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ARTICLE

From job crafting to home crafting and back again: A shortitudinal study on the spillover between job and home crafting

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Abstract

Building on the notion that successful crafting in one life domain spills over into another domain, we investigated the reciprocal effects between job and home crafting in 134 workers, using a shortitudinal study with a two-week time lag. The results of cross-lagged panel analyses suggested that there were reciprocal effects between the work and home domains of the crafting dimensions of increasing structural resources and reducing hindering social demands. Increasing social job resources lead to increasing social home resources, but the reverse is not true. No cross-lagged effects were found for increasing challenging demands and reducing hindering structural job demands at work and home.

KEYWORDS

home crafting, job crafting, proactivity, spillover

Practitioner points

- Both job and home crafting behaviours (i.e., increasing structural job resources, reducing hindering social demands) spill over from one domain to the other.
- Increasing social job resources spills over from the work to the home domain only.
- Organizational interventions might target job and home crafting behaviours to enhance optimal functioning across domains.

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INTRODUCTION

In line with global and technological developments, the world of work is changing. Increasingly uncertain, dynamic, and fast-paced work environments require proactive employees who not only react to changes in their work environment but also take the initiative to improve organizational effectiveness, individual performance, and well-being (Belschak & Den Hartog, 2016; Grant & Parker, 2009; Parker et al., 2010). For example, employees may proactively attempt to change the characteristics of their jobs in order to balance their demands and resources with their abilities and needs; that is, they may engage in job crafting to achieve optimal functioning (Tims et al., 2012; Wrzesniewski & Dutton, 2001). Recent meta-analyses (Boehnlein & Baum, 2020; Lichtenthaler & Fischbach, 2018; Rudolph et al., 2017) and intervention research (Oprea et al., 2019; Uglanova & Dettmers, 2022) confirmed that job crafting is indeed beneficial for employee well-being, engagement, and performance.

Although job crafting research has flourished over the last decade, researchers have only recently explored crafting behaviours outside the workplace, such as off-job crafting or home crafting (e.g., Demerouti et al., 2020; Kujanpää et al., 2022). Initial research supports the view that different forms of off-job crafting contribute to employee optimal functioning (Kujanpää et al., 2022). However, as research on crafting outside the workplace is still in its infancy, little is known about the predictors and consequences of this form of crafting. Although it is widely accepted that experiences in work and non-work domains are intertwined (Edwards & Rothbard, 2000; ten Brummelhuis & Bakker, 2012), an integrated perspective on crafting across life domains still needs to be developed. Thus, it is unclear whether and how individuals' proactive behaviours are interrelated across domains (de Bloom et al., 2020). It is important to establish whether there is indeed an interrelation here because understanding the connection between crafting across life domains helps create conditions and adapt interventions to facilitate both job and home crafting to achieve optimal functioning in both domains. Demerouti et al. (2020) provided initial empirical support for the notion of spillover from daily job to home crafting. Yet, it remains unclear whether there are also reciprocal spillover effects from home to job crafting over time and whether the work-to-home or home-to-work spillover effects of crafting are equal in size.

In this study, we address these questions by employing a shortitudinal research design (i.e., a two-wave panel design with a two-week time lag) to account for the fact that job crafting fluctuates across days, weeks, and months (Geldenhuis et al., 2020; Petrou & Xanthopoulou, 2021; Rofcanin et al., 2019; Tims et al., 2016). Specifically, we investigate whether specific job crafting behaviours predict corresponding home crafting behaviours over time and vice versa. Furthermore, we explore whether work-to-home and home-to-work spillover effects are stronger or weaker.

