

Table S1. Questions evaluating the variables used in this study.

Factors	Question Codes	Questions
Collaboration and outsourcing	actprod_4	Is this establishment engaged in the production of goods, assembly of parts or delivery of services?
	actdede_5	Is this establishment engaged in the design or development of new products or services?
Job complexity and autonomy	teamex_16	A team is a group of people working together with a shared responsibility for the execution of allocated tasks. Team members can come from the same unit or from different units across the establishment. Do you have any teams fitting this definition in this establishment?
	teasin_17_1	With regard to the employees doing teamwork, do most of them work in a single team or do most of them work in more than one team?
	tauton_18_1	Please think about the tasks to be performed by these teams. Who usually decides how the tasks are distributed within the team?
	supchek_26	Different establishments use different approaches to manage the way employees carry out their tasks. Which of these two statements best describes the general approach to management at this establishment? Please think about the approach that is used the most by managers.
	compprobs_d_29	For how many employees in this establishment does their job include finding solutions to unfamiliar problems they are confronted with? Your best estimate is good enough.
	comorg_d_30	For how many employees in this establishment does their job include independently organising their own time and scheduling their own tasks? Your best estimate is good enough.
	pcwkmach_d_31	For how many employees at this establishment is the pace of work determined by machines or computers? Your best estimate is good enough.
	skillsmatch_d_32_1	What percentage of employees have the skills that are about right to do the job?
Skills requirements and skills match	overskill_d_32_2	What percentage of employees have a higher level of skills than is needed in their job?
	underskill_d_32_3	What percentage of employees have a lower level of skills than is needed in their job?
Training and skill development	skillch_33	How quickly do the knowledge and skills needed from the employees in this establishment change?
	contr_d_34	How many employees in this establishment are in jobs that require continuous training? Your best estimate is good enough.
	learnnoneed_d_35	How many employees in this establishment are in jobs that offer limited opportunities to learn new things? Your best estimate is good enough.
	training_36_1	What are the most important ways through which employees in this establishment can become more skilled at their jobs?
	piadtrain_37	In 2018, how many employees in this establishment participated in training sessions on the establishment premises or at other locations during paid working time? Your best estimate is good enough.
	onjob_d_38	In 2018, how many employees in this establishment have received on-the-job training or other forms of direct instruction in the workplace from more experienced colleagues? Your best estimate is good enough.
	trainatall_39	Since the beginning of 2016, has this establishment provided any training to any of its employees?
	wpsupp_40	Workload and work schedules can prevent the participation of employees in training activities. Which of the following statements best describes what happens in practice at this establishment?
	trski_41_1	How important is "Ensuring that employees have the skills they need to do their current job" for providing training to employees in this establishment?
	trflex_41_2	How important is "Allowing employees to acquire skills they need to do other jobs than their current job. For instance, to allow for job rotation or career advancement." for providing training to employees in this establishment?

