INDEX

Antecedents of job crafting, 55–66
Approach crafting, 18, 19, 82, 102–103, 107
  domain, 89
Approach-oriented employees, 18
Approach-oriented job crafting, 98–99
Autonomy, 34–35, 62
Avoidance crafting, 18, 19, 81–82, 89, 98–99

Behavioral approach, 82, 84–85
Behavioral avoidance
  demands crafting, 82
  resources crafting, 82
Behavioral model, 22
Big Five personality traits, 57–58
Burdensome tasks, 39

Call center operators, 33–34
Catholic Church, 98–99
Cause–effect relationship-oriented approach, 74–86
  meta-analyses on job crafting, 74–86
Cognitive approach, 82, 84–85
Cognitive avoidance
  demands crafting, 82
  resources crafting, 82
Cognitive job crafting, 22–23, 106
Competence, 4, 34–35
Contextual antecedents of job crafting, 55–56, 60–63
Contextual crafting, 20–21
Contextual predictors, 62–63
Courageous behavior, 36
"Courtesy calls", 41
Crafting in other domains, 19–20
Crafting toward interests, 99–100
Crafting toward strengths, 99–100
Culinary artists, 3–4

Daily modifications in job crafting, 69–70
Demands-Abilities fit (D-A fit), 20
Diary approaches, 50

Empirical studies, 58–59, 62, 67
"Esteem enhancing" identity, 22–23

Feedback system, 62–63
Fit, types of, 20
Focused tasks, 39

High commitment HR management, 61

Idiosyncratic jobs, 38–39
Individual personality traits, 56
Information Technology (IT), 52–53
Intangible work role perceptions, 80–81

Job autonomy, 61, 64
Job crafters, 5, 6, 7, 55, 100–101
Job crafting, 27–28, 37–44, 73–74, 80–81, 95, 113, 114, 115
  antecedents, 55–66
  behaviors, 7–9, 69–70
  characteristics and definitions, 6–22
  conceptualizations and measures of, 76–79
  expression, 7
  future research and needs of labor market, 105–111
  insights, 1–6
  measure for use with bluecollar workers, 47–48
  measurement techniques, 44–55
  meta-analyses on, 74–86
  meta-synthesis on, 87–94
  need for unique conceptual framework, 22–25
  outcomes, 66–70
  patterns, 17–22
  practical, and managerial implication, 101–105
  previous lines of research, 28–36
  state of art, 95–97
  theoretical implication, 98–101
  theories, 29–31, 32–36, 40–44, 99
  types, 84–85
Job Crafting Questionnaire (JCQ), 48, 49–50
  general-level and day-level, 51–52
Job Crafting Scale (JCS), 44, 45–46, 108–109
Job demands, 13–14, 15–16, 18, 65, 84–85, 115–116

hindering job demand, 14–15, 45, 80–81, 98–99, 110
reduction of, 16–17
Job demands-resources model (JD-R model), 9–10, 12–17, 22, 46–50, 64–65, 67, 75–80, 96–97, 98–99, 106–107, 114
Job design, 37–40, 101–102
Job design theories, 4, 37–40
Job identity model, 9–12, 22, 96–97, 114
Job profiles of employees, 4
Job redesign, 2, 54, 101–102
Job resources, 9, 13–14, 16, 64, 80–81, 84–85, 95–96, 103–104, 115–116

Killer job, 39

Labor market, 105–111
Leader–member exchange (LMX) theory, 32–33
Leadership, 62
Leisure crafting, 19–20
Locational crafting, 108

Measurement techniques, 44–55
Meta-analyses on job crafting, 74–86
Meta-synthesis on job crafting, 87–94
Multilevel design, 109–110
Multiperson job, 39

Needs-Supplies fit (N-S fit), 20
Non-work task, 39

Organizational behavior in workplace, 1
Organizational change, 54, 62
Organizational socialization, 27

Passive behavior of employees, 37–38
Peer-rated job crafting, 44
Person-Job fit model (P-J fit model), 20
Personal resources, 64, 95–96
Personal well-being, 35
"Personal/individual" antecedents of job crafting, 55–60
Pezzotto, 12–13
Proactive behaviors, 10, 24, 61, 75–80, 96, 103, 114
Proactive personality, 42–43, 57–58
Proactive working behaviors, 96
Proactivity, 42–43
Process-oriented approach, 86–94

conceptualizations, 90–92
meta-synthesis on job crafting, 87–94
Promotion-focused job crafting, 80–81
Proximal personal motivational factors, 58

Qualitative approach, 71–74
process-oriented approach, 86–94
Qualitative assessments of job crafting, 86–87
Quantitative approach, 71–74
cause–effect relationship-oriented approach, 74–86
Quid pro quo, 19–20

"Range" of job profile, 38–39
Ratio of job crafting, 8
Regulatory focus theory, 80
Relatedness, 34–35
Relational crafting, 3–4, 49
Relationships, 4
Resilience, 70
Resilient crafters, 70
Resource crafting, 17–18, 24–25
Resource-based job crafting, 80
Role crafting, 17–18, 24–25
Role innovators, 29–30
Role routinization, 30–31
Role taking, 30–31
Role-based job crafting, 80

Scholars of motivational theories, 4
Scientific research, 71
Self-determination theory (SDT), 4, 34, 35
Self-efficacy, 59–60
Self-employed behaviors, 111
Self-employment, 111
Self-rated job crafting behaviors, 44
Strategic proactive behavior, 96

Tangible work role boundaries, 80–81
Task complexity and job challenges, 63
Task crafting, 3–4, 11–12, 46–48, 55
Task interdependence, 63
Taylor's theory of scientific management, 40
Temporal crafting, 19–20
Three-level hierarchical structure of job crafting, 81–82
Top-down organizational practices, 2

Top-down organizations, 101–102
Trust relationships, 62–63

Unitary analysis, 114–115

Vox media, 16

Work engagement, 58–59, 69–70, 95–96
Work–life balance crafting, 19–20
Workload, 61–62