

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

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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...

<b>Ethische beoordeling</b>	Niet van toepassing
<b>Status</b>	Werving gestart
<b>Type aandoening</b>	-
<b>Onderzoekstype</b>	Interventie onderzoek

## Samenvatting

### ID

NL-OMON27275

### Bron

Nationaal Trial Register

### Verkorte titel

TBA

### Aandoening

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

### Ondersteuning

**Primaire sponsor:** Tampere University, University of Groningen

**Overige ondersteuning:** Academy of Finland

# Onderzoeksproduct en/of interventie

## Uitkomstmaten

### Primaire uitkomstmaten

Off-job crafting

## Toelichting onderzoek

### Achtergrond van het onderzoek

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).

### Doel van het onderzoek

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.

## **Onderzoeksopzet**

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

## **Onderzoeksproduct en/of interventie**

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.

## **Contactpersonen**

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## Deelname eisen

### Belangrijkste voorwaarden om deel te mogen nemen (Inclusiecriteria)

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

### Belangrijkste redenen om niet deel te kunnen nemen (Exclusiecriteria)

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).

## Onderzoeksopzet

### Opzet

Type:	Interventie onderzoek
Onderzoeksmodel:	Parallel
Toewijzing:	Gerandomiseerd
Blinding:	Open / niet geblindeerd
Controle:	Geneesmiddel

### Deelname

Nederland	
Status:	Werving gestart
(Verwachte) startdatum:	01-10-2019
Aantal proefpersonen:	200
Type:	Verwachte startdatum

## Voornemen beschikbaar stellen Individuele Patiënten Data (IPD)

Wordt de data na het onderzoek gedeeld: Nee

### Ethische beoordeling

Niet van toepassing

Soort:

Niet van toepassing

### Registraties

#### Opgevolgd door onderstaande (mogelijk meer actuele) registratie

Geen registraties gevonden.

#### Andere (mogelijk minder actuele) registraties in dit register

Geen registraties gevonden.

#### In overige registers

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

### Resultaten