

**The Sociology of Job Stress:**  
**Individual, Occupational, and Contextual Perspectives [SOC 6024]**

\*\*\*Please note: This is a tentative syllabus. The organization and content might change.

**WINTER 2018**  
**Thursday 12:10-2:00, RM 240**  
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**Course Objectives:** *The Sociology of Job Stress* will examine the ways that individual, occupational, and contextual conditions of work are associated with stress, health, and well-being. While the course materials draw mostly from sociological theory and research, we will also draw from the richness of other disciplines—especially occupational and organizational psychology. Course materials will cover debates about the conceptualization and measurement of job qualities and conditions; we will also focus on social patterns, processes, and outcomes, as well as the relevance of social contexts for contributing to disparities in health and well-being.

**Required Reading:** The assigned readings will be available via Dropbox. It is essential that students read the assigned readings before each class period; class discussions will be based on those readings. Given time restrictions, we may not cover every aspect of the readings during class periods. The list below includes required and additional (encouraged) readings.

**Course Evaluation:** There are four main forms of evaluation in this course: (1) Two in-class presentations of two different journal articles (worth 30%); (2) A research paper (worth 45%); (3) Two critical reflection essays (worth 20%); and (4) class participation (worth 5%).

- **Presentations:** Each student will do two in-class presentations of the required journal articles—selecting from articles indicated with a # **symbol** in the schedule below. Presentations will involve a summary of the main features of the article: (1) the focal research question(s) or issues; (2) the core conceptual or theoretical perspective(s); (3) a brief overview of the methodology; (4) a summary of key findings; and (5) two points of critical insight/reflection designed to engage the class in discussion and debate. Presentations must use PowerPoint and be professional in tone and content. Evaluations will be based on the clarity and quality of your coverage of these five features, your effectiveness at presenting them, and your capacity to lead a discussion on points of interpretation or critique. Each presentation should be 20-25 minutes in length. Your presentation should engage the class in a discussion of critical points and debates.
- **Research paper:** This is on a topic of your choice that is specifically related to the materials and topics covered in this course. The final paper is due by 5:00 pm on Friday April 6<sup>th</sup>. The paper must adhere to the following specifications: 18 – 20 pages, ASA format, double-spaced, Times New Roman font size 12. A one-page summary of the topic, outline, and 5 major references is due on February 22<sup>nd</sup> at the start of class.
- **Critical reflection essays:** Two short essays briefly summarize the main features of the assigned research articles for any given week and articulate two main points of critical reflection or insight. Points of critique might include conceptual, theoretical, methodological, or interpretative issues. Length: 3-4 pages, double-spaced. The articles

that you select cannot overlap with the articles that you present in class. Essays are due at the beginning of the class on the day of the assigned articles.

- Participation: Students must come to class prepared to discuss the assigned readings. Engagement in class discussion is essential. In addition, on-time attendance for all class periods is required. I realize that unexpected emergencies occur. If you must be late or miss a class because of a *serious emergency*, please notify me in advance (if possible).

## PART I. INTRODUCTION AND THEORETICAL MODELS

### WEEK 1: JANUARY 11<sup>TH</sup> *Introduction and Overview*

#### Required Readings:

- Tausig Mark, Fenwick Rudy. 2012. *Work and Mental Health in Social Context*. New York, NY: Springer. Chapters 1 and 2.
- Pearlin, Leonard I., and Alex Bierman. 2013. "Current Issues and Future Directions in Research into the Stress Process." Pp. 325–40 in *Handbook of the Sociology of Mental Health*. Springer.

#### Additional Readings:

- Mirowsky, John. 2013. "Analyzing Associations between Mental Health and Social Circumstances." Pp. 143–65 in *Handbook of the Sociology of Mental Health*. Springer.
- Wheaton, Blair. 1985. "Models for the Stress-Buffering Functions of Coping Resources." *Journal of Health and Social Behavior*:352-364.
- Pearlin, Leonard I. 1989. "The Sociological Study of Stress." *Journal of Health and Social Behavior* 30(3): 241–56.

