Test Hypotheses H1a, H1b, and H4 with number of past-month heavy drinking days (HED) as the outcome

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Hypotheses

(H1a): More permissive peer drinking norms are associated with an increase in alcohol misuse among young adults transitioning from college to work *(see Model 1)*

(H1b): Role overload is associated with an increase in alcohol misuse among young adults transitioning from college to work *(see Model 1)*

(H4) The effect of drinking norms on alcohol misuse intensifies over time: It is stronger during the late onboarding phase than the early onboarding phase *(see Model 2)*

Model 1

Table 1: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 596.13

Parameter	Estimates	SE	p-value
(Intercept)	0.40***	0.08	0.000
sex	-0.13†	0.07	0.066
race	0.28***	0.08	0.000
age	0.01	0.04	0.876
baseline HED	0.41***	0.03	0.000
baseline social desirability	-0.03	0.04	0.484
baseline impulsivity	0.05	0.03	0.149
lifestress	0.08**	0.03	0.004
injunctive workplace norms	0.04	0.03	0.227
qualitative role overload	0.07*	0.03	0.020
quantitative role overload	0.12***	0.02	0.000

Table 2: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 590.72

Parameter	Estimates	SE	p-value
(Intercept)	0.40***	0.08	0.000
sex	-0.12†	0.07	0.071
race	0.28***	0.08	0.000
age	0.01	0.04	0.892
baseline HED	0.41***	0.03	0.000
baseline social desirability	-0.03	0.04	0.468
baseline impulsivity	0.05	0.03	0.169
lifestress	0.08**	0.03	0.005
descriptive workplace norms	0.04	0.03	0.120
qualitative role overload	0.07*	0.03	0.024
quantitative role overload	0.12***	0.03	0.000

Model 2

Table 3: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 570.61

Parameter	Estimates	SE	p-value
(Intercept)	0.38***	0.09	0.000
sex	-0.13†	0.07	0.064
race	0.28***	0.08	0.000
age	0.00	0.04	0.906
baseline HED	0.41***	0.03	0.000
baseline social desirability	-0.03	0.04	0.481
baseline impulsivity	0.05	0.03	0.140
lifestress	0.08**	0.03	0.003
injunctive workplace norms	0.01	0.03	0.765
qualitative role overload	0.15***	0.04	0.000
quantitative role overload	0.11***	0.03	0.000
time	0.03	0.04	0.371
injunctive workplace norms x time	0.06	0.04	0.124
qualitative role overload x time	-0.15***	0.04	0.001
quantitative role overload x time	0.02	0.03	0.568

Parameter	Estimates	SE	p-value
Qualitative Role Overload (time=0)	0.15***	0.04	0.000
Quantitative Role Overload (time=0)	0.11***	0.03	0.000
Norms (time=0)	0.01	0.03	0.765
Qualitative Role Overload (time=1)	0.00	0.04	0.914
Quantitative Role Overload (time=1)	-0.03	0.06	0.646
Norms (time=1)	0.07†	0.04	0.088

Table 4: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 570.03

Parameter	Estimates	SE	p-value
(Intercept)	0.38***	0.08	0.000
sex	-0.13†	0.07	0.072
race	0.27***	0.08	0.001
age	0.01	0.04	0.894
baseline HED	0.41***	0.03	0.000
baseline social desirability	-0.03	0.04	0.456
baseline impulsivity	0.05	0.03	0.159
lifestress	0.08**	0.03	0.004
descriptive workplace norms	0.03	0.03	0.353
qualitative role overload	0.14***	0.04	0.000
quantitative role overload	0.11***	0.03	0.000
time	0.03	0.04	0.373
descriptive workplace norms x time	0.03	0.04	0.537
qualitative role overload x time	-0.15***	0.04	0.001
quantitative role overload x time	0.02	0.03	0.565

Parameter	Estimates	SE	p-value
Qualitative Role Overload (time=0)	0.14***	0.04	0.000
Quantitative Role Overload (time=0)	0.11***	0.03	0.000
Norms (time=0)	0.03	0.03	0.354
Qualitative Role Overload (time=1)	0.00	0.04	0.932
Quantitative Role Overload (time=1)	-0.02	0.06	0.704
Norms (time=1)	0.05	0.04	0.169