Our study makes several contributions to the literature. First, by bringing together the research on work-home spillover and proactivity, we contribute to a more comprehensive understanding of how employees' proactive crafting behaviours operate across life domains. Second, we extend job crafting theory by adding to the knowledge about predictors of job crafting. Previous research has primarily focused on personal attributes (e.g., proactive personality) or work-related factors (e.g., job characteristics) as predictors of job crafting (Wang et al., 2016) but overlooked non-work-related factors such as proactive behaviours in the home domain. Third, we add to the scarce literature on home crafting – a concept which was only recently introduced into the crafting literature (Demerouti et al., 2020). To do this, we extend the knowledge about the nomological network of home crafting by examining job crafting both as antecedents and outcomes of home crafting. Finally, knowledge regarding the predictors of job and home crafting is essential for designing effective interventions and creating conditions that promote employees' proactivity and optimal functioning across life domains.

THEORETICAL BACKGROUND

Proactive behaviours are defined as the “extent to which individuals engage in self-starting, future-oriented behavio[u]r to change their individual work situations, their individual work roles, or themselves”

(Griffin et al., 2007, p. 332). Proactive behaviours can come in many different shapes and sizes. While scholars have acknowledged that proactive behaviours may cover different contents (Parker & Collins, 2008) or may be directed at different targets (e.g., organization, work group, self; Belschak & Den Hartog, 2016), they have not explicitly acknowledged that proactive behaviours might occur in different life domains. Similarly, Belschak and Den Hartog (2016) proposed that one form of proactive behaviour may spill over to other forms but did not consider the spillover of proactivity from one to the other life domain. In this paper, then, we will extend these perspectives by focusing on the proactive behaviour of crafting in the job and home domains and the spillover between them. In the following, we will first describe the concept of job crafting before presenting the newly introduced concept of home crafting and describing the potential link between these two.

Job crafting

Initially, Wrzesniewski and Dutton (2001) conceptualized job crafting as the proactive behaviour of employees' shaping, moulding, and redefining their jobs. They defined job crafting as "the physical and cognitive changes individuals make in the task or relational boundaries of their work" (p. 179). Subsequently, Tims et al. (2012) framed job crafting within job demands-resources theory (Bakker & Demerouti, 2017) as the changes employees make to balance job demands and resources with their abilities and needs. By taking the initiative to optimize job demands and increase job resources, individuals are able to more appropriately match their job roles with their talents, preferences, and aspirations (Tims et al., 2012).

Specifically, Tims et al. (2012) empirically distinguished between four independent job crafting dimensions, namely (1) increasing structural job resources (e.g., trying to develop new skills or seeking learning opportunities), (2) increasing social job resources (i.e., asking a supervisor or colleagues for advice), (3) increasing challenging job demands (i.e., asking to take on more responsibilities or new tasks), and (4) decreasing hindering job demands (i.e., eliminating emotional, mental, or physical job demands). Although Tims et al. (2012) distinguished between increasing *social* and *structural* resources, they did not make the same distinction between attempts to decrease hindering *social* demands and hindering *structural* demands. However, given that crafting social relations requires different behaviours to crafting structural demands, we chose to distinguish between decreasing hindering social and structural demands, mirroring the distinction between social and structural resources. Changing the social aspects of one's work (e.g., avoiding colleagues whom one dislikes) might be easier to implement than changing the structural aspects of one's work (e.g., having to work with outdated materials), and thus, these behaviours may spill over to the home domain at different levels. Considering only the overall level of reducing demands (i.e., mixing reducing structural and social demands) may blur or mask existent spillover effects, thus leading to erroneous conclusions. Moreover, given that approaches to promote the reduction of hindering demands might be quite different for social and structural demands, distinguishing between social and structural demand reductions could help to fine-tune intervention approaches. Our approach is in line with a study by Nielsen and Abildgaard (2012), who found that crafting social and structural demands constitutes two different behaviours, and with recent research on crafting in the context of university students (Körner et al., 2022).

Home crafting

Workers craft not only their jobs but also their life outside work (de Bloom et al., 2020). An emerging research stream addresses crafting behaviours that occur outside the work context, such as leisure crafting (Abdel Hadi et al., 2021; Petrou et al., 2017; Petrou & Bakker, 2016), needs-based off-job crafting (Kujanpää et al., 2022), and home crafting (Demerouti et al., 2020). This research showed that crafting behaviours outside the work domain are associated with different indicators of well-being and optimal

functioning such as higher life satisfaction, better performance in the family domain, perceived work ability, and job satisfaction (Kujanpää et al., 2022).

