

Table 1

Summary of Multiple Regression for Predicting the CS, CF, and Burnout in ED nurses (N =237)

Block ^a	Dependent variable/Variable entered	Adjusted R ²	R square change	F	Standardized coefficient Beta	t
Compassion Satisfaction						
1	Age	.040	.044		.239	3.90**
2	Manager support	.122	.085	17.36**	.292	4.77**
Compassion Fatigue						
1	Age	.006	.011		-.126	-1.96
	Manager support	.055	.053	7.76**	-.230	-3.59**
Burnout						
1	Age	.013	.017		-.166	-2.74*
2	Manager support	.148	.138	21.26**	-.373	-6.15**

Note. ^a Stepwise solution was used.

** $p < .01$.