

Supplementary file

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Table S1: Sociodemographic and family factors associated with personal burnout among Anganwadi workers

		Personal	Univariate analysis	Adjusted analysis
		Mean (SD)	MD (95% CI)	(Univariate GLM) p value
Age (in years)	>40	58.05 (18.42)	-3.56 (-5.49 to -1.63)	0.070
	≤40	61.61 (17.12)		
Religion	Hindu	59.24 (17.96)	-4.72 (-8.20 to -1.24)	0.018*
	Others	63.96 (17.06)		
Marital status	Married	59.70 (17.91)	9.29 (-1.87 to 20.45)	—
	Unmarried	50.42 (18.99)		
Living status (N = 1323)	With husband	59.76 (17.87)	0.21 (-2.01 to 2.42)	—
	Others [§]	59.55 (18.06)		
Family members	≥5	58.90 (18.27)	-1.04 (-3.14 to 1.06)	—
	≤4	59.95 (17.78)		
	≤1	59.48 (17.82)		—

Number of children (N = 1323)	≥2	59.79 (17.95)	-0.31 (-2.48 to 1.87)	
Family – <15 years of age	Present	61.51 (17.84)	3.84 (1.92 to 5.76)	0.075
	Absent	57.67 (17.83)		
Family – >65 years of age	Present	59.78 (18.01)	0.22 (-1.80 to 2.25)	–
	Absent	59.56 (17.90)		
Family type	Nuclear or single parent	59.79 (17.94)	0.46 (-1.58 to 2.51)	–
	Joint or extended	59.33 (17.94)		
Head of family	AWW	58.79 (18.39)	-1.40 (-3.36 to 0.57)	–
	Not AWW	60.19 (17.62)		
Socioeconomic status@	Lower	57.91 (18.87)	-1.96 (-4.95 to 1.04)	–
	Middle or Upper	59.86 (17.80)		
Sterilization (N = 1323)	Done	59.59 (18.04)	-0.41 (-2.54 to 1.73)	–
	Not done	59.99 (17.60)		
Native of Coimbatore	Yes	59.39 (18.12)	-1.50 (-4.11 to 1.11)	–
	No	60.89 (16.90)		
\$Widowed or divorced or separated				
@Socioeconomic status was based on Modified Kuppuswamy scale updated for the year 2018 (I, upper; II, upper middle; III, lower middle; IV, upper lower; V, lower)				
*Statistically significant at p<0.05				

Table S2: Work-related factors associated with personal burnout among Anganwadi workers

		Personal	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Education of AWW	Up to high school	57.77 (17.32)	-3.33 (-5.26 to -1.39)	0.204
	Higher secondary and above	61.10 (18.28)		
Location of AWC	Urban	60.50 (17.05)	1	–
	Rural	58.82 (18.71)	1.68 (-0.69 to 4.06)	
	Tribal	58.33 (18.96)	2.17 (-6.76 to 11.10)	
Additional tasks	Present	59.81 (17.86)	16.35 (6.94 to 25.77)	<0.001*
	Absent	43.45 (18.32)		
Perception of burden with additional tasks	Present	60.28 (17.62)	13.89 (8.63 to 19.15)	0.002*
	Absent	46.39 (19.33)		

(N = 1319)				
Timely remuneration for additional tasks (N = 1319)	Yes	55.46 (18.03)	-6.18 (-8.26 to -4.09)	<0.001*
	No	61.64 (17.47)		
Satisfaction with remuneration (N = 1319)	Present	52.46 (19.78)	-7.60 (-12.95 to -2.24)	0.680
	Absent	60.06 (17.74)		
Stress at work related leaves in the past month	Yes	63.30 (15.93)	7.57 (5.68 to 9.45)	0.015*
	No	55.73 (19.09)		
Ever felt like quitting the job	Yes	65.88 (16.05)	14.69 (12.91 to 16.48)	<0.001*
	No	51.19 (16.86)		
*Statistically significant at p<0.05 AWC, Anganwadi centre; AWW, Anganwadi worker				

Table S3: Lifestyle and medical factors associated with personal burnout among Anganwadi workers

		Personal	MD (95% CI)	Adjusted analysis (Univariate GLM) p value)
		Mean (SD)		
Sound sleep	Present	49.96 (18.52)	-12.33 (-14.58 to -10.08)	<0.001*
	Absent	62.29 (16.82)		
Regular exercise	Present	53.47 (18.73)	-7.86 (-10.16 to -5.56)	0.006*
	Absent	61.33 (17.33)		
Regular Yoga	Present	53.52 (18.52)	-7.55 (-9.96 to -5.13)	0.547
	Absent	61.08 (17.49)		
Active complaints	Present	65.60 (16.31)	10.80 (8.95 to 12.65)	<0.001*
	Absent	54.81 (17.74)		
Chronic conditions	Present	64.49 (17.12)	7.72 (5.77 to 9.67)	0.162
	Absent	56.77 (17.79)		
*Statistically significant at p<0.05				

