

The subjective experience of O*NET work experiences as demands and resources

Alicia Stachowski¹, Renata Garcia Prieto Palacios Roji², & John Kulas²

¹ University of Wisconsin - Stout

² Montclair State University

Author Note

Add complete departmental affiliations for each author here. Each new line herein must be indented, like this line.

Enter author note here.

Correspondence concerning this article should be addressed to Alicia Stachowski, Menomenie, WI. E-mail: my@email.com

Abstract

11

12 O*NET work characteristics were rated in terms of relevance, perception of demand, and
13 perception as resource.

14

Keywords: keywords

15

Word count: X

The subjective experience of O*NET work experiences as demands and resources

Bakker and Demerouti (2017)

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

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

Bakker and Demerouti (2017) state that, "...research has shown that challenge demands may be experienced as hindrance demands (and vice versa) depending on the context." We extend this acknowledgement by investigating whether some characteristics of work may also vacillate between demand and *resource*.

Methods

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 4.0.5; 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*.

Retrieved from <https://github.com/crsh/papaja>

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

Cavanaugh, M. A., Boswell, W. R., Roehling, M. V., & Boudreau, J. W. (2000). An empirical examination of self-reported work stress among US managers. *Journal of Applied Psychology*, 85(1), 65.

R Core Team. (2020). *R: A language and environment for statistical computing*.

Vienna, Austria: R Foundation for Statistical Computing. Retrieved from <https://www.R-project.org/>

Sonnega, A., Helppie-McFall, B., Hudomiet, P., Willis, R. J., & Fisher, G. G. (2018).

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>