### WEEK 2: JANUARY 18<sup>TH</sup> *Theoretical Frameworks: JD-C and JD-R Models*

#### Required Readings:

- Häusser, J. A., Mojzisch, A., Niesel, M., & Schulz-Hardt, S. 2010. Ten years on: A review of recent research on the job demand-control (-support) model and psychological well-being. *Work & Stress*, 24, 1-35.
- Bakker, Arnold B. and Evangelia Demerouti. 2017. "Job Demands-Resources Theory: Taking Stock and Looking Forward." *Journal of Occupational Health Psychology* 22(3):273-285.
- (#1) Karasek, Robert. 1979. "Job Demands, Job Decision Latitude, and Mental Strain: Implications for Job Redesign." *Administrative Science Quarterly* 24:285–306.
- (#2) Demerouti, Evangelia, Arnold B. Bakker, Friedhelm Nachreiner, and Wilmar B. Schaufeli. 2001. "The Job Demands-Resources Model of Burnout." *Journal of Applied Psychology* 86(3):499-512.

#### Additional Readings:

- Van der Doef, Margot, and Stan Maes. 1999. "The Job Demand-Control (-Support) Model and Psychological Well-Being: A Review of 20 Years of Empirical Research." *Work & Stress* 13(2):87–114.

- De Lange, Annet H., Toon W. Taris, Michiel AJ Kompier, Irene LD Houtman, and Paulien M. Bongers. 2003. “The Very Best of the Millennium’: Longitudinal Research and the Demand-Control-(support) Model.” *Journal of Occupational Health Psychology* 8(4):282-305.
- Bakker, Arnold B., Evangelia Demerouti, and Martin C. Euwema. 2005. “Job Resources Buffer the Impact of Job Demands on Burnout.” *Journal of Occupational Health Psychology* 10(2):170-180.
- Schaufeli W. B., Taris T. W. (2014) A critical review of the job demands-resources model: Implications for improving work and health. In: Bauer G. F., Hämmig O. (eds) *Bridging occupational, organizational and public health: A transdisciplinary approach*, Dordrecht, The Netherlands: Springer, pp. 43–68.

## PART II. JOB DEMANDS

### WEEK 3: JANUARY 25<sup>TH</sup> *Job Demands I: Pace, Pressure, and Intensification*

#### Required Readings:

- (#3) Van den Broeck, A., De Cuyper, N., De Witte, H., Vansteenkiste, M., 2010. Not all job demands are equal: Differentiating job hindrances and job challenges in the Job Demands-Resources model. *European Journal of Work and Organizational Psychology* 19, 735–759.
- (#4) Carayon, Pascale and Fred Zijlstra. 1999. “Relationship between job control, work pressure and strain: Studies in the USA and in The Netherlands.” *Work & Stress* 13(1): 32-48.
- (#5) Maume, David J. and David A. Purcell. 2007. "The ‘Over-Paced’ American: Recent Trends in the Intensification of Work" *In Workplace Temporalities: Research in the Sociology of Work* 17:251–283.
- Schieman, Scott. 2013. “Job-Related Resources and the Pressures of Working Life.” *Social Science Research* 42(2):271–82.

#### Additional Readings:

- Kristensen, T.S., Bjorner, J.B., Christensen, K.B., Borg, V., 2004. The distinction between work pace and working hours in the measurement of quantitative demands at work. *Work and Stress* 18, 305–322.
- Pearlin, L. 1983. Role strains and personal stress. In H. B. Kaplan (ed.), *Psychosocial stress: trends in theory and research*, (pp. 3 – 32), New York: Academic Press.
- Green, F. (2004). Why has work effort become more intense? *Industrial Relations*, 43, 709–741.

### WEEK 4: FEBRUARY 1<sup>ST</sup> *Job Demands II: Under-Reward and Unfair Pay*

#### Required Readings:

- Narisada, Atsushi. 2017. “Socioeconomic Status and the Relationship between Under-reward and Distress: Buffering-Resource or Status-Disconfirmation?” *Social Justice Research* 30(3):191-220.

- (#6) Schunck, R., Sauer, C., & Valet, P. (2015). Unfair pay and health: The effects of perceived injustice of earnings on physical health. *European Sociological Review*, 31(6), 655--666.
- (#7) Falk, A., Kosse, F., Menrath, I., Verde, P. E., & Siegrist, J. (2017). Unfair pay and health. *Management Science*. doi:[10.1287/mnsc.2016.2630](https://doi.org/10.1287/mnsc.2016.2630)
- (#8) Sauer, C., & Valet, P. (2013). Less is sometimes more: Consequences of overpayment on job satisfaction and absenteeism. *Social Justice Research*, 26(2), 132–150.

