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## Job demands and job resources in the ministry

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### Abstract

The objective of this study was to investigate ministers' job demands and job resources using a qualitative design (n = 9). Fifteen themes emerged from the interviews. A cross-sectional survey design was used to study ministers' experiences of job demands and job resources (N = 115). A principal factor analysis with a varimax rotation resulted in eight reliable factors. These factors included as job demands: pace and amount of work and emotional demands; and as job resources: growth opportunities, instrumental support, congregational support, autonomy, social support and job significance.

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