Supplementary Material

for

A Romanian adaptation of the Recovery Experience Questionnaire: Psychometric properties and measurement invariance across general and educational sector employees

Table SM1

Means (SDs) or frequencies (and percentages) for demographic variables for Study 1.

	N	(%)	Mean	(SD)
Age (yr.)	264		34.1	7.92
Gender				
Men	123	46.6		
Women	137	51.9		
Non-binary	4	1.5		
Civil status				
Single	72	27.3		
Married	164	62.1		
Divorced	8	3		
No answer	20	7.6		
Education				
High School diploma	12	4.5		
Post-secondary school	5	1.9		
Short-term university	2	0.8		
Bachelor's	104	39.4		
Master's	128	48.5		
PhD	13	4.9		
Occupation				
Public sector employee	34	12.9		
Private sector employee	197	74.6		
Business owner	12	4.5		
Freelance	12	4.5		
Other	8	3		
Industry				
Farming, hunting, forestry	2	0.8		
Manufacturing	9	3.4		
Electricity, heat, gas, water	3	1.1		
Constructions	3	1.1		
Trading, sales	8	3		
Hospitality	4	1.5		
T&C	10	3.8		
Financial	13	4.9		
Real estate	3	1.1		
IT	113	42.8		
Research and development	21	8		
Public administration	5	1.9		
Education	18	6.8		
Health services	18	6.8		
Culture and leisure	15	5.7		
Private households staff	1	0.4		
Consultancy services	12	4.5		

Other	6	2.3		
Type of work				
Online	143	54.2		
In person	69	26.1		
Hybrid	52	19.7		
Tenure (yr.)	263		11.6	7.73
Management position				
No	204	77.3		
Yes	60	22.7		
Working hours / week	264		43	16.3

Table SM2

Findings about testing measurement invariance across gender in Romanian general population.

Tested Model	χ^2(df)	RMSEA [CI]	CFI	TLI	Model Comp	$\Delta\chi^2$ (Δdf)	ΔRMSEA	ΔCFI
First-order four-factor model								
Configural Invariance	354.05***(196)	0.079 [0.065, 0.092]	.94	.935	—	—	—	—
Metric Invariance	368.25***(208)	0.077 [0.064, 0.090]	.94	.938	M1	14.20(12)	-0.002	-0.001
Scalar Invariance	378.52***(220)	0.074 [0.062, 0.087]	.94	.942	M2	10.26(12)	-0.003	0.001
Strict Invariance	403.71***(236)	0.074 [0.061, 0.086]	.94	.943	M3	25.19*(16)	-0.001	-0.003
Second-order two-factor model								
Configural Invariance	359.06***(198)	0.079 [0.066, 0.092]	.94	.935	—	—	—	—
Metric Invariance	373.96***(212)	0.077 [0.064, 0.089]	.94	.939	M1	14.89(14)	-0.002	0.000
Scalar Invariance	384.28***(222)	0.075 [0.062, 0.087]	.94	.941	M2	10.32(10)	-0.002	0.000

*Notes. χ^2 = χ^2 test, df = degrees of freedom, RMSEA = root-mean-square error of approximation, CFI = comparative fit index, TLI = Tucker–Lewis index, Model comp = model comparison, $\Delta\chi^2$ = χ^2difference test, Δdf = difference in degree of freedom, ΔRMSEA = root-mean-square error of approximation difference, ΔCFI = comparative fit index difference, *p < .05; **p < .01, ***p < .001.*

Table SM3

Means (SDs) or frequencies (and percentages) of demographic variables for Study 2.

