APPENDIX

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| TABLE A. Descriptive Statistics  |
|  | Mean orProportion | SD | Range |
| *Focal Measures* |  |  |  |
| Job pressure | 3.064 | 1.070 | 1 – 5 |
| Role blurring | 2.371 | 1.042 | 1 – 5 |
| WFC | 2.443 | .952 | 1 – 5 |
| Sense of Distributive Injustice | .550 | .693 | -2 – 2 |
| *Controls* |  |  |  |
| Education | 5.287 | 1.460 | 1 – 7 |
| Personal income (thousands) | 69.710 | 42.294 | 2.4 – 300 |
| Professionals = 1 | .454 |  –– | 0 – 1 |
| Work hours | 38.263 | 11.125 | 3 – 126 |
| Private sector = 1 | .513 | –– | 0 – 1 |
| Female = 1 | .633 | –– | 0 – 1 |
| Non-white = 1 | .101 | –– | 0 – 1 |
| Age  | 49.482 | 10.529 | 22 – 81 |
| Married = 1 | .558 | –– | 0 – 1 |
| Parent = 1 | .389 | –– | 0 – 1 |
| Note: Sample sizes vary slightly across the measures due to missing values. However, the SEM analyses takes missing data into account using full information maximum likelihood. |

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| TABLE B. Direct, Indirect, and Total Effects among Focal and Control Variables in the Full Sample (N = 2,219) |
| Outcome  |  | Direct Effect | Indirect Effect | Total Effect |
| *Job pressure* |  |  |  |  |
| education | 🡪 job pressure | .037\* | –– | .037\* |
| income (log) | 🡪 job pressure | .044 | –– | .044 |
| professionals | 🡪 job pressure | .193\*\*\* | –– | .193\*\*\* |
| work hours | 🡪 job pressure | .025\*\*\* | –– | .025\*\*\* |
| private | 🡪 job pressure | -.016 | –– | -.016 |
| female | 🡪 job pressure | .402\*\*\* | –– | .402\*\*\* |
| non-white | 🡪 job pressure | .083 | –– | .083 |
| age  | 🡪 job pressure | -.009\*\*\* | –– | -.009\*\*\* |
| married  | 🡪 job pressure | .038 | –– | .038 |
| parent | 🡪 job pressure | .037 | –– | .037 |
| Role blurring |  |  |  |  |
| job pressure | 🡪 role blurring | .220\*\*\* | –– | .220\*\*\* |
| education | 🡪 role blurring | .040\*\*\* | .008\* | .048\*\*\* |
| income (log) | 🡪 role blurring | .108\*\*\* | .010 | .117\*\*\* |
| professionals | 🡪 role blurring | .297\*\*\* | .042\*\*\* | .339\*\*\* |
| work hours | 🡪 role blurring | .005\*\* | .005\*\*\* | .010\*\*\* |
| private | 🡪 role blurring | -.005 | -.004 | -.009 |
| female | 🡪 role blurring | -.090\* | .088\*\*\* | -.001 |
| non-white | 🡪 role blurring | -.104\* | .018 | -.086 |
| age  | 🡪 role blurring | -.001 | -.002\*\*\* | -.003 |
| married | 🡪 role blurring | .114\*\*\* | .008 | .122\*\*\* |
| parent | 🡪 role blurring | .081\* | .008 | .089\* |
| WFC |  |  |  |  |
| job pressure | 🡪 wfc | .440\*\*\* | .049\*\*\* | .489\*\*\* |
| role blurring | 🡪 wfc | .222\*\*\* | –– | .222\*\*\* |
| education | 🡪 wfc | .023 | .027\*\*\* | .051\*\*\* |
| income (log) | 🡪 wfc | -.073\* | .045\* | -.027 |
| professionals | 🡪 wfc | -.048 | .160\*\*\* | .112\*\* |
| work hours | 🡪 wfc | .010\*\*\* | .013\*\*\* | .023\*\*\* |
| private | 🡪 wfc | -.015 | -.009 | -.024 |
| female | 🡪 wfc | .004 | .177\*\*\* | .180\*\*\* |
| non-white | 🡪 wfc | .143\*\* | .017 | .161\*\* |
| age | 🡪 wfc | .004\* | -.005\*\*\* | -.001 |
| married | 🡪 wfc | -.035 | .044\* | .009 |
| parent | 🡪 wfc | .080\* | .036 | .116\*\* |
| *Sense of Distributive Injustice* |  |  |  |
| Job pressure | 🡪 injustice | .146\*\*\* | .060\*\*\* | .206\*\*\* |
| Role blurring | 🡪 injustice | -.012 | .028\*\*\* | .016 |
| WFC | 🡪 injustice | .128\*\*\* | –– | .128\*\*\* |
| *TABLE B continued…* |
| *TABLE B continued…* |
| education | 🡪 injustice | .010 | .011\*\* | .022 |
| income (log) | 🡪 injustice | -.413\*\*\* | .001 | -.412\*\*\* |
| professionals | 🡪 injustice | -.026 | .039\*\* | .012 |
| work hours | 🡪 injustice | .001 | .007\*\*\* | .008\*\*\* |
| private | 🡪 injustice | -.004 | -.005 | -.010 |
| female | 🡪 injustice | .015 | .082 | .097\*\* |
| non-white | 🡪 injustice | .079 | .034\* | .112\* |
| age | 🡪 injustice | .006\*\*\* | -.001\* | .005\*\* |
| married | 🡪 injustice | -.027 | .005 | -.022 |
| parent | 🡪 injustice | .064 | .019 | .084\* |
| Note: Unstandardized coefficients are shown. Standard errors are not reported for the sake of presentation (available upon request). \**p*<.05; \*\* *p*<.01; \*\*\* *p*<.001 (two tailed test) |