**Supplementary material**

Supplementary Table 1: Questionnaire.

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| Positive Mental Health Scale (PMH-scale)  | -I tend to be carefree and in a good mood.-I enjoy my life.-I am generally satisfied with my life.-I am generally self-confident.-I manage to get my needs met.-I am in good physical and emotional condition.-I feel that I am really well equipped to cope with life and its difficulties.-Much of what I do brings me joy.-I am a calm and balanced human being. | [87] |
| Organizational environment | Professional spirit, organization and work group-A friendly atmosphere reigns among most of the members of my work group. -The members of my work group trust each other. -Working at my university is beneficial to my career. -My university cares about helping its members. -It is possible to obtain accurate information about my university's policies and goals.-My university's objectives are clearly defined. -My university has a good external image. -Under most circumstances I would recommend my university to a prospective member. -I can get the resources my work group needs to do its job well.-My university's procedures are designed so that resources are used efficiently. -My department, compared to all others, would be one of the most productive. -Compared to all other similar work groups at my university, my work group is the most productive.-I have opportunities to learn valuable skills and knowledge in my job. -My university emphasizes personal growth and development. -There are opportunities to think and act independently at my job. -Responsibility at my university is assigned so that individuals have authority within their own area.Leader Facilitation and Support -Responsible people at my university are friendly and easy to approach. -Responsible people at my university are attentive to what I say. -The responsible people at my university emphasize high standards of performance. -The responsible people at my college set an example by working hard themselves. -Responsible people at my university offer new ideas for work and related problems. -Responsible people at my university provide me with the help I need to schedule my work in advance.-Responsible people at my university encourage people to exchange ideas and opinions. -The responsible people at my university encourage people who work for it to work as a team. -The responsible people at my university usually know what is going on in their work groups. -The responsible people at my university keep themselves well informed about the needs and problems of their members. -Staff tend to trust the people in charge at my university. Cohesion, clarity and objectivity of the system -There is a spirit of cooperation in my work group. -There is friction in my work group.-There are conflicts between my work area and other areas of my university.-In general, there are friendly and cooperative relationships between different departments in my university. -Attention is paid to the ideas and suggestions of staff members.-The way my work group is organized makes it difficult to get work done efficiently.-In general, I think the people most immediately responsible for my university do a good job. Challenge, variety, and feedback at work. -My job requires a high level of skill and training. -I have opportunities to make the most of my knowledge and skills in my job. -There is variety in my work. -I have the opportunity to do several different things in my job.-I have good information about my situation and how my performance is evaluated. -I am aware of how well I am meeting the objectives of my work group.  | [88] |
| Organizational commitment | *Organizational commitment (focus on performance)*Affective commitment-Working for the success of my university is important to me.-I am willing to do whatever my university asks of me.Continuance Commitment-I feel that I have no choice but to do what my university asks me to do. -I cannot risk doing less than the effort required by my university.Normative commitment-I owe it to my university to do what is necessary to achieve its goals. -I feel obligated to work well for my university.*Commitment to goals.*Affective commitment-Achieving goals is as important to me as my university. -I really want to achieve the goals.Non-observance commitment-I owe it to my college to do my best to achieve the objectives. -I really feel obligated to try to meet the objectives.*Commitment to organizational change.*Affective commitment-Working for the success of the University is important to me. -Working for the success of the University is something I want to do.Continuance Commitment-I have no choice but to accept changes at my University. -It would be too costly for me to resist changes at my University. | [89] |
| Technostress | -The App I use on my mobile to attend to my work at the University (email, web browsers...) forces me to work much faster.-I am forced, with the Apps I use on my mobile to attend to work at the University (email, web browsers...), to do more work than I can handle.-I am forced, with the Apps I use on my mobile to attend to work at the University (email, web browsers...), to have very tight schedules.-I am forced to change my work habits to adapt to the Apps I use on my mobile to work at the University.-I have a heavier workload due to the increased complexity of the Apps I use on my mobile to attend to work at the University -I spend less time with my family due to the Apps I use on my mobile to attend to work at the University. -I have to stay in touch with my work even during my vacations because of the Apps I use on my mobile to attend to work at the University.-I have to sacrifice my personal time to keep up to date on the Apps to attend work at the University-I feel that my personal life is being invaded by the Apps to attend to work at the University.-I don't know enough about the Apps I would like to use to handle my work successfully-I need a lot of time to understand and use a new App. | [90] |
| Academic Self-perception | -I am confident in my teaching abilities-I am doing well in college-I quickly learn new concepts to apply at the University.-I am confident in my ability to succeed in college. | [91] |

References

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