



THE RELATIONSHIP BETWEEN MINDFULNESS AND JOB CRAFTING

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Abstract

Job crafting is a complex variable studied more and more in recent decades. Remodeling work tasks but also relationships at work lead to increased performance. The present research aimed to highlight possible relationships between job crafting and mindfulness but also relevant aspects related to the age of employees and work experience. The objectives focused to evidence possible relationships between the variables: Relational craft, Cognitive craft, Task craft, Observe, Describe, Act with awareness, Accept without judgment and Age. Furthermore, two predictive models were tested. The participants were a group of 36 people aged between 19 and 63 years old ($M=35.75$; $S. D.=11.71$), different professional backgrounds. They filled out a Google document form after they accepted voluntarily and agreed and give their research consent. The instruments were Kentucky Inventory of Mindfulness Skills - KIMS (Baer, Smith & Allen (2004) and Job Crafting Questionnaire (Slemp & Vella-Brodrick, 2013). The hypothesis regarding the age predicted statistically significant the accept without judgement has been confirmed ($p<.05$). An explanation consists in that the years of work experience increase according the age and acceptance without judgment decreases. At workplace experience and age are important factor in decision taking, productivity, communication and relationships. Further studies should enlarge the sample and investigate the relationship between age, work experience, job crafting, communication and performance.

Keywords: *Task crafting, Observe, Describe, Act with awareness, Accept without judgment.*

1. THEORETICAL FRAMEWORK

Baer, Smith & Allen (2004) conducted a study focused on the psychometric characteristics of the Kentucky Inventory of Mindfulness Skills. According the

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authors mindfulness is defined to include concentrating attention in a category or accepting the experience that occurs in present. Baum, Kuyken, Bohus, Heidenreich, Michalak & Steil (2010) were also interested to calculate the psychometric proprieties of the Kentucky Inventory of Mindfulness Skills.

Medvedev, Bergomi, Röthlin, & Krägeloh (2019) conducted a study regarding the psychometric properties of the Inventory of Mindfulness Experiences. The authors used Rasch analysis on a data collected from a 443 persons sample. The results represented a support for the psychometric properties.

Höfling, Moosbrugger, Schermelleh-Engel & Heidenreich (2011) conducted a study using the Mindful Attention and Awareness Scale (MAAS). Höfling, Ströhle, Michalak & Heidenreich (2011) developed in their study the German short version of the Kentucky Inventory of Mindfulness Skills. The authors performed confirmatory factor analysis on 20 items short version.

Nicastro, Jermann, Bondolfi & McQuillan (2010) conducted a study using the French version Kentucky Inventory of Mindfulness Skills on the clinical population.

Hansen, Lundh, Homman & Wångby-Lundh (2009) used the Swedish versions of the Mindful Attention Awareness Scale and the Kentucky Inventory of Mindfulness Skills to measure mindfulness.

Wrzesniewski & Dutton (2001) introduced for the beginning the concept of Job Crafting. Berg, Dutton & Wrzesniewski (2013) wrote a chapter in a book regarding the way that employee redesign the workplace. Moghimi, Scheibe & Van Yperen (2017) were focused to evidence the relationship between the Job Crafting and Aging Employees. The cognitive strategies represent a starting point in workplace Job Crafting.

Slemp & Vella-Brodrick (2013) were interested to calculate the psychometric indicators for the Job crafting questionnaire. According the authors, the participants were a number of 334 employee which completed few instruments: Job crafting questionnaire, Organisational citizenship behaviour (Podsakoff, Ahearne, and MacKenzie, 1997), Affective wellbeing (Warr, 1990) and job satisfaction. The results are the basis for the validation and calculation of the fidelity of the Job crafting questionnaire.

Nielsen, Antino, Sanz-Vergel & Rodríguez-Muñoz (2017) were interested to validate the Job Crafting Questionnaire in different cultures (China, Taiwan, Spain, U.K.) and also to calculate test-retest validity. The authors underlined the importance of a Job Crafting Questionnaire consisting of five dimensions based on: increasing and decreasing social job demands and social job resources. In their studies the authors started from the idea that Job crafting represents a proactive behavior.

Schachler, Epple, Clauss, Hoppe, Slemp & Ziegler (2019) conducted a cross-cultural study focused on measuring the Job Crafting. The authors compare the results from two samples: German (N=482) and Australian (N=334) samples. The authors applied the Job Crafting Questionnaire (Slemp & Vella-Brodrick, 2013) with 15 items on a Likert scale from 1 to 5. The authors tested all the reliability and

validity psychometric indicators on both population samples. Also, the indicators RMSEA, CFI, and SRMR were calculated.

