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| **Criteria for assessment** | **Articles** |
|  | Gettinger et al 2020 | Widdice et al 2018 |
| Did the study address a clearly focused question / issue? | Y | Y |
| Is the research method (study design)appropriatefor answering the research question? | Y | Y |
| Is the method of selection of the subjects (employees, teams, divisions, organizations) clearly described? | N | Y |
| Has the way the sample was obtained avoid (selection)bias?\*  | Can't tell | Y |
| Was the sample of subjects representative with regard to the population to which the findings will be referred? | Can't tell | Can't tell |
| Was the sample size based on pre-study considerations of statistical power? | Can't tell | Can't tell |
| Was a satisfactory response rate achieved? | Y | Y |
| Are the measurements (questionnaires) likely to be valid and reliable? | Y | Y |
| Was the statistical significance assessed? | Y | Y |
| Are confidence intervals given for the main results? | N | Y |
|  Have all confounding factors been accounted for?\*\* | N | N |
| Can the results be applied to your organization? | Y | Y |

\*Original question: Could the way the sample was obtained introduce (selection)bias?

\*\*Original question: Could there be confounding factors that haven’t been accounted for?