

# Hypothesis 4

March 17, 2022

(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 = -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   |

## HED

Table 2: Outcome: Number of past-month heavy drinking days (HED); N = 1143; QIC = 577.73

| Parameter                         | Estimates | SE   | p-value |
|-----------------------------------|-----------|------|---------|
| (Intercept)                       | 0.37***   | 0.09 | 0.000   |
| sex                               | -0.13†    | 0.07 | 0.063   |
| race                              | 0.28***   | 0.08 | 0.000   |
| age                               | 0.01      | 0.04 | 0.856   |
| baseline HED                      | 0.41***   | 0.03 | 0.000   |
| baseline social desirability      | -0.03     | 0.04 | 0.498   |
| baseline impulsivity              | 0.05      | 0.04 | 0.170   |
| lifestress                        | 0.08**    | 0.03 | 0.005   |
| injunctive workplace norms        | 0.04      | 0.03 | 0.194   |
| qualitative role overload         | 0.15***   | 0.04 | 0.000   |
| quantitative role overload        | 0.11***   | 0.03 | 0.000   |
| DASS                              | 0.00      | 0.03 | 0.996   |
| time                              | 0.04      | 0.04 | 0.294   |
| qualitative role overload x time  | -0.15***  | 0.04 | 0.001   |
| quantitative role overload x time | 0.02      | 0.03 | 0.530   |
| DASS x time                       | 0.02      | 0.04 | 0.660   |

## 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   |

## HED

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 | 0.015          | 0.002               | 0.031               |
| Late Onboarding Phase  | 0.029          | 0.011               | 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 | 0.017          | 0.005               | 0.032               |
| Late Onboarding Phase  | 0.023          | 0.008               | 0.042               |

### HED

Table 7: 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 8: 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               |