

The Relationship of Job Crafting with Job Happiness and Work Resilience for Nursing Personnel

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Abstract

Background: Job Crafting is the modern approach to job redesign that gives nurses the power to change the jobs they are holding into the ones they want. **Aim:** examine the relationship of job crafting with job happiness and work resilience for nursing personnel. **Method:** A descriptive correlational design was used. A descriptive correlational design was used. All Nursing personnel in Alexandria Main University Hospital and Mabaret Al Asafra East Hospital were included in the study (n=276). Three tools were used to collect data, the Job crafting, Job happiness, and Work resilience questionnaire. **Result:** There were in Alexandria Main University Hospital the majority of nursing personnel had high level of job crafting and total of nurses at Mabaret El Asafra East Hospital had high level of job crafting. In Alexandria Main University Hospital slightly more than two thirds of nursing were high levels of job happiness and the majority nurses at Mabaret El Asafra East Hospital had high levels of job happiness. In both hospitals the majority of nurses were high levels of work resilience. There were significant differences in job happiness between Alexandria Main University Hospital and Mabaret Al Asafra East Hospital as (p.value 0.001*). **Conclusion:** There was positive correlation between job crafting and job happiness and work resilience. **Recommendation:** Nurses can create techniques for encouraging job crafting behaviors. Further studies to explore relationship between job crafting and the ability of decision-making between nursing personnel

Keywords: *Job crafting, job happiness, nursing personnel, Work resilience*

Introduction

Nursing is one of the most difficult and demanding health professions, with high levels of stress and a heavy physical and mental workload. Due to nurses' extensive stress during their education and professions, lengthy workdays, delayed gratification, all of this made nurses want to redesign their profession in order to decrease these enormous duties (*Hassmiller & Wakefield, 2022*). A redesign job is an innovative method that aims to modify performance and capabilities to foster productive energy at the workplace and support employees' vocations with their own preferences, motivations and wishes. Job crafting is the term used to describe it. (*Demerouti et al., 2019*). Job crafting is a self adjustment

that adjusts behavior and enables nurses to cover their work with their particular preferences and concerns, behave in accordance with their personal beliefs. In addition, achieve significant and fulfilling employment for the advancement of the organization's growth. *(Ghazzawi et al.,2021)*.

Job crafting would enable nurses to perform at a higher level, which would result in job happiness *(Jaakson & Ashyrov2022)*. All professions place a high value on happiness, but the nursing field is especially so since nurses have frequent, one-on-one interactions with patients and customers, whose special needs necessitate that they be compassionate, self-assured, committed, creative, and enthusiastic. These qualities are all closely related to happiness *(Kim & Kwon,2020)*. There is a strong correlation between job happiness and work resilience, resilience can help healthcare workers be happier in their jobs and experience less stress. *(Bai & Bai,2023)*. Being resilient is an essential trait for dealing with difficulty. During stressful job conditions, nurses must actively control their thoughts, feelings, and behaviors to retain professionalism in their dealings with patients and staff. *(Foster et al.,2023)*. psychologically healthy people as crafters, happy, and resilient workers in healthy organizations as thriving and successful environments characterized by the positive circle of long-term well-being and performance. *(Aboelenein & Mostafa,2023; Di Fabio & Cooper,2024)*.

Significance of the study

Effective medical treatment depends on nurses, who are the foundation of the majority of hospitals, care centers, and health facilities worldwide. Nurses face a heavy task and inadequate resources. They play a vital role in giving patients high-quality care *(Mahdy & Elsayed,2021)*. Through the process of job crafting, nurses can enhance their job capabilities by reframing the purpose of their work and their connections with others *(Harju et al.,2021)*. In general, job crafting presents a method by which nurses can positively and significantly impact their own work experiences *(Luu et al., 2019)*.

