

Job Crafting to Create a Better Job & Life



PRESENTER

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What is job crafting?

Job crafting refers to self-initiated, proactive strategies to change the work characteristics in one's job to better align the job with personal needs, goals, and skills.

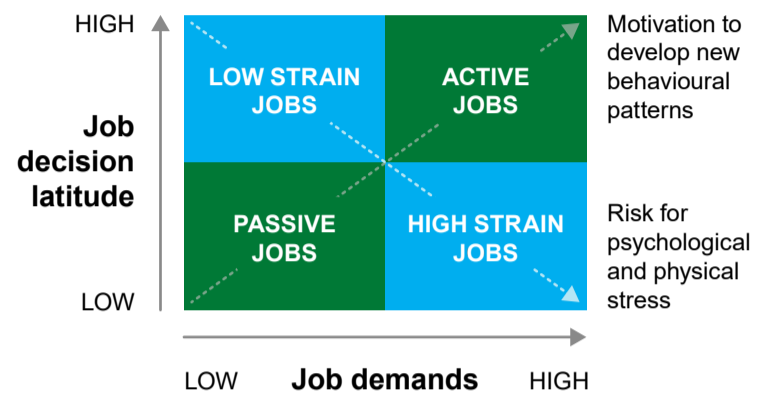


(Tims, Bakker, & Derks, 2012, 2013)

Types of job crafting

- 
TASK CRAFTING
 "I try different tasks to make my work more engaging"
- 
RELATIONAL CRAFTING
 "I organise regular meetings with my colleague as I find them inspiring"
- 
COGNITIVE CRAFTING
 "Although some of my tasks are boring, they are vital to the functioning of my organisation"

Job resources and job demands



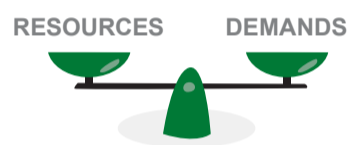
Increasing Structural Resources

Gaining more responsibility and or knowledge about the job
"I try to learn new things"

Increasing Social Resources

Improving social aspects of the job
"I ask my supervisor to coach me"

Job crafting strategies



Increasing Challenging Demands

Increasing demands for personal growth
"I offer myself proactively when there is an interesting project"

Decreasing Hindering Demands

Reducing demands when they become overwhelming
"I make sure that my work is mentally less intense"

Job crafting benefits

CHANGES IN WORK DESIGN

- S Skill variety & task variety**
"I will do more tasks to utilise my skills"
- M Feedback**
"I will ask for feedback from my boss on my performance"
- A Autonomy**
"I will ask about how my work fits into the wider content"
- R Social support**
"I will connect with my colleagues"
- T Manageable workload**
"I can take on more challenges to improve my company's processes"

CHANGES IN OUTCOMES

- Motivation & Performance**
 - ↑ Work performance
 - ↑ Work engagement
 - ↑ Job satisfaction
 - ↓ Job strain
- Mental health**
 - ↑ Well-being
 - ↓ Burnout
 - ↓ Depression

Team

- ✓ Enhanced allocation of tasks based on strengths, weaknesses, and interests;
- ✓ Increased job satisfaction, commitment, and attachment.



Organisation

- ✓ Increased productivity;
- ✓ Increased efficiency;
- ✓ Better communication and collaboration between teams;
- ✓ Increased organisational commitment;
- ✓ Higher employee job satisfaction.

How can you craft your work?

Evaluate current state

- What are your major tasks?
- Categorise these tasks in terms of level of time/energy (high/low/medium)
- Consider whether these tasks are individual or collaborative.

Set goals

- How does your current job compare to your ideal job?
- What do you enjoy doing/not doing?
- What are your motivations/strengths/passions?
- What tasks would you like to do? Can you adjust tasks you already do?



Make a plan

- How can you job craft to achieve your goals?
- Focus on increasing resources and challenging demands, rather than reducing hindering demands.

Engage in job crafting

- How can you enact your job crafting plan?
- Ensure your plan is respectful of your colleagues.

Evaluate new state

- Evaluate any job crafting interventions you complete in the workplace.
- Did it work or not work? Why?
- Your intervention's success is related to how close the new state of your work is to your desired state.
- How can you sustain changes moving into the future, and support future job crafting efforts?



From job crafting to family/life crafting

- Mindset is important
- Evaluate your challenges/demands and resources
- Ask for help