

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
Abate et al., 2014	528	Spain	social service	MLQ	PRWB	prwb	well-being emotional exhaustion	PERS	occupational self-efficacy
Ali, 2015	203	USA	NGO	MLQ	DEWB	ee		HD	role ambiguity
Altansukh, 2015	337	Mongolia	mixed	TLI	AMWB	we	work engagement		
Arfat et al, 2017	700	Pakistan	finance	other	AMWB	we	work engagement	REL	supportive culture
Arifin et al., 2014	251	Indonesi	education	MLQ	AMWB	we	work engagement	ORG	organizational culture innovative work behavior
Ariyani & Hidayati, 2018	378	Indonesia	finance	n/a	AMWB	we	work engagement	TASK	
Arnold & Walsh, 2015	215	n/a	industry	GTL	PRWB	prwb	psych. well-being	HD	customer incivility
					IDWB	na	negative affectivity	TASK	meaning of work
Arnold et al., 2007 (1)	319	Canada	health care	GTL	AMWB	posaff	pos. aff. well-being	TASK	meaningful work
Arnold et al., 2007 (2)	146	Canada	mixed	MLQ	PRWB	prwb	psych. well-being	TASK	meaningful work
Aryee et al., 2012	193	China	industry	MLQ	AMWB	we	work engagement	REL	LMX (relational)
									meaningfulness of work
								TASK	
Bae et al., 2013	280	USA	education	MLQ	AMWB	we	work engagement		
Bamberg et al., 2011	1958	Germany	mixed	MLQ	IDWB	irri	irritation		
Bass et al., 2016	728	USA	education	other	AMWB	we	work egagement		
					DEWB	ee			
Berger et al., 2019	501	Germany	industry	other	IDWB	js	strain	REL TASK HD	team climate for learning autonomy role ambiguity
Besieux et al., 2015	5313	Belgium	finance sector	MLQ	AMWB	we	work engagement		
Boerner et al., 2008	142	Germany	health care	other	IDWB	js		CD	stressors
Bohorquez, 2016	192	Colombia	education	MLQ	DEWB	ee	emotional exhaustion	ORG	organizational commitment
					DEWB	dep	depersonalization		

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Bono et al., 2007	57	USA	health care	MLQ	DEWB	rpa	personal realization		
					AMWB	posaff	positive affect (happiness, enthusiasm, optimism)		
							general stress (opposed to momentary due to day level)		
Breevaart et al., 2014a	61	Norway	naval cadets	MLQ	IDWB	js	negative affect (anxiety, anger irritation)	REL TASK	social support autonomy
					IDWB	js			
					AMWB	we	work engagement		
Breevaart et al., 2014b	162	Norway	navel cadets	TLI	AMWB	we	work engagement	TASK	job resources
Bright, 2018	116	USA	industry	MLQ	AMWB	we	work engagement		
Buck, 2018	111	USA	NGO	MLQ	AMWB	we	work engagement		
Bui et al., 2017	691	China	mixed	MLQ	AMWB	we	work engagement	TASK	person-job-fit
Buil et al., 2016	323	Spain	industry	GTL	AMWB	we	work engagement	ORG	organizational citizenship behavior
								PERS	employees
									organizational identification
Caniels et al., 2018	259	Netherlands	industry	TLS	AMWB	we	work engagement		
Carlstroem & Johanson, 2014	48	Sweden	industry	MLQ	PRWB	prwb	positive well-being		
Cheng et al., 2016	201	Australia	health care	MLQ	DEWB	burn	burnout	REL	social identity

