

Supplementary material

Table S1: Questionnaire items

| Code | Questionnaire items |
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| Teachers' mental health | |
| MH1 | My good physical condition makes me excited to work during the COVID-19 pandemic. |
| MH2 | I am calm in managing problems at work. |
| MH3 | I can think rationally about the problems I face at work. |
| MH4 | I don't feel anxious easily at work. |
| MH5 | I can use my working time efficiently. |
| MH6 | I am able to use my time for various activities during the COVID-19 pandemic. |
| Happiness at work | |
| HW1 | I am enthusiastic toward remote teaching during the COVID-19 pandemic. |
| HW2 | I am still enthusiastic when carrying out tasks other than teaching assignments. |
| HW3 | I start my work on time. |
| HW4 | I can comfortably convey ideas to coworkers. |
| HW5 | I am able to achieve the targets of the job assigned to me. |
| HW6 | I actively participate in school activities. |
| Perceived organizational support | |
| POS1 | My school really cares about my wellbeing during the COVID-19 pandemic. |
| POS2 | My school cares about my complaints during the COVID-19 pandemic. |
| POS3 | My school contributes to helping sick teachers during the COVID-19 pandemic. |
| POS4 | I get a fair work assessment even during the COVID-19 pandemic. |
| POS5 | My school appreciates my extra contribution during the COVID-19 pandemic. |
| POS6 | My boss appreciates the best work I have done for the school during the pandemic. |
| POS7 | My school provides adequate work facilities to work from home during the pandemic. |
| Job satisfaction | |
| JS1 | I am happy with the allowances given by the school during the COVID-19 pandemic. |
| JS2 | The promotion process continues to run well during the COVID-19 pandemic. |

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| JS3 | I am happy with the way the leaders at my school provide feedback on my performance. |
| JS4 | Coworkers are willing to help when I have difficulties during the COVID-19 pandemic. |
| JS5 | I am happy to carry out my work during the COVID-19 pandemic. |