

Work-Related Stress and Perceived Supervisor Support



UC ACADEMIC WORKERS' STRIKE OF 2022

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Background

- There is a significant relationship between psychosocial hazards and WRS, burnout, fatigue, and other health consequences.
- WRS is an indirect mediator of many chronic health conditions, including cardiovascular disease and Type II Diabetes.
- 72% of the general US workforce surveyed reported feelings of workplace stress that interfered with their live.

Methodology

The target population is UC graduate students who participated in the 2022 UAW Strike.

Study Design:

- **Cross-Sectional Study** via Google Survey.
- **Distribution** via emails and in-person flyers.
- **Exposure variable** - perceived supervisor support after being informed of strike participation.
- **Outcome variable** - frequency of WRS symptoms experienced by UC academic workers.
- **Other variables** include Strike Participation, Age, and Gender.

Statistical Approach:

- **SPSS Software - Spearman's Correlation Coefficient.**

Objective

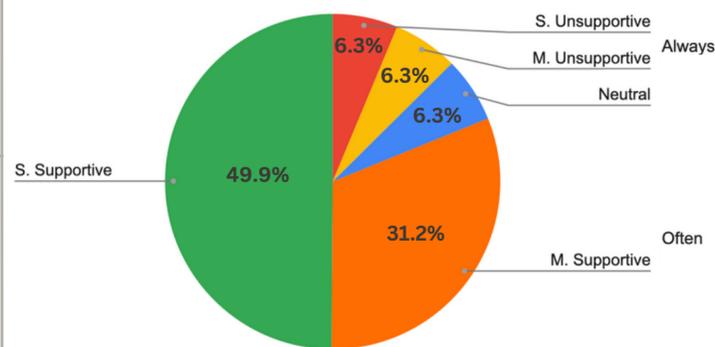
To identify a potential relationship between perceived levels of supervisor support and levels of WRS among UC graduate student workers who participated in the 2022 UC Academic Workers' Strike.

Results/Findings

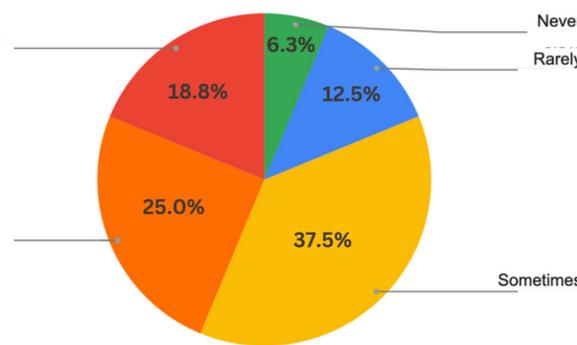
Gender Distribution of Participants

- 25% male
- 62.5% female
- 12.5% non-binary

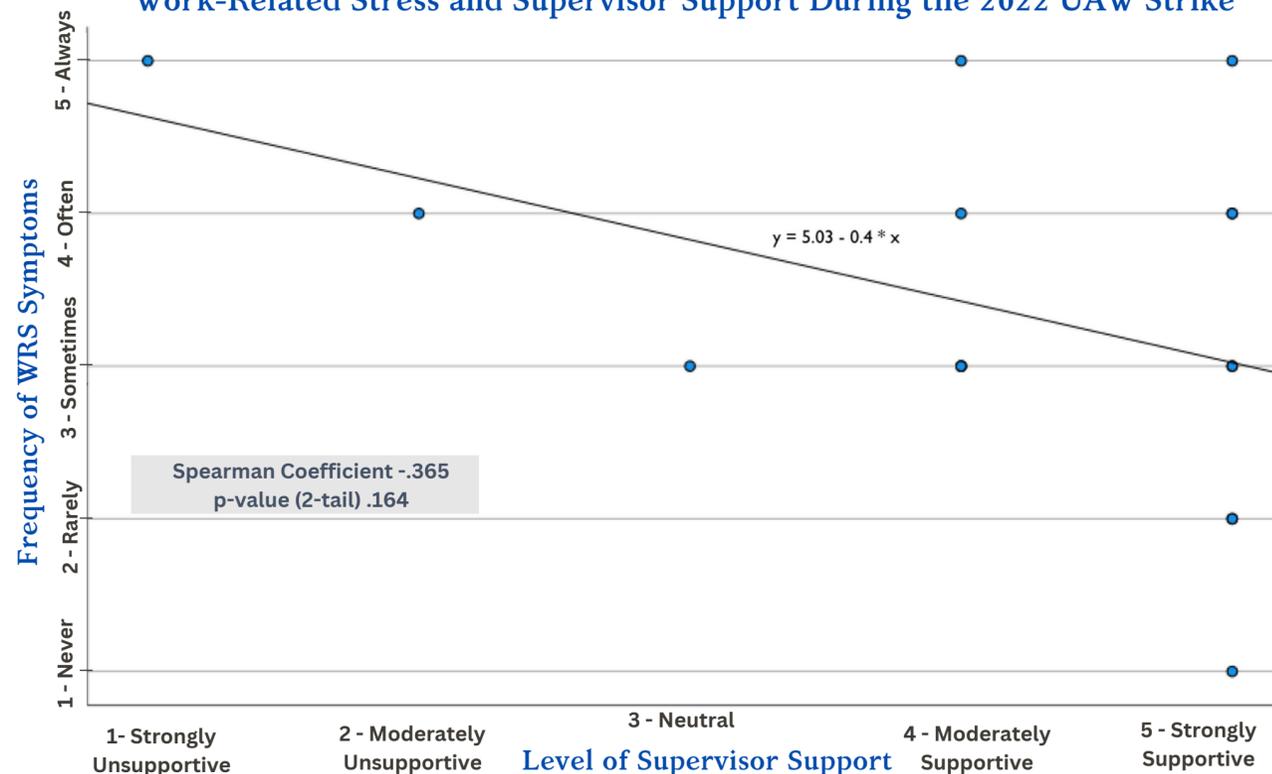
Exposure Distribution



Outcome Distribution



Work-Related Stress and Supervisor Support During the 2022 UAW Strike



Abstract



Conclusion

- A **moderate inverse relationship** between WRS and supervisor support during the 2022 UAW strike was demonstrated, which is consistent with what related literature suggests. However, the results were **statistically insignificant**.
- The sample size (16) was too small to detect a significant correlation. Because the supervisors of the participants were largely supportive (81.3% either moderately or strongly supportive) this may have skewed results toward the null.
- We discovered there is a substantial gap in research. More is needed to better understand how psychosocial hazards/protective factors influence WRS in academic workers, especially in the context of labor strikes.

Policy Implications

- Institutional policies, such as prioritizing employee mental health, making non-violent communication central in supervisor training, increasing wages and reducing workload may lead to a decrease in WRS for academic workers.
- Enforcing legislation and regulations that protect employees from intimidation/antagonization when collectively bargaining for better conditions.
- Funding for further research on psychosocial hazards and WRS in academic workers during labor actions