Test Hypotheses H1a, H1b, and H4 with RAPI as the outcome

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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 1)*

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

(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 2)*

Model 1

Table 1: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1258.94

Parameter	Estimates	SE	p-value
(Intercept)	0.82***	0.12	0.00
sex	-0.19†	0.10	0.06
race	-0.14	0.11	0.20
age	0.09†	0.05	0.09
baseline rutgers	0.28***	0.04	0.00
baseline social desirability	-0.05	0.06	0.39
baseline impulsivity	0.15**	0.06	0.01
lifestress	0.16***	0.05	0.00
injunctive workplace norms	0.14***	0.04	0.00
qualitative role overload	0.06†	0.04	0.07
quantitative role overload	0.13*	0.05	0.02

Table 2: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1350.62

Parameter	Estimates	SE	p-value
(Intercept)	0.81***	0.12	0.00
sex	-0.17†	0.10	0.08
race	-0.14	0.11	0.19
age	0.08	0.05	0.12
baseline rutgers	0.28***	0.04	0.00
baseline social desirability	-0.06	0.06	0.29
baseline impulsivity	0.13**	0.05	0.01
lifestress	0.15***	0.05	0.00
descriptive workplace norms	0.17***	0.05	0.00
qualitative role overload	0.06†	0.04	0.10
quantitative role overload	0.12**	0.05	0.01

Model 2

Table 3: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1281.02

Parameter	Estimates	SE	p-value
(Intercept)	0.74***	0.12	0.00
sex	-0.19†	0.10	0.07
race	-0.14	0.11	0.21
age	0.09†	0.05	0.09
baseline rutgers	0.27***	0.04	0.00
baseline social desirability	-0.05	0.06	0.38
baseline impulsivity	0.15**	0.06	0.01
lifestress	0.16***	0.05	0.00
injunctive workplace norms	0.14***	0.04	0.00
qualitative role overload	0.13**	0.05	0.01
quantitative role overload	0.11†	0.06	0.07
time	0.16**	0.06	0.01
injunctive workplace norms x time	0.00	0.06	0.98
qualitative role overload x time	-0.13†	0.07	0.06
quantitative role overload x time	0.04	0.07	0.62

Parameter	Estimates	SE	p-value
Qualitative Role Overload (time=0)	0.13**	0.05	0.01
Quantitative Role Overload (time=0)	0.11†	0.06	0.07
Norms (time=0)	0.14***	0.04	0.00
Qualitative Role Overload (time=1)	0.00	0.05	1.00
Quantitative Role Overload (time=1)	0.01	0.10	0.89
Norms (time=1)	0.14**	0.06	0.01

Table 4: Outcome: Rutgers Alcohol Problem Index; N = 914; QIC = -1364.92

Parameter	Estimates	SE	p-value
(Intercept)	0.74***	0.12	0.00
sex	-0.17†	0.10	0.09
race	-0.14	0.11	0.19
age	0.08	0.05	0.12
baseline rutgers	0.28***	0.05	0.00
baseline social desirability	-0.07	0.06	0.27
baseline impulsivity	0.14**	0.05	0.01
lifestress	0.16***	0.05	0.00
descriptive workplace norms	0.16***	0.05	0.00
qualitative role overload	0.12*	0.05	0.02
quantitative role overload	0.11†	0.06	0.06
time	0.14*	0.06	0.02
descriptive workplace norms x time	0.02	0.07	0.78
qualitative role overload x time	-0.12†	0.07	0.09
quantitative role overload x time	0.03	0.07	0.70

Parameter	Estimates	SE	p-value
Qualitative Role Overload (time=0)	0.12*	0.05	0.02
Quantitative Role Overload (time=0)	0.11†	0.06	0.06
Norms (time=0)	0.16***	0.05	0.00
Qualitative Role Overload (time=1)	0.00	0.05	1.00
Quantitative Role Overload (time=1)	0.02	0.09	0.86
Norms (time=1)	0.18**	0.07	0.01