Abstract

The job demands-control model is one of the most recognized models in occupational stress research. It has, however, provided contradictory results, and the active learning hypothesis derived from this model has been under-researched in comparison with research on the stress hypothesis. The main aim of this study is to test the Job Demands Resources Model in the prediction of individual innovation at work as an active coping strategy. Results with hierarchical multiple regression analyses provide empirical support for this model. We found a positive relationship between job demands and individual innovation in situations characterized by high job resources. Finally, we discuss the limitations and practical implications of this study.