

**Online supplemental material to accompany:**

(Blinded for review)

Table S1

*Descriptive statistics for industry*

	Frequency	Percent
Agriculture, forestry and fishing	17	1.0
Mining and quarrying	11	.6
Manufacturing	221	12.5
Energy supply	29	1.6
Water supply; sewerage, waste management and remediation activities	12	.7
Construction	75	4.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	115	6.5
Transportation and warehousing	104	5.9
Hotels and restaurants	39	2.2
Information and communication	99	5.6
Financial and insurance activities	76	4.3
Real estate and housing activities	18	1.0
Professional, scientific and technical activities	88	5.0
Other business activities	97	5.5
Public administration and defense; compulsory social security	203	11.5
Education	120	6.8
Health care and social work activities	203	11.5
Arts, entertainment and recreation	44	2.5
Other service activities	166	9.4
Activities of private households as employers of domestic staff; undifferentiated goods- and services-producing activities of private households for own use	11	.6
Extra-territorial organizations and bodies	13	.7
Total	1761	100.0

Table S2

*Descriptive statistics for substantive variables for complete and incomplete responses*

	Complete Response									
	no					yes				
	N	Minimum	Maximum	Mean	Std. Deviation	N	Minimum	Maximum	Mean	Std. Deviation
Age (T1)	233	20	69	41.94	12.373	1528	19	70	44.36	11.804
ICT use for task functions (T1)	233	1	5	3.73	1.314	1528	1	5	3.64	1.374
ICT use for social functions (T1)	233	1	5	3.72	1.302	1528	1	5	3.63	1.329
Job Autonomy (T2)	233	1.00	5.00	2.9235	0.96824	1528	1.00	5.00	2.9364	1.10973
Team Cohesion (T2)	233	1.00	5.00	3.5780	1.03876	1528	1.00	5.00	3.6145	0.98610
Task Significance (T2)	233	1.00	5.00	3.3405	0.99734	1528	1.00	5.00	3.2493	1.04033
Task Proficiency (T3)	0					1528	1.00	5.00	4.2269	0.74979
Job Satisfaction (T3)	0					1526	1	5	3.51	0.988

Table S3

*Descriptive statistics of sex for complete and incomplete responses*

	Complete Response			
	no		yes	
	Frequency	Percent	Frequency	Percent
Male	118	50.6	899	58.8
Female	115	49.4	629	41.2
Total	233	100.0	1528	100.0

Table S4

*Descriptive statistics of occupational education for complete and incomplete responses*

	Complete Response					
	no			yes		
	Frequency	Percent	Cumulative Percent	Frequency	Percent	Cumulative Percent
No Occupational Qualification	9	3.9	3.9	54	3.5	3.5
Vocational Training	103	44.2	48.1	747	48.9	52.4
Technical College Degree	27	11.6	59.7	169	11.1	63.5
Bachelor	29	12.4	72.1	133	8.7	72.2
Master/Diploma	51	21.9	94.0	369	24.1	96.3
PhD	6	2.6	96.6	23	1.5	97.8
Other	8	3.4	100.0	33	2.2	100.0
Total	233	100.0		1528	100.0	

Table S5

*Descriptive statistics of industry for complete and incomplete responses*

	Complete Response					
	no			yes		
	Frequency	Percent	Cumulative Percent	Frequency	Percent	Cumulative Percent
Agriculture, forestry and fishing	1	.4	.4	16	1.0	1.0
Mining and quarrying	1	.4	.9	10	.7	1.7
Manufacturing	25	10.7	11.6	196	12.8	14.5
Energy supply	2	.9	12.4	27	1.8	16.3
Water supply; sewerage, waste management and remediation activities	2	.9	13.3	10	.7	17.0
Construction	10	4.3	17.6	65	4.3	21.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	11	4.7	22.3	104	6.8	28.0
Transportation and warehousing	12	5.2	27.5	92	6.0	34.0
Hotels and restaurants	7	3.0	30.5	32	2.1	36.1
Information and communication	12	5.2	35.6	87	5.7	41.8
Financial and insurance activities	11	4.7	40.3	65	4.3	46.1
Real estate and housing activities	3	1.3	41.6	15	1.0	47.1
Professional, scientific and technical activities	8	3.4	45.1	80	5.2	52.3
Other business activities	18	7.7	52.8	79	5.2	57.5
Public administration and defense; compulsory social security	22	9.4	62.2	181	11.8	69.3
Education	22	9.4	71.7	98	6.4	75.7
Health care and social work activities	32	13.7	85.4	171	11.2	86.9
Arts, entertainment and recreation	10	4.3	89.7	34	2.2	89.1
Other service activities	20	8.6	98.3	146	9.6	98.7
Activities of private households as employers of domestic staff; undifferentiated goods- and services-producing activities of private households for own use	-	-	-	11	.7	99.4
Extra-territorial organizations and bodies	4	1.7	100.0	9	.6	100.0
Total	233	100.0		1528	100.0	

