



## The relationship between job crafting and job performance in India manufacturing sector

**Juhi Tripathi**

Student,

Vikrant University, Gwalior M.P.

**Akriti Chaudhary**

Student,

Vikrant University, Gwalior M.P.

**Dr. Rahul Kushwah**

HOD,

Vikrant University, Gwalior M.P.

**Abhilasha Dubey**

Assistant Professor,

Vikrant University, Gwalior M.P.

**Paper Received date**

05/05/2025

**Paper date Publishing Date**

10/05/2025

**DOI**

<https://doi.org/10.5281/zenodo.15643142>



### Abstract

The study explores the relationship between job crafting task performance and job satisfaction among faculty members in higher educational institutions. A conceptual model was developed wherein the moderating role of cognitive and emotional engagement and the mediating role of physical engagement in influencing the task performance.

The study expands our knowledge of the job crafting research conducted within the Indian context and offers insights that can guide future researchers towards new directions. By doing so, it contributes to a better understanding of the topic and establishes a foundation for further investigations. The study also outlines potential future research agendas that can be beneficial for researchers, providing valuable guidance for their work and facilitating exploration in untapped area.

**Key word :-** Emotional, Engagement, Crafting, Implications



## International Educational Applied Research Journal

**Peer-Reviewed Journal-Equivalent to UGC Approved Journal**

**A Multi-Disciplinary Research Journal**

### Introduction

The hypothesized relationships were tested using Hayes' PROCESS macros. The findings indicate that job crafting and physical engagement are positively related to task performance. The job crafting is positively related to physical engagement. The physical engagement mediates the relationship between job crafting and task performance mediates between job crafting and job satisfaction. The results also suggest that cognitive engagement moderates between job crafting and physical engagement.

The emotional engagement moderates the relationship between job crafting and cognitive engagement in influencing task performance mediated through physical engagement. The three-way interaction between task crafting, emotional engagement and cognitive engagement in influencing physical engagement is a novel contribution of this study. The implications for theory and practice in human resource management and personnel psychology to relate job performance<sup>1</sup>

It is considering societal shifts, dynamic work environments, and a workforce encompassing diversity, there is a pressing need for approaches that prioritize employee involvement due to the limitations of conventional top-down methods. The Employee-driven job redesign empowers individuals to actively shape their work responsibilities, leading to improved alignment between their skills and job requirements. It is ultimately resulting in a better fit between the individual and their role. The job crafting is depend on the manufacturing in our society.

### Review of Literature

- **According to the Sinha Arti 2021-** The section attempts to address - What is the future scope and directions of research in the arena of job crafting in India? A rich future agenda is presented which can be beneficial for further researchers for advancing the knowledge in this arena in both Indian and international context. Besides empirically testing the conceptual framework, future researchers can unravel new dimensions in the job crafting research by following the suggested agenda. In the context of fast changing business environment along with the dual effect of pandemic experience and "Great



resignation.

- **According to the Sharma R.P. 2022-** Job crafting can prove to be an effective tool to cater to the constantly evolving employee aspirations and attitudes. Future researchers can delve deeper for proposing a mechanism of how leaders can support employees' job crafting efforts and enhance the perception of organizational support. Since most of the variables have been tested once, more research is needed to support the findings. For example, the impact of personality characteristics like Big-5 factors, reactivity, psychological empowerment on the employees' job crafting initiatives. Also, there is a dearth of studies testing the boundary conditions of cultural dimensions.<sup>2</sup>
- **According to the J.P. Sharma 2023-** It could be another important direction for future researchers as job crafting has been conceptualized and studied majorly in the context of western countries where culture is very different from Asian countries. Few of the antecedents of job crafting like POC warrant more research as it could impact the actual job crafting efforts.

#### Objectives of the Study

- The Job crafting assumes greater significance with reference to multi-generational workforce.
- The organizations have today as it has been observed.
- The integrating generational cohorts and job crafting perspective results in more satisfying and productive positive outcomes.
- The employees have a sense of power and a positive perception of organizational support.
- They become more flexible and proactively engaged in job crafting behavior.