#### Additional Readings:

- Clay-Warner J., Reynolds J., Roman P. (2005) Organizational justice and job satisfaction: A test of three competing models. *Social Justice Research* 18(4): 391–409.
- Diekmann, K. A., Sondak, H., & Barsness, Z. I. (2007). “Does fairness matter more to some than to others? The moderating role of workplace status on the relationship between procedural fairness perceptions and job satisfaction.” *Social Justice Research*, 20(2), 161–180.
- Rousseau, V., Salek, S., Aubé, C., & Morin, E. M. (2009). Distributive justice, procedural justice, and psychological distress: The moderating effect of coworker support and work autonomy. *Journal of Occupational Health Psychology*, 14(3), 305–317.
- Ybema, J. F., & van den Bos, K. (2010). Effects of organizational justice on depressive symptoms and sickness absence: A longitudinal perspective. *Social Science & Medicine*, 70(10), 1609–1617.

### **WEEK 5: FEBRUARY 8<sup>TH</sup> Job Demands III: Insecurity**

#### Required Readings:

- (#9) Burgard Sarah A., Brand Jennie, House James S. 2009. “Perceived Job Insecurity and Worker Health in the United States.” *Social Science & Medicine* 69(5):777–85.
- (#10) Glavin, Paul. 2015. “Perceived Job Insecurity and Health: Do Duration and Timing Matter?” *The Sociological Quarterly* 56: 300–328.
- (#11) Glavin, Paul. 2013. “The Impact of Job Insecurity and Job Degradation on the Sense of Personal Control.” *Work and Occupations* 40(2): 115-142.

#### Additional Readings:

- Glavin, Paul and Scott Schieman. 2014. “Control in the Face of Uncertainty: Is Job Insecurity a Challenge to the Mental Health Benefits of Perceived Control?” *Social Psychology Quarterly* 77(4) 319–343.
- Sverke, Magnus, Johnny Hellgren, and Katharina Näswall. 2002. “No Security: A Meta-Analysis and Review of Job Insecurity and Its Consequences.” *Journal of Occupational Health Psychology* 7(3):242.
- Kalleberg Arne. 2009. “Precarious Work, Insecure Workers: Employment Relations in Transition”. *American Sociological Review* 74(1):1–22.

### **WEEK 6: FEBRUARY 15<sup>TH</sup> Job Demands IV: Macro-Economic Factors**

#### Required Readings:

- Tausig Mark, Fenwick Rudy. 2012. *Work and Mental Health in Social Context*. New York, NY: Springer. **Chapter 5**.

- (#12) Fenwick Rudy, Tausig Mark. 1994. “The Macroeconomic Context of Job Stress.” *Journal of Health and Social Behavior* 35(3):266–82
- (#13) Lam Jack, Fan Wen, Moen Phyllis. 2014. “Is Insecurity Worse for Well-being in Turbulent Times? Mental Health in Context.” *Society and Mental Health* 4(1):55–73.
- (#14) Young, Marisa and Paul Glavin. 2017. “Insecure People in Insecure Places: The Influence of Regional Unemployment on Workers’ Reactions to the Threat of Job Loss.” *Journal of Health and Social Behavior* 58(2):232 – 251.

#### Additional Readings:

- Tausig Mark, Fenwick Rudy. 1999. “Recession and Well-being.” *Journal of Health and Social Behavior* 40(1):1–16
- Brand, J. E (2006). The Effects of Job Displacement on Job Quality: Findings from the Wisconsin Longitudinal Study. *Research in Social Stratification and Mobility*, 24, 275–298.
- Landsbergis, P. A., Cahill, J., & Schnall, P. (1999). The Impact of Lean Production and Related New Systems of Work Organization on Worker Health. *Journal of Occupational Health Psychology*, 4(2), 108–130.
- Parker, S. K., Griffin, M. A., Sprigg, C. A., & Wall, T. D. (2002). Effect of Temporary Contracts on Perceived Work Characteristics and Job Strain: A Longitudinal Study. *Personnel Psychology*, 55, 689–719.

### **PART III. JOB CONTROL/RESOURCES**

<b>WEEK 7: FEBRUARY 22<sup>ND</sup></b> <i>Job Control I: Decision-Latitude</i>
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#### Required Readings:

- Tausig Mark, Fenwick Rudy. 2012. *Work and Mental Health in Social Context*. New York, NY: Springer. **Chapter 4.**
- (#15) Kohn, M., & Schooler, C. (1982). Job Conditions and Personality: A Longitudinal Assessment of the Reciprocal Effects. *American Journal of Sociology*, 87, 1257–1286.
- (#16) Link, B.G., Lennon, M. C., & Dohrenwend, B. (1993). Socioeconomic Status and Depression: The Role of Occupations Involving Direction, Control, and Planning. *American Journal of Sociology*, 98, 1351–1387.
- (#17) Mirowsky, J., & Ross, C. E. (2007). Creative work and health. *Journal of Health and Social Behavior*, 48(4), 385-403.

