**Supplement 3.** Measurement invariance between groups for the three scales evaluated (n=2,137).

|  |  |  |  |  |  |  |  |  | DIFFTEST | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Scale | Group | Invariance | X2-Robust | *df* | CFI | RMSEA | SRMR | ΔCFI | Value | *df* | *p* |
| Satisfaction scale on general professional activity | Sex \* | Configural | 659.1 | 18 | 0.920 | 0.120 | 0.062 | - | - | - | - |
|  | Thresholds | 733.4 | 30 | 0.913 | 0.097 | 0.062 | -0.008 | 23.1 | 12 | 0.027 |
|  | Metrict | 689.4 | 35 | 0.919 | 0.087 | 0.063 | 0.006 | 9.8 | 5 | 0.081 |
|  | Scalar | 790.4 | 40 | 0.907 | 0.087 | 0.063 | -0.012 | 71.3 | 5 | 0.000 |
| Civil status | Configural | 655.0 | 18 | 0.920 | 0.119 | 0.062 | - | - | - | - |
|  | Thresholds | 716.1 | 30 | 0.913 | 0.096 | 0.062 | -0.006 | 14.9 | 12 | 0.250 |
|  | Metrict | 670.6 | 35 | 0.920 | 0.085 | 0.063 | 0.006 | 10.5 | 5 | 0.063 |
|  | Scalar | 651.7 | 40 | 0.923 | 0.078 | 0.063 | 0.003 | 3.0 | 5 | 0.704 |
| Work in other institution \* | Configural | 679.1 | 18 | 0.916 | 0.122 | 0.063 | - | - | - | - |
|  | Thresholds | 759.6 | 30 | 0.908 | 0.099 | 0.063 | -0.009 | 27.9 | 12 | 0.006 |
|  | Metrict | 709.7 | 35 | 0.915 | 0.088 | 0.064 | 0.007 | 9.3 | 5 | 0.099 |
|  | Scalar | 970.3 | 40 | 0.882 | 0.097 | 0.064 | -0.032 | 153.3 | 5 | 0.000 |
| Work-related illness | Configural | 632.2 | 18 | 0.920 | 0.117 | 0.062 | - | - | - | - |
|  | Thresholds | 687.6 | 30 | 0.914 | 0.094 | 0.062 | -0.006 | 16.4 | 12 | 0.172 |
|  | Metrict | 646.5 | 35 | 0.920 | 0.084 | 0.063 | 0.006 | 13.5 | 5 | 0.019 |
|  | Scalar | 729.0 | 40 | 0.911 | 0.830 | 0.064 | -0.009 | 49.0 | 5 | 0.000 |
| Chronic disease | Configural | 664.7 | 18 | 0.918 | 0.120 | 0.063 | - | - | - | - |
| Thresholds | 727.3 | 30 | 0.911 | 0.097 | 0.063 | -0.006 | 19.5 | 12 | 0.077 |
| Metrict | 661.4 | 35 | 0.920 | 0.085 | 0.063 | 0.009 | 6.7 | 5 | 0.243 |
| Scalar | 651.3 | 40 | 0.922 | 0.078 | 0.063 | 0.002 | 9.4 | 5 | 0.095 |
| Time working \* | Configural | 754.3 | 36 | 0.910 | 0.127 | 0.066 | - | - | - | - |
|  | Thresholds | 825.7 | 72 | 0.906 | 0.092 | 0.066 | -0.004 | 45.7 | 36 | 0.130 |
|  | Metrict | 753.9 | 87 | 0.917 | 0.079 | 0.068 | 0.011 | 20.4 | 15 | 0.016 |
|  | Scalar | 814.1 | 102 | 0.911 | 0.075 | 0.068 | -0.006 | 44.9 | 15 | 0.000 |
| Health Services Management Satisfaction Scale | Sex | Configural | 1446.1 | 40 | 0.977 | 0.119 | 0.042 | - | - | - | - |
|  | Thresholds | 1299.7 | 56 | 0.980 | 0.095 | 0.042 | 0.003 | 24.1 | 16 | 0.087 |
|  | Metrict | 1267.4 | 63 | 0.980 | 0.088 | 0.043 | 0.001 | 27.0 | 7 | 0.000 |
|  | Scalar | 1317.7 | 70 | 0.980 | 0.085 | 0.043 | -0.001 | 50.8 | 7 | 0.000 |
