Analysis: Part 1 (RAPI)

June 17, 2021

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 1a)*

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

(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 2a)*

(H5): During the early onboarding phase, the effect of peer drinking norms on employee alcohol misuse is moderated by psychological distress such that its effect on alcohol misuse is attenuated as a function of psychological distress *(see Model 8a)*

Drinking Norms Variables

Each model will be estimated with either *perceived injunctive norms* or *perceived descriptive norms*, described below.

- Perceived injunctive work place drinking norms: mean of survey items wnw111 and wnw114

- Perceived descriptive work place drinking norms: mean of survey items wnw116 and wnw117

wnw111	wnw114	wnw116	wnw117
Please indicate the degree to which these others, not you, disapprove/approve of the various patterns of alcohol consumption described. What is the extent you believe: Your closest friends at work would approve/disapprove were you to have 1-2 servings of alcohol within an hour of coming to work?	Please indicate the degree to which these others, not you, disapprove/approve of the various patterns of alcohol consumption described. What is the extent you believe: Your closest friends and colleagues at work would approve/disapprove were you to have 1-2 servings of alcohol at work?	In the past month, how many of your closest friends and colleagues at work: Consumed 1-2 servings of alcohol within an hour before starting work?	In the past month, how many of your closest friends and colleagues at work: Consumed at least one serving of alcohol during the work day?
1: Disapprove very much; 5: Approve very much	**1: Disapprove very much; 5: Approve very much**	**1: None; 5: All**	**1: None; 5: All**
Higher values indicate more permissive drinking norms	*Higher values indicate more permissive drinking norms*	*Higher values indicate more permissive drinking norms*	*Higher values indicate more permissive drinking norms*

Model 1a

Table 2: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1258.94

Parameter	Estimates	SE	p-value
(Intercept)	0.823	0.121	0.000
sex	-0.193	0.102	0.058
race	-0.137	0.107	0.201
age	0.091	0.054	0.092
baseline rutgers	0.276	0.043	0.000
baseline social desirability	-0.052	0.061	0.393
baseline impulsivity	0.150	0.057	0.009
lifestress	0.155	0.047	0.001
injunctive workplace norms	0.144	0.041	0.000
qualitative role overload	0.065	0.036	0.068
quantitative role overload	0.126	0.053	0.018

Table 3: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1350.62

Parameter	Estimates	SE	p-value
(Intercept)	0.811	0.116	0.000
sex	-0.172	0.100	0.085
race	-0.143	0.109	0.189
age	0.081	0.052	0.117
baseline rutgers	0.279	0.045	0.000
baseline social desirability	-0.062	0.059	0.295
baseline impulsivity	0.133	0.052	0.010
lifestress	0.150	0.048	0.002
descriptive workplace norms	0.174	0.049	0.000
qualitative role overload	0.060	0.037	0.104
quantitative role overload	0.123	0.049	0.011

Model 2a

Table 4: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1281.02

Parameter	Estimates	SE	p-value
(Intercept)	0.735	0.122	0.000
sex	-0.186	0.103	0.072
race	-0.136	0.108	0.208
age	0.089	0.053	0.094
baseline rutgers	0.274	0.044	0.000
baseline social desirability	-0.055	0.063	0.381
baseline impulsivity	0.153	0.059	0.009
lifestress	0.161	0.046	0.001
injunctive workplace norms	0.143	0.042	0.001
qualitative role overload	0.133	0.051	0.009
quantitative role overload	0.111	0.061	0.067
time	0.160	0.060	0.007
injunctive workplace norms x time	0.001	0.063	0.982
qualitative role overload x time	-0.133	0.070	0.060
quantitative role overload x time	0.035	0.070	0.619

Table 5: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1364.92

Parameter	Estimates	SE	p-value
(Intercept)	0.740	0.118	0.000
sex	-0.169	0.100	0.092
race	-0.143	0.110	0.195
age	0.077	0.050	0.123
baseline rutgers	0.275	0.045	0.000
baseline social desirability	-0.066	0.060	0.271
baseline impulsivity	0.135	0.053	0.010
lifestress	0.156	0.048	0.001
descriptive workplace norms	0.158	0.049	0.001
qualitative role overload	0.124	0.052	0.016
quantitative role overload	0.113	0.060	0.058
time	0.136	0.060	0.023
descriptive workplace norms x time	0.020	0.072	0.776
qualitative role overload x time	-0.125	0.072	0.085
quantitative role overload x time	0.028	0.072	0.696

Model 8a

Table 6: Outcome: Rutgers Alcohol Problem Index; N = 913; QIC = -1529.26

Parameter	Estimates	SE	p-value
(Intercept)	0.752	0.115	0.000
sex	-0.280	0.100	0.005
race	-0.104	0.102	0.307
age	0.093	0.051	0.069
baseline rutgers	0.284	0.038	0.000
baseline social desirability	-0.038	0.059	0.514
baseline impulsivity	0.080	0.058	0.166
lifestress	0.100	0.048	0.037
injunctive workplace norms	0.087	0.044	0.046
qualitative role overload	0.030	0.035	0.404
quantitative role overload	0.091	0.050	0.069
DASS	0.192	0.047	0.000
time	0.148	0.057	0.009
injunctive workplace norms x DASS	0.076	0.032	0.016
injunctive workplace norms x time	0.052	0.060	0.386
DASS x time	0.074	0.062	0.231
injunctive workplace norms x DASS x time	-0.072	0.046	0.119

