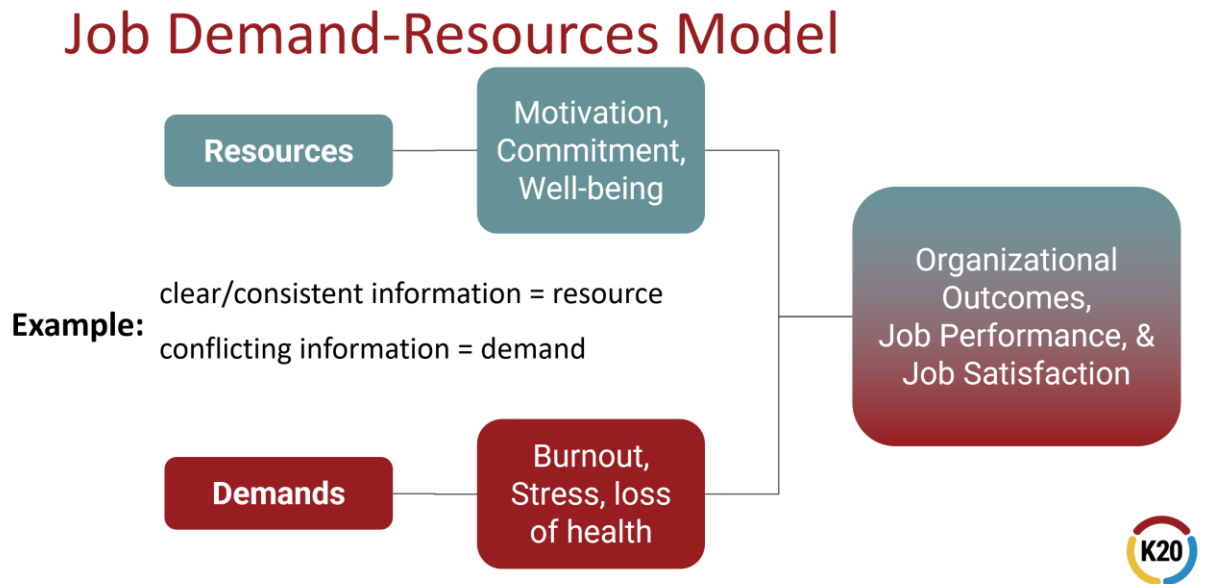


## JOB DEMAND RESOURCES MODEL



**“Job resources** are those physical, psychosocial, social, or organizational aspects of the job that are **functional in achieving work goals and reducing job demands, or in 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. (2007). The job demands-resources model: State of the art. Journal of managerial psychology, 22(3), 309–328*