

MODELUL JOB DEMANDS-RESOURCES. ADAPTĂRI ÎN SCHIMBĂRI ȘI CRIZE

THE JOB DEMANDS-RESOURCES MODEL ADAPTED TO CHANGE AND CRISIS

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Abstract: The aim of this paper is two folded: to briefly present the Job Demands-Resources Model and two adapted variants applied in studying issues regarding human resources in organizational change and crisis, namely the administration of disruptive emotional states and job tasks fulfilment. The original model discriminates between two working conditions: job demands and job resources, both of them playing their specific role in predicting burnout. The first version focuses on the role of emotional and non-emotional resources in the administration of disruptive emotional states generated by change and crisis situations. On the other hand, the second one, is focussed on the role of professional and non-professional resources in fulfilling job tasks during change and crisis situations.

Keywords: Job Demands-Resources Model, disruptive emotional states, job task fulfilment.