Indirect employee participation	trinn_41_3	How important is “Increasing the capacity of employees to articulate ideas about improvements to the establishment” for providing training to employees in this establishment?
	trmot_41_4	How important is “Improving employee morale” for providing training to employees in this establishment?
	emporg_47	Is the company to which this establishment belongs a member of any employers' organization which participates in the negotiation of collective agreements?
	canat_48_1	Are the wages of any employees in this establishment set by a collective agreement negotiated at the national or cross-sectoral level?
	casec_48_2	Are the wages of any employees in this establishment set by a collective agreement negotiated at the sectoral level?
	careg_48_3	Are the wages of any employees in this establishment set by a collective agreement at the regional level?
	cacom_48_4	Are the wages of any employees in this establishment set by a collective agreement negotiated at the establishment or company level?
	caocc_48_5	Are the wages of any employees in this establishment set by a collective agreement negotiated on behalf of employees with a specific occupation?
	caoth_48_6	Are the wages of any employees in this establishment set by another type of collective agreement?
	mmerconfirm_v4_1	Does Trade union representation exist in this establishment?
	mmerconfirm_v4_2	Does Works council exist in this establishment?
	mmerconfirm_v4_3	Does Public sector equivalent of works council exist in this establishment?
	mmerconfirm_v4_4	Does Non-union staff representation exist in this establishment?
	mmerconfirm_v4_5	Does Non-union staff representative exist in this establishment?
	mmerconfirm_v4_6	Does Other country-specific bodies exist in this establishment?
	mmerconfirm_v4_7	Does Other country-specific individuals exist in this establishment?
	mmerconfirm_v4_8	Does There is no official employee representation exist in this establishment?
	mmerconfirm_v4_9	Does Trade union representative/shop steward exist in this establishment?
	eratt_50	How would you describe the general attitude of the employee representation at this establishment? The term establishment' refers to the local site at which you work.
	indir_51_1	Management prefers to consult with the employee representation
	indir_51_2	Management prefers to consult with employees directly
	indir_51_3	Management prefers to consult with the employee representation and with employees directly
	ertrus_52	In your opinion, to what extent does management at this establishment trust the employee representation?
Direct employee participation	regmee_53_1	Meetings between employees and their immediate manager used to involve employees in this establishment in how work is organised?
	staffme_53_2	Meetings open to all employees at the establishment used to involve employees in this establishment in how work is organised?
	dissinf_53_3	Dissemination of information through newsletters, website, notice boards, email etc. used to involve employees in this establishment in how work is organised?
	somedi_53_4	Discussions with employees through social media or in online discussion boards used to involve employees in this establishment in how work is organised?
	eidelay_55	In your opinion, to what extent does involving employees cause delays in the implementation of changes?
	eicomp_56	In your opinion, to what extent does involving employees in work organisation changes give the establishment a competitive advantage?
	mmepinorg_57_1	To what extent have employees directly influenced management decisions in the organisation and efficiency of work processes?
	mmepindism_57_2	To what extent have employees directly influenced management decisions in dismissals?

	mmepintrain_57_3	To what extent have employees directly influenced management decisions in training and skill development?
	mmepintime_57_4	To what extent have employees directly influenced management decisions in working time arrangements?
	mmepinpay_57_5	To what extent have employees directly influenced management decisions in payment schemes?
	mmerinorg_58_1	To what extent has the employee representation influenced management decisions in the organisation and efficiency of work processes?
	mmerindism_58_2	To what extent has the employee representation influenced management decisions in dismissals?
	mmerintrain_58_3	To what extent has the employee representation influenced management decisions in training and skill development?
	mmerintime_58_4	To what extent has the employee representation influenced management decisions in working time arrangements?
	mmerinpay_58_5	To what extent has the employee representation influenced management decisions in payment schemes?
Innovation	innoprod_9	Since the beginning of 2016, has this establishment introduced any new or significantly changed products or services?
	innoproc_10	Since the beginning of 2016, has this establishment introduced any new or significantly changed processes either for producing goods or supplying services?
	innomark_11	Since the beginning of 2016, has this establishment introduced any new or significantly changed marketing methods?
Digitalization	ictcomp_d_19	How many employees in this establishment use personal computers or laptops to carry out their daily tasks?
	ictapp_20	Since the beginning of 2016, did this establishment purchase any software that was specifically developed or customised to meet the needs of the establishment?
	ictrob_21	Robots are programmable machines that are capable of carrying out a complex series of actions automatically, which may include the interaction with people. Does this establishment use robots?
	itprodimp_22	Does this establishment use data analytics to improve the processes of production or service delivery?
	itperfmon_23	Does this establishment use data analytics to monitor employee performance?
	itperfmonuse_24	Since the beginning of 2016, how would you say the use of data analytics in this establishment has changed?
Product market strategy	pmstratlp_65_1	How important is “offering products or services at lower prices than the competition” for the competitive success of this establishment?
	pmstratbq_65_2	How important is “offering products or services that are of better quality than those offered by the competition” for the competitive success of this establishment?
	pmstartcust_65_3	How important is “customising products or services to meet specific customer requirements” for the competitive success of this establishment?
	pmstratnps_65_4	How important is “regularly developing products, services or processes that are new to the market” for the competitive success of this establishment?
Firm Performance	prodvol_68	Since the beginning of 2016, how has the amount of goods or services produced by this establishment changed?
	profit_69	In 2018, did this establishment make a profit?
	profplan_70	Did this establishment expect to make a profit in 2018?
	chempfut_71	In the next three years, how do you expect the total number of employees in this establishment to change?
Employee well-being	sickleave_59	Do you think the level of sickness leave in this establishment is too high?
	lowmot_60	Overall, how motivated do you think employees in this establishment are?
	retainemp_62	How difficult is it for this establishment to retain employees?
	qwprel_63	How would you describe the relations between management and employees in this establishment in general?

