

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 |