	N	(%)	Mean	(SD)
Age (yr.)	176		42.4	0.75
Gender				
Men	74	42		
Women	101	57.4		
Non-binary (AMAB)	1	0.6		
Civil status				
Single	27	15.3		
Married	124	70.5		
Divorced	17	9.7		
Widow	1	0.6		
No answer	7	4		
Education				
Bachelor's	10	5.7		
Master's	24	13.6		
PhD	138	78.4		
Postdoc	4	2.3		
Occupation				
Assistant professor	15	8.5		
Research assistant	10	5.7		
Associate professor	41	23.3		
Lecturer	63	35.8		
Professor	24	13.6		
Administrative officer	16	9.1		
Other	7	4		
Type of work				
Online	98	55.7		
In person	20	11.4		
Hybrid	58	33		
Tenure (yr.)	176		18.5	0.735
Management position				
No	135	76.7		
Yes	41	23.3		
Working hours / week	176		47.9	0.984

Table SM4

Findings about testing measurement invariance across gender in a sample of academia employees.

Tested Model	χ^2 (df)	RMSEA [CI]	CFI	TLI	Model Comp	$\Delta\chi^2$ (Δdf)	ΔRMSEA	ΔCFI
First-order four-factor model								
Configural Invariance	288.06***(196)	0.073 [0.054, 0.091]	.96	.962	—	—	—	—
Metric Invariance	299.97***(208)	0.071 [0.052, 0.088]	.96	.964	M1	11.91(12)	-0.002	0.000
Scalar Invariance	309.92***(220)	0.068 [0.050, 0.085]	.97	.967	M2	9.94(12)	-0.003	0.001
Strict Invariance	391.34***(236)	0.087 [0.071, 0.102]	.94	.946	M3	81.42(16)***	0.018	-0.022
Second-order two-factor model								
Configural Invariance	290.94***(198)	0.073 [0.054, 0.091]	.96	.962	—	—	—	—
Metric Invariance	308.52***(212)	0.072 [0.054, 0.089]	.96	.963	M1	17.57(14)	-0.001	-0.001
Scalar Invariance	318.50***(222)	0.052 [0.052, 0.087]	.96	.965	M2	9.98(10)	-0.002	0.000

*Notes. χ^2 = χ^2 test, df = degrees of freedom, RMSEA = root-mean-square error of approximation, CFI = comparative fit index, TLI = Tucker–Lewis index, Model comp = model comparison, $\Delta\chi^2$ = χ^2difference test, Δdf = difference in degree of freedom, ΔRMSEA = root-mean-square error of approximation difference, ΔCFI = comparative fit index difference, *p < .05; **p < .01, ***p < .001.*

Table SM5

Findings about testing measurement invariance across both samples (i.e., academia population vs the diverse population of employees) for the second-order two-factor model.

Tested Model	χ^2 (df)	RMSEA [CI]	CFI	TLI	Model Comp	$\Delta\chi^2$ (Δdf)	ΔRMSEA	ΔCFI
Configural Invariance	426.34***(198)	0.073 [0.063, 0.082]	.96	.953	—	—	—	—
Metric Invariance	441.49***(212)	0.071 [0.061, 0.080]	.96	.956	M1	15.14(14)	-0.002	0.000
Scalar Invariance	471.33***(222)	0.072 [0.063, 0.081]	.95	.954	M2	29.84(10)***	0.001	-0.003

*Notes. χ^2 = χ^2 test, df = degrees of freedom, RMSEA = root-mean-square error of approximation, CFI = comparative fit index, TLI = Tucker–Lewis index, Model comp = model comparison, $\Delta\chi^2$ = χ^2difference test, Δdf = difference in degree of freedom, ΔRMSEA = root-mean-square error of approximation difference, ΔCFI = comparative fit index difference, *p < .05; **p < .01, ***p < .001.*

Table SM6

Findings about testing measurement invariance across genders in this combined sample (i.e., academia population and the diverse population of employees) for the second-order two-factor model.