Table S2. The output of Genetic Algorithm for the first model.

Factors	68	69	70	71
Population	16	9	5	17
actprod_4	1	1	1	1
actdede_5	1	1	1	1
innoprod_9	1	1	1	1
innoproc_10	1	0	1	1
innomark_11	0	1	1	1
teamex_16	1	1	1	1
teasin_17_1	1	1	1	1
teasin_17_2	0	0	1	1
tauton_18_1	1	1	0	1
tauton_18_2	1	1	1	1
ictcomp_d_19	0	0	1	0
ictapp_20	1	1	1	1
ictrob_21	1	1	1	1
itprodimp_22	1	1	1	1
itperfmon_23	1	1	1	1
itperfmonuse_24	0	1	1	1
supchek_26	1	1	1	1
compprobs_d_29	1	1	0	1
comorg_d_30	0	0	0	1
pcwkmach_d_31	0	1	1	1
skillsmatch_d_32_1	0	1	1	1
overskill_d_32_2	1	1	1	1
underskill_d_32_3	1	1	1	1
skillch_33	1	1	0	1
contr_d_34	0	1	1	1
learnnoneed_d_35	0	0	1	1
training_36_1	1	1	1	1
learneach_36_2	1	1	1	0
trialerr_36_3	0	0	0	0
piadtrain_37	1	1	1	1
onjob_d_38	0	1	1	1
trainatall_39	1	1	1	1
wpsupp_40	1	1	1	1
trski_41_1	0	0	1	1
trflex_41_2	0	1	1	0
trinn_41_3	1	1	0	1
trmot_41_4	1	1	1	1
emporg_47	1	1	1	1
canat_48_1	0	1	1	1
casec_48_2	0	1	0	1
careg_48_3	1	0	1	1
cacom_48_4	1	1	1	1
caocc_48_5	1	0	1	0
caoth_48_6	1	1	1	1
mmerconfirm_v4_1	1	0	1	0
mmerconfirm_v4_2	1	0	1	0
mmerconfirm_v4_3	0	0	0	0
mmerconfirm_v4_4	0	1	1	0
mmerconfirm_v4_5	1	1	0	0
mmerconfirm_v4_6	0	1	1	1
mmerconfirm_v4_7	1	1	1	0

mmerconfirm_v4_8	1	0	0	1
mmerconfirm_v4_9	1	1	1	1
eratt_50	1	1	0	1
indir_51_1	0	0	1	1
indir_51_2	1	1	1	1
indir_51_3	0	1	1	1
ertrus_52	1	1	0	1
regmee_53_1	1	1	1	0
staffme_53_2	0	1	1	1
dissinf_53_3	1	1	1	1
somedi_53_4	1	0	0	1
eidelay_55	0	1	1	1
eicomp_56	0	1	1	1
mmepinorg_57_1	1	1	0	0
mmepindism_57_2	1	0	1	1
mmepintrain_57_3	1	1	0	1
mmepintime_57_4	1	1	1	0
mmepinpay_57_5	1	1	1	1
mmerinorg_58_1	1	0	1	1
mmerindism_58_2	0	1	1	0
mmerintrain_58_3	1	1	1	1
mmerintime_58_4	0	0	0	0
mmerinpay_58_5	1	0	1	1
pmstratlp_65_1	1	1	1	0
pmstratbq_65_2	1	1	1	1
pmstartcust_65_3	1	1	1	1
pmstratnps_65_4	1	1	1	1
Fitness	0.082996	0.039723	0.053418	0.077495

Table S3. The output of Genetic Algorithm for the second model.

