

### Supplementary File S1: Questionnaire

Supplementary File S1 contains the full questionnaire used for data collection.

Filling instructions:

1. This questionnaire aims to determine your perceptions regarding flexible work shift policies, your level of burnout, and your work performance.
2. There are no right or wrong answers. Answer according to your actual situation.
3. All answers are guaranteed anonymous and for research purposes only.
4. Mark (✓) one of the answer choices using the following scale:
  - a. Strongly Disagree (DS)
  - b. Disagree (D)
  - c. Hesitation (H)
  - d. Agree (A)
  - e. Strongly Agree (SA)

#### A. Flexible Work Shift Questionnaire

No	Statement	DS	D	H	A	SA
1	I feel like I have the freedom to determine when I start work.					
2	I can adjust my working hours to suit my personal needs without disrupting my work.					
3	My work schedule is quite flexible when there is an urgent need.					
4	The boss gives the opportunity to manage your own working hours.					
5	I can easily rearrange shifts when needed.					
6	The flexible schedule policy helps me balance my work–personal life.					
7	Shift changes can be done without lengthy procedures.					
8	I feel trusted to manage my working time.					
9	The boss supports the implementation of flexible working hours.					
10	The flexible shift system makes it easier for me to complete tasks on time.					
11	The shift flexibility policy clarifies my job responsibilities.					
12	I feel more productive with a flexible work schedule.					

No	Statement	DS	D	H	A	SA
13	Communication about flexible schedule changes was very clear.					
14	Shift flexibility reduces my stress at work.					
15	Flexible shifts increase my work efficiency.					

**B. Burnout Questionnaire (Maslach Burnout Inventory)**

No	Statement	DS	D	H	A	SA
<b>Emotional Exhaustion (EE)</b>						
1	I feel emotionally exhausted by work.					
2	I feel drained after work.					
3	I feel overworked lately.					
4	I feel bored with work.					
5	I feel stressed when I think about work.					
6	I feel irritable at work.					
7	I find it hard to relax after work.					
8	My work is weighing me down.					
9	I feel like I don't have enough energy to do my job well.					
<b>Depersonalization (DP)</b>						
10	I feel less concerned about my work.					
11	I feel cold toward my coworkers.					
12	I feel distant from others in the office.					
13	I feel indifferent to the results of my work.					
14	I feel a lack of empathy at work.					
<b>Personal Accomplishment</b>						
15	I feel capable of completing tasks well.					
16	I feel my work is useful.					
17	I feel I have good skills at my job.					
18	I feel productive at work.					
19	I feel successful in achieving work goals.					
20	I feel confident in solving problems.					
21	I feel satisfied with the results of my work.					
22	I feel I am growing at work.					

**C. Employee Performance Questionnaire**

No	Statement	DS	D	H	A	SA
1	I complete my work with good quality.					
2	I work according to hospital standard procedures.					
3	I produce neat and accurate work.					
4	I complete a sufficient amount of work each day.					
5	I am able to meet set work targets.					
6	I complete my work on time.					
7	I rarely procrastinate.					
8	I arrive at work on time.					
9	I am responsible for every task assigned.					
10	I comply with my superiors' instructions well.					
11	I am able to work without constant supervision.					
12	I maintain the confidentiality of hospital data and information.					
13	I demonstrate a professional attitude at work.					
14	I take initiative in completing tasks.					
15	I can collaborate with my colleagues.					
16	I make a positive contribution to my work unit.					