SUPPLEMENTARY MATERIALS

Supplementary file - S1

Database search strategy in MEDLINE via OVID database

1. (physicians or physicians role).sh.
2. workload.sh.
3. burnout, professional.sh.
4. job satisfaction.sh.
5. 2 or 3 or 4
6. 1 and 5
7. Physicians.af.
8. doctor.af.
9. medic.af.
10. medical practitioner.af.
11. specialist.af.
12. intern.af.
13. 7 or 8 or 9 or 10 or 11 or 12
14. job satisfaction.mp. or work satisfaction.af. [mp=title, abstract, original title, name of substance word, subject heading word, keyword heading word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier]
15. career satisfaction.af.
16. job dissatisfaction.mp. or work dissatisfaction.af. [mp=title, abstract, original title, name
of substance word, subject heading word, keyword heading word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier]

17. career dissatisfaction.af.
18. burnout.af.
19. workload.af.
20. 14 or 15 or 16 or 17 or 18 or 19
21. 13 and 20
22. 6 or 21
23. limit 22 to (humans and yr="2000 -Current")
24. Europe.af.
25. european.af.
26. (Austria or Belgium or Bulgaria or Croatia or Cyprus or Czech Republic or Denmark or Estonia or Finland or France or Germany or Greece or Hungary or Ireland or Italy or Latvia or Lithuania or Luxembourg or Malta or Netherlands or Poland or Portugal or Romania or Slovakia or Slovenia or Spain or Sweden or United Kingdom).af.
27. 24 or 25
28. 26 or 27
29. 23 and 28
Supplementary file S2

S2 – List of the studies included in the analysis


Table 1. Results of the studies’ quality assessment based on Critical Appraisal of a Survey developed by the Centre for Evidence-Based Management

<table>
<thead>
<tr>
<th>Study/Question</th>
<th>Did the study address a clearly focussed question/issue?</th>
<th>Is the research method (study design) appropriate for answering the research question?</th>
<th>Is the method of selection of the subjects (employees, teams, divisions, organizations) clearly described?</th>
<th>Could the way the sample was obtained introduce (selection) bias?</th>
<th>Was the sample of subjects representative with regard to the population to which the findings will be applied?</th>
<th>Was the sample size based on pre-study considerations of statistical power?</th>
<th>Was a satisfactory response rate achieved?</th>
<th>Are the measurements (questionnaires) likely to be valid and reliable?</th>
<th>Was the statistical significance assessed?</th>
<th>Are confidence intervals given for the main results?</th>
<th>Could there be confounding factors that haven’t been accounted for?</th>
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Factors affecting physician satisfaction - analyzed in include studies

- statistically significant association
- statistically not significant association

1. PERSONAL FACTORS

**Physician age**

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B - unstandardized coefficients; Beta (\(\beta\)) - standardized coefficients; CC - Correlation coefficients, NA – not applicable, NR – not reported, NS – not significant
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**Gender/Years of practice (interaction)**

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<td>-0.15</td>
<td>NR</td>
<td>NR</td>
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<tr>
<td>Michinov et al.[31]</td>
<td>tenure in the team and job satisfaction</td>
<td>Rho</td>
<td>0.18</td>
<td>NR</td>
<td>NR</td>
<td>0.05</td>
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<tr>
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<td>tenure in the team and identification with team</td>
<td>r</td>
<td>0.18</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.05</td>
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<td>tenure</td>
<td>β</td>
<td>0.12</td>
<td>NR</td>
<td>NR</td>
<td>&gt;0.05</td>
</tr>
<tr>
<td>Schmit Jongbloed et al.[36]</td>
<td>years of practice</td>
<td>B</td>
<td>-0.03</td>
<td>NR</td>
<td>NR</td>
<td>&gt;0.05</td>
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<tr>
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<td>β</td>
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<td>NR</td>
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<td>0.66</td>
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</tr>
<tr>
<td>French et al. [20]</td>
<td>partner (yes)</td>
<td>Staff</td>
<td>β</td>
<td>0.25</td>
<td>NR</td>
<td>NR</td>
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<td>family effect</td>
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<td>β</td>
<td>-0.11</td>
<td>NR</td>
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<td>partner (yes)</td>
<td>Assoc specialists</td>
<td>β</td>
<td>0.18</td>
<td>NR</td>
<td>NR</td>
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<td>family effect</td>
<td></td>
<td>β</td>
<td>-0.19</td>
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<td>Gaszynska et al.</td>
<td>marital status</td>
<td>single</td>
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**Marital status or having a partner**

B - unstandardized coefficients; Beta (β) - standardized coefficients, NR – not reported, NS – not significant
### Work-family conflict

