Appendix A

Table A1. Regression coefficients of path model by year of PhD survey (n_{2022}=514, n_{2021}=467, n_{2020}=467)

	2022		2021		2020	
	b	*sig.*	*b*	*sig.*	*b*	*sig.*
Engagement in PhD research ~						
Non-standard working hours	.211	***	.216	***	.188	***
Total working time	.162	***	.159	***	.086	(*)
Engagement in PhD research ~						
Experienced time pressure ~	-.243	***	-.234	***	-.317	***
Non-standard working hours	.190	***	.110	*	.262	***
Share of non-research time	.222	***	.220	***	.181	***
Total working time	.135	***	.077	(*)	.018	n.s.
Engagement in PhD research ~						
Experienced lack of time sovereignty ~	-.135	**	-.104	*	-.009	n.s.
Non-standard working hours	.157	***	.191	***	.153	***
Share of non-research time	.135	***	.098	*	.124	**
Total working time	.231	***	.030	n.s.	.093	*
Controls						
Non-standard working hours ~						
Female	-.048	n.s.	-.130	**	-.101	*
Teaching exceeds contractual hours	.088	*	.036	n.s.	-.048	n.s.
Share of non-research time ~						
Teaching exceeds contractual hours	.334	***	.297	***	.288	***
Total working time ~						
Female	-.051	n.s.	-.079	(*)	-.106	*
Teaching exceeds contractual hours	.168	***	.090	(*)	.033	n.s.
Goodness-of-Fit measures						
Chi-square	11.323		12.150		17.864	
df	10		10		10	
CFI	.997		.992		.973	
RMSEA	.016		.021		.041	
p-value close fit	.937		.893		.647	
SRMR	.024		.032		.035	
R-square	.130		.142		.116	

Notes. b=standardized regression coefficient, sig.=significance.
*Levels of significance: ***p≤0.001, **p≤0.01, *p≤0.05, (*)p≤0.10, n.s. not significant.*