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Childers, 2019	196	USA	education	MLQ	AMWB DEWB DEWB DEWB	we ee dep rpa	work engagement burnout burnout personal realization	PERS TASK	occupational self-efficacy autonomy
Chua & Ayoko, 2019	155	Singapore	industry	MLQ	AMWB	we	work engagement emotional exhaustion	PERS	intrinsic motivation
Cole & Bedeian, 2007	828	USA	NGO	MLQ	DEWB	ee	emotional exhaustion		
Collier, 2004	44	USA	health care	MLQ	DEWB DEWB DEWB	ee dep rpa	emotional exhaustion depersonalization burnout		
Corrigan et al., 2003	620	USA	health care	MLQ	DEWB DEWB DEWB	ee burn dep	emotional exhaustion reduced professional efficacy depersonalization		
Daenzer, 2009	32	USA	industry	MLQ	IDWB	js	job stress		
Dartey-Baah & Ampofo, 2015	196	Ghana	financial sector	MLQ	IDWB	js			
Dibley et al., 2014	307	South Africa	public service	MLQ	AMWB	we	work engagement		
Diebig et al., 2017a	292	Germany	mixed	TLI	DEWB AMWB	burn we	burnout work engagement	REL	team cooperation
Diebig et al., 2017b	205	Germany	mixed	TLI	IDWB	irri	stress	HD	role conflict
Divya & Suganthi, 2018	336	India	industry	TLS	DEWB	burn	burnout	ORG	organizational justice
Dubinsky et al., 1995	174	USA	industry	MLQ	DEWB IDWB	burn js	burnout job stress	HD HD	role ambiguity role conflict

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Franke & Felfe, 2011 (1)	201	Germany	industry	MLQ	IDWB	irri	perceived strain	PERS	affective organizational commitment
Franke & Felfe, 2011 (2)	509	Germany	mixed	MLQ	IDWB	irri	perceived strain	PERS	affective organizational commitment
Franke et al., 2012 (1)	136	Germany	mixed public service	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (2)	82	Germany	service	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (3)	80	Germany	mixed	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (4)	101	Germany	industry	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (5)	795	Romania	mixed	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (6)	201	Germany	health care	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (7)	251	mixed	industry public service	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (8)	195	Germany	service	MLQ	IDWB	irri	irritation		
Franke et al., 2012 (9)	154	Germany	industry	MLQ	IDWB	irri	irritation		
Franke et al., 2014	535	Germany	mixed	MLQ	IDWB	irri	irritation		
Freeborough & Patterson, 2015	389	USA	NGO	MLQ	AMWB	we	work engagement		
Garcia-Rivera et al., 2013	102	Mexico	health care	MLQ	DEWB	ee	emotional exhaustion		
Garcia-Sierra & Fernandez-Castro, 2018	131	Spain	health care	MLQ	AMWB	we	work engagement (only vigor + dedication)	ORG	structural empowerment
Gautam & Enslin, 2019	191	Africa	mixed	MLQ	AMWB	we	work engagement		
Gerards et al., 2018	656	Netherlands	mixed	other	AMWB	we	work engagement	ORG	access to organizational knowledge

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								ORG	freely accessible and open workplace
								REL	social interaction
								TASK	new ways of working facet 1 (autonomy)
Gerick, 2014	3018	Germany	education	MLQ	PRWB	prwb	habitual well-being	ORG	flow of information
					DEWB	ee	emotional exhaustion	ORG	participation
Ghadi et al., 2013	530	Australia	mixed public	GTL	AMWB	we	work engagement	TASK	meaning in work
Ghislieri et al., 2013	125	Italy	service	GTL	AMWB	we	work engagement		
Gilbert & Kelloway, 2018	3132	USA	mixed	GTL	PRWB	prwb	well-being	ORG	recognition
Gilbert et al., 2017	487	Canada	mixed	MLQ	DEWB	burn	burnout	PERS	personal resources
Gill et al., 2006	137	USA	industry	other	DEWB	ee	burnout		
					IDWB	js			
Gill et al., 2010	264	India	industry	other	IDWB	js			
Gillet et al., 2013	343	France	health care	GTL	AMWB	we	work engagement	ORG	distributive justice
								ORG	interactional justice
								ORG	organizational quality (quality of work life)
Gong et al., 2013	256	USA	education	MLQ	DEWB	rpa	reduced personal accomplishment		
					DEWB	ee	emotional exhaustion		
					DEWB	dep	depersonalization		
							positive affect (happiness, enthusiasm, optimism)		
Gordick, 2002	296	USA	mixed	TLI	AMWB	posaff		PERS	coping with organizational change

