Labor demands

Definition. It refers to the set of cognitive and emotional requirements of the task, as well as those related to workload, speed, responsibility, hazards, the physical environment, schedules, shifts, and overall physical effort that are imposed and perceived by the worker in the context of the work activity.

Code	**Label**	**Definition** (Juárez-García A. y Flores-Jiménez, 2020)	**Description**
1	Demands due to workload and work pace	Perceived demands regarding workload and work pace	Too much workload, working too quickly, interruptions that prevent tasks from being completed on time
2	High responsibility and dangerous demands	Perceived demands regarding the degree of responsibility and danger involved in performing the job	Taking actions or making decisions on which the lives or safety of others depend, or when there are dangers to the integrity of the worker or others
3	Demands for shifts, schedules, or working hours	Perceived demands regarding the quantity and changes in work hours and schedules	Working overtime or extended hours, rotating or changing shifts, working night shifts
4	Cognitive or attentional demands	Perceived demands regarding the intensity of attention and mental effort, and the simultaneity of tasks	Maintaining attention on tasks for extended periods, handling two or more tasks at the same time, tasks that require excessive mental effort
5	Emotional demands (dealing with people)	Perceived demands regarding emotional responses and dealing with people (employees and individuals external to the workplace)	Facing negative emotions or moods from other people, dealing with exhausting people, showing emotions different from what I feel
6	Physical effort demands	Perceived demands regarding the amount, duration, and positions regarding physical effort	Demanding work that requires a lot of physical effort, performing tasks in very uncomfortable positions
7	Physical environment demands	Physical workplace characteristics that are either insufficient or excessive and negatively impact job performance	Work in challenging or extremely unfavorable physical and environmental conditions, whether due to excessive noise, dust, temperature, air quality, or cramped spaces.

WORKPLACE HARASSMENT

Definition. It is verbal or behavioral abuse that a worker frequently and systematically receives from their boss or coworkers.

Code	Label	Definition (Juárez-García A. y Flores-Jiménez, 2020)	Description
8	Psychological harassment by superiors	Intentional stimuli or responses from hostile superiors	Superiors intentionally inflict psychological mistreatment (whether they humiliate, block, exclude, threaten, insult, belittle, mock, slander, or ignore me, etc.)
9	Psychological harassment by colleagues or subordinates	Intentionally hostile behavior from colleagues	Colleagues or subordinates intentionally attack or psychologically abuse me (whether by excluding me, threatening me, insulting me, discrediting me, mocking me, slandering me, ignoring me, etc.).

STRESSFUL LEADERSHIP

Definition. It refers to a management style characterized by strict supervision, limited self-determination, and feedback on performance that is either absent or negative.

Code	Label	Definition (Juárez-García A. y Flores-Jiménez, 2020)	Description
10	Controlling supervisión	Highly controlling monitoring and inflexibility in enforcing rules	I feel like at my job they want to control me too much, with an exaggerated enforcement of rules and regulations that employees are required to follow
11	Negative or inadequate feedback from the supervisor	Negative feedback regarding job performance	My supervisors provide information and feedback inadequately about job performance

Rewards and career development

Definition. It is the set of benefits and compensations received as a result of work, both economic and psychosocial, as well as those related to professional growth.

Code	Label	Definition (Juárez-García A. y Flores-Jiménez, 2020)	Description
12	Rewards and career development	It is the benefits and rewards you get from work. These include money and growth in your personal and professional life.	Organizational justice, motivating salary, job recognition, career and professional development opportunities, job security, rewarding tasks, meaningful tasks
13	Job control	The extent to which a job position offers autonomy, clarity of roles, freedom in skill application, and opportunities for ability development.	Autonomy, Use of skills, Development of abilities, Variety of work, clear roles and responsibilities
14	Resources for doing the job	The provision of physical materials, equipment, tools, and knowledge necessary to perform the job optimally.	Material resources, equipment and tools for work, training
15	Workplace climate and social support	This refers to the perception of social integration and psychological support from colleagues and supervisors at work.	Co-worker support, supervisor support, atmosphere of unity
16	Consistency of values	Degree of alignment and correspondence between the values of the employee and those of their colleagues and the company in general.	Consistency of values between the individual and the organization, and between the individual and their colleagues and supervisors.