

Supplementary File 5

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	0.022	0.009	0.037	0.020	0.009	0.035
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	0.017	0.003	0.035	0.019	0.006	0.036
Late Onboarding Phase	0.029	0.011	0.051	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	0.061	0.034	0.010	0.065
Early Onboarding Phase, Moderate Psychological Distress	0.024	0.004	0.048	0.028	0.009	0.051
Early Onboarding Phase, High Psychological Distress	0.018	0.003	0.037	0.021	0.006	0.039
Late Onboarding Phase, Low Psychological Distress	0.036	0.010	0.071	0.028	0.007	0.056
Late Onboarding Phase, Moderate Psychological Distress	0.033	0.012	0.060	0.026	0.009	0.048
Late Onboarding Phase, High Psychological Distress	0.030	0.011	0.052	0.023	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	0.001	-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	0.007	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	0.006	-0.001	0.015
Early Onboarding Phase, High Psychological Distress	-0.001	-0.008	0.006	-0.001	-0.008	0.006
Late Onboarding Phase, Low Psychological Distress	0.014	0.000	0.031	0.011	0.000	0.026
Late Onboarding Phase, Moderate Psychological Distress	0.008	-0.003	0.019	0.006	-0.002	0.016
Late Onboarding Phase, High Psychological Distress	0.001	-0.009	0.011	0.001	-0.007	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.