JOB DEMAND RESOURCES MODEL

A picture containing text, screenshot, font, design

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“**Job resources** are those physical, psychosocial, social, or organizational aspects of the job that are either **functional in achieving work goals, reducing job demands, or stimulating personal growth, learning, and development.**

**Job demands** are those physical, psychological, social, and organizational aspects of the job that **require sustained physical and/or psychological effort or skills and are therefore associated with certain physical and/or psychological costs.**”

(Bakker & Demerouti, 2007)

Bakker, A. B., & Demerouti, E. The job demands-resources model: State of the art. Journal of managerial psychology. 22(3), pp.309-328