



EAWOP CONGRESS

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Crafting Behaviors and Employees' and Partners' Well-being: The Mediating Role of Leisure Crafting

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JOB AND LEISURE CRAFTING RELATIONSHIP (H1)

JOB CRAFTING CRAFTING (Expansive-oriented)



SPILLOVER
Work-Home Resources (W-HR)
model (ten Brummelhuis & Bakker,
2012)
The Integrative Needs Model of
crafting behaviors (de Bloom et al.,
2020)

LEISURE CRAFTING

Goal setting
Human connection
Learning
Personal development
(Petrou & Bakker, 2016)

H1. Employees' weekly expansion-oriented JC is positively related to employees' weekly LC.

Direct (H2) and indirect effects (H3)

Job crafting & Leisure crafting direct effect (H2a, H2b)



Leisure crafting mediating effect (H3)
Recovery from work (e.g., Abdel Hadies et al., 2021)
Accumulate resources (e.g. Kuykendall et al., 2018)



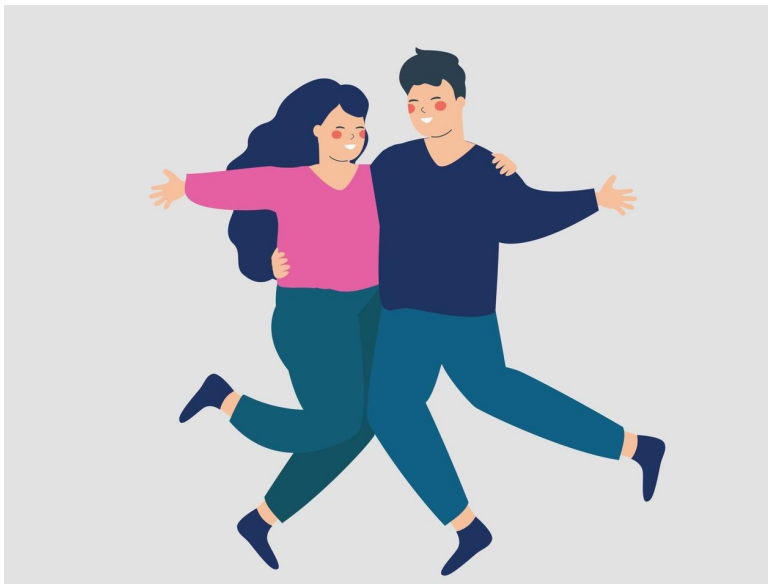
Diener et al. (2010)



Hypothesis 2a. Employees' weekly expansion-oriented JC is positively related to their weekly well-being.

Hypothesis 2b. Employees' weekly LC is positively related to their weekly well-being.

Hypothesis 3. Employees' weekly expansion-oriented JC is positively related to their weekly well-being through their weekly LC



The crossover effect (H4)

Crossover model → Resources can be transferred to other individuals in the proximal environment (Hobfoll et al., 2018).

A positive direct crossover may occur when experiences, affective states, and resources are transmitted from one partner to the other (Westman, 2001).

Self-expansion theory → Couples share an intimate relationship that makes them incorporate the other's resources, perspectives, and identities as a way to expand their self (Aron et al., 1991).

Broaden and Build Theory → Positive feelings cross over via empathy and emotional contagion (Fredrickson, 2001)

Hypothesis 4. Employees' weekly well-being is positively related to their partners' weekly well-being.

The Mediating Role of Employees' Well-being (H5a & b)



