

Supplementary material 3. Differences between employees with data on organizational change (i.e., study population) and employees without change data from the source population regarding work-unit exit, sickness absence, covariate levels, and number of work units.

| | Source population* (N=25,922) | | p |
|---|--|----------------------------|--------|
| | With change data (study population), n (%) | Without change data, n (%) | |
| Total number of employees | 14,388 (100) | 11,534 (100) | |
| Subsequent work-unit exit 2014 | 2471 (17.17) | 2247 (19.48) | <0.001 |
| Total SA 2014 | | | |
| With SA event | 11,177 (78.94) | 8910 (78.52) | 0.42 |
| Mean (SD) | 4.52 (8.30) | 4.65 (9.04) | <0.001 |
| Long-term SA 2014 | | | |
| With SA event | 836 (5.90) | 689 (6.07) | 0.57 |
| Mean (SD) | 1.38 (7.47) | 1.53 (8.20) | <0.001 |
| Female, n (%) | 10,951 (76.11) | 8876 (76.96) | 0.11 |
| Age group | | | 0.69 |
| 18-40 | 3630 (25.23) | 2842 (24.64) | |
| 40-48 | 3605 (25.06) | 2886 (25.02) | |
| 48-56 | 3578 (24.87) | 2889 (25.05) | |
| 56-75 | 3575 (24.85) | 2917 (25.29) | |
| Number of small-large work units, employees | 1245 (100) | 1077 (100) | 0.20 |
| 3-12 | 645 (51.81) | 593 (55.06) | |
| 13-22 | 294 (23.86) | 260 (24.14) | |
| 23-32 | 187 (15.02) | 133 (12.35) | |
| 33-142 | 116 (9.32) | 91 (8.45) | |
| Employees in work unit | | | <0.001 |
| 3-12 | 3480 (24.19) | 3151 (27.32) | |
| 13-22 | 3636 (25.27) | 3092 (26.81) | |
| 23-32 | 3633 (25.25) | 2505 (21.72) | |
| 33-142 | 3639 (25.29) | 2786 (24.15) | |
| Occupational group | | | <0.001 |
| Nurses | 6216 (43.20) | 4967 (43.06) | |
| Administrative staff | 2643 (18.37) | 2199 (19.07) | |
| Social/healthcare workers | 1883 (13.09) | 1369 (11.87) | |
| Service/technical staff | 1812 (12.59) | 1280 (11.10) | |
| Medical doctors and dentists | 1449 (10.07) | 1343 (11.64) | |
| Pedagogical workers | 385 (2.68) | 376 (3.26) | |
| Days of sickness absence 2012 | | | 0.99 |
| 0 | 3988 (27.72) | 3226 (27.97) | |
| 1-3 | 3101 (21.55) | 2487 (21.56) | |
| 4-6 | 2185 (15.19) | 1748 (15.16) | |
| 7-13 | 2742 (19.06) | 2189 (18.98) | |
| 14-363 | 2372 (16.49) | 1884 (16.33) | |

χ^2 or *t*-test applied as appropriate. Total and long-term sickness absence were calculated as the percentage of missed working hours due to all sickness absence or spells of ≥ 29 days, respectively.

* No missing data except on organizational change.

Abbreviations: SA = sickness absence, SD = standard deviation.