Test H2 and H3 with RAPI as the outcome

February 16, 2022

Hypotheses

(H2): The distress-mediated effect of role overload on alcohol misuse weakens over time: It is stronger during the early onboarding phase than the late onboarding phase *(see Model 5 and Model 6)*

(H3): During the early onboarding phase, the distress-mediated effect of role overload on alcohol misuse is curvilinear; it diminishes to the extent that psychological distress increases *(see Model 7 and Model 6)*

Model 5

Injunctive Norms

Table 1: Outcome: RAPI; N = 913; QIC = -1517.92

Parameter	Estimates	SE	p-value
(Intercept)	0.74***	0.12	0.000
sex	-0.26**	0.10	0.008
race	-0.12	0.10	0.270
age	0.09†	0.05	0.071
baseline rutgers	0.29***	0.04	0.000
baseline social desirability	-0.04	0.06	0.478
baseline impulsivity	0.08	0.06	0.159
lifestress	0.11*	0.05	0.027
injunctive workplace norms	0.14***	0.04	0.000
qualitative role overload	0.12*	0.05	0.015
quantitative role overload	0.07	0.06	0.219
DASS	0.21***	0.05	0.000
time	0.15*	0.06	0.016
qualitative role overload x time	-0.16*	0.07	0.017
quantitative role overload x time	0.05	0.07	0.490
DASS x time	0.06	0.06	0.264

Descriptive Norms

Table 2: Outcome: RAPI; N = 913; QIC = -1618.69

Parameter	Estimates	SE	p-value
(Intercept)	0.74***	0.11	0.000
sex	-0.25**	0.10	0.010
race	-0.12	0.10	0.255
age	0.08	0.05	0.105
baseline rutgers	0.29***	0.04	0.000
baseline social desirability	-0.05	0.06	0.391
baseline impulsivity	0.06	0.05	0.237
lifestress	0.10*	0.05	0.043
descriptive workplace norms	0.17***	0.05	0.000
qualitative role overload	0.11*	0.05	0.025
quantitative role overload	0.07	0.06	0.238
DASS	0.24***	0.05	0.000
time	0.14*	0.06	0.026
qualitative role overload x time	-0.16*	0.07	0.027
quantitative role overload x time	0.04	0.07	0.536
DASS x time	0.04	0.06	0.499

Model 6

Table 3: Outcome: DASS; N = 951; QIC = 1912.06

Parameter	Estimates	SE	p-value
(Intercept)	-0.11*	0.06	0.048
sex	0.24***	0.05	0.000
race	-0.07	0.05	0.189
age	-0.01	0.03	0.709
baseline rutgers	0.01	0.02	0.687
baseline social desirability	-0.06*	0.03	0.016
baseline impulsivity	0.26***	0.03	0.000
lifestress	0.20***	0.02	0.000
qualitative role overload	0.08*	0.03	0.011
quantitative role overload	0.09**	0.03	0.003
time	0.01	0.03	0.640
qualitative role overload x time	0.03	0.04	0.375
quantitative role overload x time	0.00	0.03	0.995

Model 7

Injunctive Norms

Table 4: Outcome: RAPI; N = 913; QIC = -1528.97

Parameter	Estimates	SE	p-value
(Intercept)	0.81***	0.12	0.000
sex	-0.26*	0.10	0.011
race	-0.12	0.10	0.263
age	0.10†	0.05	0.059
baseline rutgers	0.28***	0.04	0.000
baseline social desirability	-0.04	0.06	0.504
baseline impulsivity	0.08	0.06	0.175
lifestress	0.11*	0.05	0.021
injunctive workplace norms	0.14***	0.04	0.001
qualitative role overload	0.11*	0.05	0.036
quantitative role overload	0.07	0.06	0.244
DASS	0.32***	0.06	0.000
time	0.10	0.09	0.251
I(DASS * DASS)	-0.08**	0.03	0.007
I(time * DASS * DASS)	0.06	0.06	0.291
qualitative role overload x time	-0.15*	0.07	0.027
quantitative role overload x time	0.05	0.07	0.468
DASS x time	-0.01	0.09	0.899

