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Item	M	SD	Min	Med	Max	Skew	Kurt	Frequencies
Uwes_1	3.51	1.39	0	4	6	-0.48	-0.18	0: 32 (3.2%) 1: 55 (5.6%) 2: 120 (12.2%) 3: 259 (26.3%) 4: 249 (25.3%) 5: 228 (23.1%) 6: 42 (4.3%)
Uwes_2	3.51	1.42	0	4	6	-0.47	-0.22	0: 34 (3.5%) 1: 61 (6.2%) 2: 108 (11.0%) 3: 273 (27.7%) 4: 227 (23.0%) 5: 235 (23.9%) 6: 47 (4.8%)
Uwes_3	3.47	1.51	0	4	6	-0.36	-0.38	0: 42 (4.3%) 1: 64 (6.5%) 2: 129 (13.1%) 3: 248 (25.2%) 4: 232 (23.6%) 5: 195 (19.8%) 6: 75 (7.6%)
Uwes_4	3.45	1.58	0	4	6	-0.35	-0.51	0: 49 (5.0%) 1: 79 (8.0%) 2: 115 (11.7%) 3: 246 (25.0%) 4: 216 (21.9%) 5: 193 (19.6%) 6: 87 (8.8%)
Uwes_5	3.13	1.55	0	3	6	-0.28	-0.55	0: 72 (7.3%) 1: 83 (8.4%) 2: 150 (15.2%) 3: 268 (27.2%) 4: 203 (20.6%) 5: 167 (17.0%) 6: 42 (4.3%)
Uwes_6	3.83	1.42	0	4	6	-0.48	-0.13	0: 23 (2.3%) 1: 39 (4.0%) 2: 98 (9.9%)

Item	M	SD	Min	Med	Max	Skew	Kurt	Frequencies
								3: 224 (22.7%)
								4: 251 (25.5%)
								5: 237 (24.1%)
								6: 113 (11.5%)
Uwes_7	3.98	1.57	0	4	6	-0.58	-0.30	0: 29 (2.9%)
								1: 53 (5.4%)
								2: 80 (8.1%)
								3: 188 (19.1%)
								4: 224 (22.7%)
								5: 220 (22.3%)
								6: 191 (19.4%)
Uwes_8	3.83	1.42	0	4	6	-0.63	0.03	0: 26 (2.6%)
								1: 44 (4.5%)
								2: 91 (9.2%)
								3: 198 (20.1%)
								4: 265 (26.9%)
								5: 270 (27.4%)
								6: 91 (9.2%)
Uwes_9	3.38	1.60	0	3	6	-0.33	-0.60	0: 55 (5.6%)
								1: 86 (8.7%)
								2: 125 (12.7%)
								3: 234 (23.8%)
								4: 214 (21.7%)
								5: 193 (19.6%)
								6: 78 (7.9%)

Note. Skew = Skewness; Kurt = Kurtosis.

1.2 BAT, subscales and work performance descriptive tables

Table S2

Intellectual, Social and Affective Engagement Scale and Subscales

Scale / Item	M	SD	Skew	Kurtosis	α	ω
ISA-9 (total)	4.84	0.98	-0.35	0.50	0.89	0.89
Intellectual engagement	5.37	1.00	-0.70	1.38	0.87	0.87
Social engagement	4.44	1.33	-0.26	-0.28	0.87	0.87
Affective engagement	4.70	1.26	-0.63	0.26	0.90	0.90

Note. Skew = Skewness; α = Cronbach's alpha; ω = McDonald's omega

2. Supplementary factor loadings tables

2.1 Factor loadings for unidimensional model

Table S3

Factor Loadings for Unidimensional Model

Factor	Item	SE	Z	p	b	95% CI (b)	b*	95% CI (b*)
W-E	uwes_1	0.04	28.05	< .001	1.09	[1.01, 1.16]	0.78	[0.75, 0.81]
W-E	uwes_2	0.04	30.66	< .001	1.17	[1.09, 1.24]	0.82	[0.79, 0.85]
W-E	uwes_3	0.03	39.73	< .001	1.36	[1.30, 1.43]	0.91	[0.89, 0.92]
W-E	uwes_4	0.04	38.96	< .001	1.39	[1.32, 1.46]	0.88	[0.86, 0.90]
W-E	uwes_5	0.03	37.98	< .001	1.33	[1.26, 1.40]	0.86	[0.84, 0.88]
W-E	uwes_6	0.04	27.78	< .001	1.13	[1.05, 1.21]	0.79	[0.76, 0.83]
W-E	uwes_7	0.04	32.30	< .001	1.30	[1.22, 1.38]	0.83	[0.80, 0.86]
W-E	uwes_8	0.05	21.56	< .001	0.99	[0.90, 1.07]	0.69	[0.65, 0.74]
W-E	uwes_9	0.06	15.93	< .001	0.89	[0.78, 1.00]	0.56	[0.50, 0.62]

Note. W-E = Work Engagement. *b* = Unstandardized Factor Loading; *b** = Standardized Factor Loading.

