

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)	

$\chi^2$  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  $\geq 29$  days, respectively.

\* No missing data except on organizational change.

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