In their research, Petrou and Bakker (2016) introduced leisure crafting as the proactive pursuit of leisure activities targeted at goal setting, human connection, learning, and development. Acknowledging that leisure activities are only one part of one's non-work activities, Demerouti et al. (2020) coined the concept of home crafting as “changes that employees make to align their home demands and home resources with their personal abilities and needs, in order to experience meaning and create or restore their person-environment fit” (p. 1013). Similarly, referring broadly to workers' off-job life, Kujanpää et al. (2022) introduced the concept of off-job crafting, meaning the proactive and self-initiated changes in workers' off-job lives. While Kujanpää et al. (2022) used the integrative needs-based model of crafting (de Bloom et al., 2020) and the DRAMMA-Model (Newman et al., 2014) as a theoretical basis, Demerouti et al. (2020) used the conceptualization of crafting within the job demands-resources model introduced by Tims et al. (2012) as a theoretical basis. Accordingly, Demerouti et al. (2020) identified three types of daily home crafting: seeking resources (e.g., asking others for advice), seeking challenges (e.g., keeping busy and searching for seeking out challenging activities), and reducing demands (e.g., ensuring that off-job activities are mentally, emotionally, or physically less intense). By proposing only three broad types of home crafting, Demerouti et al. (2020) followed daily diary research on job crafting that modified and shortened the original scale proposed by Tims et al. (2012) and did not make the distinction between structural and social resources (Petrou et al., 2012).

In our study, we fine-tune this conceptualization by distinguishing between the social and structural aspects of the work environment when referring to job resources and demands. Hence, paralleling the job crafting dimensions, we distinguish between five dimensions of home crafting, namely (1) increasing structural home resources (e.g., introducing greater variety to one's duties at home), (2) increasing social home resources (e.g., asking a friend for advice regarding a matter related to a romantic relationship), (3) increasing challenging home demands (e.g., learning a new language), (4) reducing hindering social home demands (e.g., avoiding family gatherings with emotionally draining relatives), and (5) reducing hindering structural home demands (e.g., delegating physically or mentally exhausting home duties such as garden work or completing one's tax returns).

The link between job and home crafting

Based on the notion that individuals' experiences and activities at work and home are closely interrelated and influence each other (Edwards & Rothbard, 2000; ten Brummelhuis & Bakker, 2012), we propose that employees' job crafting and home crafting behaviours must be associated. More specifically, we expect crafting in one domain (e.g., work) to spill over to the other domain (e.g., home) and vice versa.

Spillover between work and home refers to the effects these domains have on one another leading to similarities in terms of affect, values, skills, or behaviours (Edwards & Rothbard, 2000). Spillover of behaviours occurs when behaviours in one domain are generalized or extended to behaviours in the other domain. For example, Sanz-Vergel et al. (2012) demonstrated that workers transfer emotion regulation strategies used at work to the home domain.

Edwards and Rothbard (2000) note that behavioural spillover occurs when behaviours in one domain become ingrained as habits or scripts that influence behaviours in other domains. When workers crafting their jobs realize that these crafting behaviours help them to meet their role expectations and improve their well-being, they will be more likely to repeat these behaviours and extend them to other situations or life domains (Edwards & Rothbard, 2000). In other words, crafting behaviours or strategies that were successful in one domain may be abstracted into general strategies that apply across life domains. In addition, spillover is particularly likely to occur when the situational cues in two life domains (e.g., the role requirements) are similar and thus elicit similar behaviours. When employees are confronted with similar demands at work and at home (e.g., meeting their job or family obligations despite a high workload), they are likely to apply strategies that were effective in one domain to the other life domain.

