

THE IMPACT OF COVID-19 WORK DEMANDS ON WORK-FAMILY CONFLICT AND PSYCHOLOGICAL WELL-BEING AMONG ESSENTIAL NON-HEALTHCARE WORKERS

EL IMPACTO DE LAS DEMANDAS LABORALES RELACIONADAS CON EL COVID-19
EN EL CONFLICTO TRABAJO-FAMILIA Y BIENESTAR PSICOLÓGICO
ENTRE TRABAJADORES/AS ESENCIALES NO SANITARIOS/AS

Recibido: 30 de agosto de 2021 | Aceptado: 21 de diciembre de 2021

Ernesto **Rosario-Hernández**¹, Coral M. **Jiménez**¹,
Anaily M. **Ocasio**¹, Alixida **Ramos-Pibernus**¹, Eliut **Rivera-Segarra**¹
¹ Ponce Health Sciences University, Ponce, Puerto Rico

MATERIAL SUPLEMENTARIO / SUPPLEMENTAL MATERIAL

S1- Correlation Matrix of Latent Variables Using the Fornell-Larcker Criterion and Correlation Proportion of Heterotrait-Monotrait (HTMT)

S2- Structural Model Results

S3- Hypotheses, Results and Conclusions of Direct Effects

S4- Indirect Effects' Hypotheses, Results, Conclusions, and Mediation Type

Address correspondence to: Ernesto Rosario-Hernández, Ph.D. E-mail: erosario@psm.edu

TABLE S1.

Correlation Matrix of Latent Variables Using the Fornell-Larcker Criterion and Correlation Proportion of Heterotrait-Monotrait (HTMT).

Latent Constructs	CWD	JR	PR	WFCDC	GPD	Anx	Dep
CWD	(.76)	-.31	.27	.58	-.44	.41	.32
JR	.40 [.26; .58]	(.74)	.08	-.31	.11	-.23	-.12
PR	.36 [.23; .58]	.14 [.11; .32]	(.78)	.24	-.05	.10	-.10
WFCDC	.71 [.57; .85]	.40 [.27; .56]	.29 [.19; .51]	(.75)	-.32	.35	.25
GPD	.52 [.39; .66]	.17 [.14; .31]	.21 [.16; .35]	.35 [.24; .50]	(.78)	-.75	-.76
Anx	.49 [.35; .62]	.25 [.16; .42]	.15 [.11; .31]	.39 [.26; .53]	.83 [.75; .92]	(.83)	.76
Dep	.39 [.24; .55]	.17 [.14; .34]	.15 [.12; .34]	.28 [.19; .43]	.89 [.82; .96]	.85 [.77; .92]	(.77)

Note. Elements in the correlation matrix diagonals within parenthesis represent the square roots of the AVE; elements in the brackets below the diagonals are the confidence intervals of .90 for the HTMT's criteria correlations; CWD = COVID Work Demands, JR = Job Resources, PR = Personal Resources, WFCDC = Work-Family Conflict Due to COVID, GPD = General Psychological Distress, Anx = Anxiety, Dep = Depression.; CWD = COVID Work Demands, JR = Job Resources, PR = Personal Resources.

TABLE S2.
Structural Model Results.

Variable/ Construct	R ²	R ² Adj.	R ² Decomposition & Effect Size (f ²)					Q ²	VIF	
			JR	PR	WFCDC	GPD	Anx			Dep
Gender					.016 (.009)	.018 (.012)	.017 (.010)	.005 (.002)		1.071
PMC					.007 (.007)	.044 (.054)	.070 (.082)	.099 (.126)		1.029
CWD			.096 (.106)	.075 (.081)	.293 (.326)	.197 (.229)	.152 (.147)	.124 (.157)		1.243
JR	.096	.090			.044 (.028)	.009 (.009)	.016 (.006)	.007 (.004)	.046	1.168
PR	.075	.069			.022 (.013)	.004 (.017)	.001 (.000)	.023 (.058)	.039	1.137
WFCDC	.383	.363							.198	
GPD	.243	.218							.132	
Anx	.253	.229							.161	
Dep	.243	.218							.132	

Note. PMC = Previous Mental Condition, CWD = COVID Work Demands, JR = Job Resources, PR = Personal Resources, WFCDC = Work-Family Conflict Due to COVID, GPD = General Psychological Distress, Anx = Anxiety, Dep = Depression.

TABLE S3.
Hypotheses, Results and Conclusions of Direct Effects.

Path	beta value	SE	t-value	p-value	CIBC		Hypothesis Supported
					2.5%	97.5%	
Hypothesis 1							
H1a: CWD→WF CDC	.500	.079	6.298	< .001	.347	.611	Yes
H1b: CWD→GPD	-.463	.069	6.747	< .001	-.562	-.331	Yes
H1c: CWD→Anx	.370	.071	5.223	< .001	.240	.476	Yes
H1d: CWD→Dep	.385	.070	5.475	.004	.250	.485	Yes
Hypothesis 2							
H2a: JR→WF CDC	-.142	.074	1.921	.027	-.261	-.019	Yes
H2b: JR→GPD	-.090	.104	0.866	.193	-.257	.082	No
H2c: JR→Anx	-.070	.106	0.658	.255	-.227	.126	No
H2d: JR→Dep	.058	.103	0.562	.287	-.101	.241	No
Hypothesis 3							
H3a: PR→WF CDC	.095	.083	1.146	.126	-.048	.224	No
H3b: PR→GPD	.121	.077	1.576	.058	-.006	.248	No
H3c: PR→Anx	-.015	.077	0.196	.422	-.141	.108	No
H3d: PR→Dep	-.223	.085	2.614	.004	-.358	-.074	Yes

Note. SE=Standard Error, CIBC = Confidence Interval Bias Corrected, CWD = COVID Work Demands, JR = Job Resources, PR = Personal Resources, WF CDC = Work-Family Conflict Due to COVID, GPD = General Psychological Distress, Anx = Anxiety, Dep = Depression.

TABLE S4.
Indirect Effects' Hypotheses, Results, Conclusions, and Mediation Type.

	Path	IE	SE	t-value	p-value	CIBC		Hypothesis Supported	Mediation Type
						2.5%	97.5%		
Hypothesis 4									
H _{4a} :	CWD→JR→WFCDC	.044	.025	1.765	.078	-.001	.097	No	DE Only
H _{4b} :	CWD→JR→GPD	.028	.036	0.780	.436	-.028	.110	No	DE Only
H _{4c} :	CWD→JR→Anx	.022	.035	0.621	.535	-.055	.087	No	DE Only
H _{4d} :	CWD→JR→Dep	-.018	.034	0.524	.600	-.099	.038	No	DE Only
Hypothesis 5									
H _{5a} :	CWD→PR→WFCDC	.026	.025	1.035	.301	-.021	.081	No	DE Only
H _{5b} :	CWD→PR→GPD	.033	.024	1.361	.173	-.005	.091	No	DE Only
H _{5c} :	CWD→PR→Anx	-.004	.023	0.181	.856	-.056	.034	No	DE Only
H _{5d} :	CWD→PR→Dep	-.061	.028	2.199	.028	-.127	-.016	Yes	Competitive

Note. IE = Indirect Effect, SE = Standard Error, CIBC = Confidence Interval Bias Corrected, DE = Direct Effect, CWD = COVID Work Demands, JR = Job Resources, PR = Personal Resources, WFCDC = Work-Family Conflict Due to COVID, GPD = General Psychological Distress, Anx = Anxiety, Dep = Depression.