

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

Panel 1: Indirect effect estimated with Model 2 and Model 6						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI LB	95%-CI UB	Estimate	95%-CI LB	95%-CI UB
Marginal Indirect Effect	<b>0.021</b>	<b>0.008</b>	<b>0.035</b>	<b>0.019</b>	<b>0.008</b>	<b>0.033</b>
Panel 2: Indirect effect estimated with Model 3 and Model 6						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI LB	95%-CI UB	Estimate	95%-CI LB	95%-CI UB
Moderated Indirect Effect						
Low Psychological Distress	<b>0.034</b>	<b>0.014</b>	<b>0.058</b>	<b>0.034</b>	<b>0.014</b>	<b>0.058</b>
Moderate Psychological Distress	<b>0.028</b>	<b>0.012</b>	<b>0.047</b>	<b>0.028</b>	<b>0.012</b>	<b>0.047</b>
High Psychological Distress	<b>0.022</b>	<b>0.009</b>	<b>0.038</b>	<b>0.022</b>	<b>0.009</b>	<b>0.038</b>
Panel 3: Indirect effect estimated with Model 5 and Model 7						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI LB	95%-CI UB	Estimate	95%-CI LB	95%-CI UB
Moderated Indirect Effect						
Early Onboarding Phase and Low Psychological Distress	<b>0.030</b>	<b>0.005</b>	<b>0.060</b>	<b>0.034</b>	<b>0.010</b>	<b>0.065</b>
Early Onboarding Phase and Moderate Psychological Distress	<b>0.023</b>	<b>0.004</b>	<b>0.046</b>	<b>0.027</b>	<b>0.008</b>	<b>0.049</b>
Early Onboarding Phase and High Psychological Distress	<b>0.017</b>	<b>0.003</b>	<b>0.034</b>	<b>0.019</b>	<b>0.006</b>	<b>0.036</b>
Late Onboarding Phase and Low Psychological Distress	<b>0.035</b>	<b>0.009</b>	<b>0.070</b>	<b>0.027</b>	<b>0.007</b>	<b>0.056</b>
Late Onboarding Phase and Moderate Psychological Distress	<b>0.032</b>	<b>0.012</b>	<b>0.059</b>	<b>0.026</b>	<b>0.008</b>	<b>0.047</b>
Late Onboarding Phase and High Psychological Distress	<b>0.030</b>	<b>0.012</b>	<b>0.052</b>	<b>0.024</b>	<b>0.008</b>	<b>0.043</b>

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

Panel 1: Indirect effect estimated with Model 2 and Model 6						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound
Marginal Indirect Effect	0.001	-0.005	0.007	0.000	-0.005	0.006
Panel 2: Indirect effect estimated with Model 3 and Model 6						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound
Moderated Indirect Effect						
Low Psychological Distress	<b>0.013</b>	<b>0.003</b>	<b>0.026</b>	<b>0.013</b>	<b>0.003</b>	<b>0.026</b>
Moderate Psychological Distress	0.006	-0.001	0.015	0.006	-0.001	0.015
High Psychological Distress	0.000	-0.007	0.006	0.000	-0.007	0.006
Panel 3: Indirect effect estimated with Model 5 and Model 7						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound
Moderated Indirect Effect						
Early Onboarding Phase and Low Psychological Distress	<b>0.012</b>	<b>0.002</b>	<b>0.027</b>	<b>0.012</b>	<b>0.002</b>	<b>0.026</b>
Early Onboarding Phase and Moderate Psychological Distress	0.006	-0.001	0.015	0.005	-0.001	0.015
Early Onboarding Phase and High Psychological Distress	-0.001	-0.009	0.006	-0.001	-0.008	0.006
Late Onboarding Phase and Low Psychological Distress	0.014	-0.001	0.031	0.011	0.000	0.026
Late Onboarding Phase and Moderate Psychological Distress	0.007	-0.003	0.019	0.006	-0.002	0.016
Late Onboarding Phase and High Psychological Distress	0.001	-0.009	0.011	0.001	-0.008	0.009

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.