A multi-national diary study by Demerouti et al. (2020) provides initial support for this notion: These authors found evidence for the spillover of seeking challenges and seeking resources from the work to the home domain, although they did not find any relation between reducing demands in the work and home domains. Further studies additionally suggest that crafting behaviours in one life domain influences behaviours and experiences in other life domains. For example, Petrou and Bakker (2016) found that employees engaged in more leisure crafting when job demands and autonomy in crafting their home domain were high, while Postema et al. (2021) showed that crafting behaviours at work spilled over into the sports domain of amateur athletes via their work engagement.

We expect these spillover mechanisms to apply to all forms of crafting, both from work to home and vice versa. Although one might assume that engaging in crafting should energize employees and that this increased energy could be used to engage in more crafting in general, we expect the generalization of specific crafting strategies of the same dimension (e.g., increasing social resources) to be more likely to occur and to be more pronounced when it does. Accordingly, we focus on the same-dimension spillover effects in our hypotheses because previous research supports the notion that employees engage in distinct crafting strategies to different extents at work and home (Demerouti et al., 2020).

First, in line with the spillover theory (Edwards & Rothbard, 2000), we expect increasing structural job resources to lead to increasing structural resources in the home domain and vice versa. If an employee finds that developing her time management skills at work helps her to complete work more effectively, she might be more inclined to learn skills in her home domain to help her fulfil her private role requirements. Similarly, when an employee proactively seeks to learn new skills in the home domain, the general concept of learning new skills might become a habit that is also applied to the work domain.

Hypothesis 1a *Increasing structural job resources (T1) is positively associated with increasing structural home resources (T2).*

Hypothesis 1b *Increasing hindering structural home resources (T1) is positively associated with increasing hindering structural job resources (T2).*

Second, we propose that increasing social resources in the work and home domains should be reciprocally related. For example, if a worker proactively seeks out the help of a colleague to solve a problem (i.e., she increases her social work resources), she will learn that seeking social support is a successful strategy for her, and therefore she might be more likely to also ask a friend for advice or feedback in the home domain if a problem arises. Equally, the strategy of seeking social support in the home domain might also become ingrained as a habit and thus be applied to the work domain (Edwards & Rothbard, 2000).

Hypothesis 2a *Increasing social job resources (T1) is positively associated with increasing social home resources (T2).*

Hypothesis 2b *Increasing social home resources (T1) is positively associated with increasing social job resources (T2).*

Third, if a worker asks to take on more tasks or volunteers for challenging projects in the work domain to make his work more meaningful and a better fit to his abilities and needs (i.e., increasing challenges), this strategy should become more salient and accessible in his mind (Demerouti et al., 2020). As a result, he may also use this strategy in the home domain, particularly when he lacks meaningful leisure activities. In the same vein, when increasing challenges in the home domain (e.g., by engaging in voluntary work) makes individuals feel that their private life better meets their needs, they are also more likely to seek new challenges in their work life if they find themselves in a similar situation. Hence, we propose that increasing challenges in the work domain is positively associated with a subsequent increase in challenges in the home domain and vice versa.

Hypothesis 3a *Increasing job challenges (T1) is positively associated with increasing home challenges (T2).*

Hypothesis 3b *Increasing home challenges (T1) is positively associated with increasing job challenges (T2).*

Fourth, we propose that reducing hindering structural demands in the work domain will lead to a reduction in hindering demands in the home domain and vice versa. For example, when an employee with a high workload or time pressure experiences a reduction in hindering structural demands in the workplace (e.g., by scheduling fewer meetings, delegating tasks to her secretary) that helps her to complete her work more effectively, she will become more likely to think of and apply similar strategies in the home domain (e.g., outsourcing housework) when faced with an abundance of home demands (cf. Edwards & Rothbard, 2000). Similarly, after reducing hindering structural home demands, this strategy might be salient in individuals' minds and thus might also be applied to the work setting, as proposed by the spillover theory (Edwards & Rothbard, 2000).