#### Additional Readings:

- Spenner, K. I. (1988). Social Stratification, Work, and Personality. *Annual Review of Sociology*, 14, 69–97.
- Ross, Catherine E., and Marylyn P. Wright. 1998. “Women’s Work, Men’s Work, and the Sense of Control.” *Work and Occupations* 25(3):333–55.
- Ross C. E., Reskin B. F. (1992) Education, control at work, and job satisfaction. *Social Science Research* 21: 134–148.
- Marmot, M. G., & Bosma, H. (1997). Contribution of job control and other risk factors to social variations in coronary heart disease incidence. *The Lancet*, 350(9073), 235–239.

**WEEK 8: MARCH 1<sup>TH</sup> Job Control II (Authority)**

Required Readings:

- (#18) Pudrovska, Tetyana and Amelia Karraker. 2014. "Gender, Job Authority, and Depression." *Journal of Health and Social Behavior* 55(4):424 – 441.
- (#19) Pudrovska Tetyana, Carr Deborah, McFarland Michael, and Collins Caitlyn. 2013. "Higher-status Occupations and Breast Cancer: A Life Course Stress Approach." *Social Science & Medicine* 89: 53–61.
- (#20) Cavanaugh, Marcie A., Wendy R. Boswell, Mark V. Roehling, and John W. Boudreau. 2000. "An Empirical Examination of Self-Reported Work Stress Among U.S. Managers." *Journal of Applied Psychology* 85(1):65-74.
- Schieman, S., & Reid, S. (2009). Job authority and health: Unraveling the competing suppression and explanatory influences. *Social Science & Medicine*, 69(11), 1616-1624.

Additional Readings:

- Brett, J. M. & Stroh, L. K. (2003). Working 61 plus hours a week: Why do managers do it? *Journal of Applied Psychology*, 88, 67-87.
- Lundberg Ulf, and Frankenhaeuser Marianne. 1999. "Stress and Workload of Men and Women in High-ranking Positions." *Journal of Occupational Health Psychology* 4(2): 142–51.
- Smith, Ryan A. 2002 "Race, gender, and authority in the workplace: Theory and research." *Annual Review of Sociology* 28: 509-542.

**WEEK 9: MARCH 8<sup>TH</sup> Job Control III (Schedule Control & Flexibility)**

Required Readings:

- (#21) Blair-Loy, Mary. 2009. "Work Without End? Scheduling Flexibility and Work-to-Family Conflict among Stockbrokers." *Work and Occupations* 36(4):279–317.
- (#22) Kelly, Erin L., Phyllis Moen, and Eric Tranby. 2011. "Changing Workplaces to Reduce Work–Family Conflict: Schedule Control in a White-Collar Organization." *American Sociological Review* 76(2):265–90.
- (#23) Moen, Phyllis, Erin L. Kelly, Wen Fan, Shi-Rong Lee, David Almeida, Ellen Ernst Kossek, and Orfeu M. Buxton. 2016. "Does a Flexibility/Support Organizational Initiative Improve High-Tech Employees' Well-Being? Evidence from the Work, Family, and Health Network." *American Sociological Review* 81(1):134–64.

Additional Readings:

- MacEachen, E., Polzer, J., & Clarke, J. (2008). "You are free to set your own hours": Governing worker productivity and health through flexibility and resilience. *Social Science & Medicine*, 66(5), 1019-1033.
- Kelly, Erin, Phyllis Moen, et al. 2014. "Changing Work and Work–Family Conflict: Evidence from the Work, Family, and Health Network." *American Sociological Review* 79(3):485–516.
- Kelly, Erin L., and Phyllis Moen. 2007 "Rethinking the Clockwork of Work: Why Schedule Control May Pay Off at Work and at Home." *Advances in Developing Human Resources* 9(4):487–506.

- Schieman, Scott and Paul Glavin. 2017. “Ironic Flexibility: When Normative Role Blurring Undermines the Benefits of Schedule Control.” *The Sociological Quarterly* 58(1):51-71.

