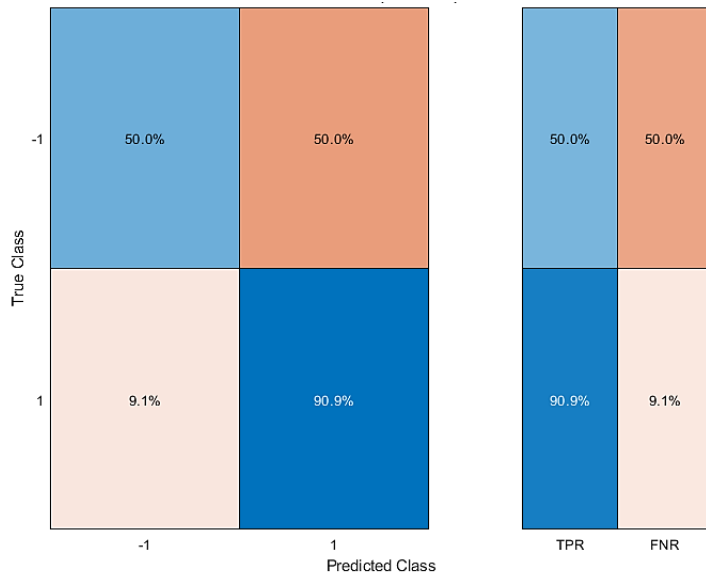


**Supplementary file 1: Details of machine learning models**

Estimating the impact of input variables on reducing or increasing musculoskeletal disorders in the neck, the features used in this model are in order of number

Gender	1	Work and the total space of life (WTS)	11	Physical Exertion (PE)	21
Age (yr)	2	Social relevance of the work in the life (SRW)	12	Physical isometric load (PIL)	22
Body mass index (BMI)	3	Total score of QWL (QWL)	13	Physical job demands (PJD)	23
Intervention	4	Skill discretion (SD)	14	Demand control support status (DCS)	24
Fair and appropriate compensation (FAC)	5	Decision authority (DA)	15	Job Insecurity (JI)	25
Work place conditions (WPC)	6	Control (CO)	16	Relative absenteeism (RA)	26
Use and development of capacities (UDC)	7	Psychological job demands (PsJD)	17	Relative presenteeism (RP)	27
Chance of growth and security (CGS)	8	Coworker support (CwS)	18	Combining absenteeism and presenteeism (C1)	28
Chance of growth and security (SIO)	9	Supervisor support (SuS)	19	Lost performance (C2)	29
Constitutionalism (CNS)	10	Social support (SS)	20		

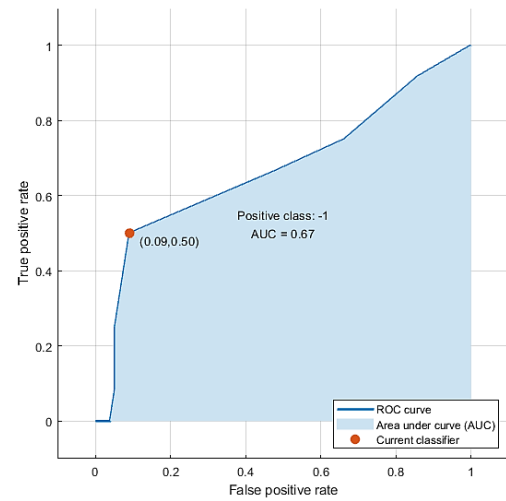
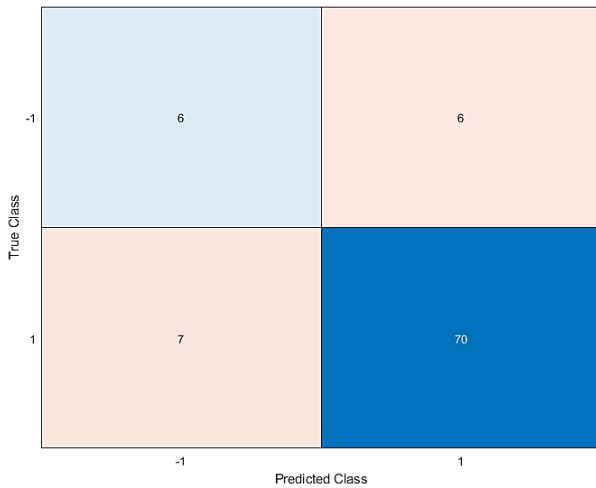


