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Advances in Manufacturing, Production Management and Process Control

Proceedings of the AHFE 2019 International Conference on Human Aspects of Advanced Manufacturing, and the AHFE International Conference on Advanced Production Management and Process Control, July 24–28, 2019, Washington D.C., USA

Springer

Advances in Intelligent Systems and Computing

Volume 971

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Job Strain Index by Gender Among Middle and High Managers of the Maquiladora Industry in Ciudad Juarez Mexico

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Abstract. Work stress has become a widespread problem in Mexico due to new forms of work organization, new work relationships, and new employment patterns especially in maquiladora industry. The objective of this research is to diagnose work stress by gender using the Job Strain Index in a sample of middle and high managers of the maquiladora industry in Ciudad Juarez, Mexico. As methods, the Job Content Questionnaire (JCQ) and the Job Strain Index were used and statistical tests for the verification of proportion differences by gender were applied. The sample is composed of 177 men and 55 women, of which the proportion that suffers stress (JSI > 1) is 19.2% for men and 38.2% for women. Results show that the proportion of stressed men is significant less than the proportion of stressed women. This means that there is a direct relationship between gender and work stress in middle and senior managers in this sample where women are more likely to suffer work stress than men are.

Keywords: Work stress · Job Content Questionnaire ·
Middle and high managers

1 Introduction

At present, Ciudad Juarez has 322 maquiladora industries according to statistical information from the IMMEX Program [1]. The maquiladora sector is recognized as the main source of employment in this city; accordingly, there is a growing trend of work stress and other related diseases affecting this sector.

Work-related stress has become an extensive problem due to the new forms of work organization, new work relationships and new employment patterns [2]. In recent years, there has been an increment in the number of industries in the world, which brings a greater impact on the work aspect of the population. Based on the concepts of the ILO