Table XX. Estimates of regression models with ARP as the outcome

	Model 1		Model 2		Model 3		Model 5		Model 7	
	(H1a, H1b)		(H4)		(H1c)		(H2)		(H3)	
N	914		914		913		913		913	
QIC	-1258.94		-1281.02		-1476.49		-1517.92		-1528.97	
Parameter	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE
Intercept	0.82***	0.12	0.74***	0.12	0.83***	0.12	0.74***	0.12	0.81***	0.12
Sex (1 = Female; 0 = Male)	-0.19†	0.10	-0.19†	0.10	-0.27**	0.10	-0.26**	0.10	-0.26*	0.10
Race (1 = White; 0 = Other)	-0.14	0.11	-0.14	0.11	-0.12	0.10	-0.12	0.10	-0.12	0.10
Age	0.09†	0.05	0.09†	0.05	0.09†	0.05	0.09†	0.05	0.10†	0.05
Baseline HED	0.28***	0.04	0.27***	0.04	0.28***	0.04	0.29***	0.04	0.28***	0.04
Baseline social desirability	-0.05	0.06	-0.05	0.06	-0.04	0.06	-0.04	0.06	-0.04	0.06
Baseline impulsivity	0.15**	0.06	0.15**	0.06	0.08	0.06	0.08	0.06	0.08	0.06
Life stress	0.16***	0.05	0.16***	0.05	0.10*	0.05	0.11*	0.05	0.11*	0.05
Injunctive workplace norms	0.14***	0.04	0.14***	0.04	0.14***	0.04	0.14***	0.04	0.14***	0.04
Qualitative role overload	0.06†	0.04	0.13**	0.05	0.05	0.04	0.12*	0.05	0.11*	0.05
Quantitative role overload	0.13*	0.05	0.11†	0.06	0.09†	0.05	0.07	0.06	0.07	0.06
Time (0 = Early; 1 = Late)			0.16**	0.06			0.15*	0.06	0.10	0.09
Injunctive workplace norms × Time			0.00	0.06						
Qualitative role overload × Time			-0.13†	0.07			-0.16*	0.07	-0.15*	0.07
Quantitative role overload × Time			0.04	0.07			0.05	0.07	0.05	0.07
Psychological distress					0.23***	0.05	0.21***	0.05	0.32***	0.06
Psychological distress × Time							0.06	0.06	-0.01	0.09
Psychological distress^2									-0.08**	0.03
Psychological distress^2 × Time									0.06	0.06
Contrast			Estimate	SE						
Qualitative role overload (Time=0)			0.13**	0.05						
Quantitative role overload (Time=0)			0.11†	0.06						
Injunctive workplace norms (Time=0)			0.14***	0.04						
Qualitative role overload (Time=1)			0.00	0.05						
Quantitative role overload (Time=1)			0.01	0.10						
Injunctive workplace norms (Time=1)			0.14*	0.06						

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error
†p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

Table XX. Estimates of regression models with HED as the outcome

	Model 1		Model 2		Model 3		Model 5		Model 7	
	(H1a, H1b)		(H4)		(H1c)		(H2)		(H3)	
N	1143		1143		1143		1143		1143	
QIC	596.13		570.61		594.94		577.73		548.11	
Parameter	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE
Intercept	0.40***	0.08	0.38***	0.09	0.40***	0.08	0.37***	0.09	0.46***	0.09
Sex (1 = Female; 0 = Male)	-0.13†	0.07	-0.13†	0.07	-0.13†	0.07	-0.13†	0.07	-0.14†	0.07
Race (1 = White; 0 = Other)	0.28***	0.08	0.28***	0.08	0.28***	0.08	0.28***	0.08	0.27***	0.08
Age	0.01	0.04	0.00	0.04	0.01	0.04	0.01	0.04	0.01	0.04
Baseline HED	0.41***	0.03	0.41***	0.03	0.41***	0.03	0.41***	0.03	0.41***	0.03
Baseline social desirability	-0.03	0.04	-0.03	0.04	-0.03	0.04	-0.03	0.04	-0.02	0.04
Baseline impulsivity	0.05	0.03	0.05	0.03	0.05	0.04	0.05	0.04	0.04	0.04
Life stress	0.08**	0.03	0.08**	0.03	0.08**	0.03	0.08**	0.03	0.08**	0.03
Injunctive workplace norms	0.04	0.03	0.01	0.03	0.04	0.03	0.04	0.03	0.04	0.03
Qualitative role overload	0.07*	0.03	0.15***	0.04	0.07*	0.03	0.15***	0.04	0.14***	0.04
Quantitative role overload	0.12***	0.02	0.11***	0.03	0.12***	0.02	0.11***	0.03	0.11***	0.03
Time (0 = Early; 1 = Late)			0.03	0.04			0.04	0.04	0.02	0.05
Injunctive workplace norms × Time			0.06	0.04						
Qualitative role overload × Time			-0.15***	0.04			-0.15***	0.04	-0.15***	0.04
Quantitative role overload × Time			0.02	0.03			0.02	0.03	0.02	0.03
Psychological distress					0.00	0.03	0.00	0.03	0.06	0.04
Psychological distress × Time							0.02	0.04	0.00	0.04
Psychological distress^2									-0.07**	0.03
Psychological distress^2 × Time									0.02	0.04
Contrast			Estimate	SE						
Qualitative role overload (Time=0)			0.15***	0.04						
Quantitative role overload (Time=0)			0.11***	0.03						
Injunctive workplace norms (Time=0)			0.01	0.03						
Qualitative role overload (Time=1)			0.00	0.04						
Quantitative role overload (Time=1)			-0.03	0.06						
Injunctive workplace norms (Time=1)			0.07†	0.04						

