**Subjective Experience of Demands and Resources across O\*NET Job Elements**

Alicia A. Stachowski, PhD (corresponding author)

University of Wisconsin – Stout

Harvey Hall, 470M

721 3rd Street E

Menomonie, WI 54751

Phone: 715-232-2237

[stachowskia@uwstout.edu](mailto:stachowskia@uwstout.edu)

John T. Kulas, PhD

eRg

[jtkulas@ergreports.com](mailto:jtkulas@ergreports.com)

Renata Garcia Prieto Palacio Roji

PepsiCo

[renata.garciaprietopalaciosroji@pepsico.com](mailto:renata.garciaprietopalaciosroji@pepsico.com)