Factors	GA59	GA60	GA62	GA63
actprod_4	1	0	1	0
actdede_5	1	0	1	1
innoprod_9	1	1	1	1
innoproc_10	1	1	1	1
innomark_11	0	0	1	1
teamex_16	0	1	0	1
teasin_17_1	0	1	1	1
teasin_17_2	1	1	1	1
tauton_18_1	1	1	1	0
tauton_18_2	1	1	1	1
ictcomp_d_19	0	1	1	1
ictapp_20	1	0	1	0
ictrob_21	1	1	1	1
itprodimp_22	0	1	1	0
itperfmon_23	1	0	1	0
itperfmonuse_24	1	1	1	1
supchek_26	1	1	1	1
compprobs_d_29	0	1	1	0
comorg_d_30	0	1	1	1
pcwkmach_d_31	1	1	0	0
skillsmatch_d_32_1	1	1	1	1
overskill_d_32_2	0	1	1	0
underskill_d_32_3	1	1	1	1

skillch_33	0	1	0	1
contr_d_34	0	1	1	1
learnnoneed_d_35	1	1	1	1
training_36_1	1	1	0	0
learneach_36_2	0	1	1	1
trialerr_36_3	1	1	1	1
piadtrain_37	0	1	1	1
onjob_d_38	1	1	1	0
trainatall_39	0	1	1	1
wpsupp_40	1	1	1	1
trski_41_1	1	1	1	1
trflex_41_2	1	0	0	1
trinn_41_3	0	0	1	1
trmot_41_4	1	1	1	1
emporg_47	1	1	1	1
canat_48_1	1	1	1	0
casec_48_2	0	1	1	1
careg_48_3	1	1	1	1
cacom_48_4	1	1	1	0
caocc_48_5	0	0	1	1
caoth_48_6	1	1	0	0
mmerconfirm_v4_1	1	1	0	1
mmerconfirm_v4_2	1	1	1	1
mmerconfirm_v4_3	1	1	1	0
mmerconfirm_v4_4	1	1	1	0
mmerconfirm_v4_5	1	1	1	1
mmerconfirm_v4_6	1	1	1	1
mmerconfirm_v4_7	1	1	0	1
mmerconfirm_v4_8	0	1	0	1
mmerconfirm_v4_9	0	0	1	1
eratt_50	0	1	1	1
indir_51_1	1	0	1	1
indir_51_2	1	1	1	1
indir_51_3	1	1	1	1
ertrus_52	1	0	1	1
regmee_53_1	1	1	1	1
staffme_53_2	1	1	1	1
dissinf_53_3	1	1	0	0
somedi_53_4	1	1	1	1
eidelay_55	1	1	1	0
eicomp_56	0	0	1	1
mmepinorg_57_1	1	1	1	1
mmepindism_57_2	1	1	1	0
mmepintrain_57_3	0	1	0	1
mmepintime_57_4	1	1	0	1
mmepinpay_57_5	1	0	1	0
mmerinorg_58_1	1	1	1	1
mmerindism_58_2	1	0	1	1
mmerintrain_58_3	1	1	0	1
mmerintime_58_4	1	1	1	1
mmerinpay_58_5	0	1	0	0
pmstratlp_65_1	1	1	1	1
pmstratbq_65_2	1	1	1	1
pmstartcust_65_3	1	1	0	1

pmstratnps_65_4	1	1	1	1
Fitness	0.091839	0.148188	0.060458	0.133854

Table S4. The output of BART analysis for the first model.

