

**Table 4** Repeated-measures analysis of variance of results showing effect of duration of work adjusted by smelter department

Source	Measure	Type III sum of squares	df	Mean square	F	P
Shift	TT	0.648	1	0.648	4.136	0.044
	USG	0.001	1	0.001	54.042	< 0.001
	HR	26 705.525	1	26 705.525	354.612	< 0.001
Shift * Department	TT	0.219	2	0.110	0.701	0.498
	USG	0.000	2	5.03×10 <sup>5</sup>	2.927	0.057
	HR	252.624	2	126.312	1.677	0.190
Error (Shift)	TT	22.710	145	0.157		
	USG	0.002	145	1.718×10 <sup>5</sup>		
	HR	10 919.835	145	75.309		

df = degrees of freedom; TT = tympanic temperature; USG = urine specific gravity; HR = heart rate.