Calling and Crafting in Cahoots

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Introduction

Purpose
To examine the relationship between work as a calling, job crafting, and person-job fit.

Background

- **Calling:** work that an individual considers fulfilling, socially valuable, and may or may not include activities one finds pleasurable (Wrzesniewski, McCauley, Rozin, & Schwartz, 1997)
- **Job Crafting:** self-initiated changes made to one or more aspect of an individual's job to affect task, relational, or cognitive boundaries of work (Wrzesniewski & Dutton, 2001)
- **Person-Job Fit:** perceived measure of fit between the abilities of an individual and the demands of his or her job (Kristof, 1996)

Throughout all of the research dedicated to person-job fit, there seems to be a lack of information on its antecedents. According to several articles published within recent years, job crafting is one of the very few direct predictors that has been seriously examined, rendering this a weakness in I/O psychology's literature (Kooij, van Woerkom, Wilkenloh, Dorenbosch, & Denissen, 2017).

There seems to be an unspoken understanding that perceiving and living a calling leads toward person-job fit; yet, there is no published evidence of the relationship. In fact, the first remotely relevant study, focused on a calling's effect toward person-environment fit, was just published this past year (Duffy, Douglass, Gensmer, England, & Kim 2019).

Fortunately, there has been more energy put into studying job crafting's effect on person-job fit. The results consistently agree that an individual who employs job crafting is more likely to experience demands-abilities and/or needs-supplies person-job fit (Tims, Derks, & Bakker, 2016).

A relationship may also exist between perceiving and living a calling with job crafting; that is, the desire to work in a career will influence an individual to alter aspects of his or her work (Li & Yang, 2018). The research question becomes "how exactly does work as a calling, job crafting, and person-job fit all relate to one another?" This project aims to examine this relationship and determine the manner in which a calling and job crafting have an effect on person-job fit.

Hypotheses & Research Question

The hypotheses for this study are opposing propositions that each suggest a different explanation to answer the question posed above.

H1: Work as a calling and job crafting positively impact perceptions of person-job fit independently.
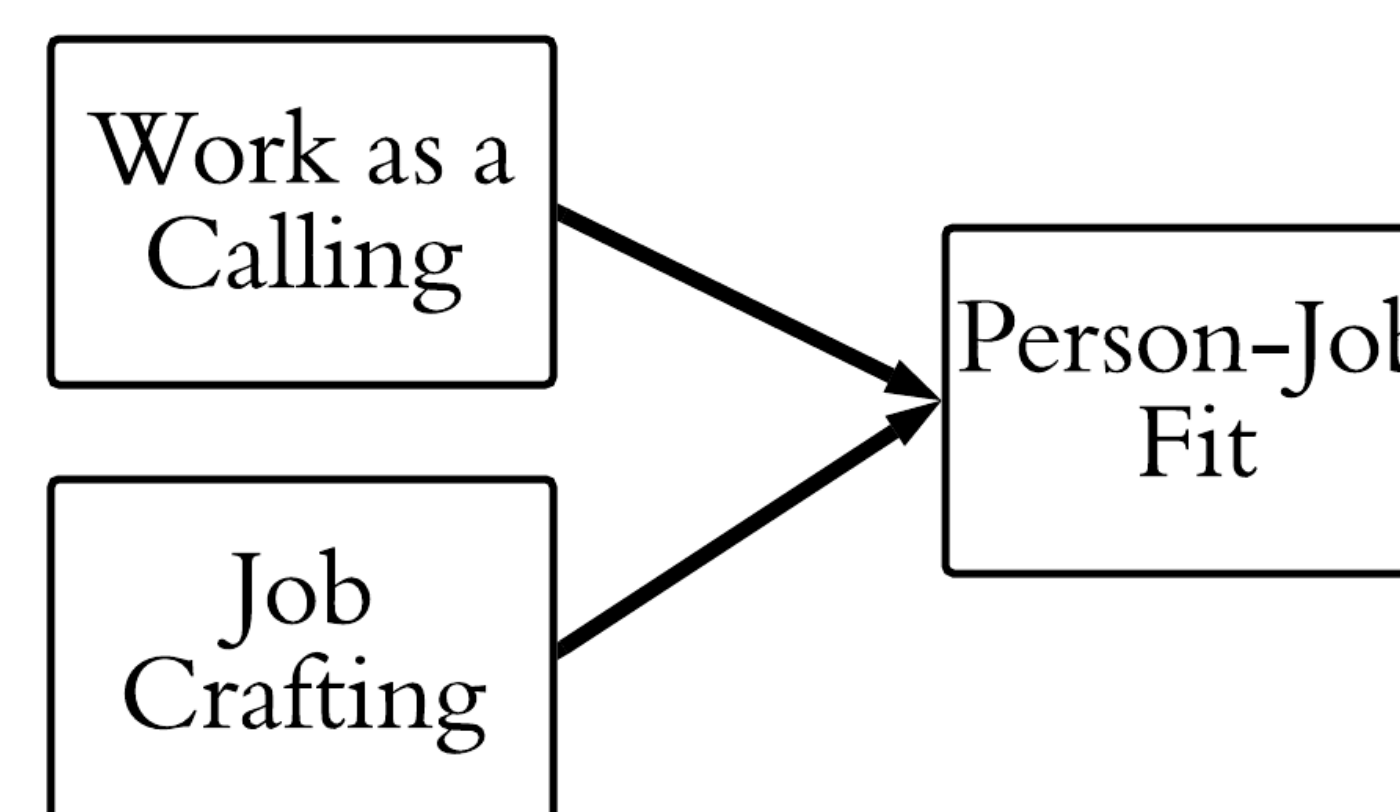
H2: Job crafting mediates the positive relationship between work as a calling and perceptions of person-job fit.

Method

Participants
Participants will be working professionals with five or more years of experience in their current career field recruited through Amazon Mechanical Turk (MTurk). Approximately 250 working professionals will be recruited and compensated for their completion of the study.

Materials and Procedures
Participants will be presented with an online survey on Qualtrics. After a brief demographics section, the survey will include items from the Brief Calling Scale (Dik, Eldridge, Steger, & Duffer, 2012), the Job Crafting Scale (Tims, Bakker, & Derks, 2012), and the Needs-Supplies Fit and Demands-Abilities Fit scale (Cable & Derue, 2002).

Results
To test the hypotheses and the research question, a series of multiple regressions mediation analysis will be conducted.

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