

**Exploring the Antecedents of Psychological Contract and Team Cohesion through the mediating influence of Job Crafting.**

**Exploring the Antecedents of Psychological Contract and Team Cohesion through the mediating influence of Job Crafting.**



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## Table of Content

<b>Chapters</b>	<b>Title</b>	<b>Page no</b>
<b>Chapter 1</b>	<b>Introduction</b>	<b>6</b>
<b>Chapter 2</b>	<b>Literature Review</b>	<b>8</b>
<b>Chapter 3</b>	<b>Model and Hypothesis Building</b>	<b>33</b>
<b>Chapter 4</b>	<b>Research Methodology</b>	<b>49</b>
<b>Chapter 5</b>	<b>Discussion on findings</b>	<b>52</b>
<b>Chapter 6</b>	<b>Practical and Theoretical Implication</b>	<b>78</b>
<b>Chapter 7</b>	<b>Limitation and Direction for Future Research</b>	<b>82</b>
<b>Chapter 8</b>	<b>Conclusion</b>	<b>85</b>
<b>Chapter 9</b>	<b>References</b>	<b>88</b>
<b>Chapter 10</b>	<b>Appendix</b>	<b>111</b>

## List of Figures/Tables

<b>Figure/Table no</b>	<b>Title</b>	<b>Page No</b>
<b>Figure 1</b>	<b>JD-R Model</b>	<b>10</b>
<b>Figure 2</b>	<b>Integrated Model</b>	<b>14</b>
<b>Figure 3</b>	<b>Job crafting Dimensions</b>	<b>22</b>
<b>Figure 4</b>	<b>Proposed Model</b>	<b>33</b>
<b>Figure 5</b>	<b>Model represents H1,H2a,H2b and H3</b>	<b>38</b>
<b>Figure 6</b>	<b>Model represents H4,H5a,H5b and H6</b>	<b>42</b>
<b>Figure 7</b>	<b>Model represents H7,H8a and H8b</b>	<b>45</b>
<b>Table 1</b>	<b>Measurement scale</b>	<b>50</b>
<b>Table 2,3,4</b>	<b>Reliability and Validity</b>	<b>53,55</b>
<b>Table 5</b>	<b>Factor Loading</b>	<b>56</b>

## List of Figures/Tables

Figure/Table no	Title	Page No
<b>Table 6</b>	<b>Correlation Matrix</b>	<b>60</b>
<b>Table 7</b>	<b>Path Coefficient(Direct Effect)</b>	<b>61</b>
<b>Table 8</b>	<b>Path Coefficient(Indirect Effect)</b>	<b>63</b>
<b>Figure 8</b>	<b>Structural Model</b>	<b>65</b>
<b>Tables 9,10,11</b>	<b>Hypothesis 1, Hypothesis 2, Hypothesis 3</b>	<b>66-67</b>
<b>Tables 12,13,14</b>	<b>Hypothesis 4, Hypothesis 5, Hypothesis 6</b>	<b>68-70</b>
<b>Tables 15,16</b>	<b>Hypothesis 7, Hypothesis 8</b>	<b>71-72</b>
<b>Table 17,18,19</b>	<b>Hypothesis 9, Hypothesis 10, Hypothesis 11</b>	<b>73-75</b>
<b>Table 20</b>	<b>Hypothesis 12</b>	<b>75</b>

## **Abstract**

The dynamic nature of contemporary work environments necessitates that employees actively modify their roles to meet both organizational goals and personal needs. This trend has spurred innovative approaches to job design, where proactive job crafting behaviours such as enhancing task efficiency and taking on additional responsibilities are linked to improved organizational performance. In this study, we address gaps in the job crafting literature by examining its associations with individual-level predictors (e.g., collaborative intelligence, career anchors) and outcomes (e.g., psychological contract satisfaction), as well as team-level predictors (e.g., team efficacy) and outcomes (e.g., team cohesion). Furthermore, we investigate the moderating impact of emotional stability on these relationships. Data was collected through an online survey of 465 professionals from diverse industry sectors, and structural equation modelling (SEM) was used to analyse the interrelations among the constructs. Results indicate that while enhanced job crafting substantially improves individual perceptions of the psychological contract, its influence on team cohesion is complex, suggesting that, although it promotes personal agency, it may inadvertently reduce team bonding if not managed holistically. A promising avenue for future research is to explore how organizations can design interventions that sustain the benefits of job crafting while simultaneously fostering stronger team cohesion across varied work settings.

## **Keywords:**

Job Crafting behaviour, Emotional Stability, Collaborative Intelligence (Human-Technology Interaction), Career Anchor, Team self-Efficacy, Psychological Contract scale, Team Cohesion

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