

Table 1

15 Main Journals Publishing Job Crafting Research

Journal Name	No. Papers	% ^a
<i>European Journal of Work and Organizational Psychology</i>	6	7.59
<i>Human Relations</i>	5	6.33
<i>Journal of Occupational and Organizational Psychology</i>	5	6.33
<i>Journal of Vocational Behavior</i>	5	6.33
<i>Career Development International</i>	4	5.06
<i>Journal of Managerial Psychology</i>	4	5.06
<i>Journal of Occupational Health Psychology</i>	4	5.06
<i>Academy of Management Journal</i>	3	3.80
<i>Applied Psychology</i>	2	2.53
<i>Human Resource Management</i>	2	2.53
<i>Journal of Organizational Behavior</i>	2	2.53
<i>South African Journal of Industrial Psychology</i>	2	2.53
<i>Work & Stress</i>	2	2.53
<i>Advances in Competitiveness Research</i>	1	1.27
<i>BioPsychoSocial Medicine</i>	1	1.27

Note. ^a Total number of papers is 79.

Table 2

*Critical Appraisal Assessment Criteria across Different Types of Study Design**(Quantitative: N = 67, Qualitative: N = 10, Mixed: N = 2)*

Assessment criterion	All	%	Quantitative	Qualitative	Mixed
	n		n	n	n
Explicit theoretical framework	78	98.73 ^a	67	10	1
Clear aims	75	94.94 ^a	65	8	2
Description of focal decision	75	94.94 ^a	65	8	2
Description of setting	74	93.67 ^a	64	8	2
Description of sample	79	100.00 ^a	67	10	2
Appropriate sampling procedure	64	92.75 ^b	62	-	2
Description of data collection	76	96.20 ^a	65	9	2
Description of data analysis	76	96.20 ^a	67	7	2
Evidence of critical reflection	10	83.33 ^c	-	9	1
Provision of recruitment data	64	92.75 ^b	63	-	1
Provision of attrition data	45	65.22 ^b	44	-	1
Valid and reliable outcomes	65	94.20 ^b	63	-	2
Findings reported for outcomes	65	94.20 ^b	63	-	2
Description of validity of results	10	83.33 ^c	-	8	2
Sufficient original data	12	100.00 ^c	-	10	2
Strengths and limitations stated	75	94.94 ^a	66	7	2
Total	943		821	94	28
% of maximum possible score			94.26 ^d	85.45 ^d	87.50 ^d

Note. ^a Percentage of all 79 papers. ^b Percentage of 69 quantitative and mixed methods papers. ^c Percentage of 12 qualitative and mixed methods papers. ^d Percentage of maximum critical appraisal score (i.e., number of relevant assessment criteria × number of papers).

Table 3

Antecedents (Frequency) of Job Crafting in relation to the Individual, Organization, Colleagues, and Clients

Category	Positive Valence		Negative Valence	Neutral
Individual	(+) Job crafting (8)	(+) Intrinsic goal setting	(-) Burnout (3)	(M) Big five factors (5)
	(+) Engagement (6)	(+) Leadership	(M) Inactive construct cynicism	(M) Prevention focus (3)
	(+) Autonomy (6)	(+) Work life balance	(-) Negative affect	(+) Temperament
	(+) Promotion focus (3)	(+) Psychological capital	(-) Perceived underemployment	(+) Competitiveness
	(+) Proactivity (3)	(+) Readiness to change	(-) Psychoticism	
	(+) Commitment (2)	(+) Willingness to change	(-) Psychopathy	
	(+) Wellbeing (2)	(+) Work discretion		
	(+) Self-efficacy (2)	(+) Org citizenship		
	(+) Self-image (2)	(+) Career orientation		
	(+) Job satisfaction	(+) Future time perspective		
	(+) Positive affect			
	(+) Resilience			
	(+) Work experience			
	(+) Personal initiative			
	(+) Work enthusiasm			
	(+) Competencies			
	Organization	(+) Job crafting intervention (2)		(+) Threat to work identity
(+) Interdependence			(+) Work pressure	(+) Impact of change
(+) Strength use				
(+) Perceived control				
(+) Work contentment				
(+) Supervision				
(+) Job enlargement				
(+) Org embeddedness				
(+) Job status				
Colleagues	(+) Friendship			(+) Team climate (2)
	(+) Positive affect (team)			
	(+) Open discussion			
	(+) Strength of ties with peers			
Clients				(+) Feedback

Note. (M)= Mixed results.

