

being above the central point of ~~the adopted each~~ response scale. For example, ~~a the mean~~ score of 2.71 ~~at on~~ the physical demand scale ~~meant indicated~~ that all ~~the~~ five investigated aspects ~~describing a of~~ high physical demands tended to be reported by most ~~of~~ participants. ~~As far~~ ~~as~~ ~~Regarding~~ musculoskeletal problems ~~are concerned~~, in general they were highly prevalent among participants, with the highest prevalence being for ~~the lower~~ back problems.

Commented [A19]: I would recommend that you be specific about the results that were found, using numerical and statistical values.

Furthermore, ~~the results~~, presented in Table 1, showed that, ~~among the all~~ confounding variables (~~i.e.~~, age, gender, ~~organisational-organizational~~ role, type of contract, and physical demands), ~~all of them~~ were related to at least one of the outcome variables ~~considered (i.e.~~, MSDs of lower back, upper back, neck, and shoulders). Thus, these confounding variables ~~have been were~~ included in the mediation analysis.

Commented [A20]: I would recommend that you add more detail about how you determined that each of these variables were confounding variables, as it is not clearly explained here, or in the Statistical Analysis section above.

~~In order to~~ ~~With respect to the mediation analyses~~ ~~to test our hypothesis, which postulates~~ ~~that strain mediates between bullying and MSDs, four mediation analyses have been performed.~~ ~~As mentioned before, the Preacher and Hayes [35] analytical approach allowed us to test the~~ ~~direct and indirect effects of the variables considered. Thus,~~ we provided estimates of all ~~the~~ path coefficients (Table 2), as well as indirect effects (Table 3), along with ~~bias-corrected,~~ ~~bootstrapped the~~ 95% ~~bias-corrected, bootstrapped~~ confidence intervals for the four different musculoskeletal disorders (~~i.e.~~, lower back, upper back, neck, and shoulders). Specifically, ~~in~~ Table 2 ~~presents~~ both results concerning the direct effects of the antecedent and confounding variables on the mediator (job-related strain) and results concerning the direct effects of the antecedents, confounding variables, and the mediator on the outcomes (MSDs of lower back, upper back, neck, and shoulders) ~~are presented~~. ~~Results concerning the indirect effects between~~ ~~the independent variable (bullying) and the outcome variables (MSDs of lower back, upper back, neck, and shoulders) are presented in Table 3.~~

Commented [A21]: This has been established in the Methods section and should not be detailed in the results section.