

[DOI: 10.20472/IAC.2018.935.027](https://doi.org/10.20472/IAC.2018.935.027)

EVY KUIJPERS

Tilburg University, Netherlands

DORIEN DE KOOIJ

Tilburg University, Netherlands

MARIANNE VAN WOERKOM

Tilburg University, Netherlands

ALIGN YOUR JOB WITH YOU: THE EFFECTS OF A JOB CRAFTING INTERVENTION ON WORK ENGAGEMENT

Abstract:

This study offered an experimental design in order to evaluate the effects of a practical hands-on intervention on job crafting. Additionally, we introduced three types of job crafting; crafting towards strengths, crafting towards interest, and developmental crafting. We hypothesized that participating in a job crafting intervention will lead to elevated levels of job crafting, which in turn will promote work engagement. Moreover, we state that the indirect effect of the intervention will be influenced by the workload of the employee. Results showed that all job crafting behaviors significantly enhanced work engagement. Furthermore, participating in the job crafting intervention increased interests crafting for workers with a high workload, which in turn lead to an increase in work engagement. Our findings suggest that the job crafting intervention can indeed be an effective tool for enhancing work engagement.

Keywords:

job crafting, job crafting intervention, work engagement, workload, field experiment.

JEL Classification: J20, J24, J29