

Supplementary material:
Supplementary references S1 to S16

S1. Magrath C, Little G. Communication-a skill that needs to be acquired. *Vet Rec* 2010;167:i-ii.

S2. Lewis RE, Klausner JS. Nontechnical competencies underlying career success as a veterinarian. *J Am Vet Med Assoc* 2003;222:1690-1696.

S3. Bell M, Cake M, Mansfield C. Success in career transitions in veterinary practice: perspectives of employers and their employees. *Vet Rec* 2019;185:232.

S4. Schull D, King E, Hamood W, Feakes A. 'Context' matters: factors considered by employers when selecting new graduate veterinarians. *Higher Ed Res Develop* 2021;40:386-399.

S5. Perrin HC. What are employers looking for in new veterinary graduates? A content analysis of UK veterinary job advertisements. *J Vet Med Educ* 2019;6:21-27.

S6. Alan H, Arslan E, Altınışık HB. The relationship between burnout and empathy skills of nurses who work in hemodialysis units. *J Nephrol Nurs* 2018;13:37-44.

S7. Özen R, Alan SÇ, Özen A. Social problem-solving skills and empathy levels of veterinary clinicians in Türkiye. *Kafkas Univ Vet Fak Derg* 2023;29:697-703.

S8. Moses L, Malowney MJ, Wesley Boyd J. Ethical conflict and moral distress in veterinary practice: A survey of North American veterinarians. *J Vet Intern Med* 2018;32:2115-2122.

S9. Butler DG. Employer and new graduate satisfaction with new graduate performance in the workplace within the first year following convocation from the Ontario Veterinary College. *Can Vet J* 2003;44:380-391.

- S10. Cipolla M, Zeconi A. Study on veterinarian communication skills preferred and perceived by dairy farmers. *Res Vet Sci* 2015;99:60-62.
- S11. Svensson C, Alvåsen K, Eldh AC, Frössling J, Lomander H. Veterinary herd health management–Experience among farmers and farm managers in Swedish dairy production. *Prev Vet Med* 2018;155:45-52.
- S12. Erten Ö, Öztürk Y, Yılmaz O. Türkiye’de pet hayvan sahiplerinin sosyo-demografik yapıları ve pet hayvancılığına bakışları; Alanya-Mardin örneği. [Socio-demographic characteristics of pet animal owners in Turkey and their views on pet animal breeding: Alanya-Mardin example]. *MAE Vet Fak Derg* 2019;4:76-83.
- S13. Erzurum O. Pet hayvan sahiplerinin sosyo-demografik yapısının belirlenmesi: Konya-Ankara örneği. ICAFVP 3rd International Conference on Agriculture, Food, Veterinary And Pharmacy Sciences. November 10-12, 2023, Beirut.
- S14. Güven O, Yavuz F. Büyükbaş hayvancılık sektöründe üretici profili ve işletme yapısı: TRA2 Bölgesi örneği. [Stockbreeder profile and business structure in the cattle breeding sector: case of TRA2 Regio]. *Akademik Ziraat Dergisi* 2020;9:81-92.
- S15. Kaygısız A, Özkan İ. Samsun Tekkeköy ilçesindeki süt sığırcılık işletmelerinin yapısal özellikleri ve hijyen koşulları. [The structural features and hygiene conditions of dairy farms in Tekkeköy district of Samsun province]. *Harran Tarım ve Gıda Bilimleri Derg* 2021;25:225-233.
- S16. Özdemir CY, Kaygısız A, Aydın R. Gümüşhane ili Torul ilçesi süt sığırcılığı işletmelerinin sosyo-ekonomik durumu. [Socio-economic situation in Torul county of Gümüşhane province dairy farms]. *Palandöken J Anim Sci Tech Econ* 2023;2:38-43.