

SUPPLEMENTARY TABLE 2. Multilevel Interaction Model Showing CHW Demographic and Work Characteristic Factors Associated With CHW Performance on Pregnancy Referrals and Behavior Change Lesson Delivery Tasks

CHW Variables	Pregnancy Referrals (N=246)		Lesson Delivery Score (N=246)		Interaction Term
	Beta (SE)	P Value	Beta (SE)	P Value	P Value
Age, years (reference: <40)					
40–49	-0.24 (0.14)	.08	0.07 (0.14)	.63	.60
≥ 50	-0.27 (0.19)	.14	-0.14 (0.19)	.45	.42
Gender (reference: male)	0.31 (0.14)	.02	-0.17 (0.14)	.23	.01*
Marital status (reference: not married)	-0.14 (0.14)	.30	0.01 (0.14)	.97	.42
Educational level (reference: primary)					
Some secondary	0.11 (0.11)	.53	0.06 (0.17)	.73	.36
Completed “O” Level ^a or higher	0.01 (0.19)	.98	0.24 (0.19)	.20	.12
Household size	0.02 (0.02)	.30	-0.04 (0.02)	.09	.04*
Tenure, years	0.02 (0.01)	.09	-0.02 (0.01)	.05	.008**
Job satisfaction and motivation	-0.12 (0.08)	.12	-0.07 (0.08)	.34	.66
Satisfaction with remuneration	-0.12 (0.07)	.07	0.02 (0.07)	.74	.11
Perceived peer support	-0.05 (0.06)	.46	-0.04 (0.06)	.57	.90
Perceived supportive supervision	0.02 (0.09)	.82	0.17 (0.09)	.046	.19
Perceived operational supervision	0.04 (0.07)	.53	-0.15 (0.07)	.03	.04*
Perceived adequacy of resources for work	0.13 (0.06)	.03	-0.02 (0.06)	.73	.07 [§]
Perceived negative feedback	0.00 (0.06)	.99	-0.09 (0.06)	.14	.28
Perceived positive feedback	0.15 (0.08)	.06	0.03 (0.08)	.71	.26

Abbreviations: SE, standard error; CHW, community health worker.

Models adjusted for study arm, cluster ID, ward number, and number of observations per CHW.

Interaction terms significant at: [§] $P < .10$; * $P < .05$; ** $P < .01$; *** $P < .001$.

^a Ordinary, or “O”, Level certificate examination is a terminal examination taken after 4 years of secondary education.