Table 7: Outcome: Rutgers Alcohol Problem Index; N = 913; QIC = -1625.53

Parameter	Estimates	SE	p-value
(Intercept)	0.758	0.112	0.000
sex	-0.263	0.092	0.004
race	-0.121	0.103	0.237
age	0.069	0.048	0.144
baseline rutgers	0.296	0.038	0.000
baseline social desirability	-0.047	0.057	0.410
baseline impulsivity	0.061	0.052	0.246
lifestress	0.091	0.046	0.047
descriptive workplace norms	0.126	0.045	0.006
qualitative role overload	0.017	0.036	0.636
quantitative role overload	0.076	0.042	0.070
DASS	0.226	0.050	0.000
time	0.129	0.057	0.024
descriptive workplace norms x DASS	0.056	0.038	0.142
descriptive workplace norms x time	0.024	0.070	0.732
DASS x time	0.003	0.059	0.963
descriptive workplace norms x DASS x time	0.020	0.066	0.759

Table 8: Outcome: Rutgers Alcohol Problem Index; N = 913; Norms Covariate: Injunctive

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	0.0116	0.0635	0.1822	0.8554	-0.1128	0.1359
At early onboarding phase: effect of norms at moderate DASS	0.0874	0.0438	1.9961	0.0459	0.0016	0.1733
At early onboarding phase: effect of norms at high DASS	0.1633	0.0426	3.8345	0.0001	0.0798	0.2468

Table 9: Outcome: Rutgers Alcohol Problem Index; N = 913; Norms Covariate: Descriptive

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	0.0705	0.0632	1.1162	0.2643	-0.0533	0.1943
At early onboarding phase: effect of norms at moderate DASS	0.1262	0.0455	2.7728	0.0056	0.0370	0.2153
At early onboarding phase: effect of norms at high DASS	0.1818	0.0549	3.3118	0.0009	0.0742	0.2894

Table 10: Outcome: Rutgers Alcohol Problem Index; N = 913; Norms Covariate: Injunctive

parameter	est	SE	Z	pval	LB95	UB95
At late onboarding phase: effect of norms at low DASS	0.1357	0.0645	2.1034	0.0354	0.0093	0.2622
At late onboarding phase: effect of norms at moderate DASS	0.1391	0.0535	2.5985	0.0094	0.0342	0.2441
At late onboarding phase: effect of norms at high DASS	0.1425	0.0654	2.1784	0.0294	0.0143	0.2708

Table 11: Outcome: Rutgers Alcohol Problem Index; N = 913; Norms Covariate: Descriptive

parameter	est	SE	Z	pval	LB95	UB95
At late onboarding phase: effect of norms at low DASS	0.0742	0.0914	0.8122	0.4167	-0.1049	0.2533
At late onboarding phase: effect of norms at moderate DASS	0.1501	0.0650	2.3103	0.0209	0.0228	0.2775
At late onboarding phase: effect of norms at high DASS	0.2260	0.0687	3.2904	0.0010	0.0914	0.3607

Sensitivity Analysis

Table 12: Outcome: Rutgers Alcohol Problem Index; N = 913; QIC = -1509.34

Parameter	Estimates	SE	p-value
(Intercept)	0.741	0.117	0.000
sex	-0.273	0.100	0.006
race	-0.110	0.103	0.286
age	0.093	0.053	0.076
baseline rutgers	0.286	0.038	0.000
baseline social desirability	-0.038	0.059	0.522
baseline impulsivity	0.080	0.058	0.165
lifestress	0.097	0.049	0.050
injunctive workplace norms	0.117	0.039	0.003
qualitative role overload	0.033	0.035	0.353
quantitative role overload	0.093	0.050	0.065
DASS	0.228	0.043	0.000
time	0.170	0.064	0.008
injunctive workplace norms x DASS	0.038	0.024	0.115

Table 13: Outcome: Rutgers Alcohol Problem Index; N = 913; QIC = -1632.59

Parameter	Estimates	SE	p-value
(Intercept)	0.744	0.112	0.000
sex	-0.255	0.094	0.007
race	-0.120	0.102	0.241
age	0.075	0.049	0.127
baseline rutgers	0.297	0.038	0.000
baseline social desirability	-0.046	0.056	0.410
baseline impulsivity	0.059	0.052	0.256
lifestress	0.089	0.048	0.062
descriptive workplace norms	0.140	0.047	0.003
qualitative role overload	0.018	0.036	0.627
quantitative role overload	0.074	0.042	0.080
DASS	0.230	0.042	0.000
time	0.147	0.064	0.022
descriptive workplace norms x DASS	0.065	0.031	0.035