<table>
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<th>high range</th>
<th>p value reported</th>
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<tbody>
<tr>
<td>Szilvia et al.[38]</td>
<td>work-family conflict all</td>
<td>β</td>
<td>-0.14</td>
<td>-0.22</td>
<td>-0.04</td>
<td>&lt;0.01</td>
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<tr>
<td></td>
<td>female - work-family conflict</td>
<td>β</td>
<td>-0.17</td>
<td>-0.31</td>
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<td>Heponiemi et al.[22]</td>
<td>work interference with family</td>
<td>B</td>
<td>-0.1</td>
<td>NR</td>
<td>NR</td>
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B - unstandardized coefficients; Beta (β) - standardized coefficients, NA – not applicable, NR – not reported

### Health status

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<th>p value reported</th>
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<tr>
<td>French et al.[20]</td>
<td>health state (excellent)</td>
<td>staff</td>
<td>β</td>
<td>0.49</td>
<td>NR</td>
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<td></td>
<td>assoc specialist</td>
<td>β</td>
<td>0.43</td>
<td>NR</td>
<td>NR</td>
<td>NS</td>
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<td>Heponiemi et al.[22]</td>
<td>sleeping problems</td>
<td>NA</td>
<td>β</td>
<td>-0.12</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.001</td>
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<tr>
<td>Laubach and Fischbeck[26]</td>
<td>personal health</td>
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<td>NR</td>
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Beta (β) - standardized coefficients; NA – not applicable, NR – not reported, NS – not significant

**Life satisfaction**

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</thead>
<tbody>
<tr>
<td>Rosta and Gerber[35]</td>
<td>life satisfaction</td>
<td>β</td>
<td>0.56</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.05</td>
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</table>

Beta (β) - standardized coefficients, NR – not reported

**Coping strategies/psychological construct**

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<th>Main value</th>
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<th>High range</th>
<th>p value reported</th>
<th>Subgroup/Comment</th>
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<tr>
<td>Psilopanagioti et al.[34]</td>
<td>surface acting</td>
<td>β</td>
<td>-0.44</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.001</td>
<td>model with Self-Emotion Appraisal as one of the predictors</td>
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<td></td>
<td></td>
<td>B</td>
<td>-1.14</td>
<td>-1.56</td>
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<td>&lt;0.001</td>
<td></td>
</tr>
<tr>
<td></td>
<td>self-emotion appraisal</td>
<td>B</td>
<td>0.01</td>
<td>-0.42</td>
<td>0.44</td>
<td>NS</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>β</td>
<td>0.003</td>
<td>NR</td>
<td>NR</td>
<td>NS</td>
<td></td>
</tr>
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<td></td>
<td>surface acting</td>
<td>β</td>
<td>-0.42</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.001</td>
<td>model with Use of Emotion as one of the predictors</td>
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<td></td>
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<td>B</td>
<td>-1.07</td>
<td>-1.45</td>
<td>-0.69</td>
<td>&lt;0.001</td>
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<tr>
<td>Kinzl et al.[25]</td>
<td>satisfactory</td>
<td>corr</td>
<td>0.25</td>
<td>0.005</td>
<td>NA</td>
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<tr>
<td>Peña- Sánchez et al.[33]</td>
<td>internationally trained physicians (MD training outside of Spain)</td>
<td>Locally trained</td>
<td>Exp beta (OR)</td>
<td>7.81</td>
<td>1.4</td>
<td>43.48</td>
<td>&lt;0.05</td>
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**II. INTRINSIC FACTORS**
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<th>High range</th>
<th>p value reported</th>
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<tr>
<td>Laubach&amp; Fischbeck[^26]</td>
<td>non-surgical/conservative, surgical, clinical-theoretical</td>
<td>NA</td>
<td>β</td>
<td>0.08</td>
<td>NR</td>
<td>NR</td>
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<tr>
<td>Aalto et al.[^17]</td>
<td>specialty was coded 0 for other medical specialists and 1 for psychiatrists</td>
<td>NA</td>
<td>β</td>
<td>-0.06</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.01</td>
</tr>
<tr>
<td>Heponiemi et al.[^22]</td>
<td>Specialization was coded: 0 = not specialized; 1 = specialized or specialization on-going</td>
<td>NA</td>
<td>β</td>
<td>0.05</td>
<td>NR</td>
<td>NR</td>
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<tr>
<td>French eat al.[^20]</td>
<td>general surgery</td>
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<td>Specialty</td>
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<tr>
<td>Obstetrics &amp; Gynaecology</td>
<td>SG β</td>
<td>0.41</td>
<td>NR</td>
<td>NR</td>
<td>NR</td>
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<td></td>
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<td></td>
<td>AS β</td>
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<tr>
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<td>AS β</td>
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<td>NR</td>
<td>NR</td>
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<td></td>
</tr>
<tr>
<td>Accident &amp; Emergency</td>
<td>SG β</td>
<td>-0.4</td>
<td>NR</td>
<td>NR</td>
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</tr>
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<td></td>
<td>AS β</td>
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<td>NR</td>
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AS - associate specialist; Beta (β) - standardized coefficients; NA – not applicable, NR – not reported, NS – not significant, SG – staff grade

