47) (6,700)	1	
	.42	.36	.27	-.28	-.21	.27	.31	.39	
9. REL	(28, 32) (17,126)	(15, 21) (8,082)	(6, 8) (4,394)	(16, 36) (12,528)	(8, 14) (5,422)	(7, 19) (10,041)	(17, 46) (8,301)	(10, 19) (5,786)	1

2. The Job Demands Model

	TFL	AMWB	PRWB	DEWB	IDWB	CD	HD
1. TFL	1						
2. AMWB	.38 (106, 121) (45,629)	1					
3. PRWB	.35 (50, 51) (114,430)	.47 (7, 11) (4,932)	1				
4. DEWB	-.27 (87, 140) (39,005)	-.42 (17, 44) (7,432)	-.44 (9, 15) (8,136)	1			
5. IDWB	-.20 (64, 75) (31,015)	-.30 (15, 24) (7,426)	-.47 (7, 8) (4,879)	.52 (19, 33) (10,142)	1		
6. CD	-.20 (20, 23) (12,538)	-.15 (7, 18) (5,128)	-.21 (6, 9) (4,382)	.38 (13, 25) (7,475)	.30 (10, 20) (7,878)	1	
7. HD	-.28 (24, 48) (17,789)	-.27 (9, 32) (8,723)	-.31 (7, 12) (4,565)	.36 (14, 62) (7,393)	.37 (13, 51) (10,718)	.30 (12, 41) (9,395)	1

3. The Comparison Model

	TFL	AMWB	PRWB	DEWB	IDWB	JD	JR	PERS
1. TFL	1							
2. AMWB	.38 (106, 121) (45,629)	1						
3. PRWB	.35 (50, 51) (114,430)	.47 (7, 11) (4,932)	1					
4. DEWB	-.27 (87, 140) (39,005)	-.42 (17, 44) (7,432)	-.44 (9, 15) (8,136)	1				
5. IDWB	-.20 (64, 75) (31,015)	-.30 (15, 24) (7,426)	-.47 (7, 8) (4,879)	.52 (19, 33) (10,142)	1			
6. JD	-.25 (33, 71) (21,247)	-.22 (11, 50) (9,491)	-.28 (10, 21) (5,648)	.38 (20, 87) (9,649)	.36 (16, 71) (11,628)	1		
7. JR	.45 (78, 170) (43,093)	.39 (44, 107) (18,298)	.30 (14, 34) (12,207)	-.29 (29, 167) (21,127)	-.20 (17, 81) (11,468)	-.23 (19, 221) (11,411)	1	
8. PERS	.27 (61, 80) (28,434)	.41 (33, 67) (12,329)	.31 (7, 17) (4,588)	-.24 (20, 54) (13,215)	-.22 (20, 36) (10,862)	-.10 (12, 72) (8,419)	.30 (22, 115) (16,587)	1

4. SEM with all work characteristics and one well-being indicator - AMWB

	TFL	AMWB	CD	HD	PERS	TASK	ORG	REL
1. TFL	1							
2. AMWB	.38 (106, 121) (45,629)	1						
3. CD	-.19 (20, 23) (12,538)	-.13 (7, 18) (5,128)	1					
4. HD	-.27 (24, 48) (17,789)	-.24 (9, 32) (8,723)	.32 (12, 41) (9,395)	1				
5. PERS	.28 (61, 80) (28,434)	.43 (33, 67) (12,329)	-.01 (8, 31) (7,425)	-.14 (10, 41) (7,572)	1			
6. TASK	.39 (40, 71) (16,577)	.41 (21, 41) (9,273)	-.16 (11, 35) (8,204)	-.23 (12, 81) (8,468)	.35 (12, 48) (8,117)	1		
7. ORG	.51 (37, 46) (22,263)	.41 (24, 36) (10,516)	-.24 (6, 9) (4,585)	-.23 (7, 21) (4,870)	.34 (11, 19) (6,565)	.42 (14, 47) (6,700)	1	
8. REL	.43 (28, 32) (17,126)	.37 (15, 21) (8,082)	-.15 (6, 10) (4,933)	-.20 (12, 39) (7,311)	.27 (7, 19) (10,041)	.32 (17, 46) (8,301)	.40 (10, 19) (5,786)	1