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error
†p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

Table XX. Estimates of regression models with psychological distress as the outcome and baseline drinking behavior operationalized as baseline ARP

	Model 4		Model 6	
	(H1c)		(H2, H3)	
N	951		951	
QIC	1911.57		1912.06	
Parameter	Estimate	SE	Estimate	SE
Intercept	-0.10†	0.05	-0.11*	0.06
Sex (1 = Female; 0 = Male)	0.24***	0.05	0.24***	0.05
Race (1 = White; 0 = Other)	-0.07	0.05	-0.07	0.05
Age	-0.01	0.03	-0.01	0.03
Baseline HED	0.01	0.03	0.01	0.02
Baseline social desirability	-0.06*	0.03	-0.06*	0.03
Baseline impulsivity	0.26***	0.03	0.26***	0.03
Life stress	0.20***	0.02	0.20***	0.02
Qualitative role overload	0.09***	0.02	0.08*	0.03
Quantitative role overload	0.09***	0.02	0.09**	0.03
Time (0 = Early; 1 = Late)			0.01	0.03
Qualitative role overload × Time			0.03	0.04
Quantitative role overload × Time			0.00	0.03

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error
†p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

Table XX. Estimates of regression models with psychological distress as the outcome and baseline drinking behavior operationalized as baseline HED

	Model 4		Model 6	
	(H1c)		(H2, H3)	
N	1144		1144	
QIC	2296.45		2297.08	
Parameter	Estimate	SE	Estimate	SE
Intercept	-0.07	0.05	-0.07	0.05
Sex (1 = Female; 0 = Male)	0.19***	0.05	0.19***	0.05
Race (1 = White; 0 = Other)	-0.05	0.05	-0.05	0.05
Age	0.01	0.02	0.01	0.02
Baseline HED	-0.06**	0.02	-0.06**	0.02
Baseline social desirability	-0.08***	0.02	-0.08***	0.02
Baseline impulsivity	0.28***	0.03	0.28***	0.03
Life stress	0.19***	0.02	0.19***	0.02
Qualitative role overload	0.10***	0.02	0.09***	0.03
Quantitative role overload	0.09***	0.02	0.08**	0.03
Time (0 = Early; 1 = Late)			0.01	0.03
Qualitative role overload × Time			0.03	0.03
Quantitative role overload × Time			0.01	0.03

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error
†p≤0.10, *p≤0.05, **p≤0.01, ***p≤0.001

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

Indirect effect estimated with Model 3 and Model 4						
	Qualitative Overload			Quantitative Overload		
	Estimate	95%-CI LB	95%-CI UB	Estimate	95%-CI LB	95%-CI UB
Marginal Indirect Effect	**0.021**	**0.008**	**0.035**	**0.019**	**0.008**	**0.033**
Indirect effect estimated with Model 5 and Model 6						
	Qualitative Overload			Quantitative Overload		
Moderated Indirect Effect	Estimate	95%-CI LB	95%-CI UB	Estimate	95%-CI LB	95%-CI UB
Early Onboarding Phase	**0.015**	**0.002**	**0.031**	**0.017**	**0.005**	**0.032**
Late Onboarding Phase	**0.029**	**0.011**	**0.052**	**0.023**	**0.008**	**0.042**
Indirect effect estimated with Model 6 and Model 7						
	Qualitative Overload			Quantitative Overload		
Moderated Indirect Effect	Estimate	95%-CI LB	95%-CI UB	Estimate	95%-CI LB	95%-CI UB
Early Onboarding Phase, Low Psychological Distress	**0.030**	**0.005**	**0.060**	**0.034**	**0.010**	**0.065**
Early Onboarding Phase, Moderate Psychological Distress	**0.023**	**0.004**	**0.046**	**0.027**	**0.008**	**0.049**
Early Onboarding Phase, High Psychological Distress	**0.017**	**0.003**	**0.034**	**0.019**	**0.006**	**0.036**
Late Onboarding Phase, Low Psychological Distress	**0.035**	**0.009**	**0.070**	**0.027**	**0.007**	**0.056**
Late Onboarding Phase, Moderate Psychological Distress	**0.032**	**0.012**	**0.059**	**0.026**	**0.008**	**0.047**
Late Onboarding Phase, High Psychological Distress	**0.030**	**0.012**	**0.052**	**0.024**	**0.008**	**0.043**

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 XX. 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						
	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
Indirect effect estimated with Model 5 and Model 6						
	Qualitative Overload			Quantitative Overload		
Moderated Indirect Effect	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound
Early Onboarding Phase	0.000	-0.006	0.006	0.000	-0.006	0.006
Late Onboarding Phase	0.002	-0.007	0.011	0.002	-0.006	0.009
Indirect effect estimated with Model 6 and Model 7						
	Qualitative Overload			Quantitative Overload		
Moderated Indirect Effect	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound	Estimate	95%-CI: Lower Bound	95%-CI: Upper Bound
Early Onboarding Phase, Low Psychological Distress	**0.012**	**0.002**	**0.027**	**0.012**	**0.002**	**0.026**
Early Onboarding Phase, Moderate Psychological Distress	0.006	-0.001	0.015	0.005	-0.001	0.015
Early Onboarding Phase, High Psychological Distress	-0.001	-0.009	0.006	-0.001	-0.008	0.006
Late Onboarding Phase, Low Psychological Distress	0.014	-0.001	0.031	0.011	0.000	0.026
Late Onboarding Phase, Moderate Psychological Distress	0.007	-0.003	0.019	0.006	-0.002	0.016
Late Onboarding Phase, 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.