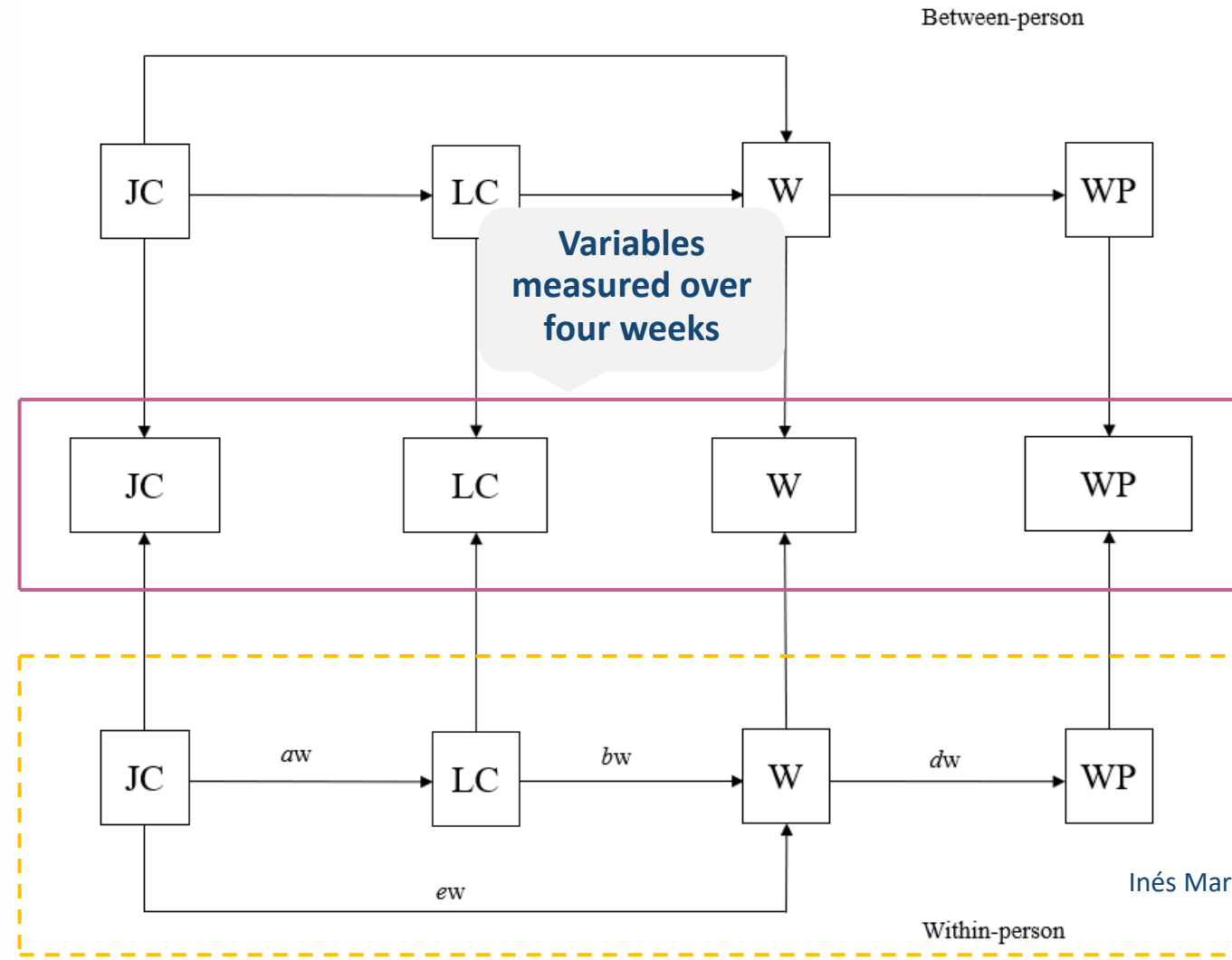
W-HR model
(Ten Brummelhuis &
Bakker, 2012)



The crossover
model (Hobfoll
et al., 2018)



Model of the Study



We explicitly focus on the within-person

METHOD



4 WEEKS

100 online questionnaires

by 72 were returned
employees

by 68 were returned
their partners.

