

Test H2 and H3 with number of past-month heavy drinking days (HED) as the outcome

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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: Number of past-month heavy drinking days (HED); N = 1143; QIC = 577.73

Parameter	Estimates	SE	p-value
(Intercept)	0.37***	0.09	0.00
sex	-0.13†	0.07	0.06
race	0.28***	0.08	0.00
age	0.01	0.04	0.86
baseline HED	0.41***	0.03	0.00
baseline social desirability	-0.03	0.04	0.50
baseline impulsivity	0.05	0.04	0.17
lifestress	0.08***	0.03	0.00
injunctive workplace norms	0.04	0.03	0.19
qualitative role overload	0.15***	0.04	0.00
quantitative role overload	0.11***	0.03	0.00
DASS	0.00	0.03	1.00
time	0.04	0.04	0.29
qualitative role overload x time	-0.15***	0.04	0.00
quantitative role overload x time	0.02	0.03	0.53
DASS x time	0.02	0.04	0.66

Descriptive Norms

Table 2: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 572.94

Parameter	Estimates	SE	p-value
(Intercept)	0.38***	0.08	0.00
sex	-0.13†	0.07	0.06
race	0.28***	0.08	0.00
age	0.01	0.04	0.87
baseline HED	0.41***	0.03	0.00
baseline social desirability	-0.03	0.04	0.48
baseline impulsivity	0.05	0.04	0.20
lifestress	0.08**	0.03	0.01
descriptive workplace norms	0.04	0.03	0.13
qualitative role overload	0.14***	0.04	0.00
quantitative role overload	0.11***	0.03	0.00
DASS	0.00	0.03	0.94
time	0.04	0.04	0.33
qualitative role overload x time	-0.15***	0.04	0.00
quantitative role overload x time	0.02	0.03	0.54
DASS x time	0.01	0.04	0.70

Model 6

Table 3: Outcome: DASS; N = 1144; QIC = 2297.08

Parameter	Estimates	SE	p-value
(Intercept)	-0.07	0.05	0.16
sex	0.19***	0.05	0.00
race	-0.05	0.05	0.32
age	0.01	0.02	0.75
baseline HED	-0.06***	0.02	0.00
baseline social desirability	-0.08***	0.02	0.00
baseline impulsivity	0.28***	0.03	0.00
lifestress	0.19***	0.02	0.00
qualitative role overload	0.09***	0.03	0.00
quantitative role overload	0.08***	0.03	0.00
time	0.01	0.03	0.77
qualitative role overload x time	0.03	0.03	0.34
quantitative role overload x time	0.01	0.03	0.70

Model 7

Injunctive Norms

Table 4: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 548.11

Parameter	Estimates	SE	p-value
(Intercept)	0.46***	0.09	0.00
sex	-0.14*	0.07	0.05
race	0.27***	0.08	0.00
age	0.01	0.04	0.76
baseline HED	0.41***	0.03	0.00
baseline social desirability	-0.02	0.04	0.56
baseline impulsivity	0.04	0.04	0.23
lifestress	0.08***	0.03	0.00
injunctive workplace norms	0.04	0.03	0.19
qualitative role overload	0.14***	0.04	0.00
quantitative role overload	0.11***	0.03	0.00
DASS	0.06	0.04	0.12
time	0.02	0.05	0.73
I(DASS * DASS)	-0.07**	0.03	0.01
I(time * DASS * DASS)	0.02	0.04	0.60
qualitative role overload x time	-0.15***	0.04	0.00
quantitative role overload x time	0.02	0.03	0.52
DASS x time	0.00	0.04	0.97

Descriptive Norms

Table 5: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 544.24

Parameter	Estimates	SE	p-value
(Intercept)	0.46***	0.09	0.00
sex	-0.13*	0.07	0.05
race	0.27***	0.08	0.00
age	0.01	0.04	0.78
baseline HED	0.42***	0.03	0.00
baseline social desirability	-0.02	0.04	0.54
baseline impulsivity	0.04	0.04	0.26
lifestress	0.08***	0.03	0.00
descriptive workplace norms	0.04	0.03	0.15
qualitative role overload	0.14***	0.04	0.00
quantitative role overload	0.11***	0.03	0.00
DASS	0.07	0.04	0.12
time	0.02	0.05	0.75
I(DASS * DASS)	-0.07**	0.03	0.01
I(time * DASS * DASS)	0.02	0.04	0.63
qualitative role overload x time	-0.15***	0.04	0.00
quantitative role overload x time	0.02	0.03	0.52
DASS x time	0.00	0.04	0.96

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	0.000	-0.006	0.006
Late Onboarding Phase	0.002	-0.007	0.011

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	0.000	-0.006	0.006
Late Onboarding Phase	0.002	-0.006	0.009

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	0.000	-0.006	0.007
Late Onboarding Phase	0.002	-0.007	0.011

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

	Bootstrap Mean	Bootstrap 95%-CI LB	Bootstrap 95%-CI UB
Early Onboarding Phase	0.000	-0.006	0.006
Late Onboarding Phase	0.002	-0.006	0.009

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	0.012	0.002	0.027
Early Onboarding Phase, Moderate DASS	0.006	-0.001	0.015
Early Onboarding Phase, High DASS	-0.001	-0.009	0.006
Late Onboarding Phase, Low DASS	0.014	-0.001	0.031
Late Onboarding Phase, Moderate DASS	0.007	-0.003	0.019
Late Onboarding Phase, High DASS	0.001	-0.009	0.011

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	0.012	0.002	0.026
Early Onboarding Phase, Moderate DASS	0.005	-0.001	0.015
Early Onboarding Phase, High DASS	-0.001	-0.008	0.006
Late Onboarding Phase, Low DASS	0.011	0.000	0.026
Late Onboarding Phase, Moderate DASS	0.006	-0.002	0.016
Late Onboarding Phase, High DASS	0.001	-0.008	0.009

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	0.012	0.002	0.027
Early Onboarding Phase, Moderate DASS	0.006	-0.001	0.015
Early Onboarding Phase, High DASS	-0.001	-0.008	0.006
Late Onboarding Phase, Low DASS	0.014	0.000	0.031
Late Onboarding Phase, Moderate DASS	0.008	-0.003	0.019
Late Onboarding Phase, High DASS	0.001	-0.009	0.011

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	0.012	0.002	0.026
Early Onboarding Phase, Moderate DASS	0.006	-0.001	0.015
Early Onboarding Phase, High DASS	-0.001	-0.008	0.006
Late Onboarding Phase, Low DASS	0.011	0.000	0.026
Late Onboarding Phase, Moderate DASS	0.006	-0.002	0.016
Late Onboarding Phase, High DASS	0.001	-0.007	0.009