

Appendix A

We present our questions of the study variables from our questionnaire and a link to our survey: <https://nettskjema.no/a/187824>. First, we ask for gender, age, how long they have been in a full-time job and how long they have been in their current job, before moving on to the study variables. We present our questions in the same order as they appear in the survey. All questions were answered with a 7-point Likert-scale from 1 (*strongly disagree*) to 7 (*strongly agree*), with the exception of virtual work which was measured in days for the first question and percentage for the second. The data from the analysis can be seen in the excel sheet attached.

Virtual work (2 items):

1. How many days did you work virtually last week?
2. How often did you work virtually last week?

Virtual communication:

1. I communicate often with my colleagues virtually (e.g., Skype, Zoom, Teams, FaceTime, etc.)

Virtual socialization tactics (4 items):

1. When I joined the organization, I got personal virtual onboarding instructions from my supervisor or other to help me be prepared for my tasks and responsibilities.
2. My organization organizes virtual social events on a regular basis
3. More experienced coworkers have reached out to me virtually to help me be more comfortable in the organization
4. The organization include me in all the virtual social events

Traditional socialization tactics (3 items):

1. I have been involved in job-related training activities in a traditional (non-virtual) setting
2. I have been through a set of non-virtual training experiences which are specifically designed to give me a thorough knowledge of job-related skills
3. Experienced co-workers often physically (non-virtually) see to help and advise me during my time as a newcomer

Virtual supervisor support (4 items):

1. I receive the right amount of support and guidance from my supervisor
2. I receive virtual supervising from my organization
3. I have a supervisor available whenever I need help
4. I feel the organization provide me with enough virtual support

Organization domain (6 items):

1. I am familiar with the history of my organization
2. I am familiar with the structure of my organization

3. I am familiar with the organization's culture
4. I understand the organization's objectives and goals
5. I am familiar with the organization's use of language (nicknames, slang, acronyms)
6. I know how the politics function in my organization (e.g., Who has power and influence, how to advance the ranks)

Role domain (6 items):

1. I know how to perform my tasks that make up my job
2. I understand which tasks and responsibilities have priority
3. I know what is expected of me by my supervisor and coworkers
4. I have learned how to my job in an effective manner
5. I know when and who to ask for help when it is needed
6. I understand what all the duties of my job entails

Relationship domain (6 items):

1. My coworkers willingly offer me their assistance and advice
2. My coworkers have accepted me as a part of the organization
3. Other workers have helped me in the job in various ways
4. My supervisor and coworkers undermine me in my job*
5. I have a good relationship with other workers in the company**
6. I believe most of my coworkers like me

* - this is a reversed question

** - A mistake made this scale go from 1-10. However, the item was fixed to resemble a 1-7 scale for testing in R.

Intention to quit (3 items):

1. How likely is it that you will actively look for a job in the next year?
2. I often think about quitting
3. I will probably look for a job in the next year

Appendix B

This document explains changes we have done to our control variables and study variables to make the analysis in R less complicated. We have utilized two datasets with this study. The first dataset includes the raw data from the survey, meaning that we have not altered anything. The second include all changes we have done for our analysis in R. We have shortened the names of the items to speed up the coding in R. All the abbreviations are explained in this document and stand next to their respective item. The abbreviations are only used in the analysis dataset for R. We have not included the datasets as they are very extensive, but they can be requested if necessary.

Codes for the changed Excel dataset:

Gender: 0 if man and 1 if woman

Age: in age-groups where:

- 1 = under 21
- 2 = 21-25
- 3 = 26-30
- 4 = 31-35
- 5 = over 35

Miftjob - How long have you been working full time?

- 1 = 3 months or less
- 2 = 4-5 months
- 3 = 6-7 months
- 4 = 8-9 months
- 5 = 10-11 months
- 6 = 12 months or more

Micjob – How long have you been in your current job?

- 1 = 3 months or less
- 2 = 4-5 months
- 3 = 6-7 months
- 4 = 8-9 months
- 5 = 10-11 months
- 6 = 12 months or more

Virtual work:

virtworklw - How many days did you work virtually last week?

- 1 = none
- 2 = 1-2 days
- 3 = 3-4 days
- 4 = 5 days
- 5 = more than 5 days

Virtworkly - How often did you work virtually the last 12 months? (In per cent)

Virt.com - I communicate often with my colleagues virtually (e.g. Zoom, Skype, Teams, FaceTime, etc.)

Virtual socialization tactics:

Virtboard – When I joined the organization, I got personal virtual onboarding instructions from my supervisor or other to help me be prepared for my tasks and responsibilities.

Virtevents – My organization organizes virtual social events on a regular basis

Virthelp – More experienced coworkers have reached out to me virtually to help me be more comfortable in the organization

Virtincl - The organization include me in all the virtual social events

Traditional socialization tactics:

Tradboard - I have been involved in job-related training activities in a traditional (non-virtual) setting

Tradtrain - I have been through a set of non-virtual training experiences which are specifically designed to give me a thorough knowledge of job-related skills

Tradhelp - Experienced co-workers often physically (non-virtually) see to help and advise me during my time as a newcomer

Virtual supervisor support:

Supsupport - I receive the right amount of support and guidance from my supervisor

Supvirtual - I receive virtual supervising from my organization

Supaccess - I have a supervisor available whenever I need help

Suporg - I feel the organization provide me with enough virtual support

Organization socialization

Orghist - I am familiar with the history of my organization

Orgstru - I am familiar with the structure of my organization

Orgcul - I am familiar with the organization's culture

Orggoal - I understand the organization's objectives and goals

Orglang - I am familiar with the organization's use of language (nicknames, slang, acronyms)

Orgpol - I know how the politics function in my organization (e.g., Who has power and influence, how to advance the ranks).