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Goswami et al., 2016	235	India	industry	TLI	IDWB IDWB AMWB AMWB	na js posaff we	negative affect (anxiety, anger irritation) perceived stress positive emotions at work work egagement	PERS	OCB
Green et al., 2013	388	USA	health care	MLQ	DEWB	ee	emotional exhaustion		
Green et al., 2014	285	USA	health care	MLQ	DEWB DEWB DEWB	ee rpa dep	emotional exhaustion burnout depersonalization	HD ORG HD REL TASK	role overload growth/advancement role conflict cooperation role clarity occupational self-efficacy
Gregersen et al., 2011	461	Germany	health care	MLQ	DEWB DEWB IDWB	ee dep irri	emotional exhaustion depersonalization irritation	PERS	
Gutierrez, 2014	430	USA	mixed	MLQ	AMWB	we	work engagement		
Hand et al., 2015	136	Australia	education	MLQ	IDWB	js	personal strain/stress	HD HD	role overload role conflict organizational commitment organizational identification
Hansen et al., 2014	451	USA	industry	TLS	AMWB	we	work engagement	PERS	
Hartling, 2019	278	USA	mixed	MLQ	IDWB DEWB DEWB IDWB	js dep rpa js	work tension cynicism professional efficacy stress	PERS	

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Hawkes et al., 2017	277	Australia	mixed	TLI	DEWB AMWB	ee we	emotional exhaustion work engagement	ORG TASK	recognition influence at work
Hayati et al., 2014	240	Iran	health care	MLQ	AMWB	we	work engagement		
Hee et al., 2018	200	Malaysia	public service	MLQ	AMWB	we	employee engagement		
Henkel, 2012	148	USA	education	MLQ	AMWB	we	work engagement		
Hentrich et al., 2016	1074	Germany	health care	MLQ	IDWB	irri	cognitive irritation	HD	emotional demands
					IDWB	irri	emotional irritation	PERS CD	occupational self-efficacy
Hetland et al., 2007	289	Norway	industry	MLQ	DEWB	dep	depersonalization		quantitative demands
							reduced professional efficacy		
					DEWB	burn	emotional exhaustion		
Hildenbrand et al., 2018	148	Germany	n/a	MLQ	DEWB AMWB IDWB	ee burn we na	burnout thriving negative affect		
Hofslett-Kopperud et al., 2014 (1)	1226	Norway	financial sector	MLQ	AMWB	we	work engagement	ORG	service climate
Hofslett-Kopperud et al., 2014 (2)	291	Norway	industry	MLQ	AMWB	we	work engagement		
Holstad et al., 2011 (1)	1255	Germany	mixed	GTL	AMWB IDWB	we na	work engagement negative affect		
Holstad et al., 2011 (2)	437	Finland	mixed	GTL	AMWB IDWB	we na	work engagement negative affect		
Holstad et al., 2011 (3)	552	Finland	mixed	GTL	AMWB	we	work engagement		

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					IDWB	na	negative affect		
Holstad et al., 2013	2092	Germany	mixed	GTL	DEWB	ee	emotional exhaustion	ORG	procedural fairness
			financial		IDWB	irri	cognitive irritation		
Holstad et al., 2014	199	Germany	sector	MLQ	IDWB	irri	emotional irritation	PERS	professional ambition
Holten et al., 2018	2947	Germany	mixed	GTL	PRWB	prwb	well-being		
Ilyavi, 2019	100	USA	education	MLQ	DEWB	dep	depersonalization		
					DEWB	ee	emotional exhaustion		
					DEWB	rpa	personal accomplishment		
Jacobs et al., 2013	315	Germany	industry	TLI	PRWB	prwb	well-being	HD CD TASK TASK	job demands job demands physical decision latitude decision authority
Jansen in de Wal et al., 2020	687	Netherla nds	education	other	AMWB	we	engagement in learning	CD HD PERS PERS PERS REL REL TASK	work pressure emotional pressure autonomous motivation competence autonomy relatedness social support autonomy
Javeed & Farooqi, 2013	152	Pakistan	financial sector	GTL	AMWB	posaff	well-being	TASK TASK ORG	meaningful work influence involvement

