Supplementary material 1. Between April and June 2016, semiannual binary data on organizational change at the work-unit level from 2011 to 2013 were obtained via the following online survey emailed to the managers of all work units.

This questionnaire relates to the work unit "<name of work unit>" in <name of hospital>.

	Yes	No
Were you a manger in the above-stated work unit during the *TrivselOP* in March 2014?	□	□

In the work unit you manage/managed, have there been following organizational changes in the period 1.1.2011-31.12.2013?

If yes, please specify when:

	1. half-year 2011	2. half-year 2011	1. half-year 2012	2. half-year 2012	1. half-year 2013	2. half-year 2013	No	Do not know
Merger with another work unit	□	□	□	□	□	□	□	□
Division into other work units	□	□	□	□	□	□	□	□
Change of management in the work unit	□	□	□	□	□	□	□	□
Physical relocation of the work unit	□	□	□	□	□	□	□	□
Layoff of employee(s) in the work unit	□	□	□	□	□	□	□	□
Selective budget cuts in the work unit	□	□	□	□	□	□	□	□