**Patients interactions**

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<th>Definition</th>
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<th>Low range</th>
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<tr>
<td>Mache et al.[28]</td>
<td>patients' overall satisfaction</td>
<td>r</td>
<td>0.49</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.05</td>
</tr>
<tr>
<td>Janus et al.[23]</td>
<td>patient contact</td>
<td>Pearson correlation</td>
<td>0.117</td>
<td>NR</td>
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NR – not reported

**Work engagement**

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<th>Definition</th>
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<td>Mache et al.[29]</td>
<td>work engagement</td>
<td>Regr coef adj</td>
<td>0.24</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.01</td>
</tr>
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<td></td>
<td></td>
<td>Pearson r</td>
<td>0.48</td>
<td>NR</td>
<td>NR</td>
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### III. CONTEXTUAL FACTORS: WORK-PLACE RELATED

#### Hospital type and structure

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<tr>
<td>Heponiemi et al.[22]</td>
<td>private employer</td>
<td>*</td>
<td>β</td>
<td>0.09</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.001</td>
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<tr>
<td></td>
<td>job control*</td>
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<td>β</td>
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<td>NR</td>
<td>NR</td>
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<td>Interpersonal justice*</td>
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<td>NR</td>
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<td>Informational justice*</td>
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<td>0.04</td>
<td>NR</td>
<td>NR</td>
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<td>Distributional justice*</td>
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<td>β</td>
<td>0.03</td>
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<td>Coded 0=public employer, 1=private employer</td>
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Beta (β) - standardized coefficients, NR – not reported, * adjusted for gender, age, specialization, part-time employment
<table>
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<th>High range</th>
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<td>van Beuzekom et al.[19]</td>
<td>planning and coordination: ‘Lack of advance planning within the department’</td>
<td>β</td>
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<td>NR</td>
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<td>Hierarchy: ‘In my department, staff do not always dare to ask for an explanation’</td>
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<td>Maintenance: ‘Maintenance inspections are carried out on time’</td>
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<td>-0.28</td>
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<td>NR</td>
<td>NR</td>
<td>&lt;0.05</td>
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<td>Strömgren et al.[37]</td>
<td>trust regarding management</td>
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<td>NR</td>
<td>NR</td>
<td>&lt;0.000</td>
</tr>
<tr>
<td>Laubach &amp; Fischbeck[26]</td>
<td>superiors and hierarchy (FAÄ-V)</td>
<td>β</td>
<td>-0.49</td>
<td>NR</td>
<td>NR</td>
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<tr>
<td>Visser et al.[40]</td>
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<td>NR</td>
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</tr>
<tr>
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<td>feeling poorly managed and resourced</td>
<td>OR</td>
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**Colleague support (team work. relations with team)**

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<td>social support from colleagues</td>
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B - unstandardized coefficients; Beta (β) - standardized coefficients;  NR – not reported, NS – not significant, S – significant, PC – Pearson correlations
**Access to resources**

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<th>Type of measure</th>
<th>Main value</th>
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NA – not applicable, NR – not reported, NS – not significant

### III. CONTEXTUAL FACTORS: JOB RELATED

**Workload and job demand**

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<td>stress</td>
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<td>-0.25</td>
<td>NR</td>
<td>NR</td>
<td>0.001</td>
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<td>psychological distress</td>
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<td>NR</td>
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BC - Bivariate correlations; NR – not reported, NS – not significant, PR - Pearson R

**Work control**

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B - unstandardized coefficients; Beta (β) - standardized coefficients, NA – not applicable, NR – not reported

### Work stability

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B - unstandardized coefficients; Beta (β) - standardized coefficients, NA – not applicable, NR – not reported

### Being a chief

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B - unstandardized coefficients; Beta (β) - standardized coefficients, NA – not applicable, NR – not reported
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<td>£35,000–£49,999 per year</td>
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B - unstandardized coefficients; Beta (β) - standardized coefficients, CC - Correlation coefficients, NA – not applicable, NR – not reported, NS – not significant
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III. CONTEXTUAL FACTORS: OTHER

Intension to leave

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<td>NR</td>
<td>NR</td>
<td>&lt;0.05</td>
</tr>
<tr>
<td></td>
<td></td>
<td>trainees</td>
<td>BC</td>
<td>0.42</td>
<td>NR</td>
<td>NR</td>
<td>&lt;0.01</td>
</tr>
</tbody>
</table>

BC - Bivariate correlations, NR – not reported
### Prior achievement

<table>
<thead>
<tr>
<th>Study ID</th>
<th>Definition</th>
<th>Type of measure</th>
<th>Main value</th>
<th>Low range</th>
<th>High range</th>
<th>p value reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schmit Jongbloed et al.[^36]</td>
<td>curriculum (Traditional vs PBL)</td>
<td>β</td>
<td>0.04</td>
<td>NR</td>
<td>NR</td>
<td>NS</td>
</tr>
</tbody>
</table>

Beta (β) - standardized coefficients; NR – not reported, NS – not significant