1. OBJECTIVE AND HYPOTHESES

1.1. OBJECTIVE

The general objective of the research underlined the relations between mindfulness and job crafting.

Secondary objectives:

- To evidence bivariate correlation between the variables: Relational craft, Cognitive craft, Task craft, Observe, Describe, Act with awareness, Accept without judgment and Age.
- To evidence regression models in order to be able to predict the Act with awareness, Accept without judgment, Relational craft, Cognitive craft, Task craft.

1.2. HYPOTHESES

The research hypotheses are the followings:

1. H1: We assume that there is a positive statistically significant correlation between the relational crafting and observe as mindfulness dimension.
2. H2: We assume that there is a positive statistically significant correlation between the relational crafting and act with awareness as mindfulness dimension.
3. H3: We assume that there is a positive statistically significant correlation between the relational crafting and accept without judgment as mindfulness dimension.
4. H4: We assume that there is a positive statistically significant correlation between the cognitive crafting and accept without judgment as mindfulness dimension.
5. H5: We assume that there is a positive statistically significant correlation between the cognitive crafting and act with awareness as mindfulness dimension.
6. H6: We assume that age predict statistically significant the accept without judgment.
7. H7: We assume that age predict statistically significant the observe dimension of mindfulness.

2. METHOD

3.1 THE PARTICIPANTS

The participants were a group of 36 people aged between 19 and 63 years old (Mean=35.75; Standard Deviation=11.71) both women and men from different professional backgrounds. They responded by filling out a Google document form after they understood the research objectives and accepted voluntary and agreed the research consent.

3.2. THE INSTRUMENTS

1. Kentucky Inventory of Mindfulness Skills - KIMS (Baer, Smith & Allen, 2004). The dimensions of the questionnaire are the followings: Observing, Describing, Act with Awareness and Accept without judgement. The questionnaire is composed from a number of 39 items from a Likert scale from 1 to 5. According the authors, the Alpha Cronbach coefficients were the followings: for the dimensions Observe, Describe, Act with Awareness, and Accept Without Judgment were .91, .84, .83, and .87. Regarding the second students sample in the same study, the Alpha Cronbach coefficients were .85, .86, .76, and .87.
2. Job Crafting Questionnaire (Slemp & Vella-Brodrick, 2013). The job crafting questionnaire is organized on three dimensions: Relational crafting, Cognitive crafting, Task crafting. According the factor analysis the three factors questionnaire model explained 56.23% of the variance. The authors performed a confirmatory factor analysis and find out the following psychometric characteristics: CFI = .89, IFI = .89 and RMSEA = .09. The fit indicators support the three factors model. The instrument contains a number of 19 items, structured on three factors and measured on a Likert scale from 1 to 5 (applied in the present study). The Cronbach Alpha coefficients calculated for all three dimensions on a sample of 334 participants were the followings: Relational crafting (.83), Cognitive crafting (.89), Task crafting (.87).

3.3. PROCEDURE

The instruments were applied on-line by filling out a Google document form. The participants were informed about the study respecting the Ethical code and the GDPR. The participants were informed about the research consent and also about the anonymous identity and accepted voluntary to participate to the research and the data to be analyzed and the results to be published in the research journal.

3.4. THE DESIGN

Testing the correlation hypothesis the variables were: Relational crafting, Cognitive crafting, Task crafting, Observe, Describe, Act with awareness, Accept without judgement and Age.

In order to test the regression hypotheses, the variables were the followings:

- Independent variables: Observe, Describe, Act with awareness, Accept without judgement and Age.
- Dependent variables: Act with awareness, Accept without judgement, Relational crafting, Cognitive crafting, Task crafting.

3. RESULTS

In the table 1 it can be observed the Alpha Cronbach coefficients and the 95% Confidence Interval for the job crafting questionnaire. The values are above the significance threshold.

Table 1 – Alpha Cronbach coefficients for the job crafting questionnaire

The variable	Alpha Cronbach	95% Confidence Interval	The significance threshold
Relational crafting	.889	.823 .936	>.70
Cognitive crafting	.906	.847 .947	>.70
Task crafting	.798	.678 .885	>.70

In the table 2 it can be seen the descriptive statistics for the variables: Relational crafting, Cognitive crafting, Task crafting, Observe, Describe, Act with awareness, Accept without judgement.