5. SEM with all work characteristics and one well-being indicator - PRWB

	TFL	PRWB	CD	HD	PERS	TASK	ORG	REL
1. TFL	1							
2. PRWB	.35 (50, 51) (114,430)	1						
3. CD	-.20 (20, 23) (12,538)	-.22 (6, 9) (4,382)	1					
4. HD	-.28 (24, 48) (17,789)	-.31 (7, 12) (4,565)	.30 (12, 41) (9,395)	1				
5. PERS	.27 (61, 80) (28,434)	.31 (7, 17) (4,588)	-.03 (8, 31) (7,425)	-.15 (10, 41) (7,572)	1			
6. TASK	.38 (40, 71) (16,577)	.32 (9, 17) (4,660)	-.18 (11, 35) (8,204)	-.24 (12, 81) (8,468)	.33 (12, 48) (8,117)	1		
7. ORG	.51 (37, 46) (22,263)	.33 (5, 6) (9,121)	-.26 (6, 9) (4,585)	-.24 (7, 21) (4,870)	.33 (11, 19) (6,565)	.40 (14, 47) (6,700)	1	
8. REL	.42 (28, 32) (17,126)	.28 (6, 8) (4,394)	-.16 (6, 10) (4,933)	-.22 (12, 39) (7,311)	.27 (7, 19) (10,041)	.30 (17, 46) (8,301)	.38 (10, 19) (5,786)	1

6. SEM with all work characteristics and one well-being indicator - DEWB

	TFL	DEWB	CD	HD	PERS	TASK	ORG	REL
1. TFL	1							
2. DEWB	-.28 (87, 140) (39,005)	1						
3. CD	-.21 (20, 23) (12,538)	.37 (13, 25) (7,475)	1					
4. HD	-.29 (24, 48) (17,789)	.35 (14, 62) (7,393)	.29 (12, 41) (9,395)	1				
5. PERS	.27 (61, 80) (28,434)	-.25 (20, 54) (13,215)	-.04 (8, 31) (7,425)	-.17 (10, 41) (7,572)	1			
6. TASK	.37 (40, 71) (16,577)	-.31 (17, 72) (7,834)	-.20 (11, 35) (8,204)	-.26 (12, 81) (8,468)	.32 (12, 48) (8,117)	1		
7. ORG	.50 (37, 46) (22,263)	-.32 (15, 42) (11,550)	-.28 (6, 9) (4,585)	-.26 (7, 21) (4,870)	.32 (11, 19) (6,565)	.40 (14, 47) (6,700)	1	
8. REL	.41 (28, 32) (17,126)	-.29 (16, 36) (12,528)	-.18 (6, 10) (4,933)	-.24 (12, 39) (7,311)	.26 (7, 19) (10,041)	.29 (17, 46) (8,301)	.37 (10, 19) (5,786)	1

7. SEM with all work characteristics and one well-being indicator - IDWB

	TFL	IDWB	CD	HD	PERS	TASK	ORG	REL
1. TFL	1							
2. IDWB	-.20 (64, 75) (31,015)	1						
3. CD	-.20 (20, 23) (12,538)	.30 (10, 20) (7,878)	1					
4. HD	-.28 (24, 48) (17,789)	.38 (13, 51) (10,718)	.30 (12, 41) (9,395)	1				
5. PERS	.27 (61, 80) (28,434)	-.20 (20, 36) (10,862)	-.02 (8, 31) (7,425)	-.15 (10, 41) (7,572)	1			
6. TASK	.38 (40, 71) (16,577)	-.19 (11, 38) (8,031)	-.18 (11, 35) (8,204)	-.24 (12, 81) (8,468)	.33 (12, 48) (8,117)	1		
7. ORG	.51 (37, 46) (22,263)	-.20 (6, 13) (6,338)	-.26 (6, 9) (4,585)	-.24 (7, 21) (4,870)	.33 (11, 19) (6,565)	.40 (14, 47) (6,700)	1	
8. REL	.42 (28, 32) (17,126)	-.21 (8, 14) (5,422)	-.16 (6, 10) (4,933)	-.22 (12, 39) (7,311)	.27 (7, 19) (10,041)	.30 (17, 46) (8,301)	.38 (10, 19) (5,786)	1

Note: first number in parentheses = number of studies, second number in parentheses = number of correlations, number in parentheses and italics = the n for this correlation, TFL = transformational leadership, AMWB = affective-motivational well-being, PRWB = pleased-relaxed well-being, DEWB = depressed-exhausted well-being, IDWB = irritated-distressed well-being, CD = challenge demands, HD = hindrance demands, PERS = personal resources, TASK = task-related resources, ORG = organizational resources, REL = relational resources, JD = job demands, JR = job resources.