

Supplementary File 3

Table 1. Estimates and bootstrapped 95%-confidence intervals of the indirect effect of qualitative role overload and quantitative role overload with ARP as outcome

| Indirect effect estimated with Model 3 and Model 4 | | | | | | |
|---|----------------------|--------------|--------------|-----------------------|--------------|--------------|
| | Qualitative Overload | | | Quantitative Overload | | |
| | Estimate | 95%-CI LB | 95%-CI UB | Estimate | 95%-CI LB | 95%-CI UB |
| Marginal Indirect Effect | 0.021 | 0.008 | 0.035 | 0.019 | 0.008 | 0.033 |
| Indirect effect estimated with Model 5 and Model 6 | | | | | | |
| | Qualitative Overload | | | Quantitative Overload | | |
| | Estimate | 95%-CI LB | 95%-CI UB | Estimate | 95%-CI LB | 95%-CI UB |
| Moderated Indirect Effect | | | | | | |
| Early Onboarding Phase | 0.015 | 0.002 | 0.031 | 0.017 | 0.005 | 0.032 |
| Late Onboarding Phase | 0.029 | 0.011 | 0.052 | 0.023 | 0.008 | 0.042 |
| Indirect effect estimated with Model 6 and Model 7 | | | | | | |
| | Qualitative Overload | | | Quantitative Overload | | |
| | Estimate | 95%-CI LB | 95%-CI UB | Estimate | 95%-CI LB | 95%-CI UB |
| Moderated Indirect Effect | | | | | | |
| Early Onboarding Phase, Low Psychological Distress | 0.030 | 0.005 | 0.060 | 0.034 | 0.010 | 0.065 |
| Early Onboarding Phase, Moderate Psychological Distress | 0.023 | 0.004 | 0.046 | 0.027 | 0.008 | 0.049 |
| Early Onboarding Phase, High Psychological Distress | 0.017 | 0.003 | 0.034 | 0.019 | 0.006 | 0.036 |
| Late Onboarding Phase, Low Psychological Distress | 0.035 | 0.009 | 0.070 | 0.027 | 0.007 | 0.056 |
| Late Onboarding Phase, Moderate Psychological Distress | 0.032 | 0.012 | 0.059 | 0.026 | 0.008 | 0.047 |
| Late Onboarding Phase, High Psychological Distress | 0.030 | 0.012 | 0.052 | 0.024 | 0.008 | 0.043 |

Note. 95%-CI LB=Lower bound of bootstrapped 95%-confidence intervals of the indirect effect; 95%-CI UB=Upper bound of bootstrapped 95%-confidence intervals of the indirect effect. Numbers in bold font indicate that the bootstrapped 95%-confidence interval does not contain zero.

Table 2. Estimates and bootstrapped 95%-confidence intervals of the indirect effect of qualitative role overload and quantitative role overload with HED as outcome

| Indirect effect estimated with Model 3 and Model 4 | | | | | | |
|---|----------------------|---------------------------|---------------------------|-----------------------|---------------------------|---------------------------|
| | Qualitative Overload | | | Quantitative Overload | | |
| | Estimate | 95%-CI: Lower Bound | 95%-CI: Upper Bound | Estimate | 95%-CI: Lower Bound | 95%-CI: Upper Bound |
| Marginal Indirect Effect | 0.001 | -0.005 | 0.007 | 0.000 | -0.005 | 0.006 |
| Indirect effect estimated with Model 5 and Model 6 | | | | | | |
| | Qualitative Overload | | | Quantitative Overload | | |
| | Estimate | 95%-CI: Lower Bound | 95%-CI: Upper Bound | Estimate | 95%-CI: Lower Bound | 95%-CI: Upper Bound |
| Moderated Indirect Effect | | | | | | |
| Early Onboarding Phase | 0.000 | -0.006 | 0.006 | 0.000 | -0.006 | 0.006 |
| Late Onboarding Phase | 0.002 | -0.007 | 0.011 | 0.002 | -0.006 | 0.009 |
| Indirect effect estimated with Model 6 and Model 7 | | | | | | |
| | Qualitative Overload | | | Quantitative Overload | | |
| | Estimate | 95%-CI: Lower Bound | 95%-CI: Upper Bound | Estimate | 95%-CI: Lower Bound | 95%-CI: Upper Bound |
| Moderated Indirect Effect | | | | | | |
| Early Onboarding Phase, Low Psychological Distress | 0.012 | 0.002 | 0.027 | 0.012 | 0.002 | 0.026 |
| Early Onboarding Phase, Moderate Psychological Distress | 0.006 | -0.001 | 0.015 | 0.005 | -0.001 | 0.015 |
| Early Onboarding Phase, High Psychological Distress | -0.001 | -0.009 | 0.006 | -0.001 | -0.008 | 0.006 |
| Late Onboarding Phase, Low Psychological Distress | 0.014 | -0.001 | 0.031 | 0.011 | 0.000 | 0.026 |
| Late Onboarding Phase, Moderate Psychological Distress | 0.007 | -0.003 | 0.019 | 0.006 | -0.002 | 0.016 |
| Late Onboarding Phase, High Psychological Distress | 0.001 | -0.009 | 0.011 | 0.001 | -0.008 | 0.009 |

Note. 95%-CI LB=Lower bound of bootstrapped 95%-confidence intervals of the indirect effect; 95%-CI UB=Upper bound of bootstrapped 95%-confidence intervals of the indirect effect. Numbers in bold font indicate that the bootstrapped 95%-confidence interval does not contain zero.