Egyptian studies support the positive association between job crafting and various outcomes among nurses. the study conducted at Suez Canal University Hospital was to evaluate the relationship between job crafting, knowledge sharing, and career resilience among nurses. 88.3% of staff nurses reported moderate agreement regarding job crafting, and the mean score for resilience was (3.76 ± 0.45) *(Basiony & Ghonem, 2023)*. Another study focusing on head nurses indicated that 83.3% of them had a high level of engagement in job crafting activities. These studies collectively indicate that job crafting is prevalent among nurses in Egyptian healthcare settings *(Mustafa et al.,2021)*. In another study found a significant positive correlation between job crafting and nurses' happiness. The positive correlation coefficient ($r=0.252$) *(Alharthi et al.,2023)*. Nurses with high job crafting levels experience positive emotions, such as happiness, and resilience, and self automated will improve psychological and physical health leading to complete well-being *(Demerouti, 2023)*.

The current study was conducted to find out the relationships of job crafting with job happiness and work resilience at Alexandria Main University Hospital and Mabaret Al Asafra East Hospital. The present study's findings should aid in the understanding of job crafting and the potential to enhance nursing care.

**Aim of the study:**

The aim of this study was to examine the relationship of job crafting with job happiness and work resilience for nursing personnel in Alexandria university Hospital and Mabaret Al Asafra Hospital through:

1. Assess job crafting for nursing personnel in the aforementioned hospitals.
2. Determine job happiness for nursing personnel in the aforementioned hospitals.
3. Identify work resilience for nursing personnel in the aforementioned hospitals.
4. Find out the relationship of job crafting with job happiness and work resilience for nursing personnel in the aforementioned hospitals.

Subject and Methods:**I- Technical Item:****Research design:**

Descriptive correlational design was utilized.

Setting:

The study was conducted at different departments and units in Alexandria Main University Hospital and Mabaret Al Asafra East Hospital.

Sampling:

All Nursing personnel in Alexandria Main University Hospital and Mabaret Al Asafra East Hospital were included in the study, with a total number of 276.

Tools for data collection:

Three tools were used in this study for data collection.

1st tool: Job crafting questionnaire: This questionnaire was developed by the researcher after reviewing the relevant literature (*Costantini et al.2021, & Gutiérrez Carvajal et al.,2022*)

It consisted of two parts:**(1) Personal data of nursing personnel:**

This part included questions about age, gender, employment status, name of the hospital, name of the current working unit, years of experience in nursing.

(2) Job crafting questionnaire:

This questionnaire was developed by the researcher to assess job crafting for nursing personnel. It consisted of 23 items that were categorized into four sub dimensions namely: increasing social job resources (5 items), increasing structural job resources (6 items), increasing challenging job demands (6 items), and decreasing hindering job demands (6 items).

Scoring system: Each dimension is measured with a three points Likert rating scale ranging from 1 disagree to 3 agree. An overall score ranging from (23 - 69) as follows:

- Low level job crafting < 60% (23 - 41)
- Moderate level job crafting 60%-80% (42 - 55)
- High level of job crafting > 80% (56 - 69)

2nd tool: Job happiness questionnaire: This questionnaire was developed by the researcher after reviewing the relevant literature (*Dutschke et al., 2019 & Feitor et al., 2022*).

This questionnaire was developed to assess job happiness for nursing personnel. It consisted of 25 items categorized into five sub dimensions namely: Attaining Goals (3 items), self-fulfillment (10 items), Group and Organizational Work (6 items), Leadership (3 items), Sustainability and job/ family balance (3 items).

Scoring system: Each dimension is measured with a three points Likert rating scale ranging from 1 disagree to 3 agree. An overall score ranging from (25 - 75) as follows:

- Low level job happiness < 60% (25 - 45)
- Moderate level job happiness 60%-80% (46 - 60)
- High level job happiness > 80% (61 - 75)

3rd tool: Work resilience questionnaire: This questionnaire was developed by the researcher after reviewing the relevant literature (*Park & Park, 2016 & Korneev & Bochaver, 2021*). This part was developed to assess the work resilience for nursing personnel. It consisted of 31 items categorized into five sub dimensions namely: situational pattern (11 items), philosophical pattern (6 items), dispositional pattern (5 items), professional pattern (5 items), and relational pattern (4 items).

