

Analysis: Exploratory

June 17, 2021

Table 1: Variables Constructed from Baseline Raw Dataset (All variables rated on a categorical scale were recoded so that minimum value is zero, i.e., by subtracting 1 off raw value)

Source Data	Variable	Min Possible Val	Max Possible Val
baseline	baseline social desirability	0	10
baseline	baseline impulsivity	0	3

Table 2: Variables Constructed from Screener Raw Dataset (All variables rated on a categorical scale were recoded so that minimum value is zero, i.e., by subtracting 1 off raw value)

Source Data	Variable	Min Possible Val	Max Possible Val
screener	baseline HED	0	25
screener	baseline rutgers	0	80
screener	sex	0	1
screener	race	0	1
screener	age	0	NA

Table 3: Variables Constructed from Working-Not-Working Raw Dataset (All variables rated on a categorical scale were recoded so that minimum value is zero, i.e., by subtracting 1 off raw value)

Source Data	Variable	Min Possible Val	Max Possible Val
wnw	DASS	0	15
wnw	HED	0	30
wnw	rutgers	0	76
wnw	qualitative role overload	0	6
wnw	quantitative role overload	0	30
wnw	wnw111	0	4
wnw	wnw114	0	4
wnw	injunctive workplace norms	0	4
wnw	wnw116	0	4
wnw	wnw117	0	4
wnw	descriptive workplace norms	0	4
wnw	lifestress	0	4

Table 4: Empirical Summary Statistics; N = 1240 Participants in Total; Cronbach Alphas are denoted by ‘NA’ when not applicable

Variable	Mean	SD	Min	Max	No. Missing	Percent Missing	Cronbach Alpha
baseline social desirability	5.169	2.099	0.000	10.000	1	0.001	0.595
baseline impulsivity	0.936	0.639	0.000	3.000	1	0.001	0.776
baseline HED	2.385	3.658	0.000	25.000	94	0.076	NA
baseline rutgers	2.785	4.329	0.000	45.000	287	0.231	0.863
sex	0.594	0.491	0.000	1.000	0	0.000	NA
race	0.684	0.465	0.000	1.000	2	0.002	NA
age	22.221	0.742	18.583	24.833	0	0.000	NA
Time 0: DASS	4.780	3.424	0.000	15.000	1	0.001	0.881
Time 0: HED	1.833	2.771	0.000	21.000	3	0.002	NA
Time 0: rutgers	2.226	4.522	0.000	48.000	176	0.142	0.905
Time 0: qualitative role overload	2.492	1.293	0.000	6.000	2	0.002	0.758
Time 0: quantitative role overload	3.998	6.342	0.000	30.000	4	0.003	NA
Time 0: wnw111	0.698	0.939	0.000	4.000	3	0.002	NA
Time 0: wnw114	0.681	1.010	0.000	4.000	3	0.002	NA
Time 0: injunctive workplace norms	0.690	0.882	0.000	4.000	3	0.002	0.776
Time 0: wnw116	0.146	0.452	0.000	4.000	4	0.003	NA
Time 0: wnw117	0.367	0.718	0.000	4.000	4	0.003	NA
Time 0: descriptive workplace norms	0.256	0.496	0.000	4.000	4	0.003	0.537
Time 0: lifestress	1.187	0.965	0.000	4.000	0	0.000	0.737
Time 1: DASS	5.052	3.436	0.000	15.000	1	0.001	0.877
Time 1: HED	1.897	2.891	0.000	30.000	0	0.000	NA
Time 1: rutgers	2.492	4.607	0.000	43.000	162	0.131	0.892
Time 1: qualitative role overload	2.433	1.391	0.000	6.000	2	0.002	0.789
Time 1: quantitative role overload	5.354	6.826	0.000	30.000	0	0.000	NA
Time 1: wnw111	0.655	0.903	0.000	4.000	1	0.001	NA
Time 1: wnw114	0.794	1.062	0.000	4.000	2	0.002	NA
Time 1: injunctive workplace norms	0.725	0.874	0.000	4.000	2	0.002	0.727
Time 1: wnw116	0.131	0.441	0.000	3.000	2	0.002	NA
Time 1: wnw117	0.440	0.779	0.000	4.000	2	0.002	NA
Time 1: descriptive workplace norms	0.286	0.503	0.000	3.000	2	0.002	0.415
Time 1: lifestress	1.058	0.916	0.000	4.000	0	0.000	0.715