**Results**

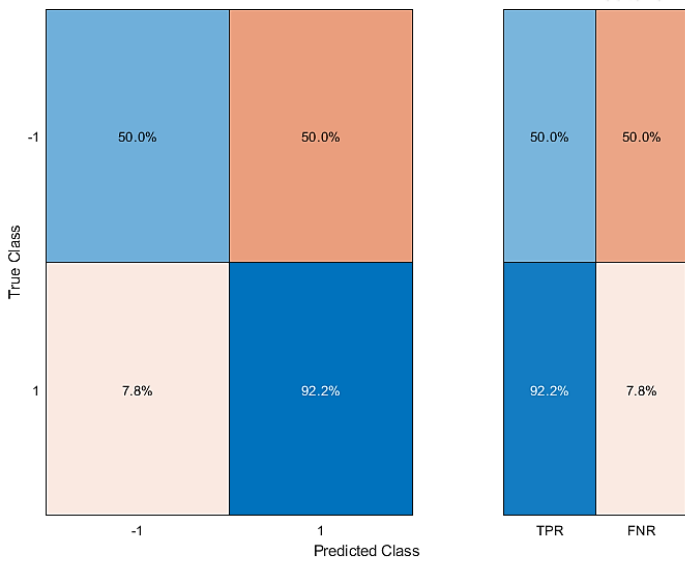
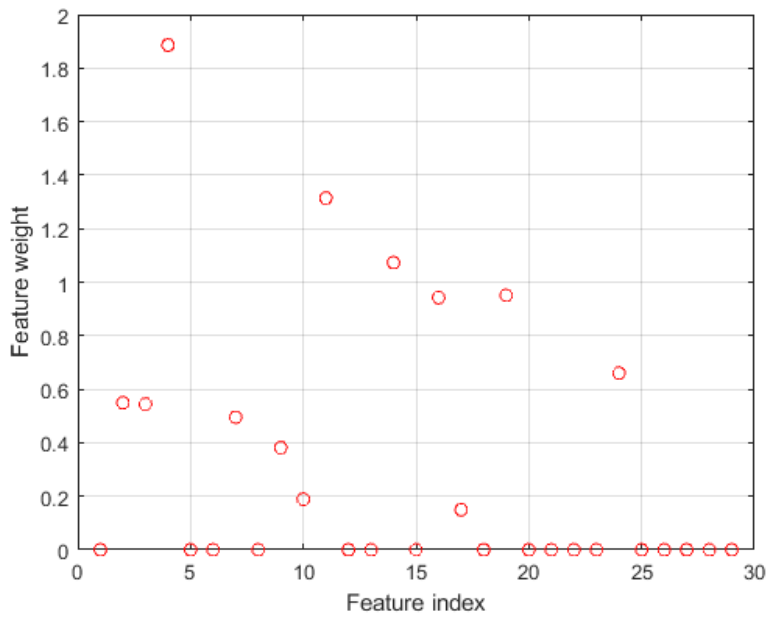
Accuracy 85.4%  
 Total misclassification cost 13  
 Prediction speed ~970 obs/sec  
 Training time 4.5216 sec

**Model Type**

Preset: Fine Tree  
 Maximum number of splits: 100  
 Split criterion: Gini's diversity index  
 Surrogate decision splits: Off



**Model 1.1.** Output for reduction or increase (binary) of musculoskeletal disorders in the neck with all features, Follow-up 1 month. Fine tree model.

