

Factor	Total* (n=135) n(%)	Nurses (n=60) n(%)	Physicians (n=62) n(%)	OR (95% CI)	p-value (adj)
<u>Negative influences</u>					
Fear of infection (self/loved ones)	48 (36)	18 (30)	22 (36)	1.32 (0.65-2.73)	0.82
Uncertainty about pandemic duration	47 (35)	23 (38)	19 (31)	0.85 (0.42-1.71)	1.00
Restrictions on recreation/leisure	47 (35)	19 (32)	23 (37)	1.31 (0.65-2.66)	0.82
Absence of patient visits	45 (33)	26 (43)	17 (27)	0.65 (0.32-1.31)	0.82
Social isolation from measures	40 (30)	17 (28)	20 (32)	1.27 (0.61-2.67)	0.90
Dealing with COVID deniers	34 (25)	16 (27)	15 (24)	0.98 (0.44-2.20)	1.00
Increased workload/long shifts	27 (20)	17 (28)	7 (11)	0.41 (0.14-1.07)	0.82
Work/life balance difficulties	27 (20)	14 (23)	12 (19)	0.89 (0.37-2.15)	1.00
Uncertainty about PPE effectiveness	23 (17)	11 (18)	10 (16)	0.95 (0.35-2.54)	1.00
Lack of autonomy at work	15 (11)	5 (8.33)	8 (13)	1.71 (0.48-6.78)	0.82
Unclear organizational communication	12 (9)	6 (10.0)	6 (10)	1.05 (0.28-4.02)	1.00
Insufficient societal support	10 (7)	3 (5.0)	7 (11)	2.51 (0.56-15.26)	0.82
Lack of personal patient contact	9 (7)	3 (5.0)	5 (8)	1.77 (0.34-11.57)	0.82
Insufficient mental support	7 (5)	5 (8.33)	1 (2)	0.21 (0.00-1.87)	0.82
Other	10 (7)	3 (5.0)	5 (8)	1.77 (0.34-11.57)	0.82
<u>Positive influences</u>					

Pride in work accomplished	71 (53)	29 (48)	35 (57)	1.14 (0.64-2.05)	1.00
Team support and camaraderie	52 (39)	31 (52)	16 (26)	0.43 (0.21-0.85)	0.18
Family time at home	42 (31)	18 (30)	23 (37)	1.21 (0.60-2.47)	1.00
Exercise	38 (28)	15 (25)	20 (32)	1.26 (0.59-2.75)	1.00
Societal recognition	35 (26)	13 (22)	20 (32)	1.47 (0.67-3.34)	1.00
Evening rest and relaxation	33 (24)	13 (22)	18 (29)	1.31 (0.59-3.01)	1.00
Reduced social obligations	32 (24)	14 (23)	15 (24)	0.99 (0.43-2.29)	1.00
Recognition from colleagues/family	31 (23)	13 (22)	12 (19)	0.84 (0.34-2.07)	1.00
Social contacts outside work	23 (17)	10 (17)	11 (18)	1.02 (0.38-2.75)	1.00
Organizational gestures (meals/gifts)	16 (12)	10 (17)	4 (7)	0.36 (0.08-1.27)	0.76
Financial bonuses	8 (6)	5 (8)	3 (5)	0.55 (0.08-2.87)	1.00
Hobbies	7 (5)	1 (2)	5 (8.)	4.71 (0.52-224.59)	1.00
Clear communication from management	3 (2)	1 (2)	1 (2)	0.93 (0.01-73.00)	1.00
Hospital's mental health support offering	1 (1)	0 (0)	1 (2)	Inf (0.02-Inf)	1.00
Other	5 (4)	1 (2)	4 (7)	3.75 (0.37-186.10)	1.00

Table 5. Negative and positive influences on well-being during COVID-19. Values are presented as n (%). Statistical comparisons between nurses and physicians were conducted using Fisher's exact test, with odds ratios (ORs) and 95% confidence intervals. Adjusted p-values were corrected using the

Benjamini-Hochberg procedure. All p-values are two-sided. *Total includes all respondents working in direct patient care, comprising nurses, physicians, and other clinical staff.

