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Orginal Article

The Effect of Job Calling on Job Proactive Behavior and Thriving At Work with Mediating Role of promotion Focus and Job Crafting

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Abstract

Many employees are seeking meaning and purpose in their working lives. Some perceive that they have a calling, a pull to do work that serves a greater purpose for others and society. Individuals across different kinds of occupations may perceive that they have a calling. which is a significant personal resource and work orientation outcomes across studies. Thus, societies and organisations may benefit greatly from having employees with a calling. job calling may lead some employees to enact strategies such as job crafting, which is manipulating the job demands and job resources in their work to enhance their work identities and to live out their job calling or be closely aligned to it in their work. Thus the purpose of this of study was to investigate the effect of job calling on job proactive behavior and thriving at work mediated by job crafting and promotion focus. The statistical population of the study consisted of 200 nurses from Ahvaz Hospitals, who were randomly selected. Research tools include CS (Calling Scale, Dobrow and Tosti, 2011), JCQ (Job Crafting Questionnaire, Laurence, 2010), RFS (Regulatory Focus Scale, Lockwood et al., 2002), PPS (Proactive Behavior Scale, Seibert et al., 1999), TAW (Thriving at Work Scale, Spreitzer et al, 2012). Structural Equation Modeling (SEM) and version 24 statistical methods AMOS showed that the proposed model fits well. The results showed that the direct paths of job calling to the mediating variables, ie jobcrafting and promotion focus, were significant. In addition, the paths of job calling to the consequences, ie job proactive behavior and thriving at work became meaningful. The indirect path of job calling to job proactive behavior was significant through the promotion focus, but the indirect path of job calling to thriving at work through job crafting was not significant. In practice, organizations should encourage job calling. In order to generalize the results, it is suggested to undertake further research on other samples. Recommendations are then made on

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further studies on the relationships of job calling with job crafting and thriving at work. Implications for employees, management and HR are also highlighted.

Keywords: job calling, job crafting, job proactive behavior, promotion focus, thriving at work

Extended Abstract

Introduction

There is a brilliant work mission that makes us happy in the time when we are with our work goals on the way. many studies have shown that people who experience their work as a mission and a calling are more likely to feel a deeper alignment between their work and their personality. In this article, we look at nurses, their strengths encouraging participation, and simple changes that can help revitalize the work experience. Given the complexity of this work and the nurse's dedication to serving the public according to the high standards of their work, as long as they participate in this process and learn from their job. They are content to support their patients in health, and the health will have the desired quality in terms of its design and management, the strength and energy of its staff.. A growing body of literature has supported the significance of callings for positive work outcomes. Although there is no consensus on how to conceptualize a calling, the existing definitions agree that a calling refers to a work orientation to fulfill a meaningful purpose in a career domain. Whether the sense of calling is defined as a meaningful passion for a domain a meaningful beckoning with moral, social, and personal significance or purposeful work provoked by a transcendent summons, sense of a calling associates with a host of positive job outcomes. People who view their work as a calling report a higher level of work-related out-comes, such as job satisfaction and work meaning and a more positive attitude toward the organization. Additionally, the endorsement of a calling predicts increased career-related self-efficacy and career insight .

Despite these positive work outcomes, little attention has been paid to testing the sense of calling in relation to job behavioral variables and its underlying process. The purpose of this study was to investigate effect of job calling on job proactive behavior and thriving at work mediated by job crafting and promotion focus.

Methods

The statistical population of the study consisted of 200 nurses from Ahvaz Hospitals, who were randomly selected. Among the distributed questionnaires,

210 questionnaires were returned, of which 200 were completely filled in and usable, and 10 were incomplete and excluded from the analysis process. Research tools include CS (Calling Scale, Dobrow and Tosti, 2011), JCQ (Job Crafting Questionnaire, Laurence, 2010), RFS (Regulatory Focus Scale, Lockwood et al., 2002), PPS (Proactive Behavior Scale, Seibert et al., 1999), TAW (Thriving at Work Scale, Spreitzer et al, 2012). Structural Equation Modeling (SEM) and version 24 statistical methods AMOS showed that the proposed model fits well.

Results

The results showed that the direct paths of jobcalling to the mediating variables, ie jobcrafting and promotion focus, were significant. In addition, the paths of job calling to the consequences, ie job proactive behavior and thriving at work became meaningful. The indirect path of job calling to job proactive behavior was significant through the promotion focus, but the indirect path of job calling to thriving at work through job crafting was not significant.

Conclusion

As health care systems are one of the most effective providers in the community, the depth and stability of the work life of the nursing staff is an important factor to ensure the stability of the health system. The desired level of quality of work life enables nurses to provide high-quality services to patients. Therefore, the job calling of a nurse is an ointment on which the inner feeling of the nurse plays. It is very beneficial to have a job calling in nursing that leads to proactive job behaviors and thriving at work in these safe havens. in this study, an attempt was made to clearly introduce the approach to the employment of nurses whose job calling is appropriate for the goals of the hospital. Employees can flourish by finding meanings and followers of vitality and dynamism and proactive job behaviors and as a result appropriate productivity in their work.

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