

Additional file 1

Characteristics of the participating organizations

Organization	Occupational sector	Number of employees	Locations
1	Educational organization (university of applied science)	319 ^a	2
2	Assurance, tax and consulting organization	639	7
3	Educational organization (middle school)	197	4
4	Retail organization	256 ^a	27 ^b

^a

Number of

employees in participating departments within the organization. ^b Divided over four regional clusters.