

Call for Papers: Economic Stress and Work: A Special Issue of the *Journal of Business and Psychology*.

Special Issue Editors:

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Economic stress encompasses numerous and often interrelated stressors – unemployment, underemployment, job insecurity, financial deprivation, and financial stress. Together, these concerns create a heavy burden for workers and their families. While some of these stressors have received extensive research attention, particularly regarding health outcomes, others are understudied, particularly with regard to how they intersect with the workplace. There are several broad areas in which further economic stress research is needed including: (1) the nature of economic stress constructs, (2) the antecedents and consequences of economic stressors, (3) whether and how economic stressors might differ in non-western, non-professional, and other non-traditional samples, (4) the general impact of societal inequity on workers, (5) differences in the impact and experience of economic stress on workers across the life course, (6) relations between and mutual effects of multiple economic stressors, and (7) attention to new economic stressors (e.g., debt complexity, financial fragility). The table below provides examples of questions within each of these areas. Other examples of potential issues include the intersection of wage and hour insecurity with economic stress and workplace outcomes, the efficacy of organizational and public policy interventions, multilevel/cross level effects, and temporal dynamics of economic stress effects. The goal of this special issue is to publish theoretical and empirical studies that extend literature on these and other aspects of economic stress.

The special issue will use a two-step review process. Interested authors will submit a short proposal (750-1000 words) describing their proposed submission. Proposals should briefly describe the background to their research topic, hypotheses, methods, key findings (where applicable), and implications for research/practice. In general, we expect submissions to be theoretically/conceptually driven, although more inductive/discovery-oriented approaches also will be considered as will qualitative papers. Proposals should describe work that is at least in progress and final submissions should be fully completed studies (pre-registered reports will not be considered). In any of these cases, the key criterion for evaluating potential submissions will be the clarity and importance of their contribution to the scientific literature.

Initial proposals should be submitted by February 15, 2024. Please submit your proposal for this special issue by email to Robert Sinclair at rsincla@clemson.edu (and please copy the issue co-editors Mindy Shoss -- Mindy.Shoss@ucf.edu and Tahira Probst – probst@wsu.edu). Please mention the special issue “Economic Stress and Work” in the subject line of the email. In the body of the email, please include names and institutional affiliations of all authors, and indicate the corresponding author. Proposals will be selected based on the quality of submissions and authors will be informed of the preliminary editorial decision by April 1, 2024. Full submissions

will be submitted through the portal of the *Journal of Business and Psychology* by August 1, 2024 with a goal of having initial review decisions by November 1, 2024. All manuscripts will be peer-reviewed, as usual.

For inquiries related to this special issue, please contact one of the guest editors: Robert Sinclair (rsincla@clmson.edu), Tahira Probst (probst@wsu.edu), or Mindy Shoss (Mindy.Shoss@ucf.edu) but please copy the other editors on any communications.

Key Questions for Future Research (adapted from Sinclair, Graham, & Probst, in press)

Research Opportunity Domain	Themes, Topics, and Core Questions
Construct Development and Theory	
Employment-related Economic Stress	<ul style="list-style-type: none"> - How are the five aspects of underemployment related? Should they be integrated or are they distinct? - How is job insecurity experienced at the team/group level? - In what ways might occupational insecurity be distinct from individual job insecurity?
Income-related Economic Stress	<ul style="list-style-type: none"> - What are the key theoretical/empirical distinctions between financial stress and financial strain? - What role should subjective/objective social class play in occupational health research? - What is the role of different temporal referents (i.e., past, present, future) in income-related stress measurement?
The Interrelatedness of Economic Stressors	<ul style="list-style-type: none"> - Is there value in more sophisticated measurement strategies that further distinguish different types of economic stressors from each other? - What are the relative contributions of different economic stress indicators? - How does economic stress overlap with the constructs of precarious work and economic precarity?
Antecedents of Economic Stress	
Individual Differences	<ul style="list-style-type: none"> - What individual differences influence the subjective experience of economic stress?
Organizational Antecedents	<ul style="list-style-type: none"> - How might organizations influence economic stress in their surrounding communities? - How might organizations go about restructuring in such a way to minimize economic stress?
Societal Antecedents	<ul style="list-style-type: none"> - What societal factors may be related to underemployment—particularly aspects that have received less attention such as involuntary part-time or downward wage mobility? - How does social class privilege relate to the experience of economic stress and occupational health? - How might debt forgiveness influence economic stress and OP/OB outcomes?
Consequences of Economic Stress	
Individual Consequences	<ul style="list-style-type: none"> - How does each aspect of underemployment differentially relate to worker health and well-being? - What moderating variables explain individual differences in how perceptions of job insecurity relate to negative affective reactions?