Scoring system: Each dimension is measured with a three points Likert rating scale ranging from 1 disagree to 3 agree. An overall score ranging from (31 - 93) as follows:

- Low level work resilience < 60% (31 - 56)
- Moderate level work resilience 60%-80% (57 - 74)
- High level work resilience > 80% (75 - 93)

Validity of the tools:

The developed tools were formulated, translated into Arabic, and submitted to five experts in the study field to assess the face and content validity, needed modifications were done.

Reliability of tools:

Tools of the study were tested for its reliability using Cronbach's Alpha coefficient. the reliability for the job crafting questionnaire total is ($r = 0.73$) indicating an acceptable level of internal consistency for the job crafting scale and the job happiness questionnaire is total ($r = 0.81$) and the work resilience questionnaire is total ($r = 0.77$) indicating excellent level of internal consistency for both of them.

Ethical considerations:

An official permission to conduct the proposed study will be obtained from the Scientific Research Ethics Committee at Faculty of Nursing, Helwan University. Participation in the study is voluntary and subjects will be given complete full information about the study and their role before signing the informed consent. The ethical considerations will include explaining the purpose and nature of the study, stating the possibility to withdraw at any time, confidentiality of the information where it will not be accessed by any other party without taking permission of the participants. Ethics, values, culture and beliefs will be respected.

Fieldwork:

The actual field work lasted for 3 months starting from the beginning of October 2022 to the end of December 2022. Data were collected mainly in the morning and evening shifts by meeting with

nursing personnel in their departments and taking into consideration workload times. All the time during fulfilling the study tools, the researcher was present to answer and explain any questions. The time needed to complete the questionnaires ranged from 5-10 minutes. The researcher checked the filled sheet to find out any missing data.

II- Administrative Item:

An official letter was obtained from the Dean of the Faculty of Nursing of Helwan University to the managers of the aforementioned hospitals. The researcher explained the aim and objectives of the study and asked for cooperation and permission to conduct the study.

III -Statistical Item:

Upon completion of data collection, data were computed and analyzed using Statistical Package for the Social Science (SPSS), version 25 for analysis. Data was presented by using tabulation in the form of numbers and percentages for statistical data description. Descriptive statistics for qualitative variables were presented in form of frequencies and percentages while mean \pm standard deviation (\pm SD) was used for quantitative data. The significance level was set at $p\text{-value} < 0.05$. Cronbach's Alpha coefficient was used for the reliability test.

Results

Table (1): Shows that in Alexandria Main University Hospital (79.5%) of the studied nursing personnel were females with an average age of 36.96 years (SD = 10.20). An average year of nursing experience was 17.5 years (SD = 10.68) and an average experience in the current working unit was 13.89 years (SD=10.96). The majority of nurses (87.2%) were working full time.

The same table shows that only (15.5%) were working in Critical care units. In addition, this table illustrates that the majority of nursing personnel's education levels in nursing (40.2%) were technical nursing institute while, only (0.5%) were Master's degrees.

Regarding nursing personnel's job titles, (85.8%) were staff nurses, their monthly income was insufficient (84.5%). And no one attended previous training about job crafting, job happiness, and work resilience.

Regarding, Mabaret El Asafra East Hospital, (64.9%) were females and the average age of them was 30.49 years (SD = 7.99). While, the average year of experience in nursing was 8.25 years (SD =7.65). According to employment status (56.1%) of them were working full time. As regards working units (38.6%) were working in Critical Care Units. According to education levels, (75.4%) had a bachelor's degree in nursing and only (1.8%) had Master's degree.

Table (2): illustrated that, in Alexandria Main University Hospital nursing personnel total levels of job crafting. The majority (95%) of nursing personnel were high. Regarding Mabaret El Asafra East Hospital all of them (100%) was a high level of job crafting.

Figure (1): illustrated that, in Alexandria Main University Hospital nursing personnel levels of total job happiness. (65.3%) of nursing personnel were high. While only (1.8%) of them were low. Regarding Mabaret El Asafra East Hospital the majority of them (89.5%) were high and only (10.5%) of them were moderate level of job happiness.

Figure (2): illustrated that, In Alexandria Main University Hospital nursing personnel levels of total work resilience. The majority (93.2%) of nursing personnel were high and (0.5%) were low. Regarding Mabaret El Asafra East Hospital (96.5%) of them were high and the minority of them (1.8%) were for both moderate and low levels of work resilience.