#### Methodology

The annual trend of publications in India and, What type of relationship between exists between major topics, authors and sources in the field of job crafting research in India. It is to understand the trajectory



of growth and the status of research and the dynamics of the relationship between the issues discussed, authors and the journals publishing on job crafting in India.<sup>3</sup>

#### Implications of the study

In 2015, only one article on job crafting is available while in subsequent years (2016, 2017) there are no articles published on the topic. The year 2018 saw three articles being published on the topic of job crafting which again declined to two articles in the year 2019. After that the publication has seen an upward trend with three articles in 2020, six articles in 2021, nine in 2022 and nine in 2023 (till June 2023 when the search was made). We can see that job crafting research in India has started gaining momentum making it an apt time to conduct SLR. summarizes articles published year-wise.<sup>4</sup>

#### Data Analysis and Interpretation

There are many techniques available to evaluate capital expenditure proposals. All these techniques may not be useful in evaluation of all kinds of projects. One has to choose an appropriate criterion for acceptance or rejection. The selection may be based on the simplicity of criteria, data requirement, criticality of decision and effectiveness. It is related job crafting and job performance in the manufacturing sectors.

#### Do You Know Job Crafting and Job Performance

**Table-1.1**

<b>Respondents</b>	<b>Job Crafting</b>	<b>Job Performance</b>
Male	65	70
Female	35	30
Total	100	100

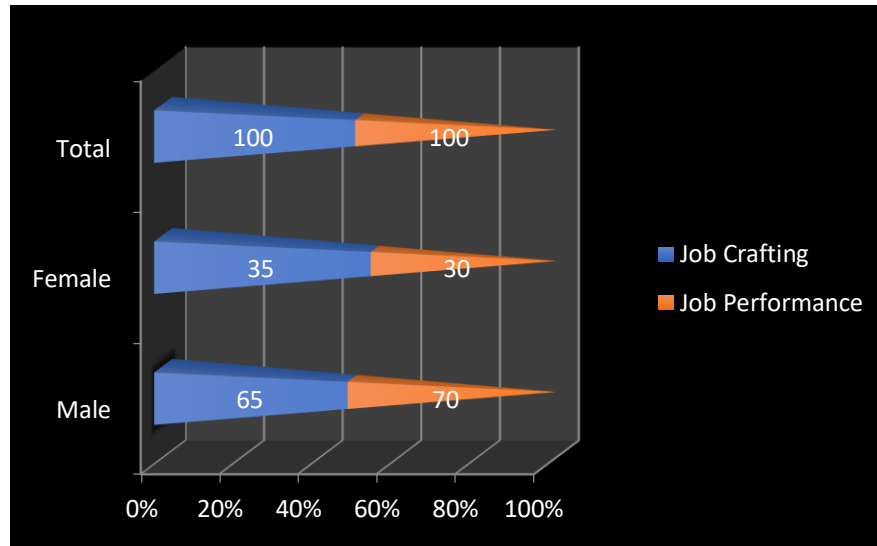


Table 1.1 Has displayed two respondents Male and Female Male has Job Crafting 65 and Job Performance 70, Female Job Crafting 35 and Job Performance 30 show it applied percentage method.

### Findings of the Research

- To achieve the objective of this study and address the research questions, a hybrid methodology has been employed, integrating a SLR with a bibliometric analysis.
- This approach ensured an impartial overview of the knowledge pertaining to job crafting in the Indian context.
- The techniques employed for the bibliometric analysis can be broadly classified into main techniques, such as performance analysis, science mapping and enrichment techniques, such as network analysis.

### Conclusion

The Job crafting, which refers to self-initiated efforts by employees to tailor their jobs to find a better fit, significantly influences an individual's mental well-being besides resulting in positive organizational



## International Educational Applied Research Journal

**Peer-Reviewed Journal-Equivalent to UGC Approved Journal**

**A Multi-Disciplinary Research Journal**

outcomes like enhanced productivity and workplace happiness via work engagement, job satisfaction and affective organizational commitment.

The comprehensive model put forward in this study, aims to provide an understanding of how individual and work-environment factors predict and influence job crafting outcomes. Future research should expand the research on the lines of agenda suggested. This is crucial considering the numerous self-reported health and behavioural advantages associated with of job crafting. In the meantime.

It is advisable for managers to prioritize employees' job crafting by supporting and nurturing the factors which predict job crafting and, providing them a safe space to talk about their job crafting efforts. This study not only provides a comprehensive review of job crafting research under the lens of an emerging economy-India, but also develops an enriched agenda for the future researchers.

### References

1. Hmed, I., & Nawaz, M. M. (2015). The Journal of Management Development p. 34
2. Dabak, S., & Mulla, Z. R. (2022). IIMB Management Review. p. 18
3. Gupta, Dr.S., & Shifali, A. (2019). International Journal of Innovative Technology and Exploring Engineering p. 29
4. Nagarajan, R., Swamy, R. A., Reio, T. G., Elangovan, R., & Parayitam, S. (2022). Human Resource Development International, p. 60