

Analysis: Part 1a

January 18, 2021

1 Hypotheses

(H1a): More permissive peer drinking norms are associated with an increase in alcohol misuse among young adults transitioning from college to work

(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.

(H5): During the early onboarding phase, the effect of peer drinking norms on employee alcohol misuse is moderated by psychological distress such that its effect on alcohol misuse is attenuated as a function of psychological distress.

2 Drinking Norms Variables

- Perceived injunctive work place drinking norms: mean of wnw111 and wnw114
- Perceived descriptive work place drinking norms: mean of wnw116 and wnw117

wnw111	wnw114	wnw116	wnw117
Please indicate the degree to which these others, not you, disapprove/approve of the various patterns of alcohol consumption described. What is the extent you believe: Your closest friends at work would approve/disapprove were you to have 1-2 servings of alcohol within an hour of coming to work?	Please indicate the degree to which these others, not you, disapprove/approve of the various patterns of alcohol consumption described. What is the extent you believe: Your closest friends and colleagues at work would approve/disapprove were you to have 1-2 servings of alcohol at work?	In the past month, how many of your closest friends and colleagues at work: Consumed 1-2 servings of alcohol within an hour before starting work?	In the past month, how many of your closest friends and colleagues at work: Consumed at least one serving of alcohol during the work day?
1: Disapprove very much; 5: Approve very much	1: Disapprove very much; 5: Approve very much	1: None; 5: All	1: None; 5: All

3 Outcome: RAPI

3.1 Injunctive Drinking Norms

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

Parameter	Estimates	SE	p-value
(Intercept)	0.893	0.123	0.000
sex	-0.234	0.101	0.021
race	-0.168	0.108	0.120
age	0.071	0.055	0.201
baseline rutgers	0.280	0.044	0.000
baseline social desirability	-0.051	0.064	0.425
baseline impulsivity	0.129	0.052	0.014
lifestress	0.163	0.051	0.001
injunctive workplace norms	0.161	0.043	0.000

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

Parameter	Estimates	SE	p-value
(Intercept)	0.813	0.125	0.000
sex	-0.231	0.102	0.024
race	-0.166	0.108	0.127
age	0.073	0.055	0.181
baseline rutgers	0.279	0.045	0.000
baseline social desirability	-0.052	0.065	0.425
baseline impulsivity	0.129	0.053	0.014
lifestress	0.165	0.050	0.001
time	0.150	0.060	0.012
injunctive workplace norms	0.170	0.049	0.000
time x injunctive workplace norms	-0.016	0.066	0.803

Table 4: Outcome: Rutgers Alcohol Problem Index; N = 913

Parameter	Estimates	SE	p-value
(Intercept)	0.802	0.114	0.000
sex	-0.316	0.098	0.001
race	-0.119	0.100	0.234
age	0.080	0.052	0.127
baseline rutgers	0.288	0.038	0.000
baseline social desirability	-0.034	0.062	0.578
baseline impulsivity	0.063	0.054	0.239
lifestress	0.102	0.049	0.039
time	0.141	0.057	0.013
injunctive workplace norms	0.103	0.045	0.021
DASS	0.199	0.049	0.000
injunctive workplace norms x DASS	0.084	0.035	0.015
time x injunctive workplace norms	0.041	0.062	0.507
time x DASS	0.087	0.066	0.183
time x injunctive workplace norms x DASS	-0.077	0.050	0.121

Table 5: Outcome: Rutgers Alcohol Problem Index; N = 913

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	0.0188	0.0648	0.2894	0.7723	-0.1083	0.1458
At early onboarding phase: effect of norms at moderate DASS	0.1030	0.0446	2.3109	0.0208	0.0156	0.1904
At early onboarding phase: effect of norms at high DASS	0.1873	0.0466	4.0198	0.0001	0.0960	0.2786

3.2 Descriptive Drinking Norms

Table 6: Outcome: Rutgers Alcohol Problem Index; N = 914

Parameter	Estimates	SE	p-value
(Intercept)	0.877	0.117	0.000
sex	-0.211	0.099	0.033
race	-0.172	0.111	0.120
age	0.061	0.053	0.249
baseline rutgers	0.280	0.047	0.000
baseline social desirability	-0.059	0.062	0.341
baseline impulsivity	0.119	0.049	0.015
lifestress	0.156	0.052	0.003
descriptive workplace norms	0.190	0.050	0.000

Table 7: Outcome: Rutgers Alcohol Problem Index; N = 914

Parameter	Estimates	SE	p-value
(Intercept)	0.810	0.120	0.000
sex	-0.212	0.099	0.032
race	-0.170	0.111	0.126
age	0.061	0.050	0.222
baseline rutgers	0.279	0.047	0.000
baseline social desirability	-0.060	0.062	0.334
baseline impulsivity	0.119	0.049	0.015
lifestress	0.157	0.052	0.003
time	0.130	0.059	0.027
descriptive workplace norms	0.193	0.053	0.000
time x descriptive workplace norms	-0.010	0.076	0.895