Hypothesis 4a *Reducing hindering structural job demands (T1) is positively associated with reducing hindering structural home demands (T2).*

Hypothesis 4b *Reducing hindering structural home demands (T1) is positively associated with reducing hindering structural job demands (T2).*

Finally, when an employee notices that he benefits from avoiding resource-draining persons in his private (or work) life, he might be more likely to avoid resource-draining persons at work (at home) to increase his well-being. Thus, we posit, in line with the spillover theory (Edwards & Rothbard, 2000), a positive relation between reducing social job demands and a subsequent reduction in social demands in the home domain and vice versa.

Hypothesis 5a *Reducing hindering social job demands (T1) is positively associated with reducing hindering social home demands (T2).*

Hypothesis 5b *Reducing hindering social home demands (T1) is positively associated with reducing hindering social job demands (T2).*

Given that previous research (e.g., Allen et al., 2014; Hecht & Allen, 2009) has shown that employees create boundaries between their work and home domains and that the strength of these boundaries may vary depending on the direction (i.e., work-to-home vs. home-to-work), the spillover from job to home crafting might differ from the spillover from home to job crafting. The degree of permeability of work-home boundaries depends on the centrality of a life domain or the identification with a specific role (Matthews & Barnes-Farrell, 2010; Olson-Buchanan & Boswell, 2006). Hence, the strength of work-home boundaries or their permeability in either direction may depend on employees' individual preferences. Similarly, the spillover effect size may also depend on the autonomy individuals have in transferring crafting behaviours to a life domain (Demerouti et al., 2020). Therefore, the spillover effects may depend on an individual's specific family situation or job level. Accordingly, we do not formulate specific hypotheses but rather examine potential differences in the size of work-to-home and home-to-work spillover effects as an open research question.

Research Question 1 *Are the spillover effects of job crafting to home crafting equal in size to the spillover effects of home crafting to job crafting?*

METHOD

Sample and procedure

We conducted a two-wave panel study across a two-week time lag to test our hypotheses. Such a shortitudinal study (cf. Dormann & Griffin, 2015) seemed appropriate given that prior research has shown that stressors and resources affect job crafting within short time periods such as days or weeks (e.g., Hetland et al., 2018; Petrou et al., 2012) and that job crafting affects outcomes in similarly short time spans

(Geldenhuis et al., 2020; Petrou & Xanthopoulou, 2021; Rofcanin et al., 2019; Tims et al., 2016). Moreover, since crafting refers to establishing relatively permanent habits or routines rather than simply enacting singular or incidental changes (de Bloom et al., 2020), the two-week time lag was chosen to ensure that individuals had some time to actually develop habits or routines.

We used personal networks and social media postings to recruit participants in Germany who worked more than 20 h per week. Interested workers accessed a web page that provided detailed information regarding the research goals and procedures of the study. Participants were informed that participation was voluntary and that data were treated confidentially. The participants gave their informed consent before filling in the first web-based survey. According to local regulations, no formal approval of a local ethics committee was needed for this study.

Two weeks after completing the first survey, the participants received an email with an invitation link to complete the second survey. Participants provided self-generated codes for both surveys in order to match their responses across the two surveys while remaining anonymous. Moreover, they received no financial compensation for participating but were offered a summary of the study results as incentive for participation.

Initially, 363 employees completed the first web-based survey (T1). Two weeks later, 161 (i.e., 44.35% of the initial sample) completed the T2 survey. However, of these 161 participants, 27 had to be excluded due to missing data or incorrect self-generated codes that prevented the matching of T1 and T2 data. Thus, the final sample consisted of 134 participants. We tested for selective dropout by determining whether the participants who completed both surveys differed from those who only answered the first survey. We did not find any significant differences regarding job and home crafting dimensions. Furthermore, there were no significant differences in demographic variables (i.e., gender, living alone, having an academic degree) with one exception: Participants who filled in both surveys were older ($M = 33.75$, $SD = 10.76$) than participants who completed only the T1 survey ($M = 29.50$, $SD = 8.21$).

