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Resumo	The aim of this study was to identify the relations of job demands (work overload) and job resources (social support and autonomy) with subjective job well-being (job satisfaction, positive affects, negative affects), as well as the moderating role of personal resources (psychological flexibility at work) in such relationships. The sample consisted of 4,867 Brazilian workers, of both sexes, with ages ranging from 18 to 67 years. Structural equation modelling showed that the work overload was negatively associated with job satisfaction ($\beta = -.06$; $p < .001$) and positively with negative affects ($\beta = .24$; $p < .001$); autonomy was positively associated with satisfaction ($\beta = .08$; $p < .001$) and negative affects ($\beta = .08$; $p < .001$); social support was positively associated with satisfaction ($\beta = .17$; $p < .001$) and positive affects ($\beta = .20$; $p < .001$), and negatively with negative affects ($\beta = -.21$; $p < .001$); psychological flexibility moderated the relationships of overload with satisfaction ($\beta = .04$; $p < .05$) and negative affects ($\beta = .08$; $p < .001$); autonomy with positive affects ($\beta = -.06$; $p < .001$) and social support with negative affects ($\beta = .08$; $p < .001$). These results are discussed from perspective of a job demands-resources theory, especially with respect to the relevance of personal resources for the promotion of occupational well-being.
Fomento	