Table S4: Sociodemographic and family factors associated with work-related burnout among Anganwadi workers

		Work-related	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Age (in years)	>40	51.62 (20.46)	-5.12 (-7.23 to -2.99)	0.021*
	≤40	56.73 (18.42)		
Religion	Hindu	53.46 (19.67)	-5.22 (-9.05 to -1.39)	0.020*
	Others	58.69 (19.89)		

Marital status	Married	53.99 (19.69)	11.84 (-0.43 to 24.12)	—
	Unmarried	42.14 (23.80)		
Living status (N = 1323)	With husband	54.27 (19.50)	1.10 (-1.34 to 3.53)	—
	Others [§]	53.17 (20.23)		
Family members	≥5	53.90 (19.63)	0.00 (-2.31 to 2.32)	—
	≤4	53.90 (19.79)		
Number of children (N = 1323)	≤1	53.99 (19.23)	0.01 (-2.39 to 2.40)	—
	≥2	53.99 (19.86)		
Family – <15 years of age	Present	56.51 (19.56)	5.36 (3.25 to 7.46)	0.009*
	Absent	51.15 (19.56)		
Family – >65 years of age	Present	54.17 (20.29)	0.41 (-1.82 to 2.64)	—
	Absent	53.76 (19.45)		
Family type	Nuclear or single parent	53.91 (19.88)	0.03 (-2.22 to 2.28)	—
	Joint or extended	53.88 (19.46)		
Head of family	AWW	52.82 (21.12)	-1.78 (-3.95 to 0.38)	—
	Not AWW	54.61 (18.75)		
Socioeconomic status [@]	Lower	50.89 (20.58)	-3.40 (-6.84 to 0.35)	—
	Middle or Upper	54.30 (19.60)		
Sterilization (N = 1323)	Done	53.67 (19.89)	-1.09 (-3.44 to 1.25)	—
	Not done	54.77 (19.17)		
Native of Coimbatore	Yes	53.88 (19.67)	-0.12 (-2.99 to 2.75)	—
	No	53.99 (20.12)		
§Widowed or divorced or separated				
@Socioeconomic status was based on Modified Kuppuswamy scale updated for the year 2018 (I, upper; II, upper middle; III, lower middle; IV, upper lower; V, lower)				
*Statistically significant at p<0.05				

Table S5: Work-related factors associated with work-related burnout among Anganwadi workers

		Work-related	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Education of AWW	Up to high school	51.65 (19.26)	-4.02 (-6.15 to -1.89)	0.120
	Higher secondary and above	55.67 (19.34)		
Location of AWC	Urban	54.50 (19.27)	1	—

	Rural	53.31 (20.25)	1.19 (-1.42 to 3.81)	
	Tribal	53.57 (18.36)	0.93 (-8.90 to 10.77)	
Additional tasks	Present	54.04 (19.67)	13.22 (2.84 to 23.60)	<0.001*
	Absent	40.82 (21.82)		
Perception of burden with additional tasks (N = 1319)	Present	54.73 (19.34)	20.45 (14.70 to 26.20)	<0.001*
	Absent	34.29 (18.95)		
Timely remuneration for additional tasks (N = 1319)	Yes	48.79 (19.00)	-7.47 (-9.76 to -5.18)	<0.001*
	No	56.26 (19.54)		
Satisfaction with remuneration (N = 1319)	Present	41.23 (20.39)	-13.24 (-19.12 to -7.37)	0.085
	Absent	54.48 (19.51)		
Stress at work related leaves in the past month	Yes	59.02 (17.89)	10.57 (8.52 to 12.61)	<0.001*
	No	48.45 (20.16)		
Ever felt like quitting the job	Yes	62.20 (16.55)	19.52 (17.65 to 21.39)	<0.001*
	No	42.68 (18.09)		
*Statistically significant at p<0.05 AWC, Anganwadi centre; AWW, Anganwadi worker				

Table S6: Lifestyle and medical factors associated with work-related burnout among Anganwadi workers

		Work-related	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Sound sleep	Present	43.94 (20.82)	-12.69 (-15.18 to -10.20)	<0.001*
	Absent	56.63 (18.52)		
Regular exercise	Present	47.84 (20.88)	-7.73 (-10.27 to -5.18)	0.064
	Absent	55.57 (19.08)		
Regular Yoga	Present	48.04 (21.99)	-7.25 (-9.91 to -4.58)	0.665
	Absent	55.28 (18.91)		
Active complaints	Present	59.31 (19.43)	9.79 (7.72 to 11.86)	0.007*
	Absent	49.52 (18.89)		
Chronic conditions	Present	58.26 (19.71)	6.94 (4.78 to 9.10)	0.170
	Absent	51.32 (19.30)		
*Statistically significant at p<0.05				