The final sample comprised 56.71% female participants and had a mean age of 33.75 years ($SD = 10.76$). Most participants had a university degree (63.4%), 9.87 years ($SD = 10.22$) of job experience, and worked across a diverse range of occupations (e.g., nurse, teacher, engineer, social worker, research assistant, consultant). One-quarter of the participants (25.37%) held a leadership position. Their average weekly working hours were 38.69 ($SD = 9.60$). Regarding their living situation, almost half of the participants lived with a partner (48.51%) and 29.85% lived alone. Most participants (88.81%) did not have children under 18 years old living in their household.

Measures

All items were assessed on five-point scales ranging from 1 (*never*) to 5 (*always*) at T1 and T2. Participants were instructed to refer to the last 2 weeks when responding to the surveys. Reliabilities of all scales are reported in Table 1.

Job crafting

Job crafting was assessed using the scale proposed by Tims et al. (2012) to measure *increasing structural job resources* (e.g., “I tried to learn new things at work”; four items¹), *increasing social job resources* (e.g., “I asked whether my supervisor was satisfied with my work when I was insecure”; five items), *increasing challenging job demands* (e.g., “When an interesting project came along, I offered myself proactively as project co-worker”; four items), *reducing hindering structural job demands* (e.g., “I made sure that my work was mentally

¹We deleted one item (“I decided on my own how I did things”) originally included in Tims et al. (2012) to improve model fit. In a validation study of the German version of the job crafting questionnaire, Lichtenthaler and Fischbach (2016) found that this specific item did not significantly load on the latent variable, which supports our decision to delete this item.

TABLE 1 (Continued)

Variables	<i>M</i>	<i>SD</i>	α	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
11 Increasing structural job resources T2	3.65	.81	.86	.80**	.20*	.41**	-.21*	.02	.48**	.20*	-.02	-.10	-.07									
12 Increasing social job resources T2	2.48	.68	.73	.24**	.80**	.14	.06	-.18*	.13	.21*	.15	-.01	-.20*	.23**								
13 Increasing challenging job demands T2	3.05	.78	.71	.49**	.21*	.67**	-.06	-.04	.39**	.19*	.06	.01	-.02	.55**	.22*							
14 Reducing hindering structural job demands T2	2.39	.67	.70	-.11	.13	.07	.61**	.21*	.12	.21*	.14	.29**	.27**	-.15	.03	.00						
15 Reducing hindering social job demands T2	2.56	1.05	.92	-.10	-.08	.14	.26**	.66**	.21*	.10	.05	.30**	.55**	-.01	-.13	.09	.40**					
16 Increasing structural home resources T2	3.34	.91	.90	.47**	.11	.36**	.02	.09	.75**	.43**	.32**	-.13	.02	.54**	.11	.46**	.09	.14				
17 Increasing social home resources T2	2.90	.96	.90	.19*	.37**	.21*	.15	-.01	.29**	.75**	.11	.01	-.10	.26**	.33**	.27**	.10	.03	.43**			
18 Increasing challenging home demands T2	2.58	.89	.78	.04	.12	.18*	.20*	-.01	.36**	.16	.54**	-.09	.02	.08	.20*	.10	.14	.12	.41**	.15		
19 Reducing hindering structural home demands T2	2.43	.81	.84	-.04	.07	-.04	.30**	.21*	-.09	.17	-.18*	.60**	.49**	-.10	.03	-.03	.32**	.21*	-.16	.13	-.17*	
20 Reducing hindering social home demands T2	2.77	1.16	.96	-.03	.01	.03	.22*	.49**	.05	.17	-.03	.38**	.70**	.02	-.02	-.02	.25**	.62**	.03	.17*	.01	.49**

* $p < .05$; ** $p < .01$.