| Age | Configural | 1542.4 | 80 | 0.976 | 0.121 | 0.044 | - | - | - | - |
|  | Thresholds | 1364.9 | 128 | 0.980 | 0.088 | 0.044 | 0.004 | 84.2 | 48 | 0.001 |
|  | Metrict | 1257.1 | 149 | 0.982 | 0.077 | 0.044 | 0.002 | 24.5 | 21 | 0.269 |
|  |  |  |  |  |  |  |  |  |  |  |
|  | Scalar | 1325.6 | 170 | 0.981 | 0.074 | 0.044 | -0.001 | 51.2 | 21 | 0.000 |
| Civil status | Configural | 1445.7 | 40 | 0.977 | 0.119 | 0.042 | - | - | - | - |
|  | Thresholds | 1289.1 | 56 | 0.980 | 0.094 | 0.042 | 0.003 | 12.7 | 16 | 0.694 |
|  | Metrict | 1194.2 | 63 | 0.982 | 0.085 | 0.043 | 0.002 | 14.1 | 7 | 0.050 |
|  | Scalar | 1172.5 | 70 | 0.982 | 0.080 | 0.043 | 0.000 | 11.0 | 7 | 0.139 |
| With specialty | Configural | 1456.5 | 60 | 0.977 | 0.119 | 0.043 | - | - | - | - |
|  | Thresholds | 1199.4 | 92 | 0.982 | 0.085 | 0.043 | 0.005 | 36.5 | 32 | 0.267 |
|  | Metrict | 1111.8 | 106 | 0.984 | 0.076 | 0.043 | 0.002 | 15.5 | 14 | 0.343 |
|  | Scalar | 1168.4 | 120 | 0.983 | 0.073 | 0.043 | -0.001 | 41.8 | 14 | 0.000 |
| Work in other institution | Configural | 1483.5 | 40 | 0.976 | 0.121 | 0.044 | - | - | - | - |
|  | Thresholds | 1377.8 | 56 | 0.978 | 0.097 | 0.043 | 0.002 | 39.1 | 16 | 0.001 |
|  | Metrict | 1319.4 | 53 | 0.979 | 0.900 | 0.043 | 0.001 | 21.0 | 7 | 0.004 |
|  | Scalar | 1327.1 | 70 | 0.979 | 0.085 | 0.043 | 0.000 | 28.4 | 7 | 0.000 |
| Work-related illness | Configural | 1446.0 | 40 | 0.977 | 0.119 | 0.043 | - | - | - | - |
|  | Thresholds | 1289.1 | 56 | 0.980 | 0.094 | 0.043 | 0.003 | 16.2 | 16 | 0.442 |
|  | Metrict | 1154.5 | 53 | 0.982 | 0.083 | 0.043 | 0.002 | 9.9 | 7 | 0.197 |
|  | Scalar | 1141.3 | 70 | 0.982 | 0.078 | 0.043 | 0.000 | 14.5 | 7 | 0.043 |
| Chronic disease | Configural | 1448.5 | 40 | 0.977 | 0.119 | 0.043 | - | - | - | - |
| Thresholds | 1278.8 | 56 | 0.980 | 0.094 | 0.043 | 0.003 | 18.2 | 16 | 0.311 |
| Metrict | 1163.0 | 53 | 0.982 | 0.084 | 0.043 | 0.002 | 7.2 | 7 | 0.410 |
| Scalar | 1129.2 | 70 | 0.983 | 0.078 | 0.043 | 0.001 | 6.9 | 7 | 0.434 |
| Time working | Configural | 1480.5 | 80 | 0.978 | 0.119 | 0.043 | - | - | - | - |
|  | Thresholds | 1311.4 | 128 | 0.981 | 0.086 | 0.043 | 0.003 | 83.6 | 48 | 0.001 |
|  | Metrict | 1216.8 | 149 | 0.983 | 0.076 | 0.044 | 0.002 | 21.9 | 21 | 0.408 |
|  | Scalar | 1345.0 | 170 | 0.981 | 0.075 | 0.044 | -0.002 | 79.3 | 21 | 0.000 |
| Satisfaction scale on the working conditions of the health center | Sex | Configural | 1880.1 | 86 | 0.946 | 0.092 | 0.055 | - | - | - | - |
|  | Thresholds | 1991.2 | 108 | 0.944 | 0.084 | 0.055 | -0.003 | 30.0 | 22 | 0.119 |
|  | Metrict | 1905.0 | 117 | 0.946 | 0.078 | 0.055 | 0.003 | 31.7 | 9 | 0.000 |
|  | Scalar | 1979.6 | 126 | 0.945 | 0.077 | 0.055 | -0.002 | 72.9 | 9 | 0.000 |