Table 8: Outcome: Rutgers Alcohol Problem Index; N = 913

Parameter	Estimates	SE	p-value
(Intercept)	0.796	0.109	0.000
sex	-0.287	0.089	0.001
race	-0.140	0.102	0.169
age	0.058	0.048	0.232
baseline rutgers	0.299	0.038	0.000
baseline social desirability	-0.041	0.059	0.491
baseline impulsivity	0.052	0.050	0.299
lifestress	0.091	0.047	0.052
time	0.126	0.057	0.028
descriptive workplace norms	0.151	0.046	0.001
DASS	0.235	0.051	0.000
descriptive workplace norms x DASS	0.057	0.040	0.158
time x descriptive workplace norms	0.000	0.070	0.995
time x DASS	0.008	0.059	0.889
time x descriptive workplace norms x DASS	0.028	0.072	0.694

Table 9: Outcome: Rutgers Alcohol Problem Index; N = 913

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	0.0940	0.0649	1.4480	0.1476	-0.0332	0.2213
At early onboarding phase: effect of norms at moderate DASS	0.1506	0.0457	3.2959	0.0010	0.0611	0.2402
At early onboarding phase: effect of norms at high DASS	0.2072	0.0563	3.6807	0.0002	0.0969	0.3176

4 Outcome: HED

4.1 Injunctive Drinking Norms

Table 10: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.442	0.082	0.000
sex	-0.169	0.069	0.014
race	0.275	0.080	0.001
age	0.009	0.038	0.818
baseline HED	0.408	0.030	0.000
baseline social desirability	-0.031	0.038	0.415
baseline impulsivity	0.038	0.035	0.267
lifestress	0.078	0.028	0.005
injunctive workplace norms	0.047	0.032	0.135

Table 11: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.428	0.086	0.000
sex	-0.170	0.069	0.014
race	0.277	0.080	0.001
age	0.006	0.038	0.879
baseline HED	0.409	0.030	0.000
baseline social desirability	-0.031	0.038	0.418
baseline impulsivity	0.039	0.035	0.260
lifestress	0.076	0.028	0.006
time	0.025	0.038	0.523
injunctive workplace norms	0.018	0.031	0.565
time x injunctive workplace norms	0.060	0.043	0.162

Table 12: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.430	0.086	0.000
sex	-0.175	0.068	0.011
race	0.279	0.081	0.001
age	0.006	0.038	0.883
baseline HED	0.410	0.031	0.000
baseline social desirability	-0.031	0.038	0.425
baseline impulsivity	0.029	0.036	0.419
lifestress	0.070	0.029	0.016
time	0.026	0.038	0.499
injunctive workplace norms	0.018	0.031	0.557
DASS	0.037	0.036	0.299
injunctive workplace norms x DASS	-0.014	0.029	0.624
time x injunctive workplace norms	0.062	0.043	0.147
time x DASS	-0.010	0.040	0.803
time x injunctive workplace norms x DASS	-0.014	0.040	0.736

Table 13: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	0.0324	0.0443	0.7312	0.4646	-0.0544	0.1192
At early onboarding phase: effect of norms at moderate DASS	0.0183	0.0311	0.5868	0.5573	-0.0428	0.0793
At early onboarding phase: effect of norms at high DASS	0.0042	0.0404	0.1032	0.9178	-0.0750	0.0833

4.2 Descriptive Drinking Norms

Table 14: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.442	0.082	0.000
sex	-0.165	0.069	0.016
race	0.270	0.080	0.001
age	0.008	0.038	0.837
baseline HED	0.409	0.030	0.000
baseline social desirability	-0.031	0.038	0.411
baseline impulsivity	0.037	0.035	0.288
lifestress	0.075	0.028	0.007
descriptive workplace norms	0.053	0.026	0.046

Table 15: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.429	0.085	0.000
sex	-0.165	0.069	0.017
race	0.270	0.080	0.001
age	0.007	0.038	0.862
baseline HED	0.409	0.030	0.000
baseline social desirability	-0.032	0.038	0.404
baseline impulsivity	0.037	0.035	0.285
lifestress	0.074	0.028	0.007
time	0.025	0.039	0.513
descriptive workplace norms	0.043	0.029	0.129
time x descriptive workplace norms	0.019	0.046	0.682

Table 16: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

Parameter	Estimates	SE	p-value
(Intercept)	0.426	0.085	0.000
sex	-0.167	0.068	0.014
race	0.270	0.080	0.001
age	0.007	0.038	0.852
baseline HED	0.413	0.030	0.000
baseline social desirability	-0.029	0.038	0.439
baseline impulsivity	0.030	0.036	0.406
lifestress	0.069	0.029	0.018
time	0.025	0.039	0.527
descriptive workplace norms	0.035	0.029	0.233
DASS	0.031	0.035	0.372
descriptive workplace norms x DASS	0.037	0.023	0.115
time x descriptive workplace norms	0.011	0.044	0.802
time x DASS	-0.015	0.038	0.693
time x descriptive workplace norms x DASS	0.019	0.041	0.643

Table 17: Outcome: No. of Days in the Past Month with Heavy Episodic Drinking; N = 1143

parameter	est	SE	Z	pval	LB95	UB95
At early onboarding phase: effect of norms at low DASS	-0.0014	0.0411	-0.0352	0.9719	-0.0819	0.0790
At early onboarding phase: effect of norms at moderate DASS	0.0351	0.0294	1.1939	0.2325	-0.0225	0.0926
At early onboarding phase: effect of norms at high DASS	0.0716	0.0333	2.1482	0.0317	0.0063	0.1368