Role socialization

Roletask - I know how to perform my tasks that make up my job

Rolepri – I understand which tasks and responsibilities have priority

Roleexp - I know what is expected of me by my supervisor and coworkers

Roleeffect - I have learned how to my job in an effective manner

Rolehelp - I know when and who to ask for help when it is needed

Role duty - I understand what all the duties of my job entails

Relationship socialization

Releassist - My coworkers willingly offer me their assistance and advice

Relaccept - My coworkers have accepted me as a part of the organization

Relhelp - Other workers have helped me in the job in various ways

Relunder - My supervisor and coworkers undermine me in my job*

Relgood - I have a good relationship with other workers in the company**

Relcow - I believe most of my coworkers like me

*Note: This is a reversed question, where 1 was best and 7 was worst. In order to fit the item, we have to flip the values in R so that 7 was best and 1 worst like the other items (relunder1 is the original item and can be seen in the excel sheet for R analysis).

**Note: The item scale was set to 1-10 by a mistake while all other was on a scale of 1-7, therefore relgood is an adjusted variable with the scale of 1-7. (Relgood1 is the original item and can be seen in the excel sheet for R analysis).

QUIT INTENTIONS

quitact - How likely is it that you will actively look for a job in the next year?

quiting - I often think about quitting

quitsearch - I will probably look for a job in the next year

Appendix C

Here we present our codes used to analyze our data in R. First, we download our dataset, analysis (For R):

```
library(readxl)
analysis <- analysis_FOR_R_ <- read_excel("analysis (FOR R).xlsx")
View(analysis_FOR_R_)
```

Below we present the codes in R for Model 1, which is the codes for hypothesis 1,2 and 3 (Table 1):

For organization domain:

```
model1 <- lm(analysis$meanorg ~
  analysis$Gender +
  analysis$Age +
  analysis$micjob)
summary(model1)
```

```
model11 <- lm(analysis$meanorg ~
  analysis$Gender +
  analysis$Age +
  analysis$micjob +
  analysis$virtworkly +
  analysis$meantacs +
  analysis$meansup)
summary(model11)
```

For role domain:

```
model2 <- lm(analysis$meanrole ~
  analysis$Gender +
  analysis$Age +
  analysis$micjob)
summary(model2)
```

```
model22 <- lm(analysis$meanrole ~
  analysis$Gender +
  analysis$Age +
  analysis$micjob +
  analysis$virtworkly +
  analysis$meantacs +
  analysis$meansup)
summary(model22)
```

For relationship domain:

```
model3 <- lm(analysis$meanrel ~
  analysis$Gender +
  analysis$Age +
  analysis$micjob)
summary(model3)
```

```
model33 <- lm(analysis$meanrel ~
  analysis$Gender +
```

```
analysis$Age +
analysis$micjob +
analysis$virtworkly +
analysis$meantacs +
analysis$meansup)
summary(model33)
```

Below we present the codes for the mediator analysis (Table 3). First, we present the codes for the first step of Baron & kenny's (1986) mediation test:

```
test1 <- lm(analysis$meanquit ~ analysis$virtworkly)
summary(test1)
```

Codes for step two:

```
test2a <- lm(analysis$meanorg ~ analysis$virtworkly)
summary(test2a)
test2b <- lm(analysis$meanrole ~ analysis$virtworkly)
summary(test2b)
test2c <- lm(analysis$meanrel ~ analysis$virtworkly)
summary(test2c)
```

Codes for step three:

```
test3a <- lm(analysis$meanquit ~ analysis$virtworkly + analysis$meanorg)
summary(test3a)
test3b <- lm(analysis$meanquit ~ analysis$virtworkly + analysis$meanrole)
summary(test3b)
test3c <- lm(analysis$meanquit ~ analysis$virtworkly + analysis$meanrel)
summary(test3c)
```

We used a package in R to calculate the Cronbach Alphas for our constructs:

```
install.packages("installr"); library(installr) # install+load installr
updateR() # updating R.
```

```
install.packages("psych")
library(psych)
```

```
install.packages("Cronbach")
library(Cronbach)
```

The start of Cronbach analysis of our constructs

Construct 1: Organization domain:

```
alpha(analysis[,c("orghist", "orgcul", "orgstru", "orggoal", "orglang", "orgpol")])
```

Construct 2: Role domain:

```
alpha(analysis[,c("roletask", "rolepri", "roleexp", "roleeffect", "rolehelp", "roleduty")])
```

Construct 3: Relationship domain:

```
alpha(analysis[,c("relassist", "relaccept", "relhelp", "relgood", "relcow", "relunder")])
```

Construct 4: Virtual socialization tactics

alpha(analysis[,c("virtboard", "virtevents", "virthelp", "virtincl")])

construct 5: Virtual supervisor support

alpha(analysis[,c("supsupport", "supvirtual", "supaccess", "suporg")])

Construct 6: Intention to quit

alpha(analysis[,c("quitact", "quiting", "quitsearch")])