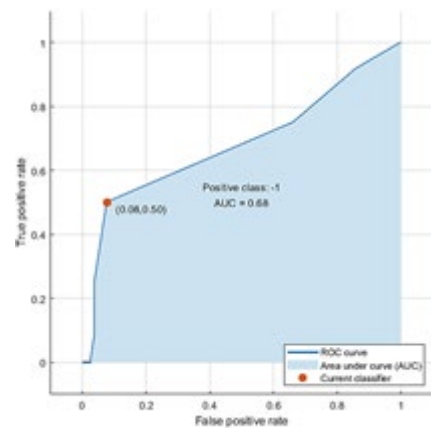
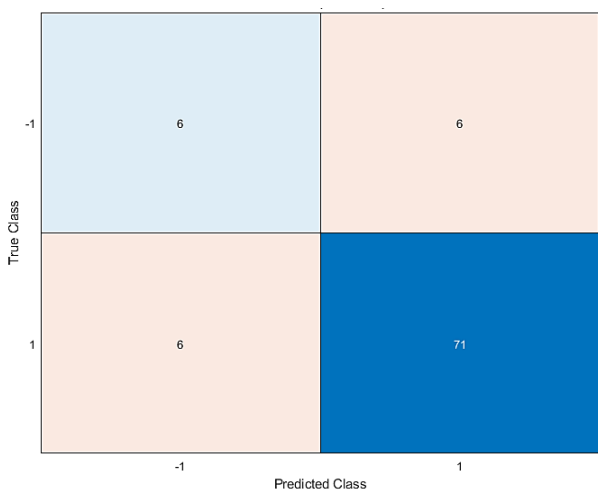


**Results**

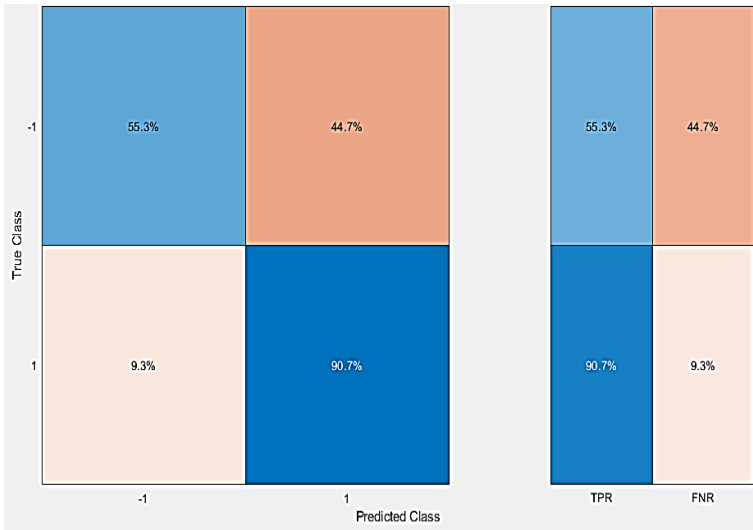
Accuracy 86.5%  
 Total misclassification cost 12  
 Prediction speed ~3000 obs/sec  
 Training time 1.7912 sec

**Model Type**

Preset: Fine Tree  
 Maximum number of splits: 100  
 Split criterion: Gini's diversity index  
 Surrogate decision splits: Off



**Model 1.2.** Output for reduction or increase (binary) of musculoskeletal disorders in the neck with selected features According to the diagram below, Follow-up 1 month. Fine tree model.

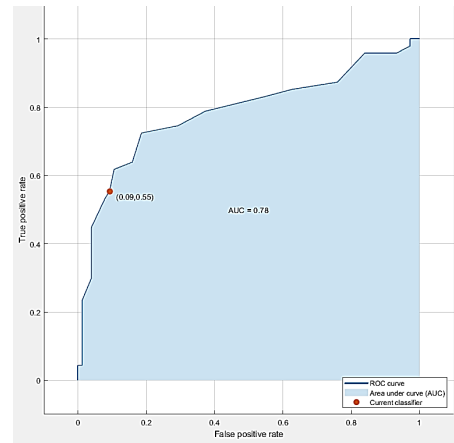
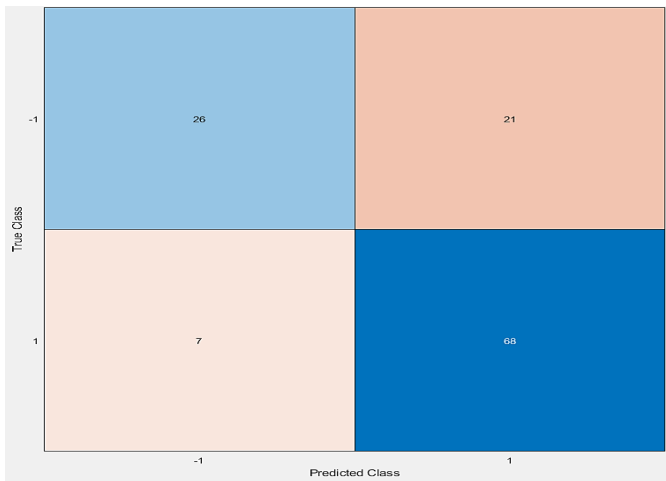


