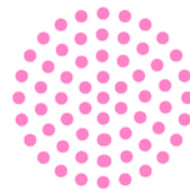
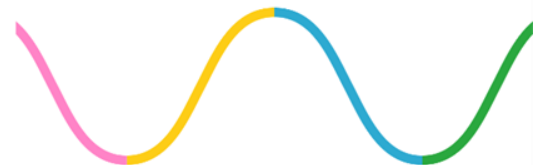


EUSE 2022

JUNE 20~22 OSLO

14TH EUROPEAN CONFERENCE



Charlotte Claes

Disability Inclusive Job Crafting

EUSE2022 Conference

Odisee University of applied science, Brussels



Odisee
UNIVERSITY OF APPLIED SCIENCES

GROEP MAATWERK
sociale ondernemers Vlaanderen

MENTOR VZW.BE

konekt
#leef voluit!

gtb

IDROPS



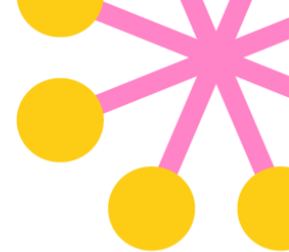
Disability Inclusive Job Crafting

ESF 'Innovation through Adaptation'
1/2020 - 3/2022

ESF
INVESTS IN
YOUR FUTURE



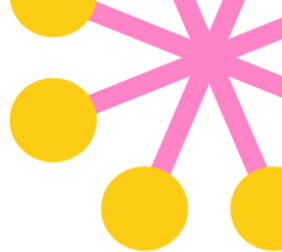
Flanders
State of the Art



The job market with a disability

- More difficulties to find a job
- Jobs below qualification level
- Flatter career curve
- Less career opportunities
- Need to strengthen position on the job market

Job crafting → stronger position on the job market



Twenty years ago...

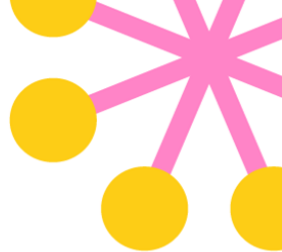
Wrzesniewski and Dutton introduced the concept job crafting, which they defined as "*the physical and cognitive changes individuals make in the task or relational boundaries of their work*" (2001, p. 179).

Academy of Management Review
Vol. 26, No. 2, 179-201

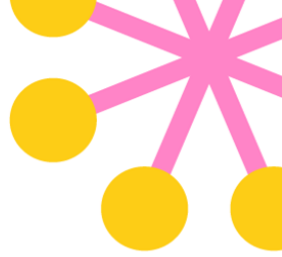
CRAFTING A JOB: VISIONING EMPLOYEES AS ACT CRAFTERS OF THEIR WORK

AMY WRZESNIEWSKI
New York University

JANE E. DUTTON
University of Michigan



Crafting for a better person-job fit



- Job crafting is employee-driven
- Two types of fit can be distinguished
 - Demands-Abilities fit
 - Needs-Supplies fit
- Through job crafting, employees have a means to work on their person-job fit by adapting their work characteristics



Job crafting: why does it matter?

- Job crafting contributes to person-job fit, and improving person-job fit has positive effects on
 - Job satisfaction.
 - Well-being
 - Performance
 - Organizational commitment
 - Turnover intention
 - Organizational citizenship behavior
- Thus, both employee and employer benefit from job crafting

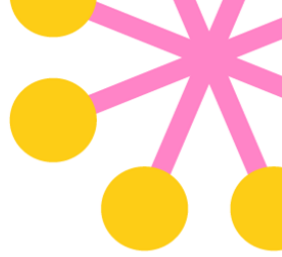


*Happy cows
make good milk*

How to Job Craft?

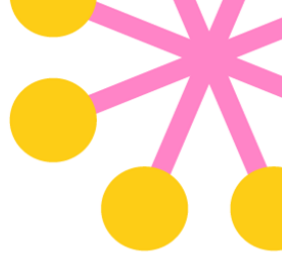
3 essential steps:

1. Know yourself & your work
2. Fits & Misfits
3. Choose how to craft your job

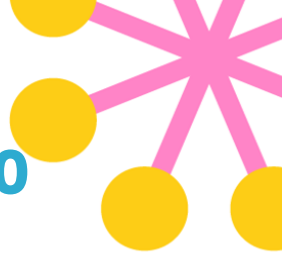


5 different ways to craft jobs

- 1) Task crafting
- 2) Relational crafting
- 3) Cognitive crafting
- 4) Contextual crafting
- 5) Time and spatial crafting

