

The relationship between psychosocial working conditions and sickness absence days among employees reporting symptoms of common mental disorders in Germany

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Table S2. Results for separate negative binomial regression analyses estimating the association between each psychosocial working condition and sickness absence days for complete cases.

	Sickness absence days											
	T1 (n = 377)				T1 + T2 (n = 320)				T2 (n = 313)			
	95 % CI ^a				95 % CI ^a				95 % CI ^a			
	RR ^b	lower	upper	p-value	RR ^b	lower	upper	p-value	RR ^b	lower	upper	p-value
Demands												
Quantitative demands	1.00	1.00	1.01	0.438	1.00	0.99	1.01	0.432	1.00	0.99	1.00	0.243
Emotional demands	1.00	0.99	1.00	0.288	1.00	0.99	1.00	0.663	1.00	1.00	1.01	0.403
Dissolution	1.00	0.99	1.01	0.915	1.00	0.99	1.00	0.235	1.00	1.00	1.01	0.403
Influence and possibilities for development												
Influence at work	0.99	0.98	1.00	0.012	1.00	0.99	1.00	0.215	1.00	0.99	1.01	0.404
Degrees of freedom	1.00	1.00	1.01	0.430	1.00	0.99	1.00	0.645	1.00	0.99	1.00	0.141
Possibilities for development	1.00	0.99	1.01	0.789	1.00	0.99	1.01	0.809	1.00	1.00	1.01	0.325
Social relations and leadership												
Quality of leadership	1.00	0.99	1.00	0.273	1.00	0.99	1.00	0.574	1.00	0.99	1.01	0.958
Support at work	1.00	0.99	1.01	1.000	1.00	1.00	1.01	0.384	1.00	0.99	1.01	0.655
Sense of community	1.00	0.99	1.01	0.931	1.00	0.99	1.00	0.432	0.99	0.98	1.00	0.127
Unfair treatment	1.01	1.00	1.01	0.061	1.00	1.00	1.01	0.351	1.00	1.00	1.01	0.524
Trust and justice	1.00	0.99	1.00	0.232	1.00	0.99	1.01	0.702				
Recognition	1.00	0.99	1.00	0.071	1.00	0.99	1.00	0.302	1.00	0.99	1.01	0.768

^a 95 % confidence interval.

^b Rate ratio.

Each line represents a single analysis. Analyses are adjusted for sickness absence days (either T0 or T1), sex, age, treatment group, occupational position, depression severity (either T0 or T1), anxiety symptoms (either T0 or T1), somatic symptoms (either T0 or T1).