**Results**

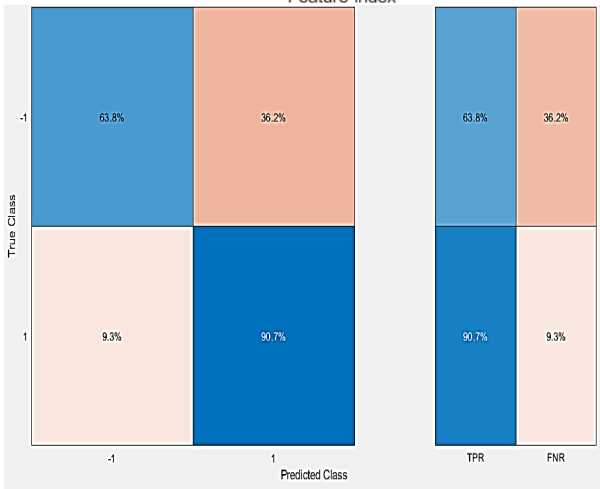
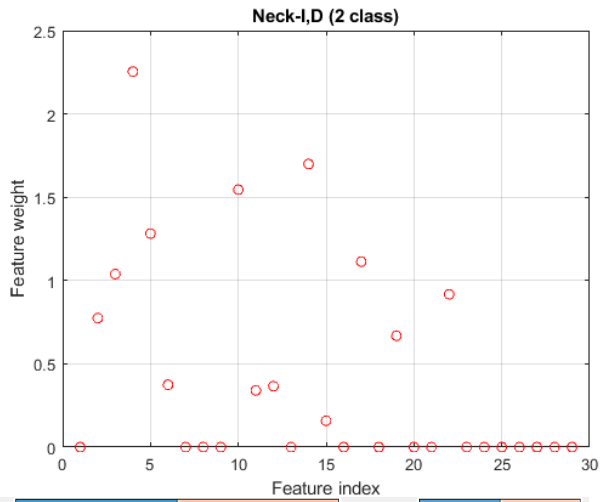
Accuracy 77.0%  
 Total misclassification cost 28  
 Prediction speed ~630 obs/sec  
 Training time 5.6578 sec

**Model Type**

Preset: Bagged Trees  
 Ensemble method: Bag  
 Learner type: Decision tree  
 Maximum number of splits: 121  
 Number of learners: 30



**Model 2.1.** Output for reduction or increase (binary) of musculoskeletal disorders in the neck with all features, Follow-up 3 months. Bagged trees model.

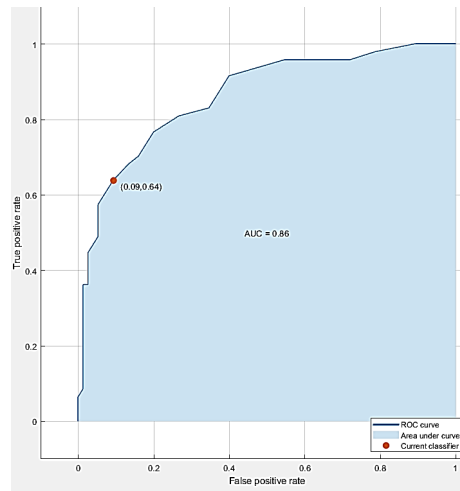
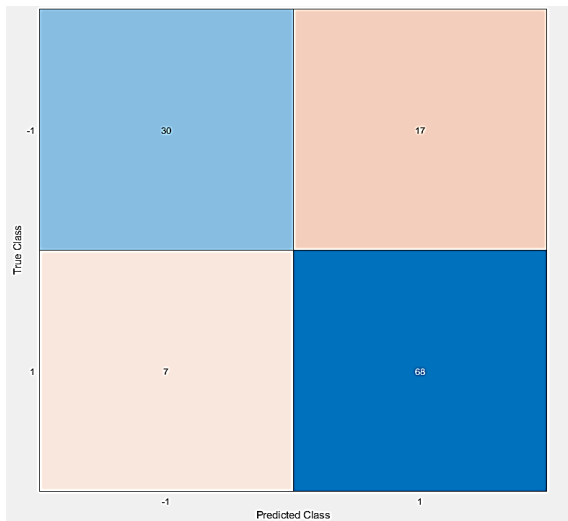


