#### **Demands**

- Quantitative demands
- Emotional demands
- Demands for hiding emotions
- Work privacy conflict

## Influence and development

- Influence at work
- Degree of freedom at work
- Possibilities of development
- Meaning of work
- Workplace commitment

#### **Further parameters**

- Job insecurity

### **Supplementary scales**

- conflicts with clients
- shift work
- teacher items

-...

# Interpersonal relations and leadership

- Predictability
- Role clarity
- Role conflicts
- Quality of leadership
- Social support
- Feedback
- Social relations
- Sense of community
- Mobbing



#### Strain (effects, outcomes)

- Job satisfaction
- Intention to leave
- General health
- Burnout
- Cognitive stress
- Satisfaction with life