**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 | | |
| 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 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 | | |
| 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.