

Title	The “Working conditions and control questionnaire” (WOCCQ): Towards a structural model of subjective stress
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Keywords	Job control; Subjective stress; Working conditions; Psychosocial risks
Abstract	<p>This paper examined the structural model of subjective stress using the job control dimensions of the “Working conditions and control questionnaire” (WOCCQ), a psychosocial risk diagnosis widely used in French-speaking countries. Two research questions were investigated: (1) Do all the control facets influence subjective stress in the same way? and (2) Are certain control scales more important than others in the prediction of stress? The sample used includes 816 workers of a public employment agency. First, not all of the facets of job control influence stress in the same way. The control of resources dimension is important in indirectly influencing the stress process. Planning control is a partial mediator between control of resources and other dimensions of control. The model suggests considering future control as an exogenous variable. Finally, the direct effect of the four job control subscales on stress is identical in terms of R-square. These results are discussed not only with regards to the theoretical perspective of stress at work but also the stress intervention perspective.</p>