68		69		70		71	
Factors	Overall	Factors	Overall	Factors	Overall	Factors	Overall
actprod_4	100	actprod_4	100	actprod_4	100	actprod_4	100
actdede_5	81.73106	actdede_5	82.67497	actdede_5	77.74664	actdede_5	86.59718
innoprod_9	95.41508	innoprod_9	65.94788	innoprod_9	56.78126	innoprod_9	83.24501
innoproc_10	80.008	innomark_11	65.11692	innoproc_10	53.75711	innoproc_10	73.43159
teamex_16	27.85222	teamex_16	31.05278	innomark_11	59.7221	innomark_11	63.50722
teasin_17_1	45.57302	teasin_17_1	47.39655	teamex_16	31.12425	teamex_16	27.29309
tauton_18_1	26.11183	tauton_18_1	26.75484	teasin_17_1	40.93218	teasin_17_1	37.79372
tauton_18_2	34.86975	tauton_18_2	38.91046	teasin_17_2	35.71371	teasin_17_2	35.67832
ictapp_20	46.94251	ictapp_20	42.13605	tauton_18_2	43.36488	tauton_18_1	29.00935
ictrob_21	24.42503	ictrob_21	20.87853	ictcomp_d_19	17.01716	tauton_18_2	34.64315
itprodimp_22	44.27557	itprodimp_22	33.05176	ictapp_20	46.22208	ictapp_20	48.72362
itperfmon_23	42.03774	itperfmon_23	31.56816	ictrob_21	21.04345	ictrob_21	28.99078
supchek_26	46.14736	itperfmonuse_24	28.15167	itprodimp_22	34.58693	itprodimp_22	34.50297
compprobs_d_29	26.33804	supchek_26	48.24634	itperfmon_23	38.93403	itperfmon_23	39.26202
overskill_d_32_2	43.69921	compprobs_d_29	26.14194	itperfmonuse_24	32.44612	itperfmonuse_24	30.32274
underskill_d_32_3	43.61052	pcwkmach_d_31	52.13086	supchek_26	46.5804	supchek_26	46.63881
skillch_33	15.70021	skillsmatch_d_32_1	10.08883	pcwkmach_d_31	48.78256	compprobs_d_29	23.69243
training_36_1	53.47594	overskill_d_32_2	41.13911	skillsmatch_d_32_1	12.95102	comorg_d_30	23.16457
learneach_36_2	74.03928	underskill_d_32_3	48.17806	overskill_d_32_2	40.67171	pcwkmach_d_31	52.16469
trialerr_36_3	20.673	skillch_33	16.89406	underskill_d_32_3	46.35494	skillsmatch_d_32_1	8.642423
piadtrain_37	22.87713	contr_d_34	29.78997	contr_d_34	30.47477	overskill_d_32_2	41.44509
trainatall_39	0	training_36_1	52.39551	learnnoneed_d_35	43.33409	underskill_d_32_3	44.81818
wpsupp_40	51.54064	learneach_36_2	82.89048	training_36_1	52.41263	skillch_33	13.34
trinn_41_3	37.19794	piadtrain_37	23.80974	learneach_36_2	84.85439	contr_d_34	24.3663
trmot_41_4	33.18506	onjob_d_38	19.57604	piadtrain_37	23.08622	learnnoneed_d_35	46.66904
emporg_47	46.62232	trainatall_39	0.962945	onjob_d_38	20.72627	training_36_1	52.45171
careg_48_3	25.23958	wpsupp_40	50.09639	trainatall_39	3.383251	piadtrain_37	20.95255
cacom_48_4	40.64708	trflex_41_2	48.2414	wpsupp_40	48.49063	onjob_d_38	16.8323
caocc_48_5	15.25844	trinn_41_3	35.59872	trski_41_1	11.71155	trainatall_39	0
caoth_48_6	16.78758	trmot_41_4	33.79973	trflex_41_2	49.13495	wpsupp_40	50.39637
mmerconfirm_v4_1	5.741471	emporg_47	43.53909	trmot_41_4	34.14316	trski_41_1	8.005312
mmerconfirm_v4_2	4.674785	canat_48_1	7.664852	emporg_47	44.58516	trinn_41_3	36.17782
mmerconfirm_v4_5	4.889583	casec_48_2	51.2072	canat_48_1	8.855791	trmot_41_4	30.22282
mmerconfirm_v4_7	4.284664	cacom_48_4	40.3024	careg_48_3	23.93178	emporg_47	44.04494
mmerconfirm_v4_8	4.588789	caoth_48_6	18.27886	cacom_48_4	40.71512	canat_48_1	10.45092
mmerconfirm_v4_9	0.405478	mmerconfirm_v4_4	2.286905	caocc_48_5	11.51011	casec_48_2	50.29894
eratt_50	16.9765	mmerconfirm_v4_5	2.506914	caoth_48_6	17.33897	careg_48_3	23.96034
indir_51_2	17.71727	mmerconfirm_v4_6	2.630973	mmerconfirm_v4_1	2.106131	cacom_48_4	40.82402
ertrus_52	12.07712	mmerconfirm_v4_7	3.364913	mmerconfirm_v4_2	1.38701	caoth_48_6	19.07289
regmee_53_1	12.89746	mmerconfirm_v4_9	0	mmerconfirm_v4_4	1.327864	mmerconfirm_v4_6	22.13812
dissinf_53_3	37.51638	eratt_50	18.95998	mmerconfirm_v4_6	0	mmerconfirm_v4_8	22.99116
somedi_53_4	40.83305	indir_51_2	15.60016	mmerconfirm_v4_7	2.877963	mmerconfirm_v4_9	4.615413
mmepinorg_57_1	23.66102	indir_51_3	19.12884	mmerconfirm_v4_9	1.445177	eratt_50	20.13231
mmepindism_57_2	52.21266	ertrus_52	10.58394	indir_51_1	16.09013	indir_51_1	14.71594
mmepintrain_57_3	26.23115	regmee_53_1	13.11689	indir_51_2	17.23701	indir_51_2	18.42614
mmepintime_57_4	41.57095	staffme_53_2	39.98859	indir_51_3	18.22149	indir_51_3	19.07698

