

**Supplemental Table 1.** Univariate analyses of the association of the subjective perceptions by sociodemographic characteristic

Characteristic	Satisfaction			Confidence			Burden		
	Higher satisfaction (n=359)	Lower satisfaction (n=234)	p-value	More confident (n=388)	Less confident (n=205)	p-value	Heavier burden (n=328)	Lighter burden (n=265)	p-value
Mean age (years), Mean (SD)	42.5 (10.1)	41.0 (9.9)	0.074	43.5 (9.8)	38.9 (9.8)	<0.001	42.2 (10.1)	41.6 (9.9)	0.525
Female, n (%)	176 (49.0)	136 (58.1)	0.030	182 (46.9)	130 (63.4)	<0.001	170 (51.8)	142 (53.6)	0.670
Mean years of experience (years), Mean (SD)	16.6 (9.8)	16.0 (9.6)	0.442	17.8 (9.8)	13.7 (8.9)	<0.001	16.6 (9.5)	16.2 (9.9)	0.601
Mean years of experience working at the current institution (years), Mean (SD)	9.4 (8.6)	8.9 (7.8)	0.556	9.6 (8.7)	8.4 (7.4)	0.098	9.5 (8.5)	8.8 (7.9)	0.269
Attendance type (regular), n (%)	336 (93.6)	221 (94.4)	0.671	365 (94.1)	192 (93.7)	0.841	307 (93.6)	250 (94.3)	0.707

Administrative experience (yes), n (%)	210 (58.5)	94 (40.2)	<0.001	228 (58.8)	76 (37.1)	<0.001	161 (49.1)	143 (54.0)	0.237
<b>Profession (including duplicates)</b>									
Public health nurses and nurses, n (%)	70 (19.5)	63 (26.9)	0.034	83 (21.4)	50 (24.4)	0.405	79 (24.1)	54 (20.4)	0.282
<b>Total JASSIC score</b>									
Mean (SD)	73.6 (8.9)	68.2 (10.3)	<0.001	74.0 (8.6)	66.6 (10.2)	<0.001	71.4 (9.9)	71.5 (9.8)	0.857
<b>PDS Factor</b>									
Mean (SD)	33.5 (5.7)	28.8 (5.3)	<0.001	32.7 (6.0)	29.6 (5.6)	<0.001	31.7 (6.0)	31.5 (6.1)	0.702
<b>Do Factor</b>									
Mean (SD)	25.2 (5.9)	29.1 (6.4)	<0.001	25.8 (6.4)	28.5 (6.1)	<0.001	26.6 (6.5)	26.9 (6.3)	0.640

Abbreviations: SD, standard deviation. JASSIC, Japanese version of the Self-assessment Scale of Interprofessional Competency; PDS factor, “Plan, Do, See” action for management; Do factor, top-down ordering of work, such as in a leader-centered organization.