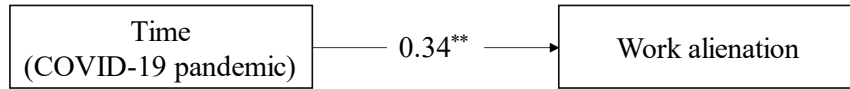Online Supplemental Materials

Predictors and Consequences of Work Alienation in Times of Crisis: Evidence from

Two Longitudinal Studies During the COVID-19 Pandemic

Figure S1

Unstandardized Coefficients for the Model of Study 1 with Control Variables

Note. $N = 190$. Each variable is constructed by first differencing its respective score at T2 and T1.

$^{**}p < .01$.

Table S1

Within- and Between-Person Variances of the Variables of Interest for Studies 1 and 2

Variance	Within-person	Between-person	Total
Study 1			
Work alienation	0.40	2.34	2.74
Study 2			
Work alienation	0.49	2.05	2.53
Professional isolation	1.09	1.17	2.25
Meaningfulness of work	0.16	0.79	0.94

Note: $N_{Study1} = 196$; $N_{Study2} = 295$.

Table S2

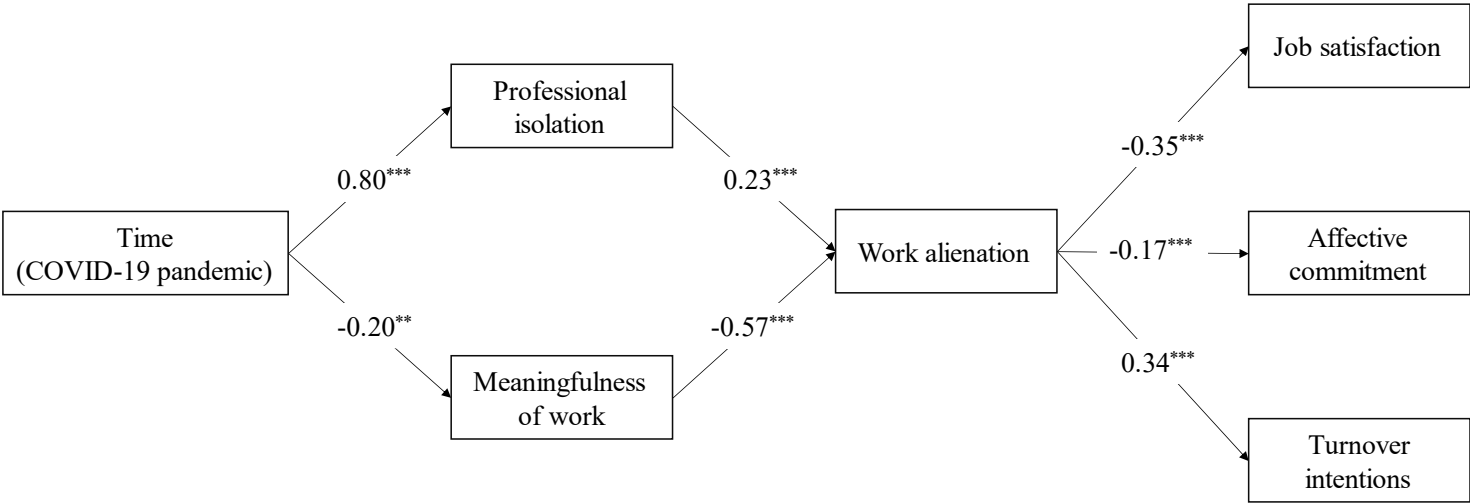*Means at each Time Period for the Variables of Study 1*

	M_{T1}	SD_{T1}	M_{T2}	SD_{T2}	ΔM
Work alienation	3.25	1.63	3.53	1.68	0.28[**]

Note: $N = 196$. $\Delta M = M_{T2} - M_{T1}$. Only 72 participants (36.7%) experienced lower levels of work alienation between T1 and T2.

[**]$p < .01$.

Figure S2

Unstandardized Coefficients for the Model of Study 2 with Control Variables

Note. $N = 274$. Each variable is constructed by first differencing its respective score at T2 and

T1.

**p < .01. ***p < .001.

Table S3

Indirect Effects for the Mediation Analyses of Study 2 with Control Variables

Model pathways	Indirect Effect	95% P CI[a]
Time (COVID-19 Pandemic) → PI → WA	0.18	[0.09; 0.28]
Time (COVID-19 Pandemic) → MOW → WA	0.11	[0.04; 0.19]
Time (COVID-19 Pandemic) → PI → WA → JS	-0.06	[-0.11; -0.03]
Time (COVID-19 Pandemic) → PI → WA → AC	-0.03	[-0.06; -0.01]
Time (COVID-19 Pandemic) → PI → WA → TI	0.06	[0.03; 0.11]
Time (COVID-19 Pandemic) → MOW → WA → JS	-0.04	[-0.07; -0.01]
Time (COVID-19 Pandemic) → MOW → WA → AC	-0.02	[-0.04; -0.01]
Time (COVID-19 Pandemic) → MOW → WA → TI	0.04	[0.01; 0.07]

Note. $N = 274$. PI = professional isolation; WA = work alienation; MOW = meaningfulness of work; JS = job satisfaction; AC = affective commitment; TI = turnover intentions; P CI = percentile confidence interval. Each variable is constructed by first differencing its respective score at T2 and T1. [a]Based on 5000 samples bootstrapping.

Table S4

Means at each Time Period for the Variables of Study 2

	M_{T1}	SD_{T1}	M_{T2}	SD_{T2}	ΔM
Professional isolation	2.79	1.29	3.95	1.47	1.15***
Meaningfulness of work	3.79	.94	3.54	1.00	-0.15**
Work alienation	3.24	1.58	3.43	1.60	0.19*
Job satisfaction	5.09	1.51	4.98	1.53	-0.11
Affective commitment	4.11	1.59	4.31	1.55	0.20***
Turnover intentions	3.28	1.98	3.08	2.01	-0.20**

Note: $N = 295$. $\Delta M = M_{T2} - M_{T1}$. Only 122 participants (41.4%) experienced lower levels of work alienation; 72 participants (24.4%) experienced lower levels of professional isolation; 130 participants (44.1%) experienced higher levels of meaningfulness of work between T1 and T2.

$^{*}p < .05.$ $^{**}p < .01.$ $^{***}p < .001.$

Table S5

Indirect Effects for the Mediation Analyses of Study 2 without Control Variables

Model pathways	Indirect Effect	95% P CI[a]
Time (COVID-19 Pandemic) → PI → WA → JS	-0.09	[-0.15; -0.05]
Time (COVID-19 Pandemic) → PI → WA → AC	-0.05	[-0.08; -0.02]
Time (COVID-19 Pandemic) → PI → WA → TI	0.09	[0.04; 0.15]
Time (COVID-19 Pandemic) → MOW → WA → JS	-0.03	[-0.06; -0.01]
Time (COVID-19 Pandemic) → MOW → WA → AC	-0.02	[-0.03; -0.01]
Time (COVID-19 Pandemic) → MOW → WA → TI	0.03	[0.01; 0.05]

Note. $N = 274$. PI = professional isolation; WA = work alienation; MOW = meaningfulness of work; JS = job satisfaction; AC = affective commitment; TI = turnover intentions; P CI = percentile confidence interval. Each variable is constructed by first differencing its respective score at T2 and T1. [a]Based on 5000 samples bootstrapping.