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 2 and Model 6 | | | | | | |
|  | 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 3 and Model 6 | | | | | | |
|  | Qualitative Overload | | | Quantitative Overload | | |
| Moderated Indirect Effect | Estimate | 95%-CI  LB | 95%-CI  UB | Estimate | 95%-CI  LB | 95%-CI  UB |
| Low Psychological Distress | **0.034** | **0.014** | **0.058** | **0.034** | **0.014** | **0.058** |
| Moderate Psychological Distress | **0.028** | **0.012** | **0.047** | **0.028** | **0.012** | **0.047** |
| High Psychological Distress | **0.022** | **0.009** | **0.038** | **0.022** | **0.009** | **0.038** |
| Indirect effect estimated with Model 5 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 | **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** |

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 2 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 |
| Marginal Indirect Effect | 0.001 | -0.005 | 0.007 | 0.000 | -0.005 | 0.006 |
| Indirect effect estimated with Model 3 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 |
| Low Psychological Distress | **0.013** | **0.003** | **0.026** | **0.013** | **0.003** | **0.026** |
| Moderate Psychological Distress | 0.006 | -0.001 | 0.015 | 0.006 | -0.001 | 0.015 |
| High Psychological Distress | 0.000 | -0.007 | 0.006 | 0.000 | -0.007 | 0.006 |
| Indirect effect estimated with Model 5 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 | 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 |

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.