

Hart, J. L., Shuck, B., Owen, J., Walker, K. L., & Keith, R. J. (2024). Biological sex as a moderator of work determinants of health: Implications for work and stress. *Healthcare*, *12*(135), 1-10.  
<https://doi.org/10.3390/healthcare12020135>

## **Definitions**

- **Biological Sex:** Being male or female based on physical and genetic characteristics.
- **Workplace Culture:** The environment and values that define a workplace.
- **Catecholamines:** Chemicals in the body, like adrenaline, that are released in response to stress.
- **Biomarkers:** Substances measured in the body to show health conditions.
- **Employee Engagement:** How committed and enthusiastic employees are about their jobs.

## **Key Findings**

- Women's perceptions of workplace culture are generally less positive compared to men.
- Women show higher levels of stress-related biomarkers in negative work environments.
- For men, higher employee engagement is associated with higher levels of certain stress biomarkers.

## **Introduction**

This study examines how being male or female affects the relationship between workplace experiences and health. It explores whether the sex of an employee influences how workplace culture impacts their stress levels and overall health.

## **Main Content**

### **Background**

Workplace culture and employee engagement are known to impact health. This study focuses on how these factors affect men and women differently, using biomarkers like catecholamines to measure stress.

### **Methods**

- **Participants:** 218 employees from a health study in Louisville, Kentucky.
- **Data Collection:** Participants provided urine samples to measure stress biomarkers and completed surveys about workplace culture and engagement.
- **Analysis:** The study used statistical methods to explore relationships between sex, workplace culture, and health indicators.

### **Results**

- **Perceptions of Workplace Culture:**
  - Women rated their workplace culture less positively than men.
  - Higher levels of stress biomarkers were found in women who viewed their workplace culture negatively.
- **Employee Engagement:**
  - For men, higher engagement was linked to higher levels of the stress biomarker 3MT.
  - No significant link was found for women between engagement and 3MT.

### **Conclusion**

The study suggests that workplace culture affects men and women differently in terms of stress and health. Women are more negatively affected by poor workplace culture, showing higher stress levels. Men, on the other hand, may experience health risks from high levels of engagement. These findings highlight the need for gender-specific approaches in workplace health policies to better support all employees.

Word Count: 332

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