	<ul style="list-style-type: none"> - How do economic stressors influence workers' willingness to join unions, participate in labor movements, etc.? - What is the relative impact of economic stressors and other organizational factors on retention and turnover? For example, do economic stressors exacerbate reactions to other forms of workplace mistreatment?
Organizational Consequences	<ul style="list-style-type: none"> - How does economic inequality within an organization impact organizational success? - Under what circumstances does job insecurity lead to harmful versus potentially beneficial organizational outcomes?
Societal Consequences	<ul style="list-style-type: none"> - What are the societal implications of economic stress (e.g., growing income inequality, delayed retirement)? - How might economic stress impact life milestones such as having children, getting married, or obtaining higher education? How might this impact worker well-being?
Extending Beyond WEIRD and POSH Samples	
Working Poor/Precarious Workers	<ul style="list-style-type: none"> - What is the effect of poverty on career attainment, job performance, and occupational health? What mediating/moderating mechanisms necessitate attention? - How might commonly studied OP/OB relationships differ for workers in the informal economy? - To what extent does extant research on economic stress apply to workers in developing and low/middle income countries?
Intersectionality	<ul style="list-style-type: none"> - What impact does a combination of disadvantages (e.g., low pay, lack of legal protections, discrimination, unsafe working conditions) have for workers? - How does economic stress perpetuate structural disadvantages for marginalized groups?
Economic Stress Inequities	
Highlighting the Burden of Economic Stress Inequities	<ul style="list-style-type: none"> - How is economic stress related to deaths of despair and what can be done to mitigate the impact? - What differences exist in work- and health-related outcomes of economic stress for women and racial/ethnic minorities? - How does economic stress relate to theories of social justice?
The Organization as Part of the Solution	<ul style="list-style-type: none"> - In what ways can organizational policies mitigate inequalities in economic stress for workers? - How can corporate social responsibility programs reduce economic stress in suffering communities? - How are organizations perpetuating societal economic inequality and how can they minimize it?
Economic Stress Across the Life Course	
A History of Economic Stress	<ul style="list-style-type: none"> - How might a history of parental economic stress during childhood impact adults as they enter the workforce (e.g., vocational choice, pressure to perform, increased stress)?

	<ul style="list-style-type: none"> - How might a history of economic stress impact expectations of the future (job mobility, stability, etc.)? - How might a history of economic stress contribute to negative stereotyping at work (i.e., stigma)?
Economic Stress in Midlife	<ul style="list-style-type: none"> - How do social roles influence the experience of economic stress? - How might economic stress contribute to work-family-conflict or vice versa? - How does caring for aging parents or for children contribute to economic stress and work outcomes?
Economic Stress in Older Workers	<ul style="list-style-type: none"> - How are waning retirement benefits and low retirement savings impacting older workers? - How might periods of unemployment or job insecurity differentially impact older workers? - How might health concerns associated with aging elicit economic stress and impact the workforce as older workers remain active for longer?
The Relationship Between Multiple Economic Stressors	
Relations among Economic Stressors	<ul style="list-style-type: none"> - To what extent do different economic stressors act as risk factors for each other? - What occupational health differences may be present between precarious workers and other workers? - Are there causal relationships among multiple indicators of economic stress? - How do subjective perceptions of economic stress differ from objective economic stress within individuals? For example, poverty vs. financial stress.
Expanding to New Economic Stressors	
	<ul style="list-style-type: none"> - How does debt (student loan, medical, credit card, etc.) amount and complexity impact workers? - What role should organizations play in alleviation of debt? - How does wage theft affect occupational health and well-being? - How do individual differences in retirement saving affect occupational health? - What are the occupational health implications of pay volatility? - What social/organizational policy solutions will alleviate adverse consequences of debt/low retirement savings/wage theft/pay volatility?