50 weekly on-line
questionnaires

200 observations



38.60 years (S.D. = 12.53)

26 females

15,6% children under 12

67.3% post-secondary
degrees

15.40 years (S.D. = 13.13)
of work experience



**Weekly expansion-oriented job
crafting (Petrou et al., 2012).**

α ranged from .81 to .85 and Omega
coefficient was .74

**Weekly leisure crafting (Petrou
& Bakker, 2016).**

α ranged from .94 to .95 and Omega
coefficient was .84

**Employees' and partners'
weekly well-being (Diener et
al.,2010)**

α .79 to .94 (Empl) and Omega
coefficient was .88

α .83 to .93 (Partn) and Omega
coefficient was .83


RESULTS

Table 1

Means, Standard Deviations, and Correlations between the Study Variables at Both Levels

Variable	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9
1. Gender	.52	.50	-	-.03	-.14	-.22	-.32*	-	-	-	-
2. Weekly Expansion-Oriented JC	3.02	.80		-	.27	.11	.06	.27	-	.04	-
3. Weekly LC	3.25	.91		.32**	-	.26	.01	-	.15	-	-
4. Employees' weekly well-being	5.44	.97		.32**	.46**	-	.25	-	-	-	.15
5. Partners' weekly well-being	5.53	.88		-.00	.10	.26**	-	-	-	-	-
6. Weekly LC ^{t+1}	3.27	.76		-.15	-	-	-	-	-	-	-
7. Employees' weekly well-being ^{t+1}	5.45	.78		-	-.10	-	-	-	-	-	-
8. Employees' weekly well-being ^{t+1*}	5.46	.93		.07	-	-	-	-	-	-	-
9. Partners' weekly well-being ^{t+1}	5.48	.78		-	-	-.19*	-	-	-	-	-

ICCs were 55% (JC), 54% (LC), 36% (W) and 55% (WP) > .12 (James, 1982).



Note. *N* = 50 participants and partners, and *N* = 200 data points. JC = Job Crafting. LC = Leisure Crafting. Within-person correlations are below the diagonal and between-person correlations are above the diagonal. t+1 indicates the values where we substituted the time 1 with time 2, time 2 with time 3, as well as time 3 with time 4 (*N* = 150 data points).

^aWhen the predictor is Weekly Expansion-Oriented JC, t+1 is replaced by t+2 (*N* = 100 data points).

p* < .05, *p* < .01

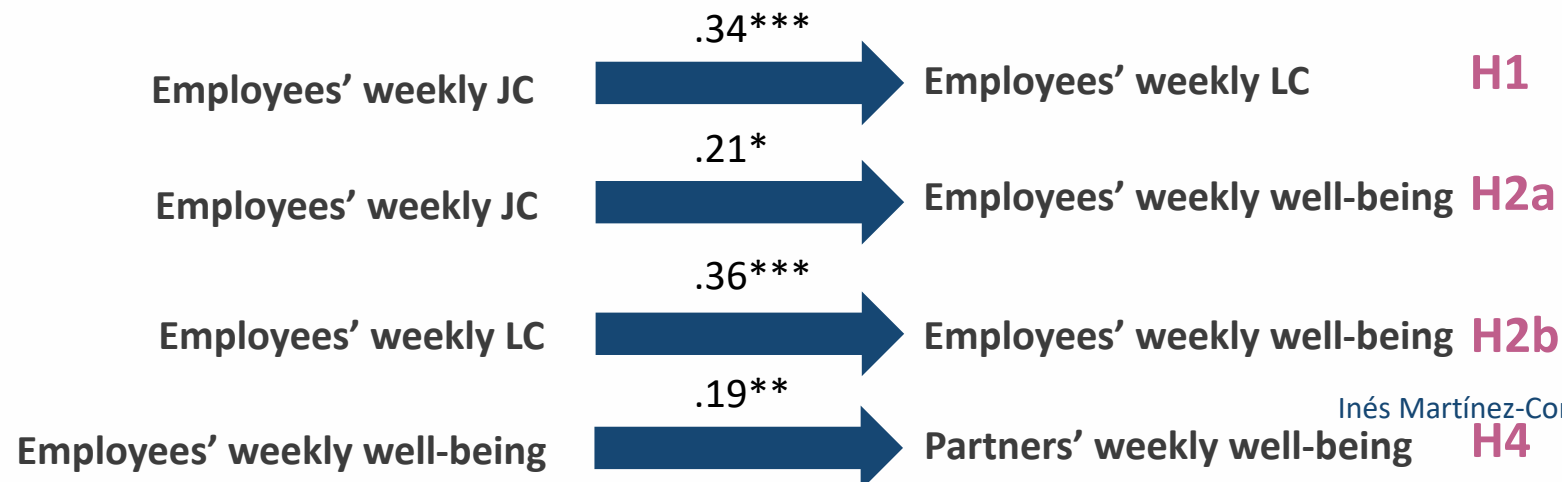
Within-person Contemporaneous Relationships

