| Supplementary Table. Bivariable analysis of factors associated with the intention to pursue subspecialty training | | | | |
|---|---|---|---|---|
| **Variable** | **Yes (n=39) n (%)** | **No (n=105) n (%)** | **Crude OR (95% CI)** | **p-value** |
| **A. Demographic and professional characteristics** | | | | |
| Female sex | 9 (23.1) | 19 (18.1) | 1.36 (0.55-3.32) | 0.502 |
| Single marital status | 18 (46.2) | 29 (27.6) | 2.25 (1.05-4.81) | **0.035** |
| No children | 27 (69.2) | 49 (46.7) | 2.57 (1.18-5.61) | **0.016** |
| Professional experience ≤5 years | 30 (76.9) | 36 (34.3) | 6.39 (2.74-14.90) | **<0.001** |
| Resident position | 19 (48.7) | 51 (48.6) | 1.01 (0.48-2.10) | 0.988 |
| **B. Working conditions** | | | | |
| Workplace violence exposure (occasional/frequent) | 18 (46.2) | 14 (13.3) | 5.57 (2.39-12.96) | **<0.001** |
| Malpractice exposure (any, last 12 months) | 8 (20.5) | 27 (25.7) | 0.75 (0.31-1.82) | 0.518 |
| Monthly on-call duties ≥6 | 23 (59.0) | 33 (31.4) | 3.14 (1.47-6.70) | **0.003** |
| **C. Academic profile and mentorship** | | | | |
| Previous academic activity (≥1 completed work) | 22 (56.4) | 84 (80.0) | 0.32 (0.15-0.72) | **0.004** |
| Mentorship support (any) | 15 (38.5) | 45 (42.9) | 0.83 (0.39-1.77) | 0.634 |
| **D. Perceived benefits and systemic factors (agree, Likert 4-5)** | | | | |
| Subspecialty benefits academic career | 31 (79.5) | 23 (21.9) | 13.82 (5.59-34.13) | **<0.001** |
| Subspecialty increases income | 23 (59.0) | 30 (28.6) | 3.59 (1.67-7.73) | **<0.001** |
| Payment system is a deterrent | 15 (38.5) | 27 (25.7) | 1.81 (0.83-3.94) | 0.135 |
| International opportunities influential | 20 (51.3) | 20 (19.0) | 4.47 (2.02-9.90) | **<0.001** |

Undecided responses excluded (Yes n=39, No n=105). Data are n (column %). Odds ratios (ORs) with 95% confidence intervals (CIs); p-values from Pearson $\chi^2$ test, or Fisher's exact test where any expected cell count <5.
Dichotomization: workplace violence = none/rarely vs occasional/frequent/very frequent; on-call = ≥6 shifts/month; previous academic activity = ≥1 completed scientific work; Likert items collapsed as disagree/neutral (1-2) vs. agree (4-5), applied consistently across the manuscript.