Table (3): show that there was a significant correlation between job crafting and Job happiness as $p = 0.0001^*$, (r - test 0.48). Also, there was a significant correlation between job crafting and work

resilience as $p = 0.0001^*$ (r- test 0.44) and a significant correlation between job happiness and work resilience as $p = 0.0001^*$, (r- test 0.57).

Table (1): Personal data of the studied sample in Alexandria Main University Hospital and Mabaret El Asafra East Hospital.

Personal data	Alexandria Main University Hospital N=219		Mabaret El Asafra East Hospital N=57		Chi-square	p-value
	No.	%	No.	%		
Gender						
Male	45	20.5	20	35.1	5.3	0.02*
Female	174	79.5	37	64.9		
Employment Status						
Full time	191	87.2	32	56.1	28.1	0.0001*
Part time	28	12.8	25	43.9		
Working unit						
Medical	36	16.4	9	15.8	15.6	0.004*
Surgical	71	32.4	12	21.1		
Critical care units	34	15.5	22	38.6		
Other	78	35.6	14	24.6		
Monthly income						
Sufficient	43	15.5	22	38.6	14.8	0.0001*
In sufficient	185	84.5	35	61.4		

*: Significant at $p\text{-value} < 0.05$ **: Significant at $p < 0.01$ ***: Significant at $p < 0.001$

Table (1): Personal data of the studied sample in Alexandria Main University Hospital and Mabaret El Asafra East Hospital *Cont.*

Personal data	Alexandria Main University Hospital N=219		Mabaret El Asafra East Hospital N=57		Chi-square	p-value
	No.	%	No.	%		
Education level in nursing						
Secondary nursing school diploma	85	38.8	1	1.8	75.1	0.0001*
Technical nursing institute	88	40.2	10	17.5		
Bachelor degree in nursing	42	19.2	43	75.4		
Post graduate diploma	3	1.4	2	3.5		
Masters	1	0.5	1	1.8		
Job title						
Nursing director	1	0.5	1	1.8	9.9	0.01*
Nurse supervisor	17	7.8	2	3.5		
Head nurse	13	5.9	10	17.5		
Staff nurse	188	85.8	44	77.2		
	Mean	SD	Mean	SD	T	P
Age	36.96	10.20	30.49	7.99	4.4	0.0001*
Years of experience in nursing	17.05	10.68	8.25	7.65	5.8	0.0001*
Years of experience in current work unit	13.89	10.96	5.35	5.22	5.7	0.0001*

*: Significant at p-value<0.05**: Significant at p<0.01***: Significant at p<0.001

Table (2): Percentage Distribution of total levels of job crafting by study sample (n=276).

Levels	Alexandria Main University Hospital N=219		Mabaret El Asafra East Hospital N=57		Chi-square	p-value
	No.	%	No.	%		
Low	0	0.0	0	0.0	0.0	0.99
Moderate	11	5.0	0	0.0	11.00	0.0001*
High	208	95.0	57	100.0	86.04	0.0001*

*: Significant at p-value<0.05**: Significant at p<0.01***: Significant at p<0.00

