

Mediation Analysis

Direct effects

	Estimate	Std. Error	z-value	p	95% Confidence Interval	
					Lower	Upper
AL → WE	0.247	0.098	2.511	0.012	0.050	0.436

Note. Delta method standard errors, normal theory bootstrap confidence intervals

Indirect effects

A → O L → T → W E	Estimate	Std. Error	z-value	p	95% Confidence Interval	
					Lower	Upper
	0.271	0.072	3.743	< .001	0.134	0.418

Note. Delta method standard errors, normal theory bootstrap confidence intervals

Total effects

	Estimate	Std. Error	z-value	p	95% Confidence Interval	
					Lower	Upper
AL → WE	0.518	0.069	7.482	< .001	0.383	0.655

Note. Delta method standard errors, normal theory bootstrap confidence intervals

SEM

Parameter Estimates

	label	est	se	z	p	CI (low er)	CI (upper)	std (lv)	std (all)	std (nox)
WE ~	OT b	0.239	0.162	1.470	0.141	0.080	0.557	0.194	0.194	0.194
WE ~	AL c	0.390	0.206	1.888	0.059	0.015	0.794	0.224	0.224	0.224
OT ~	AL a	1.159	0.099	11.73	< .001	0.965	1.352	0.823	0.823	0.823
ind_AL_OT_ : WE =	a*b ind_AL_O T_WE	0.277	0.185	1.493	0.135	0.087	0.640	0.159	0.159	0.159
ind_AL_WE : = ind_AL_ OT_WE	ind_AL_W E	0.277	0.185	1.493	0.135	0.087	0.640	0.159	0.159	0.159
tot_AL_WE : = ind_AL_ WE+c	tot_AL_W E	0.667	0.110	6.076	< .001	0.452	0.881	0.384	0.384	0.384