**Results**

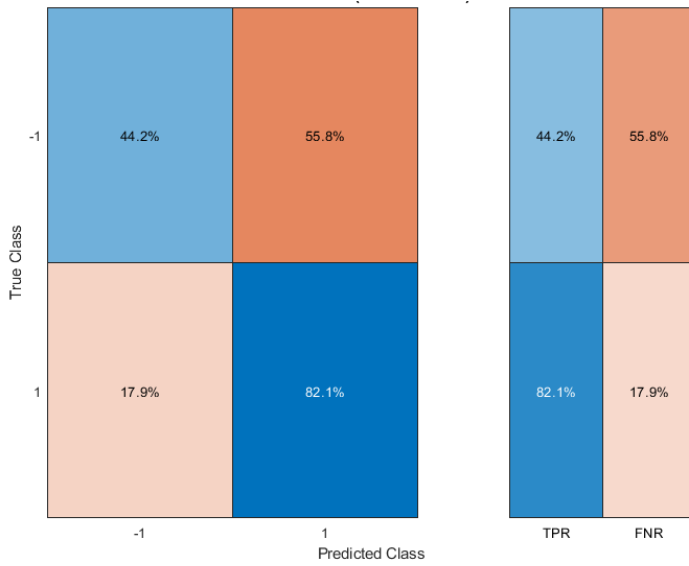
Accuracy 80.3%  
 Total misclassification cost 24  
 Prediction speed ~500 obs/sec  
 Training time 4.2251 sec

**Model Type**

Preset: Bagged Trees  
 Ensemble method: Bag  
 Learner type: Decision tree  
 Maximum number of splits: 121  
 Number of learners: 30



**Model 2.2.** Output for reduction or increase (binary) of musculoskeletal disorders in the neck with selected features According to the diagram below, Follow-up 6 month. Medium tree model.

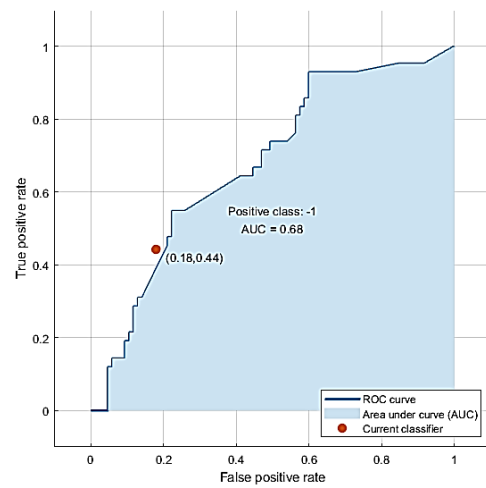
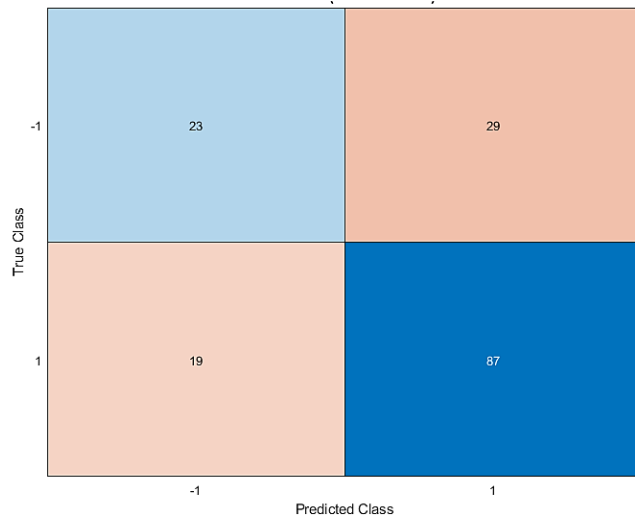