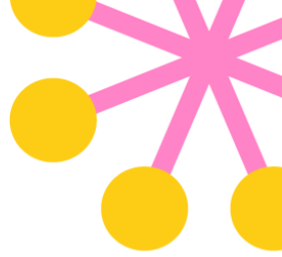


Practically anyone can craft his or her job, at least to some extent



- Autonomy ↑ = job crafting ↑
- Job crafting among vulnerable groups, like:
 - low skilled workers
 - older workers
 - migrant workers
 - temporary workers

ESF Disability Inclusive Job Crafting

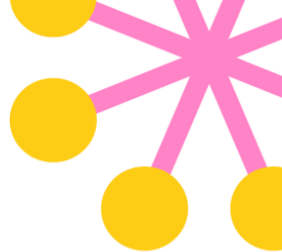


- *Aim of the project*

Developing and testing a customized job crafting intervention for people with disabilities

- Teaches individuals how to craft their job, but also how to set specific goals and achieve them
- Improve person-job fit, job satisfaction and employability
- Self-guided
- With micro-interventions

Meet JOS, the job crafting app developed for and with people with disabilities




1. Know yourself & your work
2. Fits & misfits
3. Choose how to craft your job

Levels


 My workplace


 My tasks

 My colleagues

 My energy

 My talents

 My challenges

 My task match

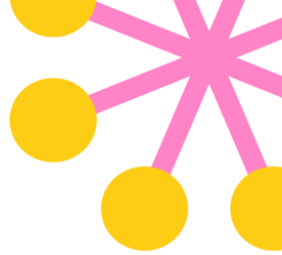
 My plans

Participants

	Pretest (T1)	Posttest (T2)
Deelnemers	Total n (%)	Total n (%)
	=96	n=45
<i>Gender</i>		
Female	55 (57,3%)	26 (57,8%)
Male	39 (40,6%)	18 (40,0%)
Other	2 (2,1%)	1 (2,2%)
<i>Age</i>		
< 45	69 (71,9%)	32 (71,1%)
≥ 45	27 (28,1%)	13 (28,9%)
<i>Education</i>		
No diploma	40 (42,7%)	19 (42,2%)
Diploma of high school	16 (16,8%)	8 (17,8%)
Diploma of higher education	39 (41,0%)	18 (40,0%)
<i>Disability</i>		
Physical	73 (76,8%)	38 (84,4%)
Mild cognitive	22 (23,1%)	7 (15,6%)
<i>Work</i>		
Regular employment (paid)	39 (40,6%)	18 (40,0%)
Sheltered employment (paid)	32 (33,3%)	15 (33,3%)
Volunteer work (unpaid)	25 (26,0%)	12 (26,7%)

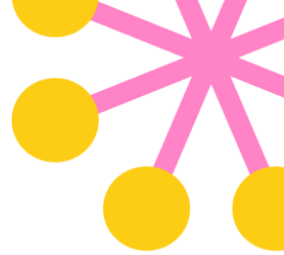
Results

Better understanding of themselves and their work



	Through the JOS-app, I have gained insight into my...				
	Talents	Tasks	Energy givers	Energy takers	Difficulties
Average	3,8	3,8	3,8	3,8	3,7
Median	4,0	4,0	4,0	4,0	4,0
Standard deviation	,85	,85	,85	,79	,91

