

**APPLICATION OF THE JOB DEMANDS-RESOURCES MODEL TO FAMILY PHYSICIANS AND THEIR
INTENT TO LEAVE: PROPOSAL OF A NEW MODEL**

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ABSTRACT

In this article we tried to understand the intent to leave of family physicians to retain them and also make the profession more attractive by using the work-family conflict as an independent variable because it seems to be one of the most important causes explaining this phenomenon in the literature and according to statistics on Quebec family physicians. A literature review showed us that doctors have high work demands and do not have many resources available to them. This imbalance between demands and resources has several consequences in terms of psychosocial risks. By using the stress model of the job demands-resources model, consistent with the Resource Conservation Theory, we built a new model called the *Demands-resources Conflict Model*. It integrates research by Bakker and Demerouti on the JD-R model and the work-family conflict and incorporates the *intent to leave* as a variable studied.

Keywords: *Job demands-resources model, Family physicians, Work-Family conflict, Intent to leave*