

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