**Results**

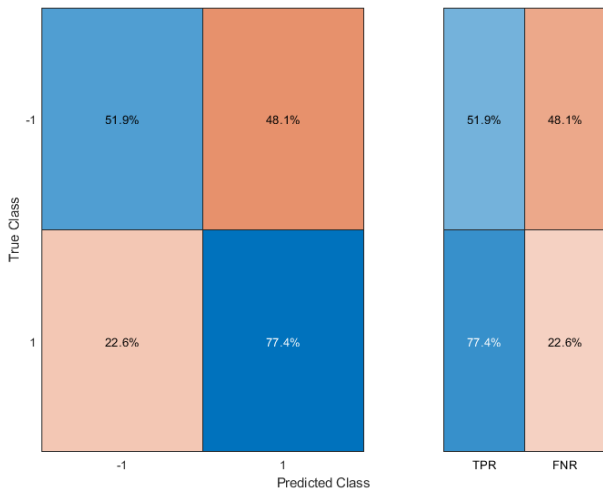
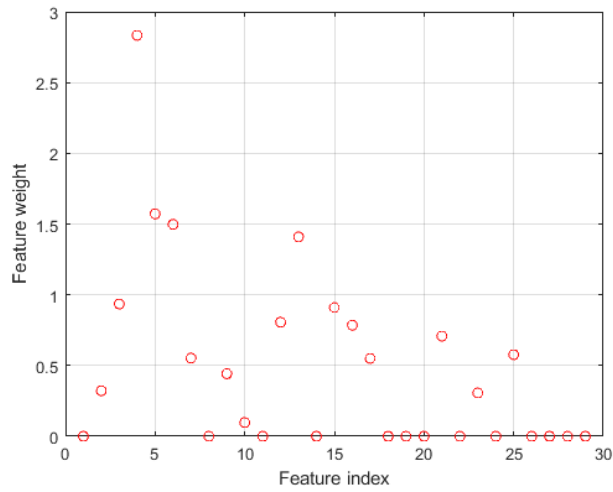
Accuracy 69.6%  
 Total misclassification cost 48  
 Prediction speed ~1200 obs/sec  
 Training time 2.4425 sec

**Model Type**

Preset: Boosted Trees  
 Ensemble method: AdaBoost  
 Learner type: Decision tree  
 Maximum number of splits: 20  
 Number of learners: 30  
 Learning rate: 0.1



**Model 3.1.** Output for reduction or increase (binary) of musculoskeletal disorders in the neck with all features, Follow-up 6 months. Boosted trees model.

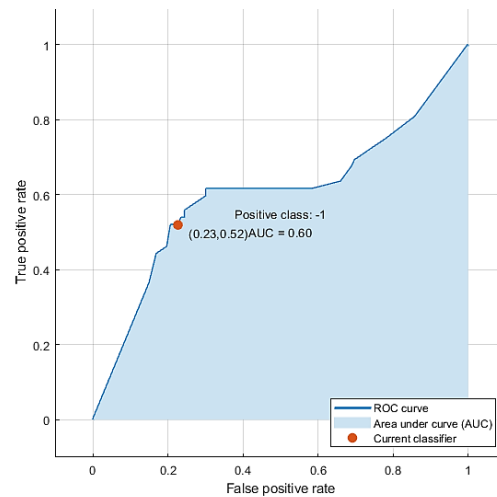
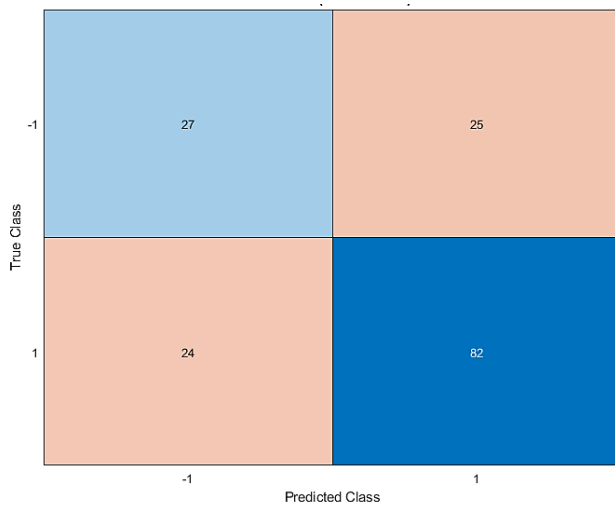


**Results**

Accuracy 69.0%  
 Total misclassification cost 49  
 Prediction speed ~5800 obs/sec  
 Training time 0.48807 sec

**Model Type**

Preset: Medium Tree  
 Maximum number of splits: 20  
 Split criterion: Gini's diversity index  
 Surrogate decision splits: Off



**Model 3.2.** Output for reduction or increase (binary) of musculoskeletal disorders in the neck with selected features According to the diagram below, Follow-up 6 month. Medium tree model.