Table 2

Within-level Estimates Averaged for Research Model Predicting Week-level LC, and Week-level Employees' and Partners' Well-being

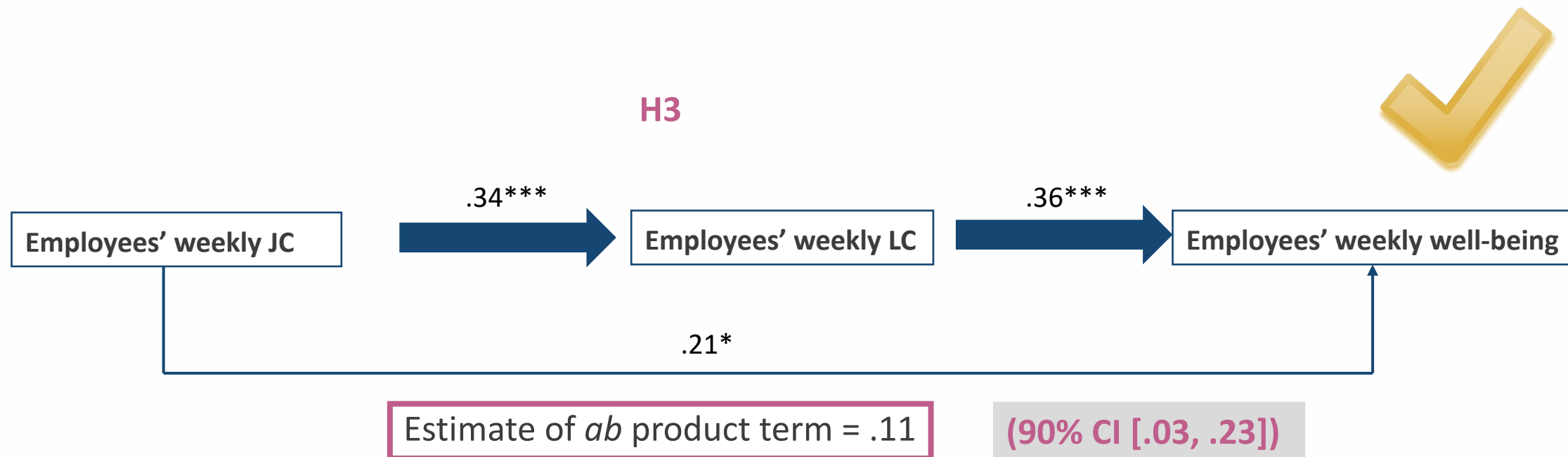
Predictor	Weekly LC			Employees' weekly well-being			Partners' weekly well-being		
	B	SE	p	B	SE	p	B	SE	p
Gender (0 = male, 1 = female)	-.17	.22	.22	-.24	.19	.10	-.39*	.21	.03
Weekly Expansion-Oriented JC	.34***	.13	.00	.21*	.13	.03			
Weekly LC				.36***	.12	.00			
Employees' weekly well-being							.19**	.09	.00
Between-person (Level 2) residual variance (SD)	.47***	.13		.37***	.11		.42***	.11	
Within-person (Level 1) residual variance (SD)	.31***	.04		.35***	.05		.32***	.04	

Note. N = 200 data points. JC = Job Crafting. LC = Leisure Crafting. Unstandardized Coefficients; one-tailed p values.
 *p < .05, **p < .01, ***p < .001



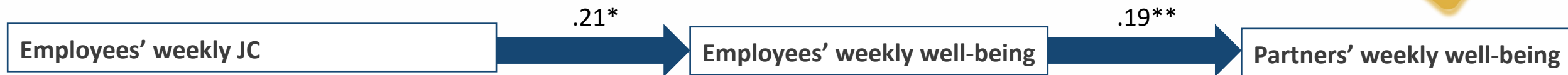
Indirect Relationships

- Monte Carlo (MC) method → test indirect effects
 - Because our mediation hypotheses are directional, we used **one-tailed, $\alpha = .05$** , test and obtained the **90% CI** (Cho & Abe, 2013; Preacher et al., 2010).
 - We used **20.000** replications for the MC simulation (Ruxton & Neuhäuser, 2010).



