The antecedents and consequences of job crafting – A three-wave study

Summary / Zusammenfassung
“Job crafting” describes proactive behaviour in which employees shape the characteristics of their jobs in order to align them with their own abilities, needs, and preferences (Wrzesniewski & Dutton, 2001). The concept has gained increased interest recently, however not much is known on the antecedents and consequences of job crafting. Therefore, the first aim of this study is to investigate the effects of job crafting on employee health and well-being and on personal resources. The second aim is to investigate whether those employees who possess personal or health-related resources are more likely to craft their jobs.

Keywords / Suchbegriffe
Job crafting, personal resources, work engagement

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Funding Source(s) / Unterstützt durch
ETH Zurich

In Collaboration with / In Zusammenarbeit mit
Jari Hakanen, Finnish Institute of Occupational Health Finland

Duration of Project / Projektdauer
Jan 2013 to Jun 2014