less intense”; four items), and *reducing hindering social job demands* (e.g., “I organised my work so as to minimise contact with people whose expectations are unrealistic”; three items²). The results of confirmatory factor analyses (CFA) supported the five-factor structure. The five-factor model had an acceptable to good fit both at T1 and T2 (T1: $\chi^2 = 240.30$, $df = 160$, $p < .001$, $CFI = .92$, $TLI = .91$, $RMSEA = .06$; T2: $\chi^2 = 288.06$, $df = 160$, $p < .001$, $CFI = .89$, $TLI = .86$, $RMSEA = .08$) and was superior to a four-factor model with hindering structural and social demands loading onto one factor (T1: $\Delta\chi^2 = 185.4$, $\Delta df = 4$, $p < .001$; T2: $\Delta\chi^2 = 103.8$, $\Delta df = 4$, $p < .001$) or a three-factor model with a challenge factor, a combined increasing resources factor, and a combined reducing demands factor (T1: $\Delta\chi^2 = 323.08$, $\Delta df = 7$, $p < .001$; T2: $\Delta\chi^2 = 203.18$, $\Delta df = 7$, $p < .001$).

Home crafting

We adapted the job crafting scale by Tims et al. (2012) to the home domain (cf. Demerouti et al., 2020) in order to measure *increasing structural home resources* (e.g., “I tried to develop my capabilities in my personal life”; four items), *increasing social home resources* (e.g., “I sought emotional support from friends and relatives when I had a problem in my personal life”; five items), *increasing challenging home demands* (e.g., “I looked for challenging tasks or activities in my private life”; three items), *reducing hindering structural and social home demands* (e.g., “I made sure that the tasks in my private life are mentally less intense”; four items; “I organised my personal so as to minimise contact with people who drain my energy”; three items). The results of CFAs revealed that the five-factor model had a good fit both at T1 ($\chi^2 = 248.55$, $df = 142$, $p < .001$, $CFI = .93$, $TLI = .91$, $RMSEA = .08$) and T2 ($\chi^2 = 235.70$, $df = 142$, $p < .001$, $CFI = .52$, $TLI = .94$, $RMSEA = .07$) and a superior fit to a four-factor model with reducing hindering structural and social demands loading onto one factor (T1: $\Delta\chi^2 = 179.7$, $\Delta df = 4$, $p < .001$; T2: $\Delta\chi^2 = 170.35$, $\Delta df = 4$, $p < .001$) or a three-factor model with a reducing challenging demands factor, a combined increasing resources factor, and a combined reducing hindering demands factor (T1: $\Delta\chi^2 = 434.1$, $\Delta df = 7$, $p < .001$; T2: $\Delta\chi^2 = 493.27$, $\Delta df = 7$, $p < .001$).

RESULTS

Descriptives, Cronbach's alpha values, and correlations are presented in Table 1.

Preliminary analyses

We tested for longitudinal measurement invariance for the job and home crafting scales across both measurement time points using confirmatory factor analysis. Using χ^2 difference tests, we compared the model fit among three types of measurement invariance: configural (i.e., form), metric (i.e., factor loading), and scalar (i.e., intercept) equivalence (Vandenberg & Lance, 2000) across both time points. The results are displayed in Table 2. Supporting scalar invariance of the job crafting scales as well as the home crafting scales, we found no significant differences between the scalar and the metric and between the metric and the configural models.

At T1 and T2, the mean job and home crafting levels differed. Participants reported more increasing challenging demands (T1: $T = 5.64$, $p < .001$; T2: $T = 4.79$, $p < .001$) and structural resources (T1: $T = 5.81$, $p < .001$; T2: $T = 4.27$, $p < .001$) in the work domain than in the home domain, and more increasing social resources (T1: $T = -6.14$, $p < .001$; T2: $T = -4.92$, $p < .001$) and more reducing social demands (T1: $T = -7.03$, $p < .001$; T2: $T = -2.44$, $p = .016$) in the home domain than in the work domain.

²We added one item (“I organized my work so as to minimize contact with people who drain my energy”) to measure this dimension with three items.