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Jena et al., 2018	511	India	industry	TLI	AMWB	we depressi	employee engagement	ORG	organizational trust
Johnston, 2012 (1)	187	Canada	education	GTL	DEWB AMWB	on posaff	well-being well-being		
Johnston, 2012 (2)	915	Canada	mixed	GTL	PRWB	prwb	mental health		
Jordan, 2016	44	USA	industry	MLQ	AMWB	we	work engagement reduced personal accomplishment		
Kadian & Ahlawat, 2017	400	India	n/a	n/a	DEWB	rpa	emotional exhaustion	REL	social support
					DEWB DEWB	ee dep	depersonalization emotional exhaustion	PERS	empowerment
Kanste et al., 2007	601	Finland	health care	MLQ	DEWB DEWB	ee dep	depersonalization personal accomplishment		
					DEWB	rpa			
Kara et al., 2013	443	Turkey	service sector	MLQ	DEWB	burn	emoloyee burnout	ORG	organizational quality
								PERS	organizational commitment
Kath et al., 2012	470	USA	health care	TLS	DEWB DEWB AMWB	dep ee posaff	burnout burnout mental health	TASK REL HD	job control coworker support role overload
					IDWB	js	perceptions of job stress	HD	role conflict
					IDWB DEWB	js rpa	perceptions of job stress burnout	HD TASK CD	role ambiguity predictability non-participation

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Kath et al., 2013	486	USA	health care	TLS	DEWB DEWB IDWB IDWB IDWB DEWB AMWB	dep ee js js na rpa posaff	burnout burnout perceptions of job stress perceptions of job stress negative affect burnout mental health	HD	organizational constraints
								HD	interpersonal conflict
								TASK	job control
								HD	role overload
								HD	role conflict
								HD	role ambiguity
								CD	non-participation
								HD	organizational constraints
Kelloway et al., 2012 (1)	436	USA	industry	MLQ	PRWB	prwb	psychological well-being job related		
Kelloway et al., 2012 (2)	269	USA	mixed	MLQ	DEWB	depressi on	affective well-being job related		
					IDWB	na	affective well-being job related		
					AMWB	posaff	affective well-being job related		
Kelloway et al., 2013	454	USA	health care	TLS	PRWB AMWB	prwb posaff	being mental health	PERS	affective commitment

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Kensbock & Boehm, 2016	89	Israel	industry	MLQ	DEWB	ee	emotional exhaustion	PERS	organization-based self-esteem
Klaic et al., 2018	134	Germany	education	other	IDWB	js	work-related strain	PERS	need-supplies fit
Kranabetter & Niessen, 2016 (1)	206	n/a	finance	MLQ	DEWB DEWB	dep ee	cynicism exhaustion	PERS	HoL (awareness)
Kranabetter & Niessen, 2016 (2)	247	n/a	industry	MLQ	DEWB DEWB	dep ee	cynicism exhaustion	PERS PERS	HoL (awareness) HoL (behavior)
Lam & O'Higgins, 2012	323	China	industry	MLQ	IDWB	js	job stress	PERS	organizational commitment - affective commitment
Lamade, 2019	194	USA	NGO	MLQ	AMWB	we	work engagement		
LaRocca et al., 2018	130	USA	veterans	MLQ	DEWB	on	depression		
Laukamp, 2008	309	Germany	industry	MLQ	IDWB	js			
Lee & Cummings, 2008	172	USA	health care	other	DEWB	dep	depersonalization	TASK	managable workload
					DEWB	ee	emotional exhaustion	ORG	reward
					DEWB	burn	reduced professional efficacy	ORG	fairness values
								ORG	(meaningfulness/organizaional commitment)
								REL	community control
Lee et al., 2019	500	China	mixed	TLI	AMWB	we	work engagement	TASK ORG	performance feedback
Lewis & Cunningham, 2016	120	USA	health care	TLS	DEWB	ee	emotional exhaustion	TASK	managable workload

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					AMWB	we	work engagement	ORG	fairness
								REL	community
								TASK	control
								TASK	reward
Li et al., 2019	281	China	industry	MLQ	AMWB	we	work engagement	PERS	empowerment
									innovative work
								PERS	behavior
Li, 2019	558	China	industry	MLQ	AMWB	we	work engagement	PERS	psychological capital
									employee voice
									behavior
Liang et al., 2017	211	China	industry	MLQ	AMWB	we	work engagement	PERS	
Lin et al, 2015	651	China	health care	MLQ	PRWB	prwb	general health		
Lin et al., 2019	130	USA	mixed	MLQ	AMWB	posaff	positive affect	PERS	OCB
							emotional		
					DEWB	ee	exhaustion		
Liu et al., 2010	745	China	mixed	other	IDWB	js	stress symptoms	jd	work stress
			public				occupational		psychological
Liu et al., 2019	385	China	service	MLQ	DEWB	ee	burnout	PERS	empowerment
							occupational		
					DEWB	dep	burnout		
							occupational		
					DEWB	rpa	burnout		
Liu, 2012	107	USA	health care	MLQ	AMWB	we	job engagement		
							emotional		
Lozano-Chapa, 2017	109	USA	education	MLQ	DEWB	ee	exhaustion		
							emotional		
Madathil et al., 2014	89	USA	health care	MLQ	DEWB	ee	exhaustion	TASK	autonomy
							personal		
					DEWB	rpa	accomplishment		
					DEWB	dep	depersonalization		
						depressi	depressive		
Malloy & Penprase, 2010	122	USA	health care	MLQ	DEWB	on	symptoms	HD	role conflict

