## **Supplementary File 5**

Table 1. Estimates and bootstrapped 95%-confidence intervals of the indirect effect of qualitative role overload and quantitative role overload with ARP as outcome

with ARP as outcome									
Indirect effect estimated with Model 3 and Model 4									
	Qua	litative Over	load	Quantitative Overload					
		95%-CI	95%-CI		95%-CI	95%-CI			
	Estimate	LB	UB	Estimate	LB	UB			
Marginal Indirect Effect	0.022	0.009	0.037	0.020	0.009	0.035			
Indirect effect estimated with Model 5 and Model 6									
	Qua	litative Over	load	Quantitative Overload					
		95%-CI	95%-CI		95%-CI	95%-CI			
Moderated Indirect Effect	Estimate	LB	UB	Estimate	LB	UB			
Early Onboarding Phase	0.017	0.003	0.035	0.019	0.006	0.036			
Late Onboarding Phase	0.029	0.011	0.051	0.023	0.008	0.042			
Indirect effect estimated with Model 6 and Model 7									
	Qua	alitative Overload		Quantitative Overload					
		95%-CI	95%-CI		95%-CI	95%-CI			
Moderated Indirect Effect	Estimate	LB	UB	Estimate	LB	UB			
Early Onboarding Phase, Low Psychological Distress	0.030	0.005	0.061	0.034	0.010	0.065			
Early Onboarding Phase, Moderate Psychological Distress	0.024	0.004	0.048	0.028	0.009	0.051			
Early Onboarding Phase, High Psychological Distress	0.018	0.003	0.037	0.021	0.006	0.039			
Late Onboarding Phase, Low Psychological Distress	0.036	0.010	0.071	0.028	0.007	0.056			
Late Onboarding Phase, Moderate Psychological Distress	0.033	0.012	0.060	0.026	0.009	0.048			
Late Onboarding Phase, High Psychological Distress	0.030	0.011	0.052	0.023	0.008	0.043			
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Note. 95%-CI LB=Lower bound of bootstrapped 95%-confidence intervals of the indirect effect; 95%-CI UB=Upper bound of bootstrapped 95%-confidence intervals of the indirect effect. Numbers in bold font indicate that the bootstrapped 95%-confidence interval does not contain zero.

Table 2. Estimates and bootstrapped 95%-confidence intervals of the indirect effect of qualitative role overload and quantitative role overload with HED as outcome

Indirect effect estimated with Model 3 and Model 4									
Qua	Qualitative Overload			Quantitative Overload					
-	95%-CI:	95%-CI:	-	95%-CI:	95%-CI:				
	Lower	Upper		Lower	Upper				
Estimate	Bound	Bound	Estimate	Bound	Bound				
0.001	-0.005	0.007	0.001	-0.005	0.006				
Indirect effect estimated with Model 5 and Model 6									
Qua	Qualitative Overload		Quantitative Overload						
	95%-CI:	95%-CI:		95%-CI:	95%-CI:				
	Lower	Upper		Lower	Upper				
Estimate	Bound	Bound	Estimate	Bound	Bound				
0.000	-0.006	0.007	0.000	-0.006	0.006				
0.002	-0.007	0.011	0.002	-0.006	0.009				
Late Onboarding Phase 0.002 -0.007 0.011 0.002 -0.006 0.009  Indirect effect estimated with Model 6 and Model 7									
Qua	alitative Overload		Quantitative Overload						
	95%-CI:	95%-CI:		95%-CI:	95%-CI:				
	Lower	Upper		Lower	Upper				
Estimate	Bound	Bound	Estimate	Bound	Bound				
0.012	0.002	0.027	0.012	0.002	0.026				
0.006	-0.001	0.015	0.006	-0.001	0.015				
-0.001	-0.008	0.006	-0.001	-0.008	0.006				
0.014	0.000	0.031	0.011	0.000	0.026				
0.008	-0.003	0.019	0.006	-0.002	0.016				
0.001	-0.009	0.011	0.001	-0.007	0.009				
	Estimate 0.001  ed with Mode Qua  Estimate 0.000 0.002  ed with Mode Qua  Estimate 0.012 0.006 -0.001 0.014 0.008	Qualitative Over	Qualitative Overload   95%-CI:   95%-CI:   Upper   Estimate   Bound   Bound   0.001   -0.005   0.007   ed with Model 5 and Model 6   Qualitative Overload   95%-CI:   Lower   Upper   Estimate   Bound   Bound   0.000   -0.006   0.007   0.002   -0.007   0.011   ed with Model 6 and Model 7   Qualitative Overload   95%-CI:   Lower   Upper   Estimate   Bound   Bound   0.012   0.002   0.027   0.006   -0.001   0.015   -0.001   -0.008   0.006   0.014   0.000   0.031   0.008   -0.003   0.019	Qualitative Overload   Quar   95%-CI:   Lower   Upper   Bound   Bound   Estimate   0.001   -0.005   0.007   0.001   ed with Model 5 and Model 6   Qualitative Overload   Quar   95%-CI:   Lower   Upper   Estimate   Bound   Bound   Estimate   0.000   -0.006   0.007   0.000   0.002   -0.007   0.011   0.002   ed with Model 6 and Model 7   Qualitative Overload   Quar   P5%-CI:   Lower   Upper   Estimate   Bound   Bound   Estimate   O.012   0.002   0.027   0.012   0.006   -0.001   0.015   0.006   -0.001   0.014   0.000   0.031   0.011   0.008   -0.003   0.019   0.006	Qualitative Overload   Quantitative Overload   95%-CI:   10wer   Upper   Estimate   Bound   Bound   Estimate   Bound   0.001   -0.005   0.007   0.001   -0.005   0.007   0.001   -0.005   ed with Model 5 and Model 6   Qualitative Overload   Quantitative Overload   Quantitative Overload   Estimate   Bound   Bound   Estimate   Bound   Bound   Estimate   Bound   0.000   -0.006   0.007   0.000   -0.006   0.002   -0.007   0.011   0.002   -0.006   ed with Model 6 and Model 7   Qualitative Overload   Quantitative Overload   O.012   0.002   0.002   0.002   0.0012   0.002   0.0012   0.002   0.0014   0.000   0.0015   0.006   -0.001   -0.008   0.006   -0.001   -0.008   0.0014   0.000   0.031   0.011   0.000   0.0002   0.0002   0.0002   0.0006   -0.001   0.0006   -0.001   0.0008   -0.003   0.019   0.0006   -0.0002   0.0002   0.0002   0.0002   0.0006   -0.0002   0.0006   -0.0002   0.0008   -0.003   0.019   0.0006   -0.0002   0.0002   0.0002   0.0002   0.0006   -0.0002   0.0006   -0.0002   0.0006   -0.0002   0.0006   -0.0002   0.0006   -0.0002   0.0006   -0.0002   0.0008   -0.003   0.019   0.0006   -0.0002   0.0002   0.0006   -0.0002   0.				

Note. 95%-CI LB=Lower bound of bootstrapped 95%-confidence intervals of the indirect effect; 95%-CI UB=Upper bound of bootstrapped 95%-confidence intervals of the indirect effect. Numbers in bold font indicate that the bootstrapped 95%-confidence interval does not contain zero.