Tested Model	χ^2 (df)	RMSEA [CI]	CFI	TLI	Model Comp	$\Delta\chi^2$ (Δdf)	ΔRMSEA	ΔCFI
Configural Invariance	461.91***(198)	0.078 [0.069, 0.088]	.95	.943	—	—	—	—
Metric Invariance	475.23***(212)	0.076 [0.066, 0.085]	.95	.947	M1	13.32(14)	-0.003	0.000
Scalar Invariance	486.18***(222)	0.074 [0.065, 0.083]	.95	.949	M2	10.94(10)	-0.002	0.000

Notes. χ^2 *=* χ^2 *test, df = degrees of freedom, RMSEA = root-mean-square error of approximation, CFI = comparative fit index, TLI = Tucker–Lewis index, Model comp = model comparison,* $\Delta\chi^2$ *=* χ^2*difference test,* Δ*df = difference in degree of freedom,* Δ*RMSEA = root-mean-square error of approximation difference,* Δ*CFI = comparative fit index difference, *p < .05; **p < .01, ***p < .001.*

Table SM7

Standardized factor loadings.

Item	Psychological detachment			Relaxation			Mastery			Control		
	Study 1	Study 2	Combined	Study 1	Study 2	Combined	Study 1	Study 2	Combined	Study 1	Study 2	Combined
Item 1	.90	.90	.90	-	-	-	-	-	-	-	-	-
Item 2	.88	.85	.87	-	-	-	-	-	-	-	-	-
Item 3	.81	.94	.86	-	-	-	-	-	-	-	-	-
Item 4	.66	.74	.70	-	-	-	-	-	-	-	-	-
Item 5	-	-	-	.82	.85	.83	-	-	-	-	-	-
Item 6	-	-	-	.87	.89	.89	-	-	-	-	-	-
Item 7	-	-	-	.92	.91	.92	-	-	-	-	-	-
Item 8	-	-	-	.85	.92	.87	-	-	-	-	-	-
Item 9	-	-	-	-	-	-	.81	.75	.79	-	-	-
Item 10	-	-	-	-	-	-	.84	.91	.86	-	-	-
Item 11	-	-	-	-	-	-	.78	.81	.79	-	-	-
Item 12	-	-	-	-	-	-	.84	.89	.85	-	-	-
Item 13	-	-	-	-	-	-	-	-	-	.71	.72	.71
Item 14	-	-	-	-	-	-	-	-	-	.87	.98	.91
Item 15	-	-	-	-	-	-	-	-	-	.91	.98	.94
Item 16	-	-	-	-	-	-	-	-	-	.78	.90	.81

Notes. Study 1 N = 264; Study 2 N = 176; Combined samples N = 440.

Table SM8

Items of the Recovery Experiences Questionnaire in English and Romanian.

[Eng.] During time after work … **[Ro.] În timpul liber după terminarea programului de lucru**…	
Psychological detachment	*Detașare psihologică*
1. I forget about work.	1. Uit de muncă.
2. I don't think about work at all.	2. Nu mă gândesc deloc la muncă.
3. I distance myself from my work.	3. Mă distanțez de munca mea.
4. I get a break from the demands of work.	4. Am o pauză de la solicitările muncii mele.
Relaxation	*Relaxare*
5. I kick back and relax.	5. Mă relaxez.
6. I do relaxing things.	6. Fac lucruri care mă relaxează.
7. I use the time to relax.	7. Mă folosesc de acest timp pentru a mă relaxa.
8. I take time for leisure.	8. Îmi iau timp pentru recreere.
Mastery	*Măiestrie*
9. I learn new things.	9. Învăț lucruri noi.
10. I seek out intellectual challenges.	10. Caut provocări intelectuale.
11. I do things that challenge me.	11. Fac lucruri care mă provoacă.
12. I do something to broaden my horizons.	12. Fac ceva pentru a-mi lărgi orizonturile.
Control	*Control*
13. I feel like I can decide for myself what to do.	13. Simt că pot decide pentru mine ce să fac.
14. I decide my own schedule.	14. Îmi decid propriul program.
15. I determine for myself how I will spend my time.	15. Decid pentru mine modul în care îmi petrec timpul
16. I take care of things the way that I want them done.	16. Mă ocup de lucruri așa cum vreau eu sa fie făcute

Rating scale: 1 = totally disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = totally agree.