

Reference	Adherence to ethical values	material and living needs	Legal causes	Cultural causes	Infrastructural causes	Content causes	Institutional causes	Structural causes	National causes	International causes	Information-technological causes	Economic causes	Physical causes	Social-human causes
Reference 18	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Reference 19	-	-	-	-	-	1	-	1	-	-	-	1	-	1
Reference 20	1	-	-	-	-	-	-	1	-	-	-	-	1	1
Reference 21	-	-	-	-	-	-	-	1	-	-	1	1	-	1
Reference 22	-	-	-	-	-	1	-	1	-	-	-	-	-	-
Reference 23	1	-	-	1	-	-	-	-	-	-	-	-	-	1
Reference 24	-	-	-	-	-	-	-	-	-	-	1	1	-	-
Reference 25	1	-	-	1	-	1	-	-	-	-	-	-	-	1
Reference 26	-	-	-	-	-	-	-	1	-	-	-	1	1	1
Reference 27	1	-	1	1	-	1	-	-	-	-	-	-	-	-
Reference 28	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Reference 29	-	-	1	-	-	-	-	-	-	-	1	-	-	-
Reference 30	-	1	-	-	-	1	-	1	-	-	1	1	-	1
Reference 31	-	-	-	-	-	1	-	-	-	-	1	-	-	-
Reference 32	-	-	-	-	1	1	-	-	-	-	-	-	-	-
Reference 33	1	-	1	-	-	-	-	1	-	-	1	-	-	-
Reference 34	-	-	-	-	-	-	1	1	1	1	-	-	-	1
Reference 35	-	-	-	1	-	-	-	1	-	-	-	-	-	-
Reference 36	-	-	1	-	-	1	1	1	-	-	-	-	-	-
Total	6	1	4	5	1	9	2	11	1	1	6	6	2	9

Supplement 1. Checklist of the components of administrative health

Reference	Affective commitment	Continuance commitment	Normative commitment	Environmental commitment	Career commitment	Behavioral commitment	Practical commitment	Task commitment	normative commitment	Spiritual commitment	Commitment to values	social commitment	I	Responsible commitment	organizational commitment	Subjective commitment
Reference 37	1	1	1	-	-	-	-	-	-	-	-	1	-	1	-	
Reference 9	1	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-
Reference 11	1	1	1	-	-	-	-	-	-	-	-	1	-	1	-	-
Reference 38	-	-	-	1	1	1	-	-	1	-	-	-	-	-	-	-
Reference 15	1	1	1	-	-	-	1	-	-	1	-	-	-	1	-	-
Reference 16	-	-	-	-	-	-	-	-	1	1	1	-	-	1	-	-
Reference 39	1	1	1	-	-	-	-	-	1	-	-	1	-	-	-	-
Reference 8	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-
Reference 18	-	-	-	-	1	-	-	1	-	-	1	-	-	1	-	-
Reference 11	-	-	-	-	-	-	-	-	1	-	-	-	1	1	1	-
Reference 5	1	1	1	-	-	-	-	-	-	-	-	1	-	1	-	-
Reference 12	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	1
Reference 14	-	-	-	-	1	-	-	-	-	1	-	-	1	-	-	1
Reference 20	-	1	-	1	-	1	-	1	-	-	-	-	-	v	-	-
Reference 16	-	-	-	-	1	-	-	-	1	-	-	1	-	-	-	1
Reference 9	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-
Reference 21	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Reference 3	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-
Total	7	8	7	2	5	4	2	2	7	4	2	7	4	7	3	3

Supplement 2. Organizational commitment checklist