

A Systematic Review of Intervention Studies to Foster Sustainable Employability Core Components: Implications for Workplace

Promotion

Table S3. Data extraction of qualitative (QL) and quantitative (QT) studies covering three SE core components in intervention content.

Study reference, type, and quality	Study Population	Intervention content	SE Core Components in Intervention Content	Outcome Measures				Effectiveness
				Health Outcome Measures	Productivity Outcome Measures	Valuable Work Outcome Measures	Long-term Perspective	
Hadgraft et al., 2017 QL Moderate overall quality	28 desk-based office employees from an Australian organization	A multicomponent intervention to reduce workplace sitting time by means of an individual sit-stand workstation, used by each worker for 12 months; health coaching (for the first 3 months); organizational strategies; and support by team leaders promoting an intervention message and the chosen organizational strategies.	Health Valuable work Long-term perspective	Health and well-being (interviews and focus groups)	Productivity (interviews and focus groups) Work performance (interviews and focus groups) Cost effectiveness (interviews and focus groups)	Awareness of health behavior (interviews and focus groups)	12 (at the end of intervention), 16 months follow-up	Positive effect on Health and well-being, Awareness of health behavior, Productivity (in the long-term), and Work performance, Cost effectiveness No effect on Productivity (in the short-term)
Koolhaas et al., 2015 QT Moderate overall quality	236 Dutch aging workers	A problem-solving based intervention consisting of three phases: 1) an assessment of work-related problems and needs, and personal career and development opportunities, with a corresponding evaluation of the openness to change	Health Valuable work Long term perspective	Perceived fatigue (self-rated evaluation) Vitality (self-rated evaluation)	Productivity (self-rated evaluation)	Perceived work attitude (self-rated evaluation) Self-efficacy (self-rated evaluation)	3, 12 months (after baseline) follow-up	Positive effect on Perceived work attitude, Self-efficacy, and Skills discretion No effect on Perceived fatigue and Productivity

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		of each aspect, by means of a booklet; 2) a dialogue between employee and supervisor to discuss solutions, through a brainstorming; and 3) an action plan and setting solutions for the following year.		Work ability (self-rated evaluation)		Skills discretion (self-rated evaluation)		Negative effect on Vitality and Work ability
Van Holland et al., 2017 QT Weak overall quality	305 workers of a Dutch meat processing company	Two phases: 1) a risk assessment to make the employee risk profile, testing physical and mental health by means of biometric measures, physical and mental functional work capacity, work ability, health, and lifestyle; and 2) a counseling session in which a consultant gives the worker feedback on his/her results obtained at the screening tests, and advises the employee whether or not to take following actions.	Health Valuable work Long-term perspective	Work ability (self-rated evaluation) Subjective health (self-rated evaluation) Health thermometer (self-rated evaluation) Vitality (self-rated evaluation)	Self-reported productivity Cost benefit (company data)	Meaning of work (self-rated evaluation) Possibilities for development (self-rated evaluation)	3 years (after baseline) follow-up	Positive effect on Meaning of work and Cost benefit No effect on Subjective health, Health thermometer, Vitality, and Possibilities for development Negative effect on Work ability, Sickness absence, and Self-reported productivity