2.2 Factor loadings for three-factor model

Table S4

Factor Loadings for Three-Factor model

Factor	Item	SE	Z	p	b	95% CI (b)	b*	95% CI (b*)
Vigor	uwes_1	0.04	28.40	< .001	1.10	[1.03, 1.18]	0.79	[0.76, 0.82]
Vigor	uwes_2	0.04	31.02	< .001	1.19	[1.11, 1.26]	0.84	[0.81, 0.87]
Vigor	uwes_5	0.04	38.28	< .001	1.35	[1.28, 1.42]	0.87	[0.85, 0.90]
Dedication	uwes_3	0.03	39.89	< .001	1.37	[1.31, 1.44]	0.91	[0.89, 0.93]
Dedication	uwes_4	0.04	39.48	< .001	1.40	[1.33, 1.47]	0.89	[0.87, 0.91]
Dedication	uwes_7	0.04	32.58	< .001	1.31	[1.23, 1.39]	0.84	[0.81, 0.86]

Absorption	uwes_6	0.04	28.23	<	1.18	[1.10, 1.26]	0.83	[0.79, 0.86]
Absorption	uwes_8	0.05	22.06	<	1.02	[0.93, 1.12]	0.72	[0.68, 0.77]
Absorption	uwes_9	0.06	15.66	<	0.91	[0.80, 1.02]	0.57	[0.50, 0.64]

Note. *b* = Unstandardized Factor Loading; *b** = Standardized Factor Loading.

2.3 Local Fit and Modification Indices for Unidimensional Model

Table S5

Standardized Residual Covariances for the Unidimensional Model

	Uwes_1	Uwes_2	Uwes_3	Uwes_4	Uwes_5	Uwes_6	Uwes_7	Uwes_8	Uwes_9
Uwes_1	-								
Uwes_2	0.000	-							
Uwes_3	-0.276	-1.066	-						
Uwes_4	-1.268	-0.006	-0.133	-					
Uwes_5	0.813	2.869	0.102	0.800	-				
Uwes_6	1.484	-0.369	-0.633	-3.779	1.591	-			
Uwes_7	-2.148	-1.346	1.634	1.878	-5.246	-0.263	-		
Uwes_8	2.427	0.139	-0.825	-1.567	-2.285	2.843	0.600	-	
Uwes_9	-0.980	-2.313	0.385	0.852	-0.770	0.011	1.263	0.000	-

Note. Values ± 2.58 highlighted in bold.

Table S6

Residual Correlations (Bentler-Type) for the Unidimensional Model

	Uwes_1	Uwes_2	Uwes_3	Uwes_4	Uwes_5	Uwes_6	Uwes_7	Uwes_8	Uwes_9
Uwes_1	-								
Uwes_2	0.000	-							
Uwes_3	-0.002	-0.008	-						
Uwes_4	-0.011	0.000	-0.001	-					
Uwes_5	0.009	0.033	0.001	0.007	-				
Uwes_6	0.022	-0.004	-0.005	-0.028	0.019	-			
Uwes_7	-0.023	-0.016	0.014	0.028	-0.042	-0.003	-		
Uwes_8	0.045	0.002	-0.009	-0.019	-0.026	0.056	0.009	-	
Uwes_9	-0.018	-0.035	0.004	0.011	-0.009	0.000	0.021	0.000	-

Note. Values ± 0.10 highlighted in bold.

Table S7

Modification Indices (MI > 10) for the Unidimensional Model

lhs	op	rhs	MI	EPC	sepc.lv	sepc.all	sepc.nox
UWES9_1	~~	UWES9_8	13.765	0.094	0.094	0.106	0.106

UWES9_2	~~	UWES9_5	16.078	0.086	0.086	0.135	0.135
UWES9_4	~~	UWES9_6	14.322	-0.094	-0.094	-0.147	-0.147
UWES9_4	~~	UWES9_7	17.698	0.110	0.110	0.168	0.168
UWES9_5	~~	UWES9_7	30.955	-0.150	-0.150	-0.214	-0.214
UWES9_6	~~	UWES9_8	21.135	0.131	0.131	0.148	0.148

Note. MI = Modification Index; EPC = Expected Parameter Change; sepc.lv = standardized EPC on latent variable scale; sepc.all = completely standardized EPC; sepc.nox = standardized EPC without exogenous covariates.

