

**Appendix 1. Organization Support Questionnaire**

Questions	No (1)	Yes, to some extent (2)	Yes, completely (3)
I have access to personal protective equipment (such as masks and gloves)			
Workplace conditions (lack of proper ventilation, staff rest room, failure to get screening tests from everyone, etc.) are such that I am at risk of getting COVID-19 at work and transmitting the virus to my family			
The hospital controls the unnecessary movement of people to the wards			
Staff have access to childcare when working hours are closed, and schools are closed			
I receive financial, nutritional, and transportation services in return for increasing working hours.			
If I am transferred from a non-ICU ward to an ICU ward, the hospital will provide me with adequate psychological support			
I have access to up-to-date information about Corona through the hospital			
If needed, I can quickly do a covid-19 test			

