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The long arm of the job: How working conditions shape psychological, social and physical well-being

Wednesday, 11 September 2024 10:00 (50 minutes)

In the past decades, substantial research has confirmed that job demands (i.e., job characteristics which are associated with sustained effort) are associated with negative work-related outcomes such as burnout, poor job satisfaction, work engagement or work performance. Negative work experiences, however, affect employees' lives in many other ways. The present talk will provide an integrative summary of studies exploring the relations between job characteristics, particularly job demands, and psychological, social, and physical well-being. The focus will be on indicators of well-being outside the work domain such as relationship and family satisfaction, engagement in leisure activities, self-rated and objectively measured health outcomes. Additionally, I will talk about mechanisms behind these associations and factors affecting the strength of associations between job demands and well-being outcomes. More precisely, the role of recovery after work and work-home boundary management strategies will be introduced. As we are facing major changes in how, when, and where work is performed, it is likely that work will employee's life outside work even to a greater extent. With this mind, I will conclude the presentation with (research) challenges posed by advances in work-related ICTs and intervention possibilities.

Are you currently an Early Career Researcher?

Primary author: TEMENT, Sara (University of Maribor)

Presenter: TEMENT, Sara (University of Maribor)

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