Table 2 – Descriptive statistics (N=36)

The variable	Minimum	Maximum	Mean	Std. Deviation
Relational crafting	19	63	35.750	11.816
Cognitive crafting	15	35	27.666	4.720
Task crafting	5	25	20.000	4.732
Observe	12	35	24.972	6.101
Describe	28	59	42.138	6.727
Act with awareness	22	35	26.277	2.854
Accept without judgement	23	40	31.194	3.600

After the data collection the hypothesis were tested using the program SPSS.

In the table 3 it can be observed that the correlation coefficients are strong positive and statistically significant between the dimension of the mindfulness questionnaire: Observe, Describe, Act with awareness, Accept without judgement.

Table 3 – Correlation matrix (Mindfulness dimensions)

	Observe	Describe	Act with awareness
Observe	1	r =.894 (p>.05)	r=.527** (p<.05)
Describe	r=.279 (p>.05)	1	r=.445* (p<.05)
Act with awareness	r=.527** (p<.05)	r=.445** (p<.05)	1
Accept without judgement	r=.493** (p<.05)	R=.029 (p>.05)	r=.202 (p>.05)

In the table 4 we can see the positive strong and statistically significant correlations between the variables: Task crafting, Cognitive crafting, Relational crafting.

Table 4 – Correlation matrix (Job crafting dimensions)

	Task crafting	Cognitive crafting	Relational crafting
Task crafting	1	r = .503**	r=.509**
Cognitive crafting	r = .503**	1	r = .535**
Relational crafting	r=.509**	r=.535*	1

The hypotheses regarding the bivariate correlations between the mindfulness dimensions and job crafting dimensions were not confirmed at the threshold of $p < .05$. Furthermore, there were medium correlation coefficients as interpretation (between .30 and .50 medium degree of correlation) between the variables: Describe and Task crafting ($r = .30$; $p = .076 > .05$), Describe and Cognitive crafting ($r = .328$; $p = .095 > .05$) and Describe and Relational crafting ($r = .324$; $p = .054 > .05$).

Regarding the prediction hypotheses “We assume that age predicts statistically significant the accept without judgment”, the variable age predicted statistically significant negative the accept without judgment.

In the table 5 we can be see the R and R Square values for the regression model.

Table 5 – Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.357 ^a	.128	.102	8.086

a. Predictors: (Constant), Age

In the table 6 the coefficients of the linear regression equation can be analyzed.

Table 6 – Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.140	4.350		8.309	.000
	Age	-.258	.116	-.357	-2.230	.032

a. Dependent Variable: Accept without judgment (Mindfulness)

Applying the linear regression model, the regression equation is the following:

$$\text{Accept without judgment} = 36.140 - .258 * \text{Age}$$

Hence, the hypothesis has been confirmed for the statistically significant threshold $p < .05$.

The hypothesis “We assume that age predict statistically significant the observe dimension of mindfulness” was not confirmed.

4. CONCLUSIONS

The research hypotheses were partially confirmed at the statistically significant threshold $p < .05$. Testing the correlation hypotheses were obtained high but not statistically significant bivariate correlation coefficients for the group of 36 participants between the variables: Describe and Task crafting ($r = .30$; $p = .076 > .05$), Describe and Cognitive crafting ($r = .328$; $p = .095 > .05$) and Describe and Relational crafting ($r = .324$; $p = .054 > .05$).

Describe as mindfulness dimension, involves describing, labelling or noting experiences by explaining experiences and sensations in words. As can be seen, the correlation coefficients are medium as interpretation but are not statistically significant. One reason is due to the fact that the sample is small, 36 participants. In this sense, it is recommended to apply on a large group of over 100 participants. Mindfulness can be helpful at workplace due to organize the work process, tasks and work relationship and communication. According the job crafting questionnaire the relational crafting highlights the relationships with colleagues, helping the new employee, organizing parties, making friends and networking activities.

Regarding the confirmed prediction hypotheses, the variable age predicted statistically significant negative the accept without judgement ($p < .05$). One explanation is that with age, the years of work experience increase and acceptance without judgment decreases. According the mindfulness questionnaire the dimension acceptance without judgment evidence to allow reality or what exists, to be as it is without judgment.

Judgment and experience at workplace are very important in decision making and also in communication and relationships.

Further studies should focus on investigating the relationship between age, work experience, well-being, quality of life, job crafting, communication and performance.

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