

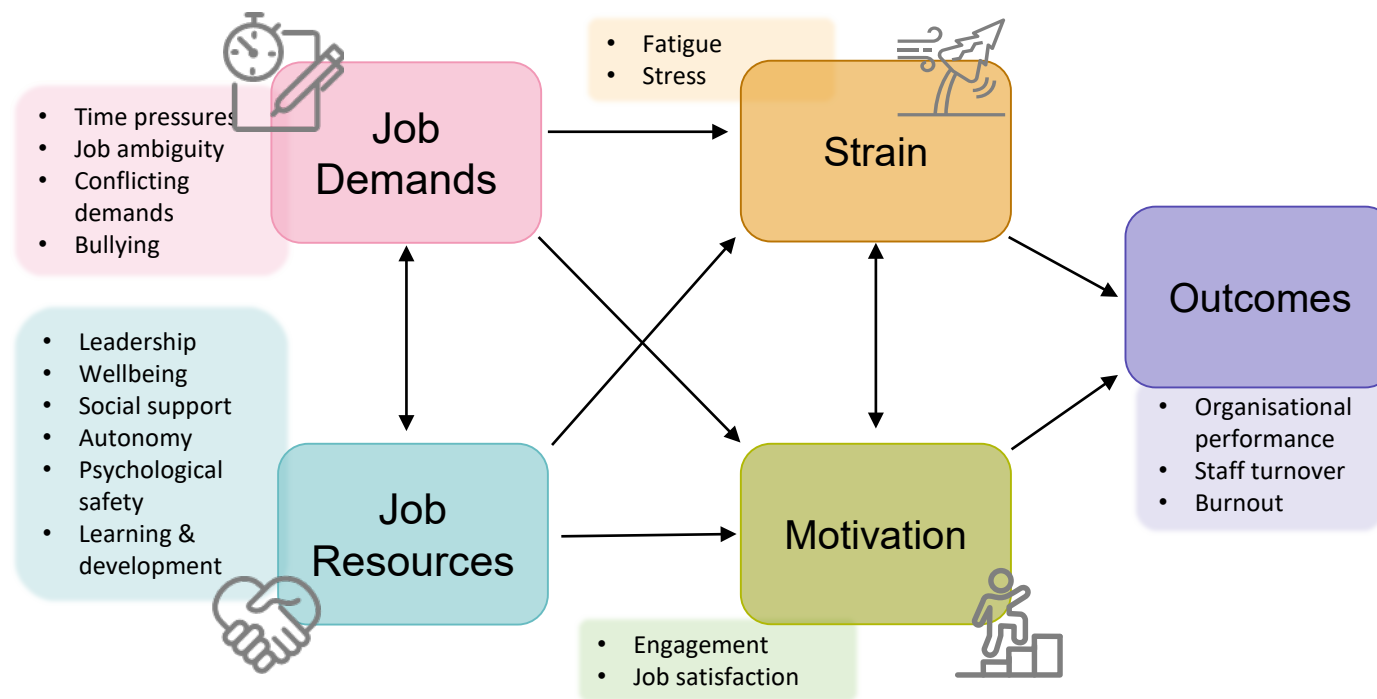


The APS Employee Census has an underlying structural framework that informs the balance of questions to achieve greater reporting insights.

The Jobs Demands Resources (JD-R) model guides how different workplace aspects interact and impact workplace outcomes.

The model explains that when you increase job resources and lessen job demands, it leads to lower workplace stress, greater employee engagement and superior performance.

APS Employee Census Framework



- Bakker, A.B. and Demerouti, E., 2007. The job demands-resources model: State of the art. *Journal of managerial psychology*, 22(3), pp. 309-328.
- Adapted from the Job Demands-Resources model. Schaufeli, W.B. and Bakker, A.B., 2004. Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behaviour*, 25 (3), pp. 293-315.