

Jan de Jonge 教授

特別講演会のご案内

これまでの職業性ストレス研究では、どのような職場環境が労働者の健康や生産性に影響するかについて、検討がなされてきました。de Jonge 教授は、仕事の要求度と資源に関する適合（マッチング）を重視した DISC モデル（Demand-Induced Strain Compensation Model）という理論モデルを提唱しています。



近年、働き方改革が進められ、勤務間インターバルなど仕事以外の時間にも注目が高まっています。職業性ストレス研究でも、リカバリー経験など余暇時間の使い方に関する研究が蓄積されつつあります。de Jonge 教授も DISC モデルを改訂した DISC-R モデル（Demand-Induced Strain Compensation Recovery Model）を提唱しています。

本特別講演では、DISC モデルおよび DISC-R モデルにもとづく働き方、休み方について講演いただき、これからのストレス対策、生産性向上について考える機会にしたいと考えております。多くの皆様のご来場をお待ちしております。

○日時：2018年4月13日（金） 16時00分～17時30分

○場所：東京大学医学部（本郷キャンパス）教育研究棟13階第6セミナー室

http://www.m.u-tokyo.ac.jp/information/map_hongoarea.html

○ご挨拶

川上憲人（日本産業ストレス学会理事長，
東京大学大学院医学系研究科精神保健学分野教授）

○特別講演

座長 堤明純（日本産業ストレス学会副理事長，
北里大学医学部公衆衛生学教授）

「The Demand-Induced Strain Compensation Recovery (DISC-R) Model:
Past, Present, and Future」

Jan de Jonge（アイントホーフエン工科大学産業/スポーツ心理学教授）

○進行

島津明人（日本産業ストレス学会常任理事，日本心理学会産業保健心理学研究会代表，
北里大学一般教育部人間科学教育センター教授）

○主催：日本産業ストレス学会，日本心理学会産業保健心理学研究会

○申込方法：事前登録不要

○参加費：無料

○使用言語：英語

○事務局：北里大学一般教育部人間科学教育センター 外山浩之
相模原市南区北里 1-15-1 TEL/FAX: 042-778-9450

E-mail : jdj2018@gmail.com

講演要旨

The Demand-Induced Strain Compensation Recovery (DISC-R) Model: Past, Present, and Future

Much work stress research is predicated on theoretical models that suggest the benefits of match, fit, or congruence between different phenomena. For example, research that seeks the optimal fit between a person and the job or organization is well-established. The central idea is that complementarity between two or more phenomena promotes more job performance, creativity, development, health or well-being.

Within the area of work stress, research has by and large attempted to establish parameters of good job (re-)design that are universally applicable, or sought to determine the personality types best suited to various job characteristics such as job demands and job resources. What is less well-established is whether and how job characteristics need to match with other job characteristics.

However, not only match making but also match breaking seems to be an interesting avenue for work stress research: the particular role of recovery at/after work. For instance, it might not only be a match between job demands and job resources that lead to positive outcomes, also experiences and events happening off the job may be related to health. Specifically, to recover from high job demands, it seems to be important that employees engage in off-job activities that appeal to other systems, or do not engage at all in effort-related activities.

The focus of this presentation is on match making between job characteristics to other job characteristics, and on match breaking between these job characteristics and recovery at/after work, in the prediction of employee health, well-being and performance. An innovative work stress model with respect to match making and match breaking will be presented: the Demand-Induced Strain Compensation Recovery (DISC-R) Model. Theoretical reflections about match and recovery processes by means of functional self-regulation will be discussed, as well as empirical evidence for the model's key assumptions.

The implications of these issues are widespread, for those who attempt to reduce risks in the work environment and to improve performance, as well as for those who attempt to implement organizational change or develop policy in today's work.

Jan de Jonge 教授略歴

Jan de Jonge (1964) is Full Professor of Work and Sports Psychology at Eindhoven University of Technology (TU/e) in the Netherlands. He is also Visiting Professor at the Loughborough University Business School (UK), as well as Adjunct Professor at the University of South Australia. He had been Vice-Dean and Dean of the Department of Industrial Engineering and Innovation Sciences at TU/e till September, 2017.

His teaching, research, and other activities are on Occupational Health Psychology, Sports Psychology, and Human Performance Management. Next to this, Jan is a certified running coach, runner, sports psychologist, and board member of a Dutch athletics club.