mmepinpay_57_5	46.65374	dissinf_53_3	38.68913	regmee_53_1	14.70977	ertrus_52	18.55547
mmerinorg_58_1	15.13977	eidelay_55	43.00208	staffme_53_2	39.22845	staffme_53_2	38.54072
mmerintrain_58_3	14.64999	eicomp_56	28.25573	dissinf_53_3	37.19203	dissinf_53_3	37.3873
mmerinpay_58_5	17.23796	mmepinorg_57_1	20.898	eidelay_55	44.64619	somedi_53_4	46.2054
pmstratlp_65_1	36.42186	mmepintrain_57_3	26.58171	eicomp_56	41.18455	eidelay_55	44.17222
pmstratbq_65_2	50.87524	mmepintime_57_4	39.99619	mmepindism_57_2	47.21151	eicomp_56	21.92445
pmstartcust_65_3	49.56594	mmepinpay_57_5	41.37925	mmepintime_57_4	39.53275	mmepindism_57_2	50.54944
pmstratnps_65_4	35.07745	mmerindism_58_2	19.16052	mmepinpay_57_5	44.63911	mmepintrain_57_3	28.43456
		mmerintrain_58_3	15.55651	mmerinorg_58_1	16.34346	mmepinpay_57_5	45.23528
		pmstratlp_65_1	33.80177	mmerindism_58_2	17.79291	mmerinorg_58_1	17.25242
		pmstratbq_65_2	43.57065	mmerintrain_58_3	16.02208	mmerintrain_58_3	17.95518
		pmstartcust_65_3	48.44708	mmerinpay_58_5	16.63355	mmerinpay_58_5	19.25436
		pmstratnps_65_4	32.42823	pmstratlp_65_1	35.03653	pmstratbq_65_2	53.12276
				pmstratbq_65_2	46.49195	pmstartcust_65_3	51.26628
				pmstartcust_65_3	47.14645	pmstratnps_65_4	37.53383
				pmstratnps_65_4	32.82267		

Table S5. The output of BART analysis for the second model.

