Table XX. Estimates of regression models with ARP as the outcome

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | | Model 2 | | Model 3 | | Model 5 | | Model 7 | |
|  | (H1a, H1b) | | (H4) | | (H1c) | | (H2) | | (H3) | |
| N | 914 | | 914 | | 913 | | 913 | | 913 | |
| QIC | -1258.94 | | -1281.02 | | -1476.49 | | -1517.92 | | -1528.97 | |
| Parameter | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE |
| Intercept | 0.82\*\*\* | 0.12 | 0.74\*\*\* | 0.12 | 0.83\*\*\* | 0.12 | 0.74\*\*\* | 0.12 | 0.81\*\*\* | 0.12 |
| Sex (1 = Female; 0 = Male) | -0.19† | 0.10 | -0.19† | 0.10 | -0.27\*\* | 0.10 | -0.26\*\* | 0.10 | -0.26\* | 0.10 |
| Race (1 = White; 0 = Other) | -0.14 | 0.11 | -0.14 | 0.11 | -0.12 | 0.10 | -0.12 | 0.10 | -0.12 | 0.10 |
| Age | 0.09† | 0.05 | 0.09† | 0.05 | 0.09† | 0.05 | 0.09† | 0.05 | 0.10† | 0.05 |
| Baseline HED | 0.28\*\*\* | 0.04 | 0.27\*\*\* | 0.04 | 0.28\*\*\* | 0.04 | 0.29\*\*\* | 0.04 | 0.28\*\*\* | 0.04 |
| Baseline social desirability | -0.05 | 0.06 | -0.05 | 0.06 | -0.04 | 0.06 | -0.04 | 0.06 | -0.04 | 0.06 |
| Baseline impulsivity | 0.15\*\* | 0.06 | 0.15\*\* | 0.06 | 0.08 | 0.06 | 0.08 | 0.06 | 0.08 | 0.06 |
| Life stress | 0.16\*\*\* | 0.05 | 0.16\*\*\* | 0.05 | 0.10\* | 0.05 | 0.11\* | 0.05 | 0.11\* | 0.05 |
| Injunctive workplace norms | 0.14\*\*\* | 0.04 | 0.14\*\*\* | 0.04 | 0.14\*\*\* | 0.04 | 0.14\*\*\* | 0.04 | 0.14\*\*\* | 0.04 |
| Qualitative role overload | 0.06† | 0.04 | 0.13\*\* | 0.05 | 0.05 | 0.04 | 0.12\* | 0.05 | 0.11\* | 0.05 |
| Quantitative role overload | 0.13\* | 0.05 | 0.11† | 0.06 | 0.09† | 0.05 | 0.07 | 0.06 | 0.07 | 0.06 |
| Time (0 = Early; 1 = Late) |  |  | 0.16\*\* | 0.06 |  |  | 0.15\* | 0.06 | 0.10 | 0.09 |
| Injunctive workplace norms × Time |  |  | 0.00 | 0.06 |  |  |  |  |  |  |
| Qualitative role overload × Time |  |  | -0.13† | 0.07 |  |  | -0.16\* | 0.07 | -0.15\* | 0.07 |
| Quantitative role overload × Time |  |  | 0.04 | 0.07 |  |  | 0.05 | 0.07 | 0.05 | 0.07 |
| Psychological distress |  |  |  |  | 0.23\*\*\* | 0.05 | 0.21\*\*\* | 0.05 | 0.32\*\*\* | 0.06 |
| Psychological distress × Time |  |  |  |  |  |  | 0.06 | 0.06 | -0.01 | 0.09 |
| Psychological distress2 |  |  |  |  |  |  |  |  | -0.08\*\* | 0.03 |
| Psychological distress2 × Time |  |  |  |  |  |  |  |  | 0.06 | 0.06 |
| Contrast | | | Estimate | SE |  |  |  |  |  |  |
| Qualitative role overload (Time=0) | | | 0.13\*\* | 0.05 |  |  |  |  |  |  |
| Quantitative role overload (Time=0) | | | 0.11† | 0.06 |  |  |  |  |  |  |
| Injunctive workplace norms (Time=0) | | | 0.14\*\*\* | 0.04 |  |  |  |  |  |  |
| Qualitative role overload (Time=1) | | | 0.00 | 0.05 |  |  |  |  |  |  |
| Quantitative role overload (Time=1) | | | 0.01 | 0.10 |  |  |  |  |  |  |
| Injunctive workplace norms (Time=1) | | | 0.14\* | 0.06 |  |  |  |  |  |  |

