

Table 1. Summary statistics of variables used in analyses

Variable	Mean	SD	MIN	MAX	NMISS	PMISS	NOB	Cronbach alpha
Baseline HED	2.38	3.66	0	25	94	8	1240	
Baseline ARP	2.78	4.33	0	45	287	23.15	1240	0.86
Sex (1 = Female; 0 = Male)	0.59	0.49	0	1	0	0	1240	
Race (1 = White; 0 = Other)	0.68	0.47	0	1	2	0	1240	
Age	22.22	0.74	18.58	24.83	0	0	1240	
Baseline social desirability	5.17	2.1	0	10	1	0	1240	0.6
Baseline impulsivity	0.94	0.64	0	3	1	0	1240	0.78
Life stress (Time=0)	1.19	0.96	0	4	0	0	1240	0.74
HED (Time=0)	1.83	2.77	0	21	3	0	1240	
ARP (Time=0)	2.23	4.52	0	48	4	0.37	1068	0.91
Qualitative role overload (Time=0)	2.49	1.29	0	6	2	0	1240	0.76
Quantitative role overload (Time=0)	4	6.34	0	30	4	0	1240	
Injunctive workplace norms (Time=0)	0.69	0.88	0	4	3	0	1240	0.78
Descriptive workplace norms (Time=0)	0.26	0.5	0	4	4	0	1240	0.54
Psychological distress (Time=0)	4.78	3.42	0	15	1	0	1240	0.88
Life stress (Time=1)	1.06	0.92	0	4	0	0	1240	0.71
HED (Time=1)	1.9	2.89	0	30	0	0	1240	
ARP (Time=1)	2.49	4.61	0	43	1	0.09	1079	0.89
Qualitative role overload (Time=1)	2.43	1.39	0	6	2	0	1240	0.79
Quantitative role overload (Time=1)	5.35	6.83	0	30	0	0	1240	
Injunctive workplace norms (Time=1)	0.72	0.87	0	4	2	0	1240	0.73
Descriptive workplace norms (Time=1)	0.29	0.5	0	3	2	0	1240	0.41
Psychological distress (Time=1)	5.05	3.44	0	15	1	0	1240	0.88

Note. SD=standard deviation; MIN=minimum; MAX=maximum; NOB=number of participants included in the calculation of summary statistics for baseline variables, variables measured at early onboarding phase (Time=0), variables measured at late onboarding phase (Time=1); NMISS=among participants include in NOB, the number of participants having a missing value; PMISS= among participants include in NOB, the proportion of participants having a missing value. For baseline ARP, ARP measured at early and late onboarding phase, NOB was restricted to only those participants who did not report (within the same survey) to have any drinking within the past month.