

The relationship between proactive personality and psychological well-being with the mediating role of job crafting

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Introduction

Today, various organizations are increasingly aware of the importance and value of employees to achieve and maintain competitive advantage and conditions, and are always looking to provide a work environment for employees that helps improve their well-being and performance. In fact, the Happy Employee-Productive Employee thesis suggests that employees who experience higher levels of well-being work well, and vice versa. Employee well-being is beneficial and valuable for the employees themselves, the organization and the community. Therefore, being aware of the level of health and psychological well-being of employees can solve many problems within the organization. Employees with a proactive personality, meanwhile, are better in maintaining job-related well-being by futuristically shaping their jobs to suit their personal needs. Employees with a proactive personality engage in forward-looking behaviors that promote self-management at the job level. An important form of career-focused futurism is job crafting, which refers to arbitrary behaviors aimed at changing the scope of one's job tasks or interacting with others.

Method

The study was practical in terms of purpose, relational in terms of research type, and structural formula in terms of modeling type. The

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statistical population of the study was 456 nurses of Shahid Rahimi Hospital in Khorramabad city. According to the Morgan table, a sample size of 205 was selected by stratified random sampling method. In order to measure the variables of the research, the Bateman, and Crant's (1993) Proactive Personality Questionnaire, Ryff and Keyes's (1995), Psychological Well-Being Questionnaire and the Tims et al's (2012) Job Crafting Questionnaire were used. For data analysis AMOS software was used.

Results

The results of the research showed that proactive personality has positive and significant direct relationship with psychological well-being and job crafting. Also, the results showed that job crafting mediates the relationship between proactive personality and employee psychological well-being.

Conclusion

Employees with proactive personality have a strong desire for job excellence, make changes to their jobs that lead to increased purposeful performance of tasks, and this increases their job satisfaction. This freedom of action gained in performing duties and tasks and the fact that a person has the necessary authority to design his job duties and feels more harmony between himself and his job, makes a person more eager to pursue his duties and feels satisfied from his work, which leads to his psychological well-being.

Keywords: proactive personality, psychological well-being, job crafting

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