Each item lists the mean score, Bonferroni-adjusted significance, and effect size (Cohen's d) for both groups. Domains are categorized as Income-related, Job content/identity, Professional associations, PhD relevance, Job security, and Job content alignment. Detailed questionnaire items are provided here; summary statistics are presented in Table 2.

Supplementary Table S1. Detailed item-level job satisfaction scores among Pharmacology and Toxicology PhD graduates in Iran.

Domain	Question No.	Question	Pharmacology Mean	Significant (Bonferroni)	Cohen's d	Toxicology Mean	Significant (Bonferroni)	Cohen's d
Job content / overall	1	How satisfied are you with your current job?	3.45	No	0.10	3.10	No	-0.15
Income-related	2	How satisfied are you with your income level?	2.03	Yes	-1.04	1.68	Yes	-1.49
Job content / overall	3	How satisfied are you with your current job position?	3.25	No	0.05	3.05	No	-0.12
Job security	4	How satisfied are you with job security?	3.30	No	0.08	3.00	No	-0.20
Professional associations	5	How satisfied are you with your professional associations (Pharmacology/Toxicology)?	1.95	Yes	-1.08	1.32	Yes	-2.24
Professional future	6	How hopeful are you about your professional future?	3.40	No	0.11	2.80	Yes	-0.45
Job identity	7	How satisfied are you with being a specialist in your field?	3.51	No	0.12	2.98	No	-0.21

Job identity	8	Do you feel the need to revise your current professional position?	3.52	No	0.13	2.75	Yes	-0.50
Income -related	9	How appropriate is your income relative to your current position?	2.05	Yes	-1.02	1.70	Yes	-1.45
Income -related	10	How appropriate is your income relative to your knowledge and expertise?	2.04	Yes	-1.03	1.68	Yes	-1.48
PhD relevance	11	How relevant is your PhD coursework to your current job?	3.38	No	0.31	3.64	Yes	0.44
Income -related	12	How fair is your income compared to other medical professions?	2.02	Yes	-1.05	1.67	Yes	-1.50
Income -related	13	Is your income adequate to cover your basic living needs?	2.03	Yes	-1.04	1.68	Yes	-1.49
Job content / alignment	14	Does your current position match the position you expected at the start of your PhD?	3.50	No	0.10	2.95	No	-0.22