Table S7: Sociodemographic and family factors associated with client-related burnout among Anganwadi workers

		Client-related	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Age (in years)	>40	41.64 (22.51)	-4.75 (-7.17 to -2.33)	0.006*
	≤40	46.39 (22.17)		
Religion	Hindu	43.54 (22.53)	-2.67 (-7.04 to 1.70)	—
	Others	46.21 (21.81)		
Marital status	Married	43.85 (22.46)	11.76 (-2.22 to 25.75)	—
	Unmarried	32.08 (22.49)		
Living status (N = 1323)	With husband	43.20 (22.39)	-2.52 (-5.29 to 0.25)	—
	Others [§]	45.72 (22.59)		
Family members	≥5	43.05 (22.46)	-1.01 (-3.65 to 1.61)	—
	≤4	44.07 (22.49)		
Number of children (N = 1323)	≤1	43.16 (22.23)	-0.94 (-3.65 to 1.78)	—
	≥2	44.10 (22.55)		
Family – <15 years of age	Present	45.45 (22.97)	3.46 (1.05 to 5.87)	0.601
	Absent	41.99 (21.82)		
Family – >65 years of age	Present	44.89 (22.99)	1.73 (-0.81 to 4.27)	—
	Absent	43.16 (22.19)		
Family type	Nuclear or single parent	43.72 (22.42)	-0.12 (-2.68 to 2.44)	—
	Joint or extended	43.84 (22.62)		
Head of family	AWW	45.52 (23.26)	2.92 (0.46 to 5.39)	0.072
	Not AWW	42.60 (21.89)		
Socioeconomic status@	Lower	42.68 (24.47)	-1.22 (-5.29 to 2.84)	
	Middle or Upper	43.90 (22.21)		
Sterilization (N = 1323)	Done	43.75 (22.85)	-0.36 (-2.97 to 2.25)	—
	Not done	44.11 (21.49)		
Native of Coimbatore	Yes	44.18 (22.49)	2.57 (-0.69 to 5.84)	—
	No	41.61 (22.32)		

[§]Widowed or divorced or separated

@Socioeconomic status was based on Modified Kuppuswamy scale updated for the year 2018 (I, upper; II, upper middle; III, lower middle; IV, upper lower; V, lower)

*Statistically significant at p<0.05

Table S8: Work-related factors associated with client-related burnout among Anganwadi workers

		Client-related	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Education of AWW	Up to high school	43.91 (22.67)	0.27 (-2.17 to 2.70)	—
	Higher secondary and above	43.64 (22.33)		
Location of AWC	Urban	43.39 (21.52)	1	—
	Rural	44.24 (23.29)	-0.84 (-3.82 to 2.14)	
	Tribal	40.63 (25.43)	2.77 (-8.43 to 13.97)	
Additional tasks	Present	43.94 (22.43)	16.85 (5.04 to 28.67)	<0.001*
	Absent	27.08 (21.73)		
Perception of burden with additional tasks (N = 1319)	Present	44.56 (22.18)	18.26 (11.66 to 24.87)	<0.001*
	Absent	26.30 (22.52)		
Timely remuneration for additional tasks (N = 1319)	Yes	38.50 (21.64)	-7.74 (-10.36 to -5.12)	<0.001*
	No	46.24 (22.37)		
Satisfaction with remuneration (N = 1319)	Present	33.14 (22.25)	-11.17 (-17.89 to -4.44)	0.346
	Absent	44.31 (22.35)		
Stress at work related leaves in the past month	Yes	48.30 (21.51)	9.37 (7.01 to 11.73)	0.001*
	No	38.93 (22.49)		
Ever felt like quitting the job	Yes	51.32 (21.15)	17.77 (15.53 to 20.02)	<0.001*
	No	33.55 (20.06)		
*Statistically significant at p<0.05 AWC, Anganwadi centre; AWW, Anganwadi worker				

Table S9: Lifestyle and medical factors associated with client-related burnout among Anganwadi workers

		Client-related	MD (95% CI)	Adjusted analysis (Univariate GLM) p value
		Mean (SD)		
Sound sleep	Present	35.03 (21.83)	-11.12 (-14.00 to -8.25)	0.001*
	Absent	46.16 (22.06)		
Regular exercise	Present	38.40 (22.74)	-6.84 (-9.80 to -3.88)	0.342
	Absent	45.24 (22.19)		

Regular Yoga	Present	38.04 (22.80)	-7.07 (-10.12 to -4.03)	0.148
	Absent	45.11 (22.19)		
Active complaints	Present	47.87 (23.20)	7.43 (5.03 to 9.82)	0.280
	Absent	40.44 (21.32)		
Chronic conditions	Present	46.96 (23.39)	5.09 (2.61 to 7.58)	0.570
	Absent	41.87 (21.71)		
*Statistically significant at p<0.05				