

Supplemental Table

Prospective CTS study

Additional covariate variables - univariate associations with CTS

Work environment scales	Scale cohesion (Cronbach's alpha)	Association with CTS Hazard Ratio (p-value)	
Psych Demands ¹	0.61	1.05	(0.23)
Decision Authority ¹	0.64	0.94	(0.03)
Skill Discretion ¹	0.76	0.90	(<0.01)
Task Control ²	0.81	0.99	(0.97)
Task Control expanded ²	0.82	0.87	(0.62)
Mental Demands ²	0.77	0.67	(0.34)
Supervisor Support ²	0.83	1.47	(0.19)
Coworker Support ²	0.81	1.84	(0.08)
Group Pressure ²	0.74	0.89	(0.77)
Resource Control ²	0.36	0.25	(0.25)
Depression (POMS) ³	0.63	1.12	(0.29)
Depression (CES-D) ⁴	0.85	1.04	(0.33)

1=Karasek's Job Control Questionnaire, job strain = psychological demand vs. control; control = decision authority + skill discretion.

2=NIOSH General Job Stress Questionnaire 3=Profile of Moods Scale 4=CES-D

General Questionnaire items

overtime (OT) (yes/no)	1.21	0.73
hours per day usually work	1.62	0.02
2nd job (yes/no)	0.41	0.39
Activities outside work		
hand use (light [L])	0.95	0.77
arms at chest height L	0.90	0.67
arms at shoulder height L	0.94	0.83
hands (moderate – heavy [M])	1.06	0.78
arms at chest height M	0.94	0.86
arms at shoulder height M	1.00	0.99
vibrating tools (low)	1.33	0.26
vibrating tools (mod-high)	1.17	0.59
rate your general health	1.16	0.33
rate your health for age	1.03	0.89
overall job satisfaction	1.07	0.82
possible layoff in past year	0.79	0.41
physically exhausted after work	1.32	0.21
mentally exhausted after work	0.88	0.61
hand activity at this company	1.12	0.13
physical effort today	1.13	0.10

Prior medical conditions		
Gout	1.14	0.90
Thyroid disease	1.20	0.81
High blood pressure	2.21	0.06
Migraine headaches	0.62	0.52
Diabetes	0.00	0.99
Rheumatoid arthritis	1.54	0.40