Indirect Relationships

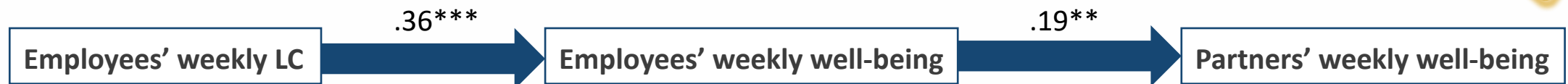
H5a



Estimate of *ab* product term = .04 (90% CI [.01, .08])



H5b



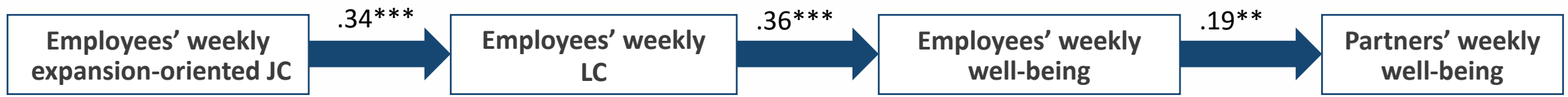
Estimate of *ab* product term = .07 (90% CI [.02, .14])



Indirect Relationships



H6

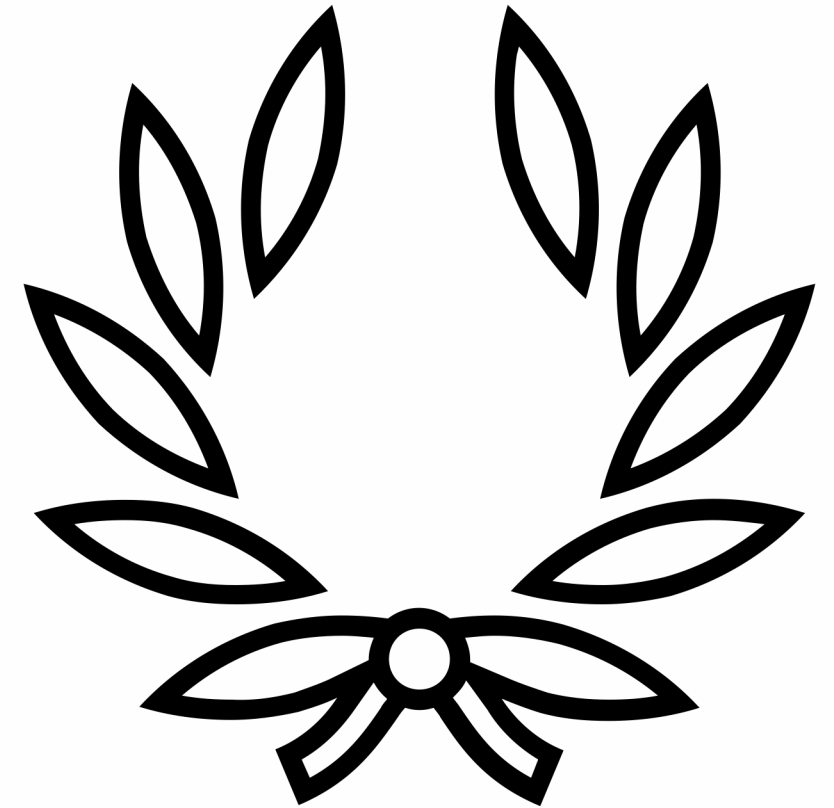


Estimate of *abd* product term = .02

(90% CI [.004, .05])

CONCLUSION

- ✓ **The spillover relationship between weekly crafting behaviors**
- ✓ **The main role of weekly leisure crafting**
- ✓ **The crossover effect of employees' well-being**





Thank you!



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