Abstract
This study develops and tests a structural equation model of social stress factors in the construction industry. Leadership behaviours, role conflict and mobbing behaviours are considered exogenous sources of stress; the experience of tension and burnout are considered mediator variables; and psychological well-being, propensity to quit and perceived quality are the final dependent variables. A sample of Spanish construction workers participated voluntarily and anonymously in the study. After considering the indices of modification, leadership showed direct effects on the propensity to quit and perceived quality. The overall fit of the model is adequate (χ²(13)= 10.69, p= .637, GFI= .975, AGFI= .93, RMR= .230, NFI= .969, TLI= 1.016, CFI= 1.000, RMSEA= .329). Construction has been considered a sector characterized more by high physical risks than socially-related risks. In this context, these findings about the effects of social sources of stress in construction raise new questions about the organizational characteristics of the sector and their psychosocial risks.