## PART IV. WORK-NONWORK INTERFACE/CULTURE

<b>WEEK 10: MARCH 15<sup>TH</sup></b> <i>Communication Technologies: Demand or Resource?</i>
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Required Readings:

- (#24) Chesley, N. (2014). Information and communication technology use, work intensification and employee strain and distress. *Work, Employment & Society*, 67, 1237–48.
- (#25) Barley, Stephen, Debra E. Meyerson, and Stine Grodal. 2011. “E-mail as a Source and Symbol of Stress.” *Organization Science* 22(4):887-906.
- (#26) Mazmanian, Melissa, Wanda J. Orlikowski, and JoAnne Yates. 2013. “The Autonomy Paradox: The Implications of Mobile Email Devices for Knowledge Professionals.” *Organization Science* 24(5):1337-1357.
- (#27) Chesley, N. (2005). Blurring boundaries? Linking technology use, spillover, individual distress, and family satisfaction. *Journal of Marriage and the Family*, 67, 1237-1248.

Additional Readings:

- Schieman, Scott and Paul Glavin. 2016. “The Pressure-Status Nexus and Blurred Work-Family Boundaries.” *Work and Occupations* Vol. 43(1) 3–37.
- Voydanoff, P. (2005). Consequences of boundary-spanning demands and resources for work-to-family conflict and perceived stress. *Journal of Occupational Health Psychology*, 10, 491-503.

<b>WEEK 11: MARCH 22<sup>ND</sup></b> <i>Overtime Culture, Long Hours, Hours Mismatch</i>
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Required Readings:

- (#28) Wharton, Amy S., and Mary Blair-Loy. 2002. “The ‘Overtime Culture’ in a Global Corporation: A Cross-National Study of Finance Professionals’ Interest in Working Part-Time.” *Work and Occupations* 29(1):32–63.
- (#29) Wharton, Amy S., and Mary Blair-Loy. 2006. “Long Work Hours and Family Life: A Cross-National Study of Employees’ Concerns.” *Journal of Family Issues* 27(3):415–36.
- (#30) De Moortel, Deborah, Olivier Thévenon, Hans De Witte, and Christophe Vanroelen. 2017. “Working Hours Mismatch, Macroeconomic Changes, and Mental Well-being in Europe.” *Journal of Health and Social Behavior* 58(2):217-231.
- (#31) Beckers, Debby G. J., Dimitri van der Linden, Peter G. W. Smulders, Michiel A.J. Kompier, Toon W. Taris, and Sabine A. E. Geurts. 2008. “Voluntary or Involuntary? Control over Overtime and Rewards for Overtime in Relation to Fatigue and Work Satisfaction.” *Work & Stress* 22(1):33–50.

Additional Readings:

- Reynolds, J. (2003). You Can't Always Get What You Want: Mismatches between Actual and Preferred Work Hours in the U.S. *Social Forces*, 81(4), 1171–1199.
- van Echtelt, Patricia E., Arie C. Glebbeek, and Siegwart M. Lindenberg. 2006. “The New Lumpiness of Work: Explaining the Mismatch between Actual and Preferred Working Hours.” *Work, Employment and Society* 20(3):493–512.
- Reynolds, Jeremy, and Lydia Aletraris. 2010. “Mostly Mismatched with a Chance of Settling: Tracking Work Hour Mismatches in the United States.” *Work and Occupations* 37(4):476–511.

<b>WEEK 12: MARCH 29<sup>TH</sup></b> <i>Work-Family Conflict—Applications and Extensions</i>
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Required Readings:

- (#32) Young, Marisa and Blair Wheaton. “The Impact of Neighborhood Composition on Work-Family Conflict and Distress.” *Journal of Health and Social Behavior* 54(4):481-497.
- (#33) Moen, P., Lam J., Ammons, S., & Kelly, E. L. (2013). Time work by overworked professionals: strategies in response to the stress of higher status. *Work and Occupations*, (2), 79-114.
- (#34) Koltai, Jonathan, Scott Schieman, and Ronit Dinovitzer. “The Status-Health Paradox: Organizational Context, Stress Exposure, and Well-Being in the Legal Profession.” Forthcoming in *Journal of Health and Social Behavior*.

Additional Readings:

- Tausig Mark, Fenwick Rudy. 2012. *Work and Mental Health in Social Context*. New York, NY: Springer. Chapters 3 and 6.
- Dumas, Tracy, and Jeffrey Sanchez-Burks. 2015. “The Professional, the Personal and the Ideal Worker: Pressures and Objectives Shaping the Boundary between Life Domains.” *Academy of Management Annals* 9:803–34.
- Kalleberg, Arne L. and Mark E. Van Buren. 1996. “Is Bigger Better? Explaining the Relationship between Organization Size and Job Rewards.” *American Sociological Review* 61(1):47–66.