

*E Demerouti et al. Scandinavian Journal of Work, Environment and Health. August (2001) Vol.27 #4 p 279.*

Highly demanding work is often supposed to lead to burn-out and emotional disengagement. In theory, high levels of control are protective.

381 employees of an insurance company took part in the study.

Job demands and job control were measured and compared with measures of health impairment (exhaustion and health complaints) and active learning.

High levels of job control were found to predict commitment to work, high motivation and active learning.

Demands were found to predict ill health and exhaustion.

Demands were not moderated by control. That is the ill effects of high demand were not offset by the beneficial effects high control.



#### Comment

The demand/control model (Karasek) has been shown to be useful for some outcomes, but not these, in these circumstances.

Stress risk assessment requires that the risk assessor takes a balanced view of stressors and factors that should protect against stress. It seems that science is not providing sufficient certainty to provide general guidance on this.

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