

# Hypothesis 4

March 22, 2024

(H4): 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.

## Model 5

### RAPI

Table 1: 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
I(DASS * DASS)	-0.08**	0.03	0.007
time	0.10	0.09	0.251
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
I(DASS * DASS) x time	0.06	0.06	0.291

HED

Table 2: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 548.11

Parameter	Estimates	SE	p-value
(Intercept)	0.46***	0.09	0.000
sex	-0.14†	0.07	0.051
race	0.27***	0.08	0.001
age	0.01	0.04	0.757
baseline HED	0.41***	0.03	0.000
baseline social desirability	-0.02	0.04	0.557
baseline impulsivity	0.04	0.04	0.232
lifestress	0.08**	0.03	0.004
injunctive workplace norms	0.04	0.03	0.192
qualitative role overload	0.14***	0.04	0.000
quantitative role overload	0.11***	0.03	0.000
DASS	0.06	0.04	0.123
I(DASS * DASS)	-0.07**	0.03	0.008
time	0.02	0.05	0.728
qualitative role overload x time	-0.15***	0.04	0.001
quantitative role overload x time	0.02	0.03	0.521
DASS x time	0.00	0.04	0.975
I(DASS * DASS) x time	0.02	0.04	0.604

Model 7

RAPI

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

Table 4: Outcome: DASS; N = 1144; QIC = 2297.08

Parameter	Estimates	SE	p-value
(Intercept)	-0.07	0.05	0.155
sex	0.19***	0.05	0.000
race	-0.05	0.05	0.319
age	0.01	0.02	0.750
baseline HED	-0.06**	0.02	0.003
baseline social desirability	-0.08***	0.02	0.001
baseline impulsivity	0.28***	0.03	0.000
lifestress	0.19***	0.02	0.000
qualitative role overload	0.09***	0.03	0.001
quantitative role overload	0.08**	0.03	0.002
time	0.01	0.03	0.766
qualitative role overload x time	0.03	0.03	0.340
quantitative role overload x time	0.01	0.03	0.697

# Estimate Mediated Effect using Model 5 and Model 7

## RAPI

Table 5: DASS-mediated effect of Qualitative Role Overload; Norms Covariate: Injunctive Norms

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

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

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

Table 7: Contrast between DASS-mediated effect of Qualitative Role Overload at Early Onboarding Phase and Late Onboarding Phase; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Difference between Early Onboarding Phase and Late Onboarding Phase when Low Psychological Distress	-0.005	-0.044	0.031
Difference between Early Onboarding Phase and Late Onboarding Phase when Moderate Psychological Distress	-0.009	-0.038	0.019
Difference between Early Onboarding Phase and Late Onboarding Phase when High Psychological Distress	-0.013	-0.036	0.007

Table 8: Contrast between DASS-mediated effect of Quantitative Role Overload at Early Onboarding Phase and Late Onboarding Phase; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Difference between Early Onboarding Phase and Late Onboarding Phase when Low Psychological Distress	0.007	-0.026	0.039
Difference between Early Onboarding Phase and Late Onboarding Phase when Moderate Psychological Distress	0.001	-0.023	0.025
Difference between Early Onboarding Phase and Late Onboarding Phase when High Psychological Distress	-0.004	-0.024	0.014

## HED

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

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase and Low Psychological Distress	0.012	0.002	0.027
Early Onboarding Phase and Moderate Psychological Distress	0.006	-0.001	0.015
Early Onboarding Phase and High Psychological Distress	-0.001	-0.009	0.006
Late Onboarding Phase and Low Psychological Distress	0.014	-0.001	0.031
Late Onboarding Phase and Moderate Psychological Distress	0.007	-0.003	0.019
Late Onboarding Phase and High Psychological Distress	0.001	-0.009	0.011

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

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase and Low Psychological Distress	0.012	0.002	0.026
Early Onboarding Phase and Moderate Psychological Distress	0.005	-0.001	0.015
Early Onboarding Phase and High Psychological Distress	-0.001	-0.008	0.006
Late Onboarding Phase and Low Psychological Distress	0.011	0.000	0.026
Late Onboarding Phase and Moderate Psychological Distress	0.006	-0.002	0.016
Late Onboarding Phase and High Psychological Distress	0.001	-0.008	0.009

Table 11: Contrast between DASS-mediated effect of Qualitative Role Overload at Early Onboarding Phase and Late Onboarding Phase; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Difference between Early Onboarding Phase and Late Onboarding Phase when Low Psychological Distress	-0.002	-0.020	0.015
Difference between Early Onboarding Phase and Late Onboarding Phase when Moderate Psychological Distress	-0.002	-0.013	0.009
Difference between Early Onboarding Phase and Late Onboarding Phase when High Psychological Distress	-0.002	-0.012	0.008

Table 12: Contrast between DASS-mediated effect of Quantitative Role Overload at Early Onboarding Phase and Late Onboarding Phase; Norms Covariate: Injunctive Norms

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Difference between Early Onboarding Phase and Late Onboarding Phase when Low Psychological Distress	0.001	-0.015	0.016
Difference between Early Onboarding Phase and Late Onboarding Phase when Moderate Psychological Distress	-0.001	-0.010	0.009
Difference between Early Onboarding Phase and Late Onboarding Phase when High Psychological Distress	-0.002	-0.011	0.007