

22 Title	<b>Working Conditions, Social Support, and the Well-Being of Female and Male Factory Workers</b>
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Abstract	<p><i>Previous research on the effects of working conditions on well-being typically has focused on men; the few studies including women have compared men and women in different work settings. We analyze the effects of four kinds of working conditions—job demands, job deprivations and rewards, physical environment, and work-related social support—on the well-being of female and male factory workers in similar jobs. We also test for buffering (interaction) effects of social support (from co-workers, supervisors, and company programs) on relations between working conditions and well-being. All types of working conditions affect well-being, but there are almost no gender differences in the effects of working conditions on well-being. Although work-related social support promotes well-being among both women and men, it does not (at least as measured here) buffer effects of other stressful working conditions. In general, the results indicate considerable gender similarity in the processes through which the job affects well-being.</i></p>