59		60		62		63	
Factors	Overall	Factors	Overall	Factors	Overall	Factors	Overall
actprod_4	100	innoprod_9	63.4328	actprod_4	100	actdede_5	100
actdede_5	84.19672	innoproc_10	58.37657	actdede_5	80.19182	innoprod_9	80.53177
innoprod_9	72.37308	teamex_16	26.84224	innoprod_9	65.85115	innoproc_10	74.50729
innoproc_10	67.92973	teasin_17_1	34.98222	innoproc_10	63.25355	innomark_11	72.82593
teasin_17_2	42.96708	teasin_17_2	30.8271	innomark_11	61.09079	teamex_16	34.80814
tauton_18_1	26.47895	tauton_18_1	18.05178	teasin_17_1	42.96994	teasin_17_1	47.69036
tauton_18_2	45.86665	tauton_18_2	29.2567	teasin_17_2	37.08964	teasin_17_2	42.3095
ictapp_20	50.94773	ictcomp_d_19	22.10609	tauton_18_1	23.14979	tauton_18_2	47.52991
ictrob_21	32.86449	ictapp_20	45.93561	tauton_18_2	39.97219	ictcomp_d_19	23.46332
itperfmon_23	40.14468	ictrob_21	24.86123	ictcomp_d_19	18.25347	ictrob_21	37.02851
itperfmonuse_24	41.38141	itprodimp_22	38.84966	ictapp_20	48.71208	itperfmonuse_24	61.36116
supchek_26	46.19056	itperfmonuse_24	38.66087	ictrob_21	23.01627	supchek_26	99.86038
pcwkmach_d_31	47.08437	supchek_26	100	itprodimp_22	39.61762	comorg_d_30	36.8744
skillsmatch_d_32_1	6.170713	compprobs_d_29	24.40697	itperfmon_23	42.82087	skillsmatch_d_32_1	16.33842
underskill_d_32_3	46.15817	comorg_d_30	27.45781	itperfmonuse_24	35.71112	underskill_d_32_3	55.52931
learnnoneed_d_35	34.91289	pcwkmach_d_31	45.68236	supchek_26	52.70715	skillch_33	29.58445
training_36_1	49.46327	skillsmatch_d_32_1	9.509346	compprobs_d_29	25.35333	contr_d_34	32.48171
trialerr_36_3	29.98672	overskill_d_32_2	36.8616	comorg_d_30	26.64791	learnnoneed_d_35	43.37201
onjob_d_38	13.90768	underskill_d_32_3	40.15236	skillsmatch_d_32_1	7.288535	learneach_36_2	88.9442
wpsupp_40	48.2742	skillch_33	28.89742	overskill_d_32_2	38.02444	trialerr_36_3	29.13472
trski_41_1	6.538384	contr_d_34	24.17825	underskill_d_32_3	39.55154	piadtrain_37	29.78522
trflex_41_2	46.77125	learnnoneed_d_35	34.08077	contr_d_34	25.6421	trainatall_39	1.67473
trmot_41_4	29.85607	training_36_1	47.35797	learnnoneed_d_35	38.71388	wpsupp_40	79.52735
emporg_47	44.20091	learneach_36_2	66.826	learneach_36_2	72.39254	trski_41_1	21.08809
canat_48_1	15.56247	trialerr_36_3	20.82621	trialerr_36_3	21.21366	trflex_41_2	57.7124
careg_48_3	25.5869	piadtrain_37	26.06426	piadtrain_37	24.77673	trinn_41_3	66.2593
cacom_48_4	41.30344	onjob_d_38	23.25712	onjob_d_38	20.3599	trmot_41_4	76.79883
caoth_48_6	20.72289	trainatall_39	0	trainatall_39	0	emporg_47	49.69069
mmerconfirm_v4_1	2.288468	wpsupp_40	55.62887	wpsupp_40	43.42014	casec_48_2	63.70688
mmerconfirm_v4_2	0.286786	trski_41_1	20.27999	trski_41_1	12.09652	careg_48_3	41.02768
mmerconfirm_v4_3	8.13643	trmot_41_4	54.9836	trinn_41_3	36.37793	caocc_48_5	15.13571

