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**Abstract**

**Job Characteristics and Psychosocial Distress of Atypical Workers**

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**Objective:** This study was conducted to compare the job characteristics (work demand, decision latitude, and job insecurity) and psychosocial stress levels of typical workers in the parent firm, to those of atypical workers in subcontracted firms. In addition the risk factors for psychosocial stress of atypical workers are evaluated.

**Method:** The study design was cross-sectional, and 1,713 shipbuilding workers (681; typical workers, 1,032; atypical workers) were recruited. A structured-questionnaire was used to assess the general characteristics, job characteristics and psychosocial stress levels. We used the chi-square test for univariate and multiple regression analyses.

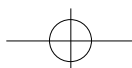
**Results:** In univariate analyses, there were significant differences in smoking, hobby, insufficient sleeping, work hours per week, quitting, unemployment, job demand, job decision latitude and job insecurity. The job strain was significantly higher in the atypical workers than in the typical workers. The proportion of iso-strain groups was significantly greater in the atypical workers than typical workers. Using psychosocial stress as the dependent variable, multiple regression models were estimated. After adjustment for sociodemographic factors, unemployment, quitting, employment type, job demand, job decision latitude and job insecurity were all found to be significantly associated with psychosocial stress.

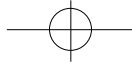
**Conclusion:** This result suggests that the psychosocial stress of atypical workers is related to job characteristics such as job insecurity and labor flexibility.

**Key Words:** Atypical worker, Job characteristics, Job insecurity, Psychosocial stress

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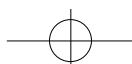
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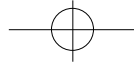
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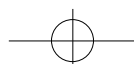
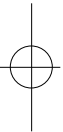
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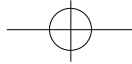
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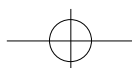


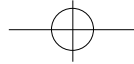
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 (44.3%), 231 (37.1%), 116  
 (18.6%) , 694 가  
 (67.2%), 206 (20.7%), 95(9.5%) (56.8%) (65.0%)  
 ( )가 , (77.2%)  
 87.1%, 60.6% 가 (78.1%)  
 , , (24.7%) (30.6%)

**Table 1.** General Characteristics of study subjects

Variables	Unit; N (%)	
	Typical worker	Atypical worker
<b>Sex</b>		
Male	657 (96.5)	927 (91.0)
Female	24 ( 3.5)	92 ( 9.0)
<b>Age(year)</b>		
~ 29	54 ( 8.1)	296 (33.4)
30 ~ 39	121 (18.2)	343 (38.7)
40 ~ 49	333 (50.0)	194 (21.9)
50 ~	158 (23.7)	54 ( 6.1)
<b>Education</b>		
Middle school	231 (37.1)	95 ( 9.5)
High school	276 (44.3)	694 (67.2)
University	116 (18.6)	206 (20.7)
<b>Marital status</b>		
Single	75 (11.0)	366 (36.2)
Married	593 (87.1)	613 (60.6)
Others	13 ( 1.9)	32 ( 3.2)
<b>Tenure(years)</b>		
< 1 yrs	33 ( 5.3)	292 (30.1)
1~2	21 ( 3.4)	168 (17.3)
2~4	24 ( 3.9)	236 (24.3)
5~9	73 (11.7)	163 (16.8)
10yrs	472 (75.8)	111 (11.4)

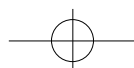


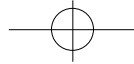


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 539 (62.9%)  
 (82%)  
 463 (45.6%)  
 (Table 2).  
 94.7%가  
 81.5%가  
 3. (Table 3).  
 Table 3  
 (88%) 45 ~ 56 , 12%  
 56  
 40.9%가 56  
 44  
 14.7% (9.1%) (33.5%)  
 (iso-strain group)  
 6.2%, 16.3%가 (6.9%) (16.1%)  
 35.5%, 75.5%가  
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**Table 2.** Life style and health behavior of study subjects

			Unit: N(%)
Variables	Typical worker	Atypical worker	p value
<b>Smoking</b>			
Smoker	373 (56.8)	650 (65.0)	0.00
Non-smoker	166 (25.3)	235 (23.5)	
Ex-smoker	118 (18.0)	115 (11.5)	
<b>Drinking</b>			
Yes	512 (77.2)	790 (78.1)	0.68
No	151 (22.8)	222 (21.9)	
<b>Regular exercise</b>			
Yes	68 (30.6)	251 (24.7)	0.08
No	154 (69.4)	767 (75.3)	
<b>hobby(Interest)</b>			
Yes	459 (67.4)	499 (48.9)	0.00
No	222 (32.6)	422 (42.1)	
No rest day	-	91 ( 9.1)	
<b>Sleeping</b>			
Sufficiency	539 (82.0)	553 (54.4)	0.00
Insufficiency	118 (18.0)	463 (45.6)	





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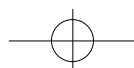
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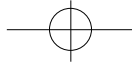
**Table 3.** Job characteristics of study subjects

Variables	Typical worker	Atypical worker	p value
Unit: N(%)			
Work hours per week			
~ 44	-	144 (14.7)	0.00
45 ~ 56	501 (88.0)	435 (44.4)	
56 ~	68 (12.0)	400 (40.9)	
Experience of unemployment			
Yes	42 ( 6.2)	358 (35.5)	0.00
No	637 (93.8)	651 (64.5)	
Experience of quitting			
Yes	110 (16.3)	779 (75.5)	0.00
No	566 (83.7)	231 (22.4)	
Number of quitting			
1	99 (90.0)	148 (19.9)	0.00
2	11 (10.0)	194 (26.1)	
3	-	182 (24.5)	
4	-	77 (10.3)	
5 ~ 9	-	104 (14.0)	
10	-	39 ( 5.2)	
Job demand			
Low	278 (45.0)	357 (37.1)	0.00
High	340 (55.0)	605 (62.9)	
Job decision latitude			
Low	143 (23.9)	476 (52.1)	0.00
High	455 (76.1)	437 (47.9)	
Social support			
Low	257 (41.2)	615 (63.2)	0.00
High	367 (58.8)	358 (36.8)	
Job insecurity			
Low	645 (94.7)	191 (18.5)	0.00
High	36 ( 5.3)	841 (81.5)	
Job strain			
Low strain group	162 (28.5)	164 (18.7)	0.00
Passive group	84 (14.8)	163 (18.6)	
Active group	271 (47.6)	255 (29.1)	
High strain group	52 ( 9.1)	293 (33.5)	
% High strain group	52 ( 9.1)	293 (33.5)	0.00
% Iso-strain group	42 ( 6.9)	152 (16.1)	0.00

\*Iso-strain group; high strain group + low social support







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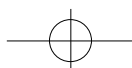
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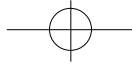
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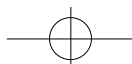
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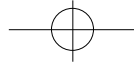
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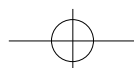
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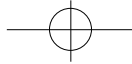
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