

# Analysis: Part 1 (HED)

January 27, 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 1b*)

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

(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 2b*)

(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 8b*)

## 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?
<b>1: Disapprove very much; 5: Approve very much</b>	<b>1: Disapprove very much; 5: Approve very much</b>	<b>1: None; 5: All</b>	<b>1: None; 5: All</b>
<i>Higher values indicate more permissive drinking norms</i>	<i>Higher values indicate more permissive drinking norms</i>	<i>Higher values indicate more permissive drinking norms</i>	<i>Higher values indicate more permissive drinking norms</i>

## Model 1b

Table 2: Outcome: HED Alcohol Problem Index; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.395	0.082	0.000
sex	-0.128	0.069	0.066
race	0.282	0.080	0.000
age	0.006	0.039	0.876
baseline HED	0.413	0.029	0.000
baseline social desirability	-0.027	0.039	0.484
baseline impulsivity	0.049	0.034	0.149
lifestress	0.080	0.028	0.004
injunctive workplace norms	0.038	0.031	0.227
qualitative role overload	0.070	0.030	0.020
quantitative role overload	0.117	0.025	0.000

Table 3: Outcome: HED Alcohol Problem Index; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.396	0.081	0.000
sex	-0.125	0.069	0.071
race	0.278	0.079	0.000
age	0.005	0.039	0.892
baseline HED	0.414	0.029	0.000
baseline social desirability	-0.028	0.038	0.468
baseline impulsivity	0.047	0.034	0.169
lifestress	0.077	0.028	0.005
descriptive workplace norms	0.041	0.027	0.120
qualitative role overload	0.069	0.031	0.024
quantitative role overload	0.116	0.025	0.000

## Model 2b

Table 4: Outcome: HED Alcohol Problem Index; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.379	0.086	0.000
sex	-0.129	0.070	0.064
race	0.278	0.080	0.000
age	0.005	0.039	0.906
baseline HED	0.413	0.029	0.000
baseline social desirability	-0.027	0.038	0.481
baseline impulsivity	0.051	0.035	0.140
lifestress	0.080	0.027	0.003
injunctive workplace norms	0.009	0.030	0.765
qualitative role overload	0.148	0.036	0.000
quantitative role overload	0.107	0.027	0.000
time	0.033	0.037	0.371
injunctive workplace norms x time	0.064	0.042	0.124
qualitative role overload x time	-0.152	0.044	0.001
quantitative role overload x time	0.019	0.033	0.568

Table 5: Outcome: HED Alcohol Problem Index; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.380	0.084	0.000
sex	-0.125	0.069	0.072
race	0.273	0.079	0.001
age	0.005	0.039	0.894
baseline HED	0.413	0.029	0.000
baseline social desirability	-0.028	0.038	0.456
baseline impulsivity	0.049	0.035	0.159
lifestress	0.079	0.027	0.004
descriptive workplace norms	0.027	0.029	0.353
qualitative role overload	0.145	0.037	0.000
quantitative role overload	0.108	0.027	0.000
time	0.034	0.038	0.373
descriptive workplace norms x time	0.028	0.045	0.537
qualitative role overload x time	-0.148	0.044	0.001
quantitative role overload x time	0.019	0.033	0.565

## Model 8b

Table 6: Outcome: HED Alcohol Problem Index; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.385	0.086	0.000
sex	-0.129	0.069	0.063
race	0.283	0.080	0.000
age	0.004	0.039	0.928
baseline HED	0.413	0.030	0.000
baseline social desirability	-0.031	0.039	0.429
baseline impulsivity	0.047	0.036	0.186
lifestress	0.077	0.029	0.008
injunctive workplace norms	0.012	0.031	0.688
qualitative role overload	0.071	0.031	0.022
quantitative role overload	0.117	0.025	0.000
DASS	0.014	0.034	0.691
time	0.025	0.037	0.510
injunctive workplace norms x DASS	-0.031	0.028	0.280
injunctive workplace norms x time	0.058	0.042	0.170
DASS x time	-0.009	0.038	0.807
injunctive workplace norms x DASS x time	-0.001	0.040	0.988

Table 7: Outcome: HED Alcohol Problem Index; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.383	0.084	0.000
sex	-0.124	0.069	0.072
race	0.275	0.079	0.001
age	0.004	0.039	0.913
baseline HED	0.416	0.030	0.000
baseline social desirability	-0.028	0.038	0.467
baseline impulsivity	0.046	0.036	0.197
lifestress	0.075	0.029	0.009
descriptive workplace norms	0.025	0.030	0.390
qualitative role overload	0.066	0.031	0.036
quantitative role overload	0.112	0.025	0.000
DASS	0.008	0.034	0.826
time	0.024	0.038	0.536
descriptive workplace norms x DASS	0.025	0.024	0.306
descriptive workplace norms x time	0.014	0.043	0.752
DASS x time	-0.014	0.038	0.709
descriptive workplace norms x DASS x time	0.022	0.038	0.561

Table 8: Outcome: HED Alcohol Problem Index; N = 1143; Norms Covariate: Injunctive

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	0.0293	0.0556	0.5273	0.5980	-0.0796	0.1382
At early onboarding phase: effect of norms at moderate DASS	0.0123	0.0307	0.4021	0.6876	-0.0478	0.0724
At early onboarding phase: effect of norms at high DASS	-0.0046	0.0501	-0.0924	0.9263	-0.1028	0.0936

Table 9: Outcome: HED Alcohol Problem Index; N = 1143; Norms Covariate: Descriptive

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	-0.0070	0.0522	-0.1346	0.8929	-0.1094	0.0954
At early onboarding phase: effect of norms at moderate DASS	0.0254	0.0296	0.8601	0.3897	-0.0325	0.0834
At early onboarding phase: effect of norms at high DASS	0.0579	0.0510	1.1365	0.2557	-0.0420	0.1578