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error

ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001

Table XX. Estimates of regression models with HED as the outcome

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | | Model 2 | | Model 3 | | Model 5 | | Model 7 | |
|  | (H1a, H1b) | | (H4) | | (H1c) | | (H2) | | (H3) | |
| N | 1143 | | 1143 | | 1143 | | 1143 | | 1143 | |
| QIC | 596.13 | | 570.61 | | 594.94 | | 577.73 | | 548.11 | |
| Parameter | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE | Estimate | SE |
| Intercept | 0.40\*\*\* | 0.08 | 0.38\*\*\* | 0.09 | 0.40\*\*\* | 0.08 | 0.37\*\*\* | 0.09 | 0.46\*\*\* | 0.09 |
| Sex (1 = Female; 0 = Male) | -0.13† | 0.07 | -0.13† | 0.07 | -0.13† | 0.07 | -0.13† | 0.07 | -0.14† | 0.07 |
| Race (1 = White; 0 = Other) | 0.28\*\*\* | 0.08 | 0.28\*\*\* | 0.08 | 0.28\*\*\* | 0.08 | 0.28\*\*\* | 0.08 | 0.27\*\*\* | 0.08 |
| Age | 0.01 | 0.04 | 0.00 | 0.04 | 0.01 | 0.04 | 0.01 | 0.04 | 0.01 | 0.04 |
| Baseline HED | 0.41\*\*\* | 0.03 | 0.41\*\*\* | 0.03 | 0.41\*\*\* | 0.03 | 0.41\*\*\* | 0.03 | 0.41\*\*\* | 0.03 |
| Baseline social desirability | -0.03 | 0.04 | -0.03 | 0.04 | -0.03 | 0.04 | -0.03 | 0.04 | -0.02 | 0.04 |
| Baseline impulsivity | 0.05 | 0.03 | 0.05 | 0.03 | 0.05 | 0.04 | 0.05 | 0.04 | 0.04 | 0.04 |
| Life stress | 0.08\*\* | 0.03 | 0.08\*\* | 0.03 | 0.08\*\* | 0.03 | 0.08\*\* | 0.03 | 0.08\*\* | 0.03 |
| Injunctive workplace norms | 0.04 | 0.03 | 0.01 | 0.03 | 0.04 | 0.03 | 0.04 | 0.03 | 0.04 | 0.03 |
| Qualitative role overload | 0.07\* | 0.03 | 0.15\*\*\* | 0.04 | 0.07\* | 0.03 | 0.15\*\*\* | 0.04 | 0.14\*\*\* | 0.04 |
| Quantitative role overload | 0.12\*\*\* | 0.02 | 0.11\*\*\* | 0.03 | 0.12\*\*\* | 0.02 | 0.11\*\*\* | 0.03 | 0.11\*\*\* | 0.03 |
| Time (0 = Early; 1 = Late) |  |  | 0.03 | 0.04 |  |  | 0.04 | 0.04 | 0.02 | 0.05 |
| Injunctive workplace norms × Time |  |  | 0.06 | 0.04 |  |  |  |  |  |  |
| Qualitative role overload × Time |  |  | -0.15\*\*\* | 0.04 |  |  | -0.15\*\*\* | 0.04 | -0.15\*\*\* | 0.04 |
| Quantitative role overload × Time |  |  | 0.02 | 0.03 |  |  | 0.02 | 0.03 | 0.02 | 0.03 |
| Psychological distress |  |  |  |  | 0.00 | 0.03 | 0.00 | 0.03 | 0.06 | 0.04 |
| Psychological distress × Time |  |  |  |  |  |  | 0.02 | 0.04 | 0.00 | 0.04 |
| Psychological distress2 |  |  |  |  |  |  |  |  | -0.07\*\* | 0.03 |
| Psychological distress2 × Time |  |  |  |  |  |  |  |  | 0.02 | 0.04 |
| Contrast | | | Estimate | SE |  |  |  |  |  |  |
| Qualitative role overload (Time=0) | | | 0.15\*\*\* | 0.04 |  |  |  |  |  |  |
| Quantitative role overload (Time=0) | | | 0.11\*\*\* | 0.03 |  |  |  |  |  |  |
| Injunctive workplace norms (Time=0) | | | 0.01 | 0.03 |  |  |  |  |  |  |
| Qualitative role overload (Time=1) | | | 0.00 | 0.04 |  |  |  |  |  |  |
| Quantitative role overload (Time=1) | | | -0.03 | 0.06 |  |  |  |  |  |  |
| Injunctive workplace norms (Time=1) | | | 0.07† | 0.04 |  |  |  |  |  |  |

