

Job-related stress in the architectural profession: An exploratory study

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Current Literature

- Most work focuses on male civil engineers and site managers
- Little change in the last decade

Areas of concern

- Work life balance
- Perceived work overload
- Long working hours
- Project size
- Poor job satisfaction
- Role insecurity
- Time pressures

Architects

- Work has been done with female architects – echoes findings of previous construction research. Other factors include a sexist working environment and poorer career progression.
- Need to examine well-being amongst male and female architects

Current work

- Three phases
 - 1) Questionnaire
 - 2) Interviews
 - 3) Validation exercise (focus groups?)

Phase one

- *Questionnaire*
 - Self completion
 - Emailed to 1200 architects in different areas (metropolitan, city, town and rural).
 - Biographical data, job satisfaction, well-being, PSI, work life balance, demands, turnover intention
- *Findings:*
 - *Job Satisfaction*
 - Pay
 - Practice management
 - Promotion opportunities
 - Hours
 - Attention paid to suggestions
 - Recognition
 - Abilities
 - Job security
 - *PSI*
 - fatigue (82.7%),
 - headache (60.5%),
 - trouble sleeping (58.7%)
 - eye strain (52.7%).

- *Work life balance*
 - difficult to switch off when they finish work (54.5%)
 - come home from work too tired to carry out domestic tasks (61.5%)
 - work negatively affects family life, relationship, parenting and their social life (approx 1/3)

- *Turnover*
 - 36.4% of respondents often think about leaving their job
 - 37.3% often think about leaving the architectural profession
 - 30% will be seeking a new job over the next 12 months

- *conclusions*
 - Job satisfaction a concern
 - Physical symptoms of stress experienced by many
 - Work life balance a concern
 - Approx 1/3 with turnover intentions

- The way forward
 - Further analysis has been conducted – factor analysis, comparison of means to look at gender differences.
 - Interviews with 30 practicing architects to understand the underlying relationships and to determine a plan of action.