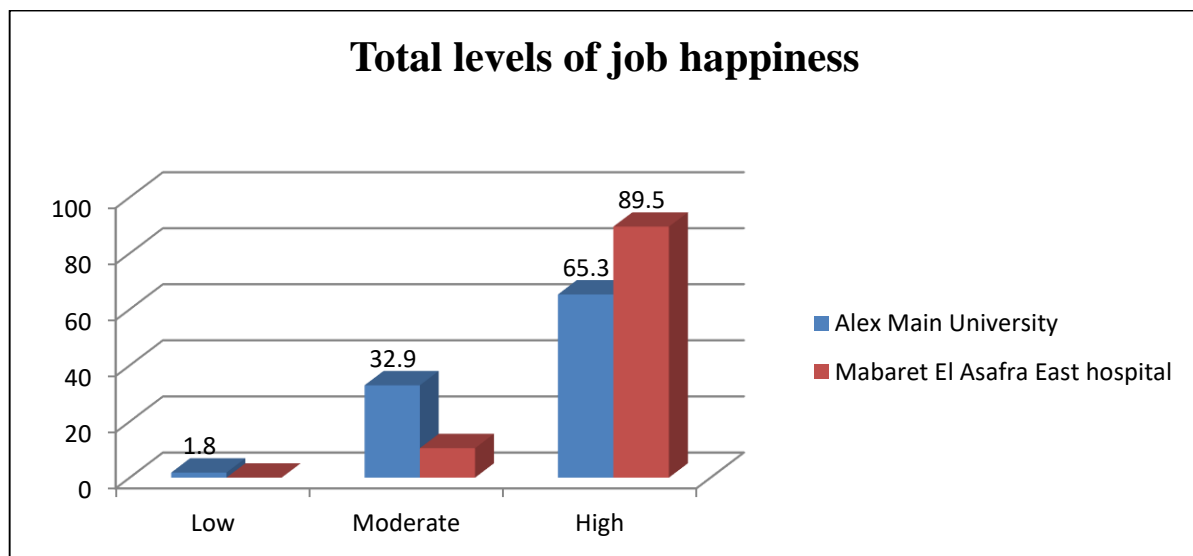
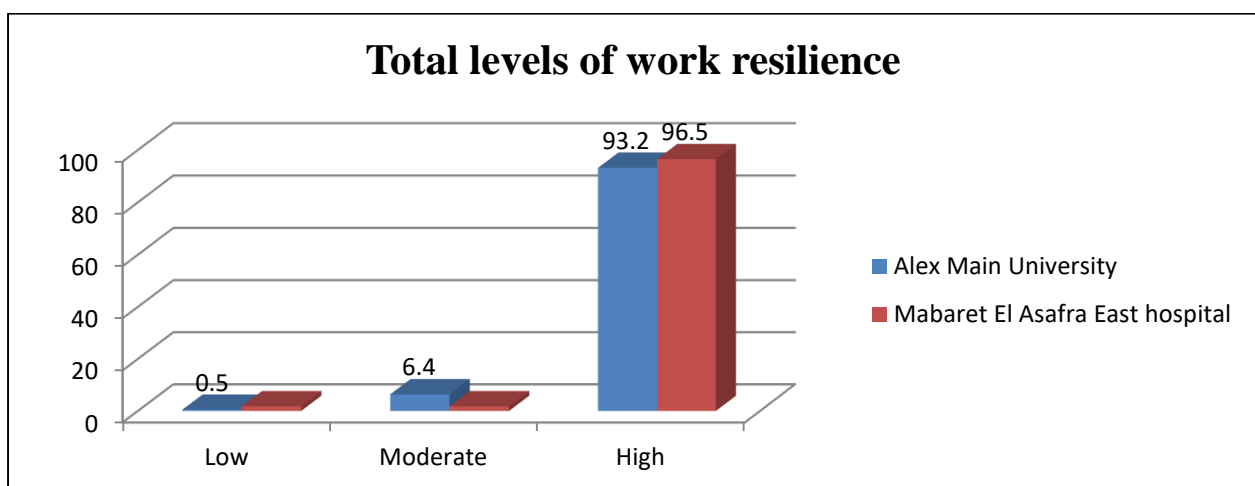

Figure (1) Total levels of job happiness by study sample (n=276)

Figure (2) Total levels of work resilience by study sample (n=276)

Table (3): Correlation between total scores of the studied samples.

Scores	Job crafting		Job happiness		Work resilience	
	R	P	R	P	R	p
Job crafting	1					
Job happiness	0.48	0.0001*	1			
Work resilience	0.44	0.0001*	0.57	0.0001*	1	

*: Significant at p-value<0.05**: Significant at p<0.01***: Significant at p<0.001

Discussion:

The current study aimed to examine the relationship of job crafting with job happiness and work resilience for nursing personnel in two hospitals; Alexandria Main University Hospital and Mabaret El Asafra East Hospital through assess job crafting, determine them job happiness and identify work resilience for them and find out the relationship of job crafting with job happiness and work resilience for them in the aforementioned hospitals.