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error

ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001

Table XX. Estimates of regression models with psychological distress as the outcome and baseline drinking behavior operationalized as baseline ARP

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Model 4 | | Model 6 | |
|  | (H1c) | | (H2, H3) | |
| N | 951 | | 951 | |
| QIC | 1911.57 | | 1912.06 | |
| Parameter | Estimate | SE | Estimate | SE |
| Intercept | -0.10† | 0.05 | -0.11\* | 0.06 |
| Sex (1 = Female; 0 = Male) | 0.24\*\*\* | 0.05 | 0.24\*\*\* | 0.05 |
| Race (1 = White; 0 = Other) | -0.07 | 0.05 | -0.07 | 0.05 |
| Age | -0.01 | 0.03 | -0.01 | 0.03 |
| Baseline HED | 0.01 | 0.03 | 0.01 | 0.02 |
| Baseline social desirability | -0.06\* | 0.03 | -0.06\* | 0.03 |
| Baseline impulsivity | 0.26\*\*\* | 0.03 | 0.26\*\*\* | 0.03 |
| Life stress | 0.20\*\*\* | 0.02 | 0.20\*\*\* | 0.02 |
| Qualitative role overload | 0.09\*\*\* | 0.02 | 0.08\* | 0.03 |
| Quantitative role overload | 0.09\*\*\* | 0.02 | 0.09\*\* | 0.03 |
| Time (0 = Early; 1 = Late) |  |  | 0.01 | 0.03 |
| Qualitative role overload × Time | | | 0.03 | 0.04 |
| Quantitative role overload × Time | | | 0.00 | 0.03 |

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error

ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001

Table XX. Estimates of regression models with psychological distress as the outcome and baseline drinking behavior operationalized as baseline HED

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Model 4 | | Model 6 | |
|  | (H1c) | | (H2, H3) | |
| N | 1144 | | 1144 | |
| QIC | 2296.45 | | 2297.08 | |
| Parameter | Estimate | SE | Estimate | SE |
| Intercept | -0.07 | 0.05 | -0.07 | 0.05 |
| Sex (1 = Female; 0 = Male) | 0.19\*\*\* | 0.05 | 0.19\*\*\* | 0.05 |
| Race (1 = White; 0 = Other) | -0.05 | 0.05 | -0.05 | 0.05 |
| Age | 0.01 | 0.02 | 0.01 | 0.02 |
| Baseline HED | -0.06\*\* | 0.02 | -0.06\*\* | 0.02 |
| Baseline social desirability | -0.08\*\*\* | 0.02 | -0.08\*\*\* | 0.02 |
| Baseline impulsivity | 0.28\*\*\* | 0.03 | 0.28\*\*\* | 0.03 |
| Life stress | 0.19\*\*\* | 0.02 | 0.19\*\*\* | 0.02 |
| Qualitative role overload | 0.10\*\*\* | 0.02 | 0.09\*\*\* | 0.03 |
| Quantitative role overload | 0.09\*\*\* | 0.02 | 0.08\*\* | 0.03 |
| Time (0 = Early; 1 = Late) |  |  | 0.01 | 0.03 |
| Qualitative role overload × Time | | | 0.03 | 0.03 |
| Quantitative role overload × Time | | | 0.01 | 0.03 |

Note. QIC=Quasi-likelihood under the Independence Model Criterion, SE=Standard Error

ϯp≤0.10, \*p≤0.05, \*\*p≤0.01, \*\*\*p≤0.001

Table XX. 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 | | |
| Moderated Indirect Effect | Estimate | 95%-CI  LB | 95%-CI  UB | Estimate | 95%-CI  LB | 95%-CI  UB |
| 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 | | |
| Moderated Indirect Effect | Estimate | 95%-CI  LB | 95%-CI  UB | Estimate | 95%-CI  LB | 95%-CI  UB |
| 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 XX. 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 | | |
| Moderated Indirect Effect | Estimate | 95%-CI:  Lower Bound | 95%-CI:  Upper Bound | Estimate | 95%-CI:  Lower Bound | 95%-CI:  Upper Bound |
| 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 | | |
| Moderated Indirect Effect | Estimate | 95%-CI:  Lower Bound | 95%-CI:  Upper Bound | Estimate | 95%-CI:  Lower Bound | 95%-CI:  Upper Bound |
| 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.