Table 4

Outcomes (Frequency) of Job Crafting in relation to the Individual, Organization, Colleagues, and Clients

Category	Positive Valence		Negative Valence	Neutral
Individual				
	(M) Engagement (24)	(+) Work-home	(M) Burnout (5)	(+) Intrinsic
	(M) Performance (17)	enrichment (2)	(-) Boredom (2)	needs
	(M) Job crafting (11)	(+) Self-esteem	(-) Distress (2)	(+) Workload
	(M) Job satisfaction (10)	(+) Self-efficacy	(+) Unanswered callings	
	(+) Wellbeing (3)	(+) Positive affect	(2)	
	(M) Perceived employability	(M) Altruism	(-) Turnover intentions (2)	
	(3)	(+) Leader-member	(-) Negative affect (2)	
	(+) Org commitment (3)	exchange	(M) Counterproductive	
	(M) Org citizenship behaviors	(+) Intention to stay	working behavior (2)	
	(3)	(+) Person-job fit	(+) Job insecurity	
	(+) Autonomy (2)	(+) Creativity	(+) Work- home	
	(+) Positive identity (2)	(+) Demand-ability fit	interference	
	(+) Meaningfulness (2)	(+) Insights of	(+) Alienation	
	(+) Psychological capital (2)	demands-resources		
	(+) Positive affect (2)			
	(+) Needs-supply (2)			
Organization				
	(+) Perceived support (2)	(+) Developmental		
	(+) Manage conflicting	opportunities		
	demands			
Colleagues				
	(+) Job crafting (4)		(+) Burnout	(+) Workload
	(+) Engagement (2)		(+) Conflict	
	(+) Team member adaptivity			
Clients				

Table 5

Theories, Models, Methodologies, and Design Types of Job Crafting

Theory/Model				
	Job demands resources (45)	Regulatory focus (2)	Demand-control	Fairness heuristic
	Conservation of resources (19)	Role theory (2)	Dark triad	Attribution
	Self-determination (11)	Affective events (2)	Circumplex model	Self-enhancement
	Social cognitive (10)	Leader-member exchange (2)	Meaning	Activity
	Person-environment (5)	Actor partner interdependence (2)	maintenance	Approach
	Broaden & build (5)	Control	Psychological contract	avoidance
	Person-job (4)	Big Five	Action	temperament
	Social learning (3)	Social capital	identification	Pen model
	Grounded theory (3)	Self-verification	Work-family border	Emotion centered
	Social exchange (2)	Flow	Information	Job characteristics
	Activation (2)	Self-regulation	integration	Attraction selection
	Planned behavior (2)	Social comparison	Socioemotional selectivity	attrition
		Social network		
Method/Design				
	Cross-sectional survey (33)	Interview (10)	Intervention of job crafting (4)	
	Longitudinal survey (15)	Cross-cultural (6)	Diary study (4)	
		Scale development (5)	Mixed methods (2)	

Table 6

Measurement of Job Crafting (Frequency)

Job Crafting Dimensions	Task (79)
	Relational (70)
	Cognitive (17)

Scales	Job Crafting Scale: Tims et al., 2012 (37)
	Daily Job Crafting: Petrou et al., 2012 (10)
	Individual/Collaborative Job Crafting: Leana et al., 2009 (7)
	Job Crafting Questionnaire: Slemp & Vella-Brodrick, 2013 (3)
	Job Crafting: Niessen et al., 2016 (2)
	Weekly Job Crafting: Petrou et al., 2016
	Job Crafting Measure (for use with blue-collar workers): Nielsen & Abildgaard, 2012
	Collaborative Crafting: McClelland et al., 2014
