



# Job Stress in a Changing Workforce: Investigating Gender, Diversity, and Family Issues

*Keita*

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Work-related stress is one of the most significant, pressing issues of our time. According to the National Institute for Occupational Safety and Health, psychological disorders are one of the ten leading work-related impairments in the United States, accounting for an estimated \$15 billion in disability payouts and lost wages. This text presents critical research studies and thought on the ways job stresses can affect individual workers. With the rapid changes in work over the last decade, particularly the shift away from manufacturing toward service industries and the impact of intensified international competition, new challenges and new stresses to workers have emerged. The book examines the economic and demographic trends, focusing on the new demands posed by workforce diversity (gender, age, cultural and ethnic factors affecting careers, stress, harassment and social identity) and work and family topics such as child care, marital functioning and balancing multiple work/non-work roles. By clarifying many of the current ambiguities in our knowledge of work stress, this book should help set the agenda for research in this area of psychological inquiry. The book is a result of the 1992 conference on "Stress in the '90s: A Changing Workforce in a Changing Workplace".

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