

THE EFFECT OF JOB FEATURES ON JOB CRAFTING AS A DEVELOPMENTAL INTERVENTION

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ABSTRACT

Purpose

Job crafting is a concept of contemporary relevance and a developmental intervention to organisational behaviour on job design. Job crafting has been defined as self-initiated change behaviours that employees engage in with the aim to align their jobs with their own preferences, motives and passion. The search for potential antecedents of job crafting point to the job characteristics related work by Warr (1987), originally identified twelve job characteristics that he regarded as 'work vitamins', is analysed from job demand resource model.

Design/Methodology/Approach

To test the hypotheses, data was collected from a sample of 513 respondents (Manufacturing sector N= 259 and IT sector N = 254) in Chennai. The reliability and validity of the scale and the confirmatory factor analysis of each construct were established. The hierarchical multiple regression, statistical testing was employed to examine the research hypotheses formulated.

Findings

This research has identified that four job features mainly supportive supervision, external pressure, valued social position and contact with others play a role in accounting for job crafting in the manufacturing sector. Similarly, in IT sector, job features opportunity for skill acquisition and utilisation and career outlook have been identified. Finally, the structural equation model by path analysis recommended a model fit for the proposed research model.

Practical Implications

Adaptability, agility, relevance and incremental value are at the centre of an evolving employee value proposition. Insights from this research can help organisations to re-orient their developmental intervention with a goal, and train employees to craft their jobs in a way that fits them and the organisation better.

Originality/Value

The study builds an extensive and integrative path model, clarifying the process of how antecedents' job features influence job crafting. It is one of the few research studies which has considered an unexplored variable – job crafting in Indian context.

Key Words: Job Crafting, Job Features, JD-R model