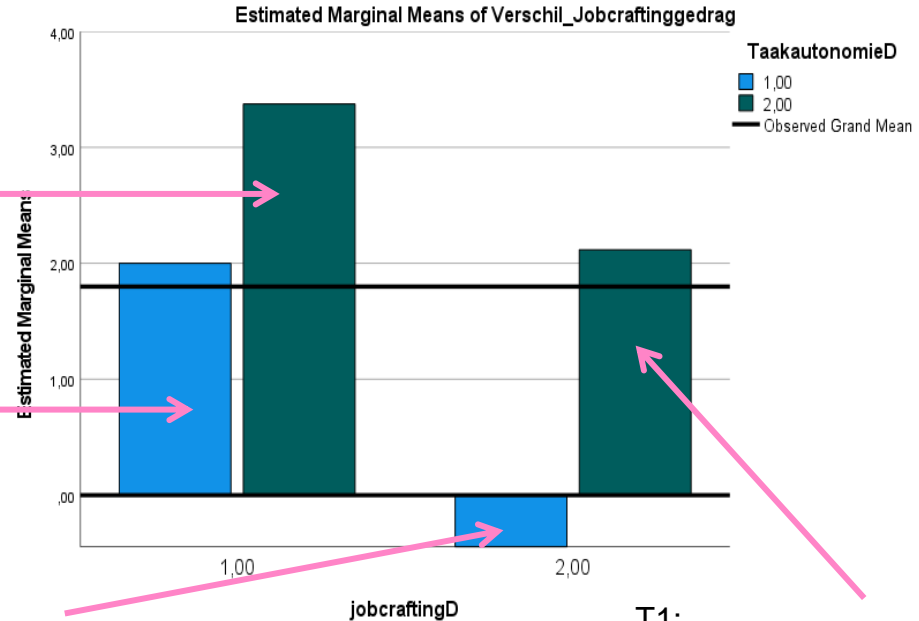
More job crafting behavior



-

T1:
High score on task autonomy
Low score on job crafting
behavior

T1:
Low score on task autonomy
Low score on job crafting
behavior



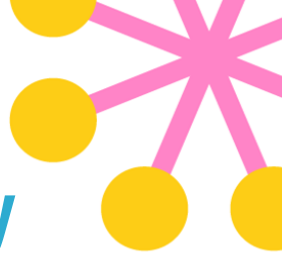
T1:
Low score on task autonomy
High score on job crafting
behavior

T1:
High score on task autonomy
High score on job crafting
behavior

Results

No effect (yet) on job satisfaction and employability

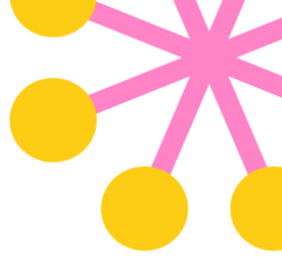
- Positive outcomes may need more time to establish
- And/or possible effects of approach versus avoidance crafting



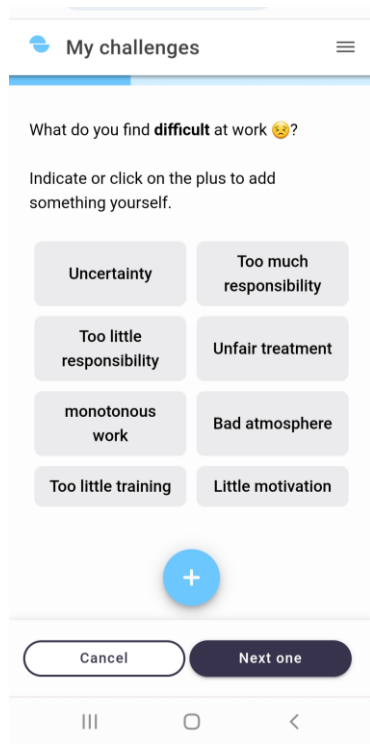
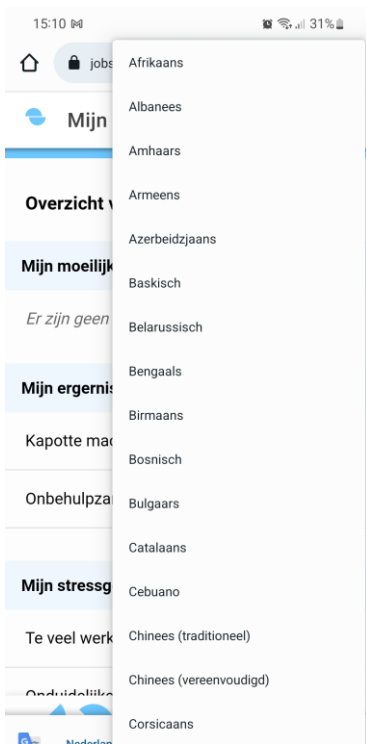
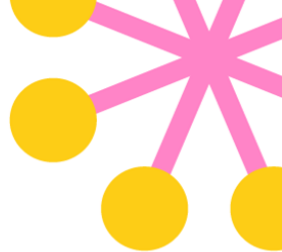
Results

Yes, I would recommend JOS to others

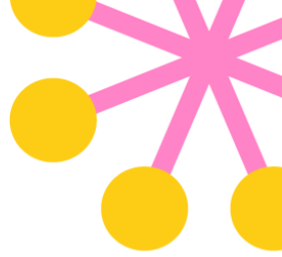
80%



In more than 100 languages



Jos is here for you(r clients)!



www.jobstimulans.be

That's all, folks!

Charlotte Claes

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www.odisee.be



Research



Advanced
education



Education