TABLE 3. Relative Weights for Task Load and Second Victim Experience Regressed on MBI Subscales

MDs

	Emotional Exhaustion (R²=0.53)				Depersonalization (R²=0.30)				Reduced Personal Accomplishment (R²=0.21)			
	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW
Mental	0.02	-0.02	0.08	4.7%	0.01	-0.04	0.04	0.4%	0.01	-0.07	0.04	1.7%
Physical	0.01	-0.06	0.04	1.6%	0.01	-0.04	0.07	3.4%	0.05	-0.01	0.17	25.5%
Temporal	0.11*	0.03	0.21	20.0%	0.02	-0.02	0.08	5.5%	0.04	-0.03	0.13	19.4%
Effort	0.08*	0.02	0.20	14.5%	0.01	-0.04	0.08	0.6%	0.01	-0.10	0.03	1.9%
Frustration	0.26*	0.11	0.43	49.5%	0.26*	0.09	0.47	87.9%	0.10*	0.01	0.31	48.7%
PSE	0.05	-0.01	0.15	9.7%	0.01	-0.03	0.06	2.3%	0.01	-0.07	0.04	2.7%

APPs

	Emotional Exhaustion (R²=0.62)				Depersonalization (R²=0.35)				Reduced Personal Accomplishment (R²=0.17)			
	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW
Mental	0.01	-0.13	0.02	1.7%	0.01	-0.11	0.01	0.6%	0.01	-0.14	0.02	1.6%
Physical	0.01	-0.13	0.03	1.4%	0.01	-0.10	0.02	1.9%	0.02	-0.11	0.09	10.3%
Temporal	0.06	-0.08	0.12	10.1%	0.02	-0.07	0.04	5.6%	0.01	-0.14	0.02	5.4%
Effort	0.05	-0.08	0.09	8.3%	0.01	-0.08	0.03	3.5%	0.01	-0.12	0.04	7.5%
Frustration	0.42*	0.21	0.53	67.2%	0.25*	0.10	0.41	72.4%	0.13	-0.02	0.27	73.6%
PSE	0.07	-0.07	0.14	11.4%	0.06	-0.02	0.12	16.0%	0.01	-0.13	0.03	1.6%

Inpatient Nurses

	Emotional Exhaustion (R²=0.55)				Depersonalization (R²=0.28)				Reduced Personal Accomplishment (R²=0.19)			
	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW
Mental	0.02	-0.01	0.03	3.3%	0.01	-0.00	0.04	4.2%	0.00	-0.02	0.01	1.3%
Physical	0.02	-0.01	0.05	3.6%	0.01	-0.00	0.05	4.2%	0.01	-0.00	0.06	7.0%
Temporal	0.06*	0.02	0.09	10.4%	0.03*	0.01	0.06	9.6%	0.01	-0.01	0.02	4.3%
Effort	0.04*	0.01	0.07	7.9%	0.01	-0.00	0.03	4.4%	0.01	-0.00	0.03	5.1%
Frustration	0.39*	0.31	0.47	71.0%	0.17*	0.09	0.28	60.2%	0.15*	0.08	0.25	79.8%
PSE	0.02	-0.00	0.05	3.9%	0.05*	0.01	0.10	16.8%	0.00	-0.01	0.04	2.6%

Ambulatory Nurses

	Emotional Exhaustion (R^2=0.64)				Depersonalization (R^2=0.30)				Reduced Personal Accomplishment (R^2=0.12)			
	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW	RW	CI-L	CI-U	RS-RW
Mental	0.04	-0.01	0.08	6.3%	0.04*	0.01	0.10	14.8%	0.01	-0.07	0.03	2.7%
Physical	0.03	-0.01	0.08	4.9%	0.00	-0.04	0.02	1.2%	0.00	-0.08	0.01	0.3%
Temporal	0.10*	0.04	0.17	16.2%	0.03	0.00	0.07	8.9%	0.01	-0.06	0.03	4.8%
Effort	0.04	-0.00	0.07	5.7%	0.03	0.00	0.07	8.8%	0.00	-0.07	0.02	1.7%
Frustration	0.35*	0.24	0.48	54.7%	0.18*	0.06	0.31	60.5%	0.17*	0.04	0.35	87.5%
PSE	0.08*	0.00	0.15	12.4%	0.02	-0.01	0.10	5.9%	0.01	-0.05	0.04	3.0%

*$p<0.05$.

Abbreviations: PSE, patient safety event; RW, raw relative weight (within rounding error raw weights sum to R^2); CI-L, lower bound of confidence interval used to test the statistical significance of raw weight; CI-U, upper bound of confidence interval used to test the statistical significance of raw weight; RS-RW, relative weight rescaled as a percentage of predicted variance in the criterion variable attributed to each predictor (within rounding error rescaled weights sum to 100%); MBI, Maslach Burnout Inventory; MD, Physician; APPs, Advanced Practice Providers.