The current study results revealed that the majority of nursing personnel had a high level of job crafting. This result could be due to the work environment may present nurses with opportunities to grow their professional talents or actively engage in the decision-making process, both of which have positive outcomes. This result was similar to the result of the Australian study reported by *Sheehan et al. (2023)* entitled “The relationship between HIWPs and nurse work engagement: the role of job crafting and supervisor support” which reported that nurses had a high level of job crafting.

Concerning levels of total job happiness at the two hospitals, the current study found that job happiness received the highest level. This finding might be due to many nurses like assisting patients in recovering and maintaining their health. This result is in disagreement with the study done by *Dadghar et al. (2015)* “The Relationship Leadership Styles, Organizational Commitment and Happiness with Job Satisfaction of Nurses” which reported that Iranian nurses who worked in hospitals had low happiness.

Even though, slightly more than one-third of Alexandria Main University Hospital nursing personnel had moderate levels of happiness. This result was on the same line as the Iranian studies conducted by *Javanmardnejad et al. (2021)* titled “Happiness, Quality of Working Life, and Job Satisfaction among Nurses Working in Emergency Departments in Iran” which found the same result nurses had moderate levels of happiness.

According to the levels of total work resilience of the two hospital nursing personnel the majority of nursing personnel had high level of work resilience. This result could be due to resilience is sometimes associated with factors like age, experience. This result was proper with the Egyptian study conducted by the result of the study done by *Alonazi et al. (2023)* entitled “The relationship between psychological resilience and professional quality of life among mental health nurses: a cross-sectional study” who reported that the majority of nurses have a high level of work resilience.

This current study found that there was a statistically highly significant positive relationship between job crafting and job happiness. This result might be due to happy nurses performing better on the job and being more passionate about their careers. This result was on the same line with the study

conducted by the result of study in Saudi Arabia by *Alharthi et al. (2023)* entitled “The Relationship Between Job Crafting and Nurses’ Happiness in Bisha Region, Kingdom of Saudi Arabia”. Who reported that nurses who reported greater job crafting were more likely to be happy.

The current study found a high statistically significant positive relationship between job crafting and work resilience. This finding might be due to job crafting, nurses were able to enhance their behaviors and develop more resilient feelings and skills. This result was in agreement with the study results conducted at the United States by *Sahay et al. (2022)* entitled “Role conflict, job crafting, stress and resilience among nurses during COVID-19” who reported that the job crafting aided in advancing adaptive resilience as nurses.

According to a correlation between job happiness and work resilience, this result found that there was a statistically highly significant positive relationship between job happiness and work resilience. This result might be due to when someone has a high level of resilience, they can handle difficult situations without feeling anxious. This result was corresponding with the Korean study conducted by *Sujeong et al. (2020)* entitled “Mediating effects of resilience between nurse's character and happiness for nurses in general hospitals” who reported a highly significant positive relationship between job happiness and work resilience.

Finally, from the researcher’s point of view, job crafting can positively influence both job happiness and work resilience by enabling individuals to shape their work experiences to better match their needs and preferences.

Conclusion

The study results concluded that:

The majority of nursing personnel had a high level of job crafting at Alexandria Main University Hospital. Meanwhile, Mabaret El Asafra East Hospital totally had a high level of job crafting. Furthermore, at Alexandria Main University Hospital slightly more than two thirds of nursing personnel had a high level of job happiness. Regarding Mabaret El Asafra East Hospital the majority of them had a high level of job happiness. In both hospitals, the majority of nursing personnel had a high level of work resilience. Finally, there was a positive correlation between job crafting and job happiness and work resilience.

Recommendations

Hospital administrators can:

- Use a job crafter model that shows the numerous advantages of job crafting in the working environment and establishes a positive work environment.

Nurse Managers can:

- Improve career opportunities for growth, supervisor support, and feedback.

Nurses can:

- Be familiar with the job crafting intervention to better understand how job crafting relates to other factors like job happiness, work resilience, work stress, and burnout.

Further studies:

- Explore the relationship between job crafting and the ability of decision-making between nursing personnel.
- Explore the effect of job crafting on family-work balance.



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