**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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