*Mplus* code of the moderated mediation model (M2)

**VARIABLE:**

Names =  
 W !age  
 X X2 !ICT use for task/social function  
 T1M1 T1M2 T1M3 !job autonomy, team cohesion, task significance at T1  
 M1 M2 M3 !job autonomy, team cohesion, task significance at T2  
 T2Y T2Y2 !task proficiency, job satisfaction at T2  
 Y Y2 !task proficiency, job satisfaction at T3

**DEFINE:**

center X X2 M1 M2 M3 W (grandmean);

M1W = M1\*W; M2W = M2\*W; M3W = M3\*W; XW = X\*W; X2W = X2\*W;

**ANALYSIS:**

type = general; estimator = ml; bootstrap = 5000;

**MODEL:**

Y ON M1 (b11); Y ON M2 (b12); Y ON M3 (b13); Y ON W (b2);  
 Y ON M1W (b31); Y ON M2W (b32); Y ON M3W (b33);

Y ON X (cdash); Y ON X2 (cdash2);  
 Y ON T2y; !Autoregression Y1

Y2 ON M1 (d11); Y2 ON M2 (d12); Y2 ON M3 (d13); Y2 ON W (d2);  
 Y2 ON M1W (d31); Y2 ON M2W (d32); Y2 ON M3W (d33);

Y2 ON X (edash); Y2 ON X2 (edash2);  
 Y2 ON T2y2; !Autoregression Y2

M1 ON X (a11) X2 (a21); M1 ON W (a31); M1 ON XW (a41); M1 ON X2W (a51);  
 M1 ON T1m1; !Autoregression

M2 ON X (a12) X2 (a22); M2 ON W (a32); M2 ON XW (a42); M2 ON X2W (a52);  
 M2 ON T1m2; !Autoregression

M3 ON X (a13) X2 (a23); M3 ON W (a33); M3 ON XW (a43); M3 ON X2W (a53);  
 M3 ON T1m3; !Autoregression

X WITH X2 T1m1 T1m2 T1m3 W; X2 WITH T1m1 T1m2 T1m3 W; T1m1 WITH T1m2 T1m3 W;  
 T1m2 WITH T1m3 W; T1m3 WITH W;

M1 WITH M2 M3 T2y T2y2; M2 WITH M3 T2y T2y2; M3 WITH T2y T2y2; T2y WITH T2y2;  
 Y WITH Y2;

**MODEL CONSTRAINT:**

NEW (LOW\_W MED\_W HIGH\_W IND1\_LOW W IND1\_MED W IND1\_HI W IND2\_LOW W  
 IND2\_MED W IND2\_HI W IND3\_LOW W IND3\_MED W IND3\_HI W TOT1\_LOW W TOT1\_MED W  
 TOT1\_HI W IND4\_LOW W IND4\_MED W IND4\_HI W IND5\_LOW W IND5\_MED W IND5\_HI W  
 IND6\_LOW W IND6\_MED W IND6\_HI W TOT2\_LOW W TOT2\_MED W TOT2\_HI W IND12\_LOW W  
 IND12\_MED W IND12\_HI W IND22\_LOW W IND22\_MED W IND22\_HI W IND32\_LOW W  
 IND32\_MED W IND32\_HI W TOT12\_LOW W TOT12\_MED W TOT12\_HI W IND42\_LOW W  
 IND42\_MED W IND42\_HI W IND52\_LOW W IND52\_MED W IND52\_HI W IND62\_LOW W  
 IND62\_MED W IND62\_HI W TOT22\_LOW W TOT22\_MED W TOT22\_HI W);

