

A hybrid off-job crafting intervention to enhance psychological needs satisfaction, well-being and job performance

No registrations found.

Ethical review	Not applicable
Status	Recruiting
Health condition type	-
Study type	Interventional

Summary

ID

NL-OMON27275

Source

Nationaal Trial Register

Brief title

TBA

Health condition

subjective vitality, private life satisfaction, health status, stress, mental fatigue, work engagement and job satisfaction
job performance, organizational citizenship behavior, family role performance

Sponsors and support

Primary sponsor: Tampere University, University of Groningen

Source(s) of monetary or material Support: Academy of Finland

Intervention

Outcome measures

Primary outcome

Off-job crafting

Secondary outcome

psychological needs satisfaction, satisfaction of DRAMMA needs
subjective vitality, private life satisfaction, health status, stress, mental fatigue, work engagement and job satisfaction
job performance, organizational citizenship behavior, family role performance

Study description

Background summary

This intervention study aims to examine whether off-job crafting can enhance employees' well-being and job performance through psychological needs satisfaction. We will implement a hybrid off-job crafting intervention among Finnish employees. The intervention program focuses on six psychological needs (detachment, relaxation, autonomy, mastery, meaning, and affiliation) proposed by the DRAMMA model (Newman, Tay and Diener, 2014). Participants take part in an onsite off-job crafting workshop, develop an individual off-job crafting plan for the four-week intervention period, fill out seven weekly questionnaires, and participate in a reflection workshop. A smartphone app called Everydaily will support participants by presenting them with Dailys, short daily activities stimulating off-job crafting behaviors. We expect that off-job crafting can be stimulated with the intervention, and can in turn increase well-being and performance in both non-work and work domains during and after the intervention (compared to baseline and to the control group).

Study objective

H1: Off-job crafting can be stimulated with the intervention, and people will engage more often in off-job crafting behaviors during and after the intervention period (compared to baseline and to the waitlist control group).

H2: Off-job crafting improves employees' well-being and performance through satisfaction of psychological needs.

H3: Increased off-job crafting will lead to higher well-being and performance during and after the intervention (compared to baseline and to the waitlist control group).

H3.1 Within work domain, participants will experience higher work engagement and job satisfaction during and after the intervention compared to baseline and to the waitlist control

group.

H3.2 Within non-work domain, participants will report higher subjective vitality, private life satisfaction and health status and lower stress and mental fatigue levels during and after the intervention compared to baseline and to the waitlist control group.

H3.3. Within work domain, participants will report higher job performance and organizational citizenship behavior during and after the intervention compared to baseline and to the waitlist control group.

H3.4. Within non-work domain, participants' family role performance will increase during and after the intervention compared to baseline and to the waitlist control group.

Study design

T1: baseline

T2-T4: weekly questionnaires during the intervention

T5: immediately after the intervention

T6: two weeks after the intervention

T7: six weeks after the intervention

Intervention

Off-job crafting intervention. 4-week intervention with two on-site trainings and Everyday smartphone app. After filling out a baseline questionnaire, participants take part in an onsite off-job crafting workshop, where they develop an individual off-job crafting plan for the four-week intervention period. During the 4-week intervention period, participants follow their individual crafting plans, use the Everyday app and fill out four weekly questionnaires. After the 4-week intervention period, they participate in a reflection workshop and fill out follow-up questionnaires two and six weeks after the intervention.

Waitlist-control group. The waitlist control group participants fill out the baseline questionnaire, a questionnaire immediately after the intervention period of the intervention group ends, and follow-up questionnaires (two and six weeks post-intervention). After the intervention, the control group will participate in the trainings.

Contacts

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Eligibility criteria

Inclusion criteria

Full-time employees with knowledge-intensive jobs in organization in Finland
Signed an informed consent

Exclusion criteria

We will exclude the observations of the participants who fail to attend the first onsite training session.
We will also exclude participants with prolonged leave periods during the intervention period (e.g., sick leave, parental leave, vacation).

Study design

Design

Study type:	Interventional
Intervention model:	Parallel
Allocation:	Randomized controlled trial
Masking:	Open (masking not used)
Control:	Active

Recruitment

NL	
Recruitment status:	Recruiting
Start date (anticipated):	01-10-2019
Enrollment:	200
Type:	Anticipated

IPD sharing statement

Plan to share IPD: No

Ethics review

Not applicable

Application type: Not applicable

Study registrations

Followed up by the following (possibly more current) registration

No registrations found.

Other (possibly less up-to-date) registrations in this register

No registrations found.

In other registers

Register	ID
NTR-new	NL8219
Other	The Ethics Committee of the Tampere Region : 46/2019

Study results