

Supplemental Table 1. HR survey questions and Dimensions 1-4	Cronbach Alpha
Dimension 1: Overall satisfaction with the company	0.94
Overall, I am extremely satisfied with the company as a place to work.	
I am proud to work for the company.	
I would gladly refer a good friend or family member to the company for employment.	
I believe the company has an outstanding future.	
The leadership of the company has communicated a vision of the future that motivates me.	
I trust the leadership of the company.	
In the company there is open and honest two-way communication.	
The company provides me with the opportunity for learning and development.	
I feel valued as an employee of the company.	
Dimension 2: Positive work environment	0.90
I can see a clear link between my work and the company's objectives.	
My ideas and suggestions count.	
My job makes good use of my skills and abilities.	
I am appropriately involved in decisions that affect my work.	
I feel encouraged to come up with new and better ways of doing things.	
My workgroup has a climate in which diverse perspectives are valued.	
I have the authority to correct problems as they occur.	
Customer problems are dealt with quickly.	
I work in an environment that promotes safety.	
We do not compromise EHS values for the sake of production or profit.	
Dimension 3: Positive perception of supervisor	0.93
My immediate supervisor is an outstanding leader.	
My immediate supervisor keeps his/her commitments.	
I trust my immediate supervisor.	
My immediate supervisor clearly communicates what is expected of me.	
My immediate supervisor gives me feedback that helps me improve my performance.	
My immediate supervisor treats me with respect and dignity.	
Dimension 4: Job is stressful	0.80
I find my work stressful.	
I find that I am worn out at the end of the day.	
I find that my work demands often interfere with my family life.	
I find that work issues remain on my mind after hours.	