

The title

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## Abstract

One or two sentences providing a **basic introduction** to the field, comprehensible to a scientist in any discipline.

Two to three sentences of **more detailed background**, comprehensible to scientists in related disciplines.

One sentence clearly stating the **general problem** being addressed by this particular study.

One sentence summarizing the main result (with the words “**here we show**” or their equivalent).

Two or three sentences explaining what the **main result** reveals in direct comparison to what was thought to be the case previously, or how the main result adds to previous knowledge.

One or two sentences to put the results into a more **general context**.

Two or three sentences to provide a **broader perspective**, readily comprehensible to a scientist in any discipline.

*Keywords:* keywords

Word count: X

## The title

The job demands-resources model (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001) and later job demands-resources theory (Bakker and Demerouti (2017)) have inspired a plethora a study on the process and experience of job stress and burnout in recent decades. In this project, we draw attention to a basic question regarding a key assumption we make regarding this process - that of the objective nature of job demands.

STUDY 1: The purpose of this project is to expand on our small body of research on whether job demands can accurately be assigned as a challenge or hinderance demand, or whether, as the literature argues, there is much more individual difference in the appraisal of job demands. Further, we document whether job demands can simultaneously be classified as a resource and a demand.

#The Stress Process and Challenge-Hinderance Framework Resources, on the other hand, are physical, psychological, social, or organizational aspects of the job that may help an employee achieve work goals, reduce job demands, or promote personal growth and development (Demerouti et al., 2001). Demerouti et al. (2001) define job demands broadly as components of a job that require sustained effort, and as such, produce psychological or physiological strain. Cavanaugh, Boswell, Roehling, and Boudreau (2000) delineated two forms of demands – that of challenge and hinderance demands. Challenge demands promote mastery, personal growth, and future gains. Hinderance demands, in contrast, inhibit growth, learning and goal achievement. This particular distinction has been of value in determining what demands are related to various outcomes, whereby challenge stressors are typically associated with positive outcomes, and hinderance stressors, negative outcomes (e.g., cite). However, one of the key questions we need to ask as researchers pertains to the very basic consideration of appraisals.

## Objective vs. Subjective Nature of Demands and Resources: The Role of Appraisal

(**article?**) {searle2015merits note that the majority of the research on challenge and hinderance framework is based on apriori classifications of demands. However, the stress experience or process described early on by Lazarus and Folkman (1984) is grounded in the notion that individual appraisals of stressors/demands vary. This suggests that classifying a job demand as a challenge, or as a hinderance, might be subject to individual differences in appraisal. Some more recent researching, in fact, points to that conclusion. Webster et al. (2011), for example, studied workload, role ambiguity, and role conflict demands, and found while that each could be appraised primarily as challenges or hindrances, they could also simultaneously be perceived as being both to different degrees.

-Describe original job-demands resources backdrop based on objective-other-rated level of demands (1/2 to 1 page) - Add empirical findings paragraph (1/2 to 1 page)

### ##Current Study and Research Questions

- study 1 (1/2 page) The purpose of this study is to
- study 2 (1/2 page)
- study 3 (1/2 page)

Bakker and Demerouti (2017)

and Cavanaugh, Boswell, Roehling, and Boudreau (2000)

and Sonnegga, Helppie-McFall, Hudomiet, Willis, and Fisher (2018)

## Methods

##Study 1 top 15 demands and resources, divided by skilled versus knowledge workers, ##Study 2 burnout and stress components (correlations), ##Study 3 integration of JDR with O\*Net categories (morphs into descriptives).

We report how we determined our sample size, all data exclusions (if any), all manipulations, and all measures in the study.

### Participants

### Material

### Procedure

### Data analysis

We used R [Version 4.0.3; R Core Team (2020)] and the R-package *papaja* [Version 0.1.0.9997; Aust and Barth (2020)] for all our analyses.

## Results

## Discussion

## References

Aust, F., & Barth, M. (2020). *papaja: Create APA manuscripts with R Markdown*.

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Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273.

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A Comparison of Subjective and Objective Job Demands and Fit With Personal Resources as Predictors of Retirement Timing in a National U.S. Sample. *Work, Aging and Retirement*, 4(1), 37–51. <https://doi.org/10.1093/workar/wax016>