| Age | Configural | 1850.8 | 172 | 0.949 | 0.089 | 0.055 | - | - | - | - |
|  | Thresholds | 2030.1 | 238 | 0.945 | 0.078 | 0.055 | -0.003 | 101.7 | 66 | 0.003 |
|  | Metrict | 1794.9 | 265 | 0.953 | 0.068 | 0.055 | 0.008 | 26.4 | 27 | 0.499 |
|  | Scalar | 1937.3 | 292 | 0.950 | 0.067 | 0.055 | -0.004 | 89.8 | 27 | 0.000 |
| Civil status | Configural | 1784.8 | 86 | 0.949 | 0.089 | 0.054 | - | - | - | - |
|  | Thresholds | 1889.2 | 108 | 0.946 | 0.081 | 0.054 | -0.002 | 26.4 | 22 | 0.237 |
|  | Metrict | 1741.4 | 117 | 0.951 | 0.075 | 0.054 | 0.005 | 8.1 | 9 | 0.523 |
|  | Scalar | 1733.6 | 126 | 0.952 | 0.072 | 0.054 | 0.001 | 23.5 | 9 | 0.005 |
| With specialty | Configural | 1829.2 | 129 | 0.949 | 0.089 | 0.054 | - | - | - | - |
|  | Thresholds | 1922.9 | 173 | 0.947 | 0.078 | 0.054 | -0.001 | 47.8 | 44 | 0.322 |
|  | Metrict | 1763.5 | 191 | 0.953 | 0.070 | 0.055 | 0.005 | 32.5 | 18 | 0.019 |
|  | Scalar | 2047.4 | 209 | 0.945 | 0.073 | 0.055 | -0.008 | 138.7 | 18 | 0.000 |
| Work in other institution | Configural | 1775.6 | 86 | 0.949 | 0.089 | 0.053 | - | - | - | - |
|  | Thresholds | 1886.9 | 108 | 0.946 | 0.081 | 0.053 | -0.003 | 31.0 | 22 | 0.097 |
|  | Metrict | 1778.1 | 117 | 0.950 | 0.076 | 0.054 | 0.004 | 18.2 | 9 | 0.033 |
|  | Scalar | 1779.8 | 126 | 0.950 | 0.073 | 0.054 | 0.000 | 27.1 | 9 | 0.001 |
| Work-related illness | Configural | 1781.1 | 86 | 0.949 | 0.089 | 0.054 | - | - | - | - |
|  | Thresholds | 1889.6 | 108 | 0.947 | 0.081 | 0.054 | -0.003 | 35.2 | 22 | 0.035 |
|  | Metrict | 1732.0 | 117 | 0.952 | 0.075 | 0.055 | 0.005 | 12.7 | 9 | 0.175 |
|  | Scalar | 1739.8 | 126 | 0.952 | 0.072 | 0.055 | 0.000 | 28.6 | 9 | 0.001 |
| Chronic disease | Configural | 1768.3 | 86 | 0.950 | 0.089 | 0.053 | - | - | - | - |
| Thresholds | 1851.7 | 108 | 0.948 | 0.081 | 0.053 | -0.002 | 22.3 | 22 | 0.444 |
| Metrict | 1723.9 | 117 | 0.952 | 0.074 | 0.053 | 0.004 | 16.0 | 9 | 0.067 |
| Scalar | 1708.6 | 126 | 0.953 | 0.071 | 0.054 | 0.001 | 18.9 | 9 | 0.026 |
| Time working | Configural | 1894.6 | 172 | 0.949 | 0.090 | 0.056 | - | - | - | - |
|  | Thresholds | 2063.4 | 238 | 0.946 | 0.079 | 0.056 | -0.003 | 99.3 | 66 | 0.005 |
|  | Metrict | 1934.3 | 265 | 0.950 | 0.071 | 0.057 | 0.005 | 54.5 | 27 | 0.001 |
|  | Scalar | 2123.5 | 292 | 0.946 | 0.071 | 0.057 | -0.005 | 120.9 | 27 | 0.000 |

X2-Robust = Chi squared Robust. *gl* = Degrees of freedom. CFI = Comparative fit index. TLI = Tucker-Lewis index. RMSEA = Root mean square error of approximation. SRMR = Standardized root mean square residual. ΔCFI = Variation of the Comparative-Fit-Index. DIFFTEST = ANOVA difference test. \* The measurement invariance is not met between the groups.