

# Responsible leadership and job crafting

Quantitative research in progress.

Responsible leadership is a leadership approach that entails ethical and strategic behavior dimensions to correspond to the changing leadership demands in the business environment. Ethical and moral conduct for the team members, stakeholder consideration and well-being, and long-term business perspective are at the heart of responsible leadership. In the current complex and dynamic working environment, project managers are required not only to lead the team but conduct leadership behavior that concerns a wider audience. Job crafting refers to the self-initiated changes that employees conduct to optimize their job demands and resources to correspond to their personal work goals. Individuals who proactively craft their job to fit better their personal strengths and preferences experience job satisfaction and are productive. This study aims to explore the connection between job crafting and responsible leadership among project management university students. Drawing on the theoretical frameworks of job crafting and responsible leadership, we conducted a survey with 183 university students from four European universities who responded to an e-survey. The results will be discussed and reflected in a peer-reviewed article, that will be published in year 2026.