LOW\_W = -12.03;      ! 1 SD below the average of Age  
 MED\_W = 0;      ! Average of Age  
 HIGH\_W = 12.03;      ! 1 SD above the average of Age

### ! ICT use for task functions

! Y1 - Mediator 1 - Calc conditional indirect effects for each combination of moderator

IND1\_LOWW = a11\*b11 + a41\*b11\*LOW\_W + a11\*b31\*LOW\_W + a41\*b31\*LOW\_W\*LOW\_W;  
 IND1\_MEDW = a11\*b11 + a41\*b11\*MED\_W + a11\*b31\*MED\_W + a41\*b31\*MED\_W\*MED\_W;  
 IND1\_HIW = a11\*b11 + a41\*b11\*HIGH\_W + a11\*b31\*HIGH\_W + a41\*b31\*HIGH\_W\*HIGH\_W;

! Y1 - Mediator 2 - Calc conditional indirect effects for each combination of moderator

IND2\_LOWW = a12\*b12 + a42\*b12\*LOW\_W + a12\*b32\*LOW\_W + a42\*b32\*LOW\_W\*LOW\_W;  
 IND2\_MEDW = a12\*b12 + a42\*b12\*MED\_W + a12\*b32\*MED\_W + a42\*b32\*MED\_W\*MED\_W;  
 IND2\_HIW = a12\*b12 + a42\*b12\*HIGH\_W + a12\*b32\*HIGH\_W + a42\*b32\*HIGH\_W\*HIGH\_W;

! Y1 - Mediator 3 - Calc conditional indirect effects for each combination of moderator

IND3\_LOWW = a13\*b13 + a43\*b13\*LOW\_W + a13\*b33\*LOW\_W + a43\*b33\*LOW\_W\*LOW\_W;  
 IND3\_MEDW = a13\*b13 + a43\*b13\*MED\_W + a13\*b33\*MED\_W + a43\*b33\*MED\_W\*MED\_W;  
 IND3\_HIW = a13\*b13 + a43\*b13\*HIGH\_W + a13\*b33\*HIGH\_W + a43\*b33\*HIGH\_W\*HIGH\_W;

! Y ON X - Calc conditional total effects for each combination of moderator values

TOT1\_LOWW = IND1\_LOWW + IND2\_LOWW + IND3\_LOWW + cdash;  
 TOT1\_MEDW = IND1\_MEDW + IND2\_MEDW + IND3\_MEDW + cdash;  
 TOT1\_HIW = IND1\_HIW + IND2\_HIW + IND3\_HIW + cdash;

! Y2 - Mediator 1 - Calc conditional indirect effects for each combination of moderator

IND4\_LOWW = a11\*d11 + a41\*d11\*LOW\_W + a11\*d31\*LOW\_W + a41\*d31\*LOW\_W\*LOW\_W;  
 IND4\_MEDW = a11\*d11 + a41\*d11\*MED\_W + a11\*d31\*MED\_W + a41\*d31\*MED\_W\*MED\_W;  
 IND4\_HIW = a11\*d11 + a41\*d11\*HIGH\_W + a11\*d31\*HIGH\_W + a41\*d31\*HIGH\_W\*HIGH\_W;

! Y2 - Mediator 2 - Calc conditional indirect effects for each combination of moderator

IND5\_LOWW = a12\*d12 + a42\*d12\*LOW\_W + a12\*d32\*LOW\_W + a42\*d32\*LOW\_W\*LOW\_W;  
 IND5\_MEDW = a12\*d12 + a42\*d12\*MED\_W + a12\*d32\*MED\_W + a42\*d32\*MED\_W\*MED\_W;  
 IND5\_HIW = a12\*d12 + a42\*d12\*HIGH\_W + a12\*d32\*HIGH\_W + a42\*d32\*HIGH\_W\*HIGH\_W;

! Y2 - Mediator 3 - Calc conditional indirect effects for each combination of moderator

IND6\_LOWW = a13\*d13 + a43\*d13\*LOW\_W + a13\*d33\*LOW\_W + a43\*d33\*LOW\_W\*LOW\_W;  
 IND6\_MEDW = a13\*d13 + a43\*d13\*MED\_W + a13\*d33\*MED\_W + a43\*d33\*MED\_W\*MED\_W;  
 IND6\_HIW = a13\*d13 + a43\*d13\*HIGH\_W + a13\*d33\*HIGH\_W + a43\*d33\*HIGH\_W\*HIGH\_W;