mmerconfirm_v4_4	0.290139	emporg_47	34.21857	trmot_41_4	31.90804	mmerconfirm_v4_1	6.131386
mmerconfirm_v4_5	6.835545	canat_48_1	0.96547	emporg_47	34.28257	mmerconfirm_v4_2	7.097088
mmerconfirm_v4_6	0	casec_48_2	44.5252	canat_48_1	3.884582	mmerconfirm_v4_5	5.98068
mmerconfirm_v4_7	0.010073	careg_48_3	28.51349	casec_48_2	38.67637	mmerconfirm_v4_6	6.493252
indir_51_1	10.62868	cacom_48_4	34.04459	careg_48_3	22.37705	mmerconfirm_v4_7	6.116979
indir_51_2	13.35158	caoth_48_6	11.25849	cacom_48_4	36.86745	mmerconfirm_v4_8	6.714227
indir_51_3	17.36284	mmerconfirm_v4_1	5.047906	caocc_48_5	10.17249	mmerconfirm_v4_9	0
ertrus_52	15.92845	mmerconfirm_v4_2	5.011289	mmerconfirm_v4_2	7.183444	eratt_50	36.85631
regmee_53_1	12.8267	mmerconfirm_v4_3	5.61111	mmerconfirm_v4_3	7.248964	indir_51_1	18.71779
staffme_53_2	40.53191	mmerconfirm_v4_4	4.649519	mmerconfirm_v4_4	6.562373	indir_51_2	20.46782
dissinf_53_3	33.91985	mmerconfirm_v4_5	4.194855	mmerconfirm_v4_5	6.683728	indir_51_3	23.20301
somedi_53_4	39.23865	mmerconfirm_v4_6	5.461114	mmerconfirm_v4_6	7.369702	ertrus_52	14.31019
eidelay_55	39.2717	mmerconfirm_v4_7	4.439352	mmerconfirm_v4_8	6.570903	regmee_53_1	44.28546
mmepinorg_57_1	22.46823	mmerconfirm_v4_8	5.035939	mmerconfirm_v4_9	1.054712	staffme_53_2	87.50932
mmepindism_57_2	48.83004	eratt_50	26.50627	eratt_50	17.41404	somedi_53_4	41.93341
mmepintime_57_4	39.0642	indir_51_2	17.66181	indir_51_1	11.54313	eicomp_56	35.0768
mmepinpay_57_5	48.03092	indir_51_3	16.79417	indir_51_2	15.5977	mmepinorg_57_1	49.26378
mmerinorg_58_1	14.93412	regmee_53_1	25.57097	indir_51_3	16.81942	mmepintrain_57_3	46.05652
mmerindism_58_2	19.17089	staffme_53_2	68.5931	ertrus_52	12.20955	mmepintime_57_4	52.03593
mmerintrain_58_3	14.4611	dissinf_53_3	43.89374	regmee_53_1	13.46009	mmerinorg_58_1	18.37601
mmerintime_58_4	17.47474	somedi_53_4	30.07573	staffme_53_2	38.78333	mmerindism_58_2	25.67764
pmstratlp_65_1	34.1833	eidelay_55	35.89508	somedi_53_4	43.3556	mmerintrain_58_3	18.70073
pmstratbq_65_2	49.53538	mmepinorg_57_1	37.84031	eidelay_55	37.99328	mmerintime_58_4	19.33356
pmstartcust_65_3	47.00862	mmepindism_57_2	46.00141	eicomp_56	24.86631	pmstratlp_65_1	46.59209
pmstratnps_65_4	31.44312	mmepintrain_57_3	41.2005	mmepinorg_57_1	26.41705	pmstratbq_65_2	58.19866
		mmepintime_57_4	39.58067	mmepindism_57_2	41.49587	pmstartcust_65_3	56.48634
		mmerinorg_58_1	14.60733	mmepinpay_57_5	42.58501	pmstratnps_65_4	38.54825
		mmerintrain_58_3	15.33573	mmerinorg_58_1	15.93296		
		mmerintime_58_4	15.0912	mmerindism_58_2	17.92162		
		mmerinpay_58_5	16.13855	mmerintime_58_4	17.02217		
		pmstratlp_65_1	36.85986	pmstratlp_65_1	37.39802		
		pmstratbq_65_2	45.40823	pmstratbq_65_2	51.81533		
		pmstartcust_65_3	42.22401	pmstratnps_65_4	34.88202		
		pmstratnps_65_4	32.52756				