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					IDWB	js	behavioral and cognitive stress	CD	work demands
					DEWB	burn	burnout	CD	quantitative demands
								CD	cognitive demands
								HD	emotional demands
									hiding emotion
								HD	demands
									occupational self-
								PERS	efficacy
									social support
								REL	(colleagues)
								TASK	role clarity
								TASK	influence over work
									development
Maricle, 2013	70	USA	Education	MLQ	DEWB	ee			possibilities (work)
Mauno, 2016	3466	Finland	health care	GTL	AMWB	we	work engagement	HD	variation of work
Mayr, 2017	213	Germany	NGO	MLQ	AMWB	we	work engagement		commitment
Mazzetti et al., 2019	358	Italy	industry	MLQ	AMWB	we	work engagement	PERS	meaning of work
					PRWB	prwb	general health		
McKee et al., 2011	178	Canada	health care	MLQ	PRWB	prwb	mental well-being	REL	hardiness
								TASK	sense of community
									meaningful work
Mehari, 2015	82	Sweden	health care	GTL	PRWB	prwb	well-being	TASK	meaningful work
									structural
Monje Amor et al., 2020	240	Spain	industry	TLS	AMWB	we	work engagement	ORG	empowerment
Moss, 2009	160	Australia	mixed	TLS	AMWB	we	dedication	PERS	self-esteem
					AMWB	we	vigor		

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Mostafa, 2019	229	Great Britain	service sector	TLI	AMWB	we	work engagement	ORG	organizational social capital
Munir et al., 2010	447	Denmark	health care	GTL	AMWB	posaff	well-being	ORG	involvement
					DEWB	depression	depressive symptoms	PERS TASK	occupational self-efficacy
								TASK	role clarity
								TASK	opportunities for development
								TASK	influence
								TASK	meaningful work
Nelson & Shraim, 2014	231	Kuwait	service sector	MLQ	AMWB	we	work engagement		
Nielsen & Daniels, 2012	425	Denmark	mixed	GTL	AMWB	we	vitality	jd	role conflict
					DEWB	burn	burnout	REL	social support
								REL	cohesion
								TASK	meaningful work
Niessen et al., 2017	200	Germany	education	MLQ	AMWB	we	thriving	PERS	proactivity
					DEWB	ee	emotional exhaustion		
Odink, 2014	191	mixed	mixed	other	AMWB	we	happiness (work related)	REL	relationships
					AMWB	we	health		
Othman, 2017	112	Malaysia	n/a	other	AMWB	we	work engagement		
Parveen & Adeinat, 2019	250	Saudi Arabia	finance sector	MLQ	DEWB	burn	burnout		
					IDWB	js	work stress		
Peng & Tseng, 2019	234	China	health care	MLQ	AMWB	we	work engagement		
Perilla Toro & Ortiz, 2017	597	Columbia , Mexico	mixed	MLQ	AMWB	posaff	positive affect	PERS	occupational self-efficacy

