

**Table 5** Factor analysis of the 39-item Persian version of the job content questionnaire using principal axis extraction and varimax rotation ( $n = 107$  nurses)

Scale/item	F1	F2	F3
<i><b>Decision latitude</b></i>			
Learn new things	–	–	0.51
Repetitive work	0.47	–	–
Requires creativity	–	–	0.23
High skill level	–	–	0.49
Variety	–	–	0.42
Develop own abilities	–	–	0.43
Allow own decision	0.46	–	–
Little freedom of decision	0.47	–	–
Lots of say	–	–	–
<i><b>Psychological job demands</b></i>			
Work fast	–	–	0.60
Work hard	–	–	0.74
Intensive concentration	–		0.44
Interrupted tasks	–	0.23	–
Hectic job	–		0.43
Waiting for others	–	0.44	–
No excessive work	0.53	–	–
Enough time	0.42	–	–
Conflicting demands	0.48	–	–
<i><b>Social support</b></i>			
Supervisor is concerned	0.72	–	–
Supervisor pays attention	0.71	–	–
Helpful supervisor	0.79	–	–
Supervisor good organizer	0.62	–	–
Coworkers competent	–	–	0.42
Coworkers interested in me	–	–	0.69

Friendly coworkers	–	–	0.68
Coworkers helpful	–	–	0.63
<b><i>Physical exertion</i></b>			
Physical effort	–	–	0.59
Moving/lifting heavy loads	–	0.57	–
Rapid/continuous physical activity	–	0.46	–
<b><i>Physical isometric loads</i></b>			
Awkward working postures	–	0.44	–
Head/arm awkward working postures	–	0.45	–
<b><i>Total physical hazards</i></b>			
Exposure to things stored dangerously	–	0.71	–
Exposure to dirty areas	–	0.62	–
Exposure to dangerous tools, equipment	–	0.73	–
Exposure to fire, burn or shock	–	0.63	–
Exposure to dangerous work method	–	0.64	–
Exposure to dangerous chemicals	–	0.79	–
Exposure to air pollution	–	0.80	–
Catching diseases	–	0.44	–