



# Trabajo, salud y estrés

# V



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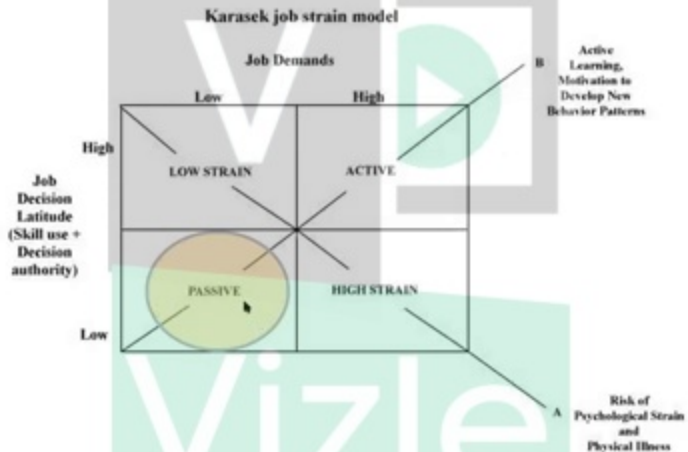
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## ***Demand-Control Model: Hypothesis #1: Job Strain/High Strain***

- \* **The most adverse reactions of strain occur (fatigue, anxiety, depression and physical illness) when the psychological demands of the job are high and the worker's decision latitude in the task is low (i.e., job strain).**
  
- \* **Job Strain, according to the demand-control theory, if prolonged and repeated for a long enough time, increases sympathoadrenal arousal and at the same time decreases anabolism, the body's ability to restore and repair tissues. (i.e., suppresses immune system)**

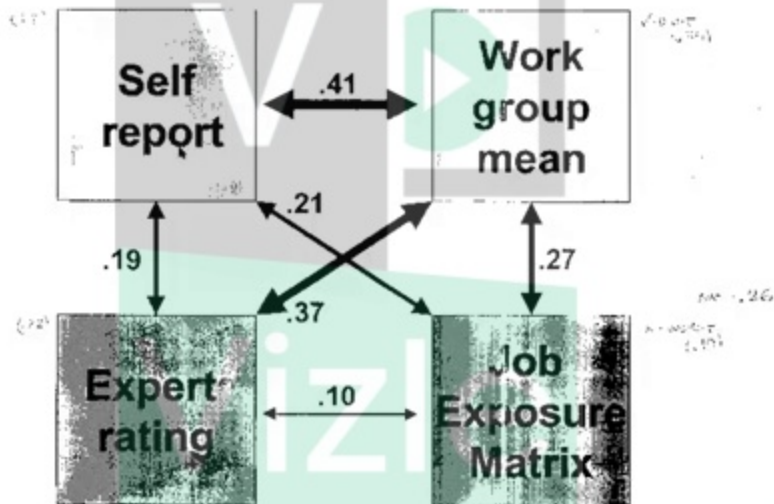
# Job Demand-Control Model: 3. Passive Work Hypothesis



Karasek RA. Job demands, job decision latitude, and mental strain: implications for job redesign. *Adm Sci Q.* 1979;24:285-308.



#### 4 different assessment methods of psychological demands correlation coefficients in 2275 men



# ***The Associationist Demand/Control Theory:*** ***THREE extensions of the D/C model:***



**ADC provides a generalized, system-theoretic model formulation for  
 A New Economy of Health and innovative Work**

## **I. IN A GENERAL LOGIC TERMS:**

- Systems can either **GROW** and develop - OR -
- Systems can **DECLINE**, no longer able to sustain their original complexity and capability:

**A. GROWTH:** Systems Organize themselves into **higher levels of complexity** (the **ACTIVE WORK** hypothesis: now **Conductive Production**)

**B. DECLINE:** Systems dissolve into systems with **lower levels of complexity** (the **JOB STRAIN** hypothesis: **Stress Disequilibrium Theory**)

## **II. IN HUMAN SOCIAL AND ECONOMIC TERMS:**

**C. An Economy of **CREATIVE HUMAN DEVELOPMENT****

1. **Social identity development and social cohesion** for secure membership in creative collectivity.
2. **Social Support** in interpersonal stress coping.
3. **Social Stability in complex organizations via mid-level platforms** to sustain bottom-up worker influence in spite of external forces.



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