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Perko et al., 2014	557	Finland	public sector	GTL	PRWB IDWB DEWB	prwb na depressi on	symptoms of discomfort negative affect depression work-related rumination	PERS TASK	occupational self-efficacy meaningfulness of work
Perko et al., 2016	262	Finland	public sector	GTL	AMWB DEWB	we ee	vigor emotional exhaustion		
Prochazka et al., 2017	307	Czech Republic	mixed Service sector	other	AMWB	we	work engagement	PERS	occupational self-efficacy
Reddy & Mehta, 2019	150	India	sector	MLQ	DEWB	burn	burnout emotional exhaustion		
Rittschof & Fortunato, 2016	197	USA	mixed	MLQ	DEWB	ee	personal accomplishment depersonalization chronic stress	PERS	affective commitment
Rowold & Heinitz, 2008 (1)	101	Germany	industry public service	MLQ	DEWB IDWB	rpa dep js			
Rowold & Heinitz, 2008 (2)	1311	Germany	public service	MLQ	IDWB	js	work-related stress emotional exhaustion		
Russell et al., 2014	379	USA	public service	TLI	DEWB DEWB	ee dep	depersonalization reduced personal accomplishment	HD	stressors
Sahin et al., 2014	365		mixed	MLQ	DEWB AMWB	rpa we	work engagement	ORG PERS TASK	organizational support psychological capital job control

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								TASK	job clarity
								TASK	job competency
Sahu et al., 2018	405	India	industry	MLQ	AMWB	we	employee engagement	ORG	employer branding
									occupational self-efficacy
Salanova et al., 2011	280	Spain	health care	MLQ	AMWB	we	vigour	PERS	
					AMWB	we	dedication		
Salanova et al., 2014	702	Spain	mixed	TLI	DEWB	dep	cynicism	CD	quantitative overload
					IDWB	js	anxiety	jd	role ambiguity
						depressi			
					DEWB	on	boredom	jd	role conflict
					AMWB	we	pleasure	jd	monotony
					DEWB	ee	fatigue	jd	emotional overload
							professional		
					DEWB	rpa	competence	jd	mental overload
					AMWB	we	dedication	jd	mobbing
					AMWB	we	vigor	jd	emotional competences
									organizational
					AMWB	we	absorption	ORG	commitment
									occupational self-efficacy
								PERS	
								PERS	intrinsic interest
									inefficacy beliefs
								PERS	(recoded)
								REL	teamwork
								TASK	control
Salem, 2015	327	Egypt	service sector	MLQ	DEWB	burn	burnout		
					IDWB	js	job stress		

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Schmitt et al., 2016	148	Netherlands	mixed	other	IDWB AMWB	js we	job strain work engagement	PERS	personal initiative
Seltzer et al., 1989	277	USA	MBA students	MLQ	DEWB IDWB	burn js	burnout job stress		
Sharma & Krishnan, 2012	93	India	mixed	other	AMWB	we	work engagement		
Shi et al., 2014	378	China	health care	TLI	DEWB	dep	cynicism emotional exhaustion		
Shokory & Suradi, 2018	195	Malaysia	mixed	MLQ	DEWB AMWB	ee we	work engagement psychological distress		
Skogstad et al., 2007	2273	Norway	mixed		IDWB	js		HD	role conflict conflicts with coworkers bullying role ambiguity
Smith, 2012	142	USA	health care	TLS	DEWB DEWB AMWB	burn burn we	burnout burnout work engagement	TASK REL TASK TASK ORG ORG	workload community reward control fairness values
Song et al., 2012	432	Korea	mixed financial	MLQ	AMWB	we	work engagement		
Soo & Ali, 2013	474	Malaysia	sector	MLQ	IDWB IDWB	js js	emotional stress psychological stress		
Stein et al., 2019	356	Germany	education	GTL	IDWB	irri	irritation		
Stenling & Tafvelin, 2014	184	Sweden	athletes	other	AMWB	posaff	well-being	PERS	need satisfaction

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Stordeur et al., 2001	625	Belgium	health care	MLQ	DEWB	ee	emotional exhaustion	HD HD CD HD	role ambiguity role conflict workload social environment
Strom et al., 2014	348	USA	industry	MLQ	AMWB	we	work engagement	ORG ORG	procedural justice distributive justice
Syrek et al., 2013	262	Germany	industry	TLS	DEWB	ee	emotional exhaustion	CD	time pressure
Tafvelin et al., 2011	101	Sweden	social service public	MLQ	AMWB	posaff	affective well-being	ORG	climate for innovation
Tafvelin et al., 2019	217	Sweden	service	GTL	DEWB	burn	burnout		
Taylor, 2014	78	USA	education service	MLQ	AMWB	we	work engagement		
Teare, 2006	147	USA	sector	other	IDWB DEWB	js burn	job stress burnout		
Tims et al., 2011	45	Netherlands	industry	MLQ	AMWB	we	work engagement		
Tsai et al., 2009	282	Taiwan	industry	MLQ	AMWB	posaff	positive moods		
van Dick et al., 2018	5290	mixed	mixed	GTL	DEWB	burn	burnout	PERS REL PERS	innovative work behavior team identification OCB
van Dierendonck et al., 2014	200	Netherlands	education	TLS	AMWB	we	work engagement	jd PERS PERS	job uncertainty affective commitment psychological need satisfaction
Velkova, 2011	71	USA	industry	MLQ	PRWB	prwb	well-being		