! Y2 ON X - Calc conditional total effects for each combination of moderator value

TOT2\_LOWW = IND4\_LOWW + IND5\_LOWW + IND6\_LOWW + edash;  
 TOT2\_MEDW = IND4\_MEDW + IND5\_MEDW + IND6\_MEDW + edash;  
 TOT2\_HIW = IND4\_HIW + IND5\_HIW + IND6\_HIW + edash;

### ! ICT use for social functions

! Y1 - Mediator 1 - Calc conditional indirect effects for each combination of moderator

IND12\_LOWW = a21\*b11 + a51\*b11\*LOW\_W + a21\*b31\*LOW\_W + a51\*b31\*LOW\_W\*LOW\_W;  
 IND12\_MEDW = a21\*b11 + a51\*b11\*MED\_W + a21\*b31\*MED\_W + a51\*b31\*MED\_W\*MED\_W;  
 IND12\_HIW = a21\*b11 + a51\*b11\*HIGH\_W + a21\*b31\*HIGH\_W + a51\*b31\*HIGH\_W\*HIGH\_W;

! Y1 - Mediator 2 - Calc conditional indirect effects for each combination of moderator

IND22\_LOWW = a22\*b12 + a52\*b12\*LOW\_W + a22\*b32\*LOW\_W + a52\*b32\*LOW\_W\*LOW\_W;  
 IND22\_MEDW = a22\*b12 + a52\*b12\*MED\_W + a22\*b32\*MED\_W + a52\*b32\*MED\_W\*MED\_W;  
 IND22\_HIW = a22\*b12 + a52\*b12\*HIGH\_W + a22\*b32\*HIGH\_W + a52\*b32\*HIGH\_W\*HIGH\_W;

! Y1 - Mediator 3 - Calc conditional indirect effects for each combination of moderator

$IND32\_LOWW = a23*b13 + a53*b13*LOW\_W + a23*b33*LOW\_W + a53*b33*LOW\_W*LOW\_W;$

$IND32\_MEDW = a23*b13 + a53*b13*MED\_W + a23*b33*MED\_W + a53*b33*MED\_W*MED\_W;$

$IND32\_HIW = a23*b13 + a53*b13*HIGH\_W + a23*b33*HIGH\_W + a53*b33*HIGH\_W*HIGH\_W;$

! Y ON X - Calc conditional total effects for each combination of moderator values

$TOT12\_LOWW = IND12\_LOWW + IND22\_LOWW + IND32\_LOWW + cdash2;$

$TOT12\_MEDW = IND12\_MEDW + IND22\_MEDW + IND32\_MEDW + cdash2;$

$TOT12\_HIW = IND12\_HIW + IND22\_HIW + IND32\_HIW + cdash2;$

! Y2 - Mediator 1 - Calc conditional indirect effects for each combination of moderator

$IND42\_LOWW = a21*d11 + a51*d11*LOW\_W + a21*d31*LOW\_W + a51*d31*LOW\_W*LOW\_W;$

$IND42\_MEDW = a21*d11 + a51*d11*MED\_W + a21*d31*MED\_W + a51*d31*MED\_W*MED\_W;$

$IND42\_HIW = a21*d11 + a51*d11*HIGH\_W + a21*d31*HIGH\_W + a51*d31*HIGH\_W*HIGH\_W;$

! Y2 - Mediator 2 - Calc conditional indirect effects for each combination of moderator

$IND52\_LOWW = a22*d12 + a52*d12*LOW\_W + a22*d32*LOW\_W + a52*d32*LOW\_W*LOW\_W;$

$IND52\_MEDW = a22*d12 + a52*d12*MED\_W + a22*d32*MED\_W + a52*d32*MED\_W*MED\_W;$

$IND52\_HIW = a22*d12 + a52*d12*HIGH\_W + a22*d32*HIGH\_W + a52*d32*HIGH\_W*HIGH\_W;$

! Y2 - Mediator 3 - Calc conditional indirect effects for each combination of moderator

$IND62\_LOWW = a23*d13 + a53*d13*LOW\_W + a23*d33*LOW\_W + a53*d33*LOW\_W*LOW\_W;$

$IND62\_MEDW = a23*d13 + a53*d13*MED\_W + a23*d33*MED\_W + a53*d33*MED\_W*MED\_W;$