2.4 Local Fit and Modification Indices for Three-Factor Model

Table S8

Standardized Residual Covariances for the Three-Factor Model

	Uwes_1	Uwes_2	Uwes_3	Uwes_4	Uwes_5	Uwes_6	Uwes_7	Uwes_8	Uwes_9
Uwes_1	-								
Uwes_2	0.000	-							
Uwes_3	-2.040	2.077	-						
Uwes_4	0.732	-0.075	1.153	-					
Uwes_5	-0.296	0.760	1.639	-2.645	-				
Uwes_6	-1.478	-0.894	-4.251	0.410	1.426	-			
Uwes_7	1.298	-1.129	1.436	0.424	-2.633	0.277	-		
Uwes_8	2.413	-0.136	-2.783	-0.017	-0.863	1.022	2.009	-	
Uwes_9	-0.629	-1.954	-0.221	1.757	1.866	1.982	-2.088	0.000	-

Note. Values ± 2.58 highlighted in bold.

Table S9

Residual Correlations (Bentler-Type) for the Three-Factor Model

	Uwes_1	Uwes_2	Uwes_3	Uwes_4	Uwes_5	Uwes_6	Uwes_7	Uwes_8	Uwes_9
Uwes_1	-								
Uwes_2	0.000	-							
Uwes_3	-0.013	0.008	-						
Uwes_4	0.007	-0.001	0.009	-					
Uwes_5	-0.003	0.007	0.015	-0.011	-				
Uwes_6	-0.017	-0.011	-0.036	0.003	0.017	-			
Uwes_7	0.017	-0.011	0.012	0.003	-0.020	0.003	-		
Uwes_8	0.042	-0.002	-0.030	0.000	-0.011	0.015	0.010	-	
Uwes_9	-0.011	-0.030	-0.003	0.021	0.028	0.035	-0.027	0.000	-

Note. Values ± 0.10 highlighted in bold.

Table S10*Modification Indices (MI > 10) for the Three-Factor Model*

lhs	op	rhs	MI	EPC	sepc.lv	sepc.all	sepc.nox
Vigor	=~	UWES9_7	19.433	-1.327	-1.327	-0.844	-0.844
Dedication	=~	UWES9_9	15.516	1.132	1.132	0.709	0.709
Absorption	=~	UWES9_1	14.303	0.854	0.854	0.614	0.614
UWES9_1	~~	UWES9_8	12.873	0.090	0.090	0.109	0.109
UWES9_5	~~	UWES9_7	21.015	-0.123	-0.123	-0.188	-0.188
UWES9_5	~~	UWES9_8	10.133	-0.089	-0.089	-0.119	-0.119

Note. MI = Modification Index; EPC = Expected Parameter Change; sepc.lv = standardized EPC on latent variable scale; sepc.all = completely standardized EPC; sepc.nox = standardized EPC without exogenous covariates.

3. Supplementary item-statistics tables

3.1 Item-statistics table for UWES-3

Table S11

Item-Statistics for UWES-3

Item	M	SD	Item–Total r	Corrected Item–Total r
uwes_1	3.51	1.39	0.87	0.79
uwes_3	3.47	1.51	0.90	0.82
uwes_8	3.83	1.42	0.84	0.71

Note. Mean Inter-Item Correlation (MIC): 0.64

3.2 Item-statistics table for UWES-9

Table S12

Item-Statistics for UWES-9

Item	M	SD	Item–Total r	Corrected Item–Total r
uwes_1	3.51	1.39	0.82	0.81
uwes_2	3.51	1.42	0.85	0.84
uwes_3	3.47	1.51	0.90	0.89
uwes_4	3.45	1.58	0.88	0.87
uwes_5	3.13	1.55	0.86	0.85
uwes_6	3.83	1.42	0.82	0.79
uwes_7	3.98	1.57	0.84	0.82
uwes_8	3.83	1.42	0.77	0.73
uwes_9	3.38	1.60	0.66	0.59

Note. Mean Inter-Item Correlation (MIC): 0.64

3.3 Item-statistics table for Subscales of UWES-9

Table S13

Item-Statistics for Subscales of UWES-9

Factor	Item	M	SD	Item–Total r	Corrected Item–Total r
Vigor	uwes_1	3.51	1.39	0.90	0.84
Vigor	uwes_2	3.51	1.42	0.93	0.88
Vigor	uwes_5	3.13	1.55	0.90	0.79
Dedication	uwes_3	3.47	1.51	0.92	0.87
Dedication	uwes_4	3.45	1.58	0.93	0.87
Dedication	uwes_7	3.98	1.57	0.91	0.84
Absorption	uwes_6	3.83	1.42	0.81	0.67

Factor	Item	M	SD	Item–Total r	Corrected Item–Total r
Absorption	uwes_8	3.83	1.42	0.87	0.80
Absorption	uwes_9	3.38	1.60	0.83	0.65

Note. Mean Inter-Item Correlation (MIC): Vigor = 0.73, Dedication = 0.77, Absorption = 0.55