

Supplementary Appendix Bonding workplace social capital scale (Eguchi *et al.*, 2017)

Item #1. People keep each other informed about work-related issues in the work unit.

Item #2. We have a ‘we are together’ attitude.

Item #3. People feel understood and accepted by each other.

Item #4. In our workplace, there is an atmosphere of helping each other.

Item #5. In our workplace, we trust each other.

Item #6. Our workplace is a place of laughter and smiles.