$IND62\_HIW = a23*d13 + a53*d13*HIGH\_W + a23*d33*HIGH\_W + a53*d33*HIGH\_W*HIGH\_W;$

! Y2 ON X - Calc conditional total effects for each combination of moderator value

$TOT22\_LOWW = IND42\_LOWW + IND52\_LOWW + IND62\_LOWW + edash2;$

$TOT22\_MEDW = IND42\_MEDW + IND52\_MEDW + IND62\_MEDW + edash2;$

$TOT22\_HIW = IND42\_HIW + IND52\_HIW + IND62\_HIW + edash2;$

## OUTPUT:

stand cint(bcbootstrap);

Table S6

*Correlations between the study variables*

		1	2	3	4	5	6	7	8	9	10	11	12
1	Age (T1)												
2	ICT Use for Task Functions (T1)	<i>r</i>	-.045										
		Sig. (2-tailed)	.061										
		<i>N</i>	1761										
3	ICT Use for Social Functions (T1)	<i>r</i>	-.051*	.774**									
		Sig. (2-tailed)	.032	.000									
		<i>N</i>	1761	1761									
4	Job Autonomy (T1)	<i>r</i>	.030	.249**	.263**								
		Sig. (2-tailed)	.216	<.001	<.001								
		<i>N</i>	1761	1761	1761								
5	Team Cohesion (T1)	<i>r</i>	.061**	.207**	.199**	.140**							
		Sig. (2-tailed)	.010	<.001	<.001	<.001							
		<i>N</i>	1761	1761	1761	1761							
6	Task Significance (T1)	<i>r</i>	.065**	.170**	.180**	.259**	.271**						
		Sig. (2-tailed)	.007	<.001	<.001	<.001	<.001						
		<i>N</i>	1761	1761	1761	1761	1761						
7	Job Autonomy (T2)	<i>r</i>	.029	.187**	.199**	.685**	.095**	.192**					
		Sig. (2-tailed)	.217	<.001	<.001	<.001	<.001	<.001					
		<i>N</i>	1761	1761	1761	1761	1761	1761					
8	Team Cohesion (T2)	<i>r</i>	.093**	.175**	.168**	.166**	.679**	.259**	.165**				
		Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001				
		<i>N</i>	1761	1761	1761	1761	1761	1761	1761				

*Continued*



Table S6 *Continued*

		1	2	3	4	5	6	7	8	9	10	11	12
9 Task Significance (T2)	<i>r</i>	.030	.108**	.118**	.156**	.226**	.668**	.175**	.313**				
	Sig. (2-tailed)	.202	<.001	<.001	<.001	<.001	<.001	<.001	<.001				
	<i>N</i>	1761	1761	1761	1761	1761	1761	1761	1761				
10 Task Proficiency (T2)	<i>r</i>	.227**	.101**	.122**	.061*	.311**	.214**	.074**	.354**	.229**			
	Sig. (2-tailed)	<.001	<.001	<.001	.010	<.001	<.001	.002	<.001	<.001			
	<i>N</i>	1761	1761	1761	1761	1761	1761	1761	1761	1761			
11 Job Satisfaction (T2)	<i>r</i>	.084**	.088**	.099**	.274**	.315**	.232**	.309**	.393**	.255**	.287**		
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001		
	<i>N</i>	1760	1760	1760	1760	1760	1760	1760	1760	1760	1760		
12 Task Proficiency (T3)	<i>r</i>	.247**	.096**	.112**	.050	.332**	.189**	.025	.349**	.200**	.656**	.304**	
	Sig. (2-tailed)	<.001	<.001	<.001	.050	<.001	<.001	.331	<.001	<.001	<.001	<.001	
	<i>N</i>	1528	1528	1528	1528	1528	1528	1528	1528	1528	1528	1527	
13 Job Satisfaction (T3)	<i>r</i>	.066**	.114**	.119**	.265**	.316**	.222**	.292**	.373**	.238**	.295**	.623**	.317**
	Sig. (2-tailed)	.010	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	<i>N</i>	1526	1526	1526	1526	1526	1526	1526	1526	1526	1526	1525	1526

Note. \*, Correlation is significant at the 0.05 level (2-tailed); \*\*, Correlation is significant at the 0.01 level (2-tailed).