

## Job Crafting – Concept Questionnaire

**Instructions:** Choose the *one best answer* for each question.

- 1) Job crafting is best defined as:
  - a) Manager-led task assignment
  - b) Self-initiated changes to align a job with personal motives and strengths
  - c) Outsourcing tasks to reduce workload
  - d) A method for performance evaluation
  
- 2) Who originally introduced the concept of job crafting?
  - a) Tims & Bakker (2012)
  - b) Wrzesniewski & Dutton (2001)
  - c) Harju & Hakanen (2021)
  - d) Nielsen & Abildgaard (2012)
  
- 3) According to research, job crafting increases all EXCEPT:
  - a) a) Engagement and motivation
  - b) b) Organizational flexibility
  - c) c) Job satisfaction
  - d) d) Financial speculation
  
- 4) Role-based job crafting focuses on:
  - a) Reducing workload only
  - b) Altering task, relational, and cognitive aspects of work
  - c) Reorganizing company hierarchy
  - d) Expanding organizational budgets
  
- 5) Resource-based job crafting is primarily explained through:
  - a) Maslow's Hierarchy of Needs
  - b) Job Demands–Resources (JD-R) model
  - c) Herzberg's Two-Factor Theory
  - d) Vroom's Expectancy Theory

- 6) Which of the following is NOT a form of job crafting?
- a) Task crafting
  - b) Relational crafting
  - c) Cognitive crafting
  - d) Financial crafting
- 7) In relational job crafting, the main focus is on:
- a) Reducing workload
  - b) Changing social interactions at work
  - c) Expanding technical skills
  - d) Adjusting salary structures
- 8) Cognitive job crafting involves:
- a) Changing how one perceives and makes sense of the job
  - b) Increasing workload deliberately
  - c) Avoiding collaboration
  - d) Decreasing autonomy
- 9) Increasing structural job resources could include:
- a) Asking for more autonomy
  - b) Reducing workload
  - c) Avoiding demanding clients
  - d) Limiting collaboration
- 10) Decreasing hindering job demands is often associated with:
- a) Higher wellbeing
  - b) Lower wellbeing and performance
  - c) Stronger teamwork
  - d) Increased motivation
- 11) Approach crafting is mainly about:
- a) Avoiding demanding tasks
  - b) Seeking opportunities to learn and take on challenges
  - c) Reducing social interactions
  - d) Limiting autonomy

- 12) Avoidance crafting is linked with:
- a) More exhaustion and poorer performance
  - b) Increased engagement
  - c) Better teamwork
  - d) Stronger psychological capital
- 13) Which of the following is an example of approach crafting?
- a) Taking on new responsibilities voluntarily
  - b) Avoiding feedback from managers
  - c) Limiting collaboration to only essential contacts
  - d) Reducing working hours
- 14) Job crafting can be triggered by job resources such as:
- a) Strict hierarchical control
  - b) Autonomy and decision latitude
  - c) Lack of trust in leaders
  - d) Excessive overtime policies
- 15) Personal resources that stimulate job crafting include:
- a) Proactive personality and psychological capital
  - b) High stress and low motivation
  - c) Role ambiguity and overload
  - d) Isolation and disengagement
- 16) Which of the following is a basic psychological need supporting job crafting?
- a) Autonomy
  - b) Competence
  - c) Relatedness
  - d) All of the above
- 17) According to the slides, job crafting is considered:
- a) A manager-enforced strategy
  - b) An employee-driven behaviour
  - c) A financial model for workload management
  - d) A purely theoretical concept
- 18) In the practice scenario JC-02.1, team members taking extra responsibilities and collaborating more reflect:
- a) Avoidance crafting
  - b) Approach crafting

- c) Structural reduction
- d) Cognitive dissonance

19) In the practice scenario JC-02.2, team members limiting their work and collaboration illustrate:

- a) Relational enrichment
- b) Avoidance crafting
- c) Role-based expansion
- d) High engagement strategy

20) As a project leader, supporting job crafting means:

- a) Ignoring employee initiatives
- b) Providing autonomy, feedback, and recognition
- c) Focusing only on financial outcomes
- d) Reducing team interaction opportunities

## Answer Key

1. b
2. b
3. d
4. b
5. b
6. d
7. b
8. a
9. a
10. b
11. b
12. a
13. a
14. b
15. a
16. d
17. b
18. b
19. b
20. b

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