

Longitudinal associations between organizational change, work-unit social capital, and employee exit from the work unit among public healthcare workers: a mediation analysis ¹

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1. *Supplementary tables*
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Supplementary Table S1. Adjusted hazard ratios and robust 95% confidence intervals of employee exit from the work unit (EFW) in 2014 associated with levels work-unit social capital (level IV-I: high-low) measured through March 2014. Follow-up is split-up into two periods: one period before/during measurement of social capital (i.e., January-March 2014) and one period after measurement of social capital (i.e., April-December).

WSC level	EFW, follow-up January-March 2014				EFW, follow-up April-December 2014			
	<i>N</i>	% of <i>N</i>	HR	95% CI	<i>N</i>	% of <i>N</i>	HR	95% CI
IV	3715	26.4	1.00		3560	26.8	1.00	
III	3566	25.4	1.24	1.00-1.53	3380	25.4	1.32	1.14-1.52
II	3372	24.0	1.26	1.01-1.56	3191	24.0	1.38	1.19-1.60
I	3406	24.2	1.59	1.28-1.97	3178	23.9	1.68	1.44-1.94

Cox regression analyses were adjusted for age, sex, number of employees in the work unit, occupational group, previous sickness absence, child-related absence, and personal gross income.

Abbreviations: EFW = exit from the work unit, WSC = work-unit social capital.

Supplementary Table S2. Adjusted hazard ratios and robust 95% confidence intervals of employee exit from the work unit (EFW) in 2014 associated with organizational changes relative to no change in the last six months of 2013. Follow-up on work-unit exit was split-up into two periods: one period before/during measurement of social capital (i.e., January-March 2014) and one period after measurement of social capital (i.e., April-December). Main models additionally adjusted for mediating effects of social capital.

	EFW, follow-up January-March 2014						EFW, follow-up April-December 2014					
	N	% of N	Main model		Adjusted for social capital		N	% of N	Main model		Adjusted for social capital	
			HR	95% CI	HR	95% CI			HR	95% CI	HR	95% CI
No change (reference)	8410	4.9	1.00		1.00		8000	12.2	1.00		1.00	
Change	5649	6.0	1.27	1.10-1.47	1.23	1.07-1.43	5309	12.4	1.03	0.93-1.14	0.99	0.90-1.10
1 type of change	3728	5.4	1.13	0.95-1.34	1.10	0.93-1.31	3526	12.1	1.01	0.90-1.13	0.98	0.87-1.10
2 types of changes	1170	5.6	1.18	0.91-1.52	1.14	0.88-1.47	1104	12.0	0.96	0.80-1.15	0.92	0.77-1.11
≥3 types of changes	751	9.6	2.18	1.69-2.81	2.11	1.64-2.72	679	14.6	1.25	1.02-1.54	1.21	0.98-1.48
Merger	1085	8.5	1.79	1.42-2.26	1.74	1.38-2.20	993	13.7	1.08	0.90-1.29	1.03	0.86-1.24
Split-up	508	8.5	1.79	1.30-2.45	1.72	1.25-2.38	465	14.4	1.25	0.97-1.59	1.17	0.91-1.49
Relocation	978	6.3	1.39	1.06-1.81	1.37	1.05-1.79	916	13.8	1.08	0.90-1.30	1.07	0.89-1.29
Change of management	2149	6.0	1.30	1.07-1.59	1.26	1.03-1.53	2020	14.0	1.20	1.05-1.37	1.13	0.99-1.30
Employee layoff	2163	6.1	1.23	1.01-1.51	1.21	0.99-1.48	2031	10.9	0.93	0.81-1.08	0.91	0.79-1.05
Budget cut	1757	6.2	1.33	1.08-1.65	1.30	1.05-1.61	201	12.2	1.00	0.85-1.16	0.98	0.84-1.15

Cox regression analyses were adjusted for age, sex, number of employees in the work unit, occupational group, previous sickness absence, child-related absence, and personal gross income.

Abbreviations: EFW = exit from the work unit

Supplementary Table S3. Adjusted hazard ratios and 95% confidence intervals of employee exit from the work unit (EFW) throughout 2014 after organizational change relative to no change. Main models additionally adjusted in turn for potentially mediated effects via dimensions of trust/organizational justice and collaboration (comprising social capital).

	N	% of N	EFW, main model		EFW, adjusted for trust/organizational justice		EFW, adjusted for collaboration	
			HR	95% CI	HR	95% CI	HR	95% CI
No change (reference)	8410	17	1.00		1.00		1.00	
Change	5649	18	1.10	1.01-1.19	1.07	0.99-1.16	1.08	1.10-1.17
1 type of change	3728	17	1.04	0.95-1.15	1.02	0.93-1.13	1.03	0.93-1.13
2 types of changes	1170	17	1.03	0.89-1.20	0.99	0.85-1.15	1.01	0.86-1.16
≥3 types of changes	751	23	1.53	1.30-1.80	1.46	1.25-1.72	1.52	1.29-1.78
Merger	1085	21	1.29	1.12-1.49	1.25	1.07-1.42	1.27	1.10-1.46
Split-up	508	22	1.41	1.16-1.72	1.35	1.11-1.64	1.39	1.14-1.70
Relocation	978	19	1.17	1.00-1.36	1.16	1.04-1.30	1.17	1.10-1.36
Change of management	2149	19	1.23	1.10-1.38	1.15	1.03-1.29	1.20	1.08-1.35
Employee layoff	2163	16	1.03	0.91-1.16	1.01	0.90-1.14	1.02	0.90-1.15
Budget cut	1757	18	1.10	0.97-1.25	1.09	0.96-1.23	1.09	0.96-1.23

Cox regression analyses were adjusted for age, sex, number of employees in the work unit, occupational group, previous sickness absence, child-related absence, and personal gross income.

Abbreviations: EFW = exit from the work unit

Supplementary Table S4. Adjusted hazard ratios and 95% CI robust confidence intervals of subsequent employee exit from the company (i.e., the Capital Region of Denmark) throughout 2014 associated with organizational changes relative to no change in the last six months of 2013.

	<i>N</i>	Company exit		
		% of <i>N</i>	HR	95% CI
No change (reference)	8410	9.8	1.00	
Change	5649	10.1	0.99	0.89-1.10
1 type of change	3728	9.6	0.90	0.79-1.02
2 types of changes	1170	9.2	0.94	0.77-1.15
≥ 3 types of changes	751	14.1	1.59	1.30-1.93
Merger	1085	13.0	1.40	1.19-1.68
Split-up	508	10.0	1.05	0.79-1.40
Relocation	978	16.6	1.55	1.32-1.82
Change of management	2149	9.9	1.04	0.90-1.21
Employee layoff	2163	10.4	1.06	0.91-1.23
Budget cut	1757	7.9	0.76	0.63-0.91

Cox regression analyses were adjusted for age, sex, number of employees in the work unit, occupational group, previous sickness absence, child-related absence, and personal gross income.