Negotiated and Crafted Job Changes: Relational and Proactive Perspectives on Job Design

By

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All interested are welcome
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Abstract

Relational and proactive perspectives on job and organizational design form an emerging research stream in OB. It accounts for interdependencies and reciprocal dynamics between people and characteristics of their work environment, which typically are treated as beyond the scope of an individual’s personal influence (e.g., job content, social support). Idiosyncratic deals (i-deals) and job crafting are discussed as two proactive and socially embedded constructs that capture ways in which workers re-negotiate and independently change features of their jobs. Exemplary results of own previous and ongoing studies on i-deals, which empirically support theoretical assumptions on negotiated job changes, are reviewed. After clarifying conceptual similarities and differences between i-deals and job crafting, a recent three-wave longitudinal study is presented, which strongly suggests the relevance of processes of job crafting with regard to work tasks and social relationships at work. The current lack of and pertinent need for survey instruments to directly assess job crafting is discussed and a current scale development study to address this gap is presented. Participants will be asked to act as an expert panel in evaluating and discussing face and content validity of the introduced scale.