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
Verbraak, 2014	119	mixed	mixed	other	AMWB	we	psychological well-being		
					AMWB	we	physical well-being		
					DEWB	ee	burnout		
				individualized consideration of					
Vignoli et al., 2018	492	Italy	industry	MLQ	AMWB	we	work engagement	REL	social support (social well-being)
					PRWB	prwb	general health	HD	conflict with colleagues
									perceived
Vila-Vázquez et al., 2018	320	Spain	industry	GTL	AMWB	we	work engagement	ORG	organizational support
								PERS	core self-evaluations
Vincent-Hoeper, 2013	134	South Africa	mixed	GTL	DEWB	ee	emotional exhaustion	CD	quantitative demands
							affective well-being		
Vincent-Hoeper, 2013	618	Germany	health care		PRWB	prwb		TASK	predictability
Vincent-Hoeper et al., 2012	1132	Germany	mixed	MLQ	AMWB	we	work engagement	HD	role conflict
Vincent-Hoeper et al., 2017a	582	Germany	health care	MLQ	IDWB	irri	irritation	HD	hide emotions
					DEWB	dep	depersonalization	HD	job insecurity
							emotional exhaustion		
					DEWB	ee	psychological well-being	TASK	role clarity
					PRWB	prwb		ORG	influence at work
									closeness to
								ORG	organization
									social support
								REL	colleagues
								REL	feelings of community
								TASK	freedom of action

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
Vincent-Hoeper et al., 2017b	1639	Germany	mixed	MLQ	IDWB	irri	irritation emotional exhaustion positive well-being	TASK	possibilities for development
								TASK	meaning of work
								CD	qualitative overload
								CD	time pressure
								HD	social stressors
								HD	insecurity
								HD	insufficient challenge
								PERS	occupational self-efficacy
Vincent-Hoeper et al., 2018	412	Germany	health care	GTL	IDWB	irri	irritation emotional exhaustion subjective well-being	TASK	possibilities to present
								TASK	freedom of action
								TASK	development
								TASK	possibilities
Vincent-Hoeper et al., 2019 (1)	386	Germany	industry	MLQ	DEWB AMWB IDWB	ee posaff irri	emotional exhaustion positive well-being irritation	PERS	occupational self-efficacy
Vincent-Hoeper et al., 2019 (2)	306	USA	industry	MLQ	DEWB IDWB AMWB AMWB	ee irri posaff we	irritation positive well-being work engagement	PERS	occupational self-efficacy

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
Vincent-Hoeper et al., 2020	2015	Germany	mixed	GTL	AMWB	we	work engagement	CD	quantitative demands
					DEWB	ee	emotional exhaustion	CD	qualitative overexertion
					DEWB	ee	need for recovery	HD	illgitimate tasks
					IDWB	irri	emotional irritation	HD	uncertainty about the job
					IDWB	irri	cognitive irritation	lead	social support leader
					PRWB	prwb	psychologcial well-being	ORG	perceived organizational support
									need for personal
								PERS	development
								PERS	occupational ambition
								PERS	hope for success
								PERS	coping self-efficacy
									increasing structural
								PERS	resources
								PERS	supervisor crafting
									social support
								REL	colleagues
									possibilites for
								TASK	development
								TASK	role clarity
Walsh & Arnold, 2020	246	n/a	mixed	MLQ	IDWB	na	negative affect		
					AMWB	we	psychological well-being (vigor)		
Walsh et al., 2014	254	USA	mixed	MLQ	PRWB	prwb	psychological health		
								ORG	procedural justice
								PERS	psychological empowerment