Descriptive Norms

Table 5: Outcome: RAPI; N = 913; QIC = -1627.05

Parameter	Estimates	SE	p-value
(Intercept)	0.79***	0.12	0.000
sex	-0.24*	0.10	0.013
race	-0.12	0.10	0.248
age	0.08†	0.05	0.090
baseline rutgers	0.29***	0.04	0.000
baseline social desirability	-0.05	0.06	0.418
baseline impulsivity	0.06	0.05	0.252
lifestress	0.10*	0.05	0.035
descriptive workplace norms	0.17***	0.05	0.000
qualitative role overload	0.10*	0.05	0.048
quantitative role overload	0.06	0.06	0.257
DASS	0.33***	0.06	0.000
time	0.10	0.08	0.240
I(DASS * DASS)	-0.07*	0.03	0.016
I(time * DASS * DASS)	0.05	0.05	0.363
qualitative role overload x time	-0.15*	0.07	0.037
quantitative role overload x time	0.04	0.07	0.520
DASS x time	-0.02	0.08	0.806

Estimate Mediated Effect using Model 5 and Model 6

Injunctive Norms

Table 6: DASS-mediated effect of Qualitative Role Overload; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase	0.015	0.002	0.031
Late Onboarding Phase	0.029	0.011	0.052

Table 7: DASS-mediated effect of Quantitative Role Overload; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase	0.017	0.005	0.032
Late Onboarding Phase	0.023	0.008	0.042

Descriptive Norms

Table 8: DASS-mediated effect of Qualitative Role Overload; Norms Covariate: Descriptive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase	0.017	0.003	0.035
Late Onboarding Phase	0.029	0.011	0.051

Table 9: DASS-mediated effect of Qualitative Role Overload; Norms Covariate: Descriptive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase	0.019	0.006	0.036
Late Onboarding Phase	0.023	0.008	0.042

Estimate Mediated Effect using Model 7 and Model 6

Injunctive Norms

Table 10: DASS-mediated effect of Qualitative Role Overload; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase, Low DASS	0.030	0.005	0.060
Early Onboarding Phase, Moderate DASS	0.023	0.004	0.046
Early Onboarding Phase, High DASS	0.017	0.003	0.034
Late Onboarding Phase, Low DASS	0.035	0.009	0.070
Late Onboarding Phase, Moderate DASS	0.032	0.012	0.059
Late Onboarding Phase, High DASS	0.030	0.012	0.052

Table 11: DASS-mediated effect of Quantitative Role Overload; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase, Low DASS	0.034	0.010	0.065
Early Onboarding Phase, Moderate DASS	0.027	0.008	0.049
Early Onboarding Phase, High DASS	0.019	0.006	0.036
Late Onboarding Phase, Low DASS	0.027	0.007	0.056
Late Onboarding Phase, Moderate DASS	0.026	0.008	0.047
Late Onboarding Phase, High DASS	0.024	0.008	0.043

Descriptive Norms

Table 12: DASS-mediated effect of Qualitative Role Overload; Norms Covariate: Descriptive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase, Low DASS	0.030	0.005	0.061
Early Onboarding Phase, Moderate DASS	0.024	0.004	0.048
Early Onboarding Phase, High DASS	0.018	0.003	0.037
Late Onboarding Phase, Low DASS	0.036	0.010	0.071
Late Onboarding Phase, Moderate DASS	0.033	0.012	0.060
Late Onboarding Phase, High DASS	0.030	0.011	0.052

Table 13: DASS-mediated effect of Quantitative Role Overload; Norms Covariate: Descriptive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase, Low DASS	0.034	0.010	0.065
Early Onboarding Phase, Moderate DASS	0.028	0.009	0.051
Early Onboarding Phase, High DASS	0.021	0.006	0.039
Late Onboarding Phase, Low DASS	0.028	0.007	0.056
Late Onboarding Phase, Moderate DASS	0.026	0.009	0.048
Late Onboarding Phase, High DASS	0.023	0.008	0.043