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
Wang et al., 2017	422	Taiwan	industry	TLI	AMWB AMWB	posaff we	positive affect work engagement	PERS	resilience
Wefald et al., 2011	382	USA	industry	GTL	AMWB	we	work engagement	PERS	affective organizational commitment
					AMWB AMWB	we we	work engagement vigor	ORG	perceived organizational support
					AMWB	posaff	positive affect		goal orientation
Whitford & Moss, 2009	165	mixed	mixed	TLS	AMWB	we	work engagement	PERS	learning
Widmann, 2013	224	USA	industry	MLQ	AMWB	we	work engagement		
Wolf et al., 2007a	545	Germany	mixed	MLQ	DEWB PRWB	ee prwb	emotional exhaustion well-being		
Wolf et al., 2007b	390	Germany	mixed	MLQ	DEWB PRWB DEWB DEWB	ee prwb rpa dep	emotional exhaustion well-being burnout cynicism		
Wolf et al., 2007c	76	Germany	mixed	MLQ	DEWB PRWB	ee prwb	emotional exhaustion well-being		
Wolf et al., 2009a	29	Germany	mixed	MLQ	DEWB DEWB PRWB	ee ee prwb	emotional exhaustion inability to recover well-being		
Wolf et al., 2009b	25	Germany	mixed	MLQ	DEWB PRWB	ee prwb	emotional exhaustion well-being		
Wolf et al., 2010	417	Germany	mixed	MLQ	PRWB	prwb	well-being		

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
					DEWB	ee	emotional exhaustion		
Wolf et al., 2011a	279	Germany	mixed	MLQ	DEWB PRWB	ee prwb	emotional exhaustion well-being		
Wolf et al., 2011b	42	Germany	mixed	MLQ	DEWB PRWB DEWB DEWB	ee prwb dep rpa	emotional exhaustion well-being cynicism burnout		
Wolf, 2012	100	Germany	mixed	MLQ	DEWB DEWB DEWB PRWB	ee dep rpa prwb	emotional exhaustion cynicism burnout well-being		
Wolfram & Mohr, 2009	403	Germany	industry	MLQ	IDWB	irri	emotional irritation	PERS TASK	occupational self-efficacy subjective meaning of work
Wu et al., 2019	391	China	health care	MLQ	DEWB	ee	emotional exhaustion		
Yao et al., 2014	347	China	mixed	MLQ	IDWB	js	work stress	PERS	deviant negative behavior (recoded)
Young et al., 2012	180	South Korea	health care	MLQ	IDWB	js	job stress		
Zhang et al., 2014	339	China	mixed	MLQ	DEWB	ee	emotional exhaustion	CD HD ORG	challenge stressors hindrance stressors organizational justice
Zhu et al., 2009	140	South Africa	mixed	MLQ	AMWB	we	work engagement	PERS	follower characteristics

Authors, Year	sample size	country	economic sector	TFL measure	outcome variable	sub-category	variable name in study	type of work characteristic	work characteristic name in study
Zwingmann et al., 2014 (1)	1438	Austria	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (10)	297	Malaysia	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (11)	335	Mexico	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (12)	1509	Netherlands	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (13)	1464	Slovakia	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (14)	988	South Africa	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (15)	1881	Spain	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (16)	327	Switzerland	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (2)	514	nd	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (3)	2032	Brazil	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (4)	290	Croatia	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (5)	249	Czech Republic	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (6)	78339	France	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (7)	620	Germany	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (8)	3093	Great Britain	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (9)	200	Hungary	mixed	MLQ	PRWB	prwb	well-being		
Zwingmann et al., 2014 (9)	200	Italy	mixed	MLQ	PRWB	prwb	well-being		

Note: MLQ = TFL measurement by Avolio & Bass, 1994, GTL = TFL measurement by Carless et al., 2000, TLI = TFL measurement by Podsakoff et al., 1996, TLS = TFL measurement by Rafferty & Griffin, 2004; AMWB = affective-motivational well-being, PRWB = pleased-relaxed well-being, DEWB = depressed-exhausted well-being, IDWB = irritated-distressed well-being, we = work engagement, ee = emotional exhaustion, dep = depersonalization, rpa = reduced personal accomplishment, js = job stress, irri = irritation, na = negative affect, posaff = positive affect; PERS = personal resource, TASK = task-related resource, REL = relational resource, ORG = organizational resource, CD = challenge demand, HD = hindrance demand