TABLE 2 Model fit indices for testing measurement invariance

Invariance types	χ^2	<i>df</i>	<i>CFI</i>	<i>SRMR</i>	<i>RMSEA</i>	Contrast	$\Delta\chi^2$	Δdf	<i>p</i>
Job crafting									
1. Configural	528.357	320	.902	.074	.070				
2. Metric	538.124	335	.905	.077	.067	2 vs. 1	9.766	15	.834
3. Full Scalar	550.085	350	.906	.077	.065	3 vs. 2	11.962	15	.682
Home crafting									
1. Configural	484.246	284	.937	.065	.073				
2. Metric	495.489	298	.938	.067	.070	2 vs. 1	11.243	14	.667
3. Full Scalar	513.223	312	.937	.067	.069	3 vs. 2	17.733	14	.219

Abbreviations: CFI, comparative fit index; RMSEA, root mean square error of approximation; SRMR, standardized root mean square residual.

Participants reported more reducing structural demands in the home domain only at T1 (T1: $T = -2.00$, $p = .048$; T2: $T = -.57$, $p = .570$).

With regard to mean level changes in job crafting over time, employees' mean levels of reducing hindering social and structural job demands increased from T1 to T2 (reducing hindering social demands: $T = 3.11$, $p = .002$; reducing hindering structural demands: $T = 2.33$, $p = .021$), respectively, whereas increasing challenging demands ($T = -2.78$, $p = .006$) and increasing structural resources ($T = -4.31$, $p < .001$) and social job resources ($T = -2.00$, $p = .048$) decreased over time. Regarding home crafting, meanwhile, there were no significant changes from T1 to T2 in reducing structural home demands ($T = .17$, $p = .863$), increasing structural resources ($T = -.89$, $p = .377$), and increasing challenging demands ($T = -.70$, $p = .483$). At the same time, there were decreases in the remaining dimensions of reducing social demands ($T = -2.55$, $p = .012$) and increasing social resources ($T = -3.04$, $p = .003$).

Hypothesis testing

To test our hypotheses, we performed separate cross-lagged panel path analyses for each crafting dimension (see Figure 1) using Mplus 7.3 (Muthén & Muthén, 1998-2014). Additionally, we tested whether the work-to-home effects differed significantly from the home-to-work effects by constraining these paths by making them equal using the Wald test. We found that increasing structural job resources (T1) predicted increasing structural home resources (T2) and vice versa, confirming Hypotheses 1a and 1b. These effects did not differ significantly ($\chi^2(1) = .19$, $p = .660$). Increasing social job resources (T1) predicted increasing social home resources (T2), supporting Hypothesis 2a, whereas increasing social home resources did not predict increasing social job resources (T1), meaning that Hypothesis 2b was not supported. The job-to-home effect in increasing social resources was significantly stronger than the non-significant reverse effect ($\chi^2(1) = 5.56$, $p = .018$). Neither Hypothesis 3a nor Hypothesis 3b was supported, as shown by the fact that job- and home-increasing challenging demands (T1) were unrelated to home- and job-increasing challenging demands (T2). The cross-lagged paths did not differ ($\chi^2(1) = 2.06$, $p = .151$). Similarly, neither Hypothesis 4a nor Hypothesis 4b were supported, as indicated by the fact that both the cross-lagged effects of reducing hindering structural job demands and reducing hindering structural home demands were not significant and did not differ significantly ($\chi^2(1) = .23$, $p = .630$). However, supporting Hypotheses 5a and 5b, reducing hindering social job demands (T1) was positively associated with reducing hindering social home demands (T2) and vice versa. The two effects did not differ ($\chi^2(1) = .60$, $p = .438$).

Overall, the significant spillover effects ranged between $\beta = .13$ and $.28$. To put the size of these longitudinal spillover effects in context, we compared them to the empirically derived guidelines for interpreting the size of cross-lagged effects by Orth et al. (2022), who suggested that $.03$ indicates a small effect, $.07$ a medium effect and $.12$ a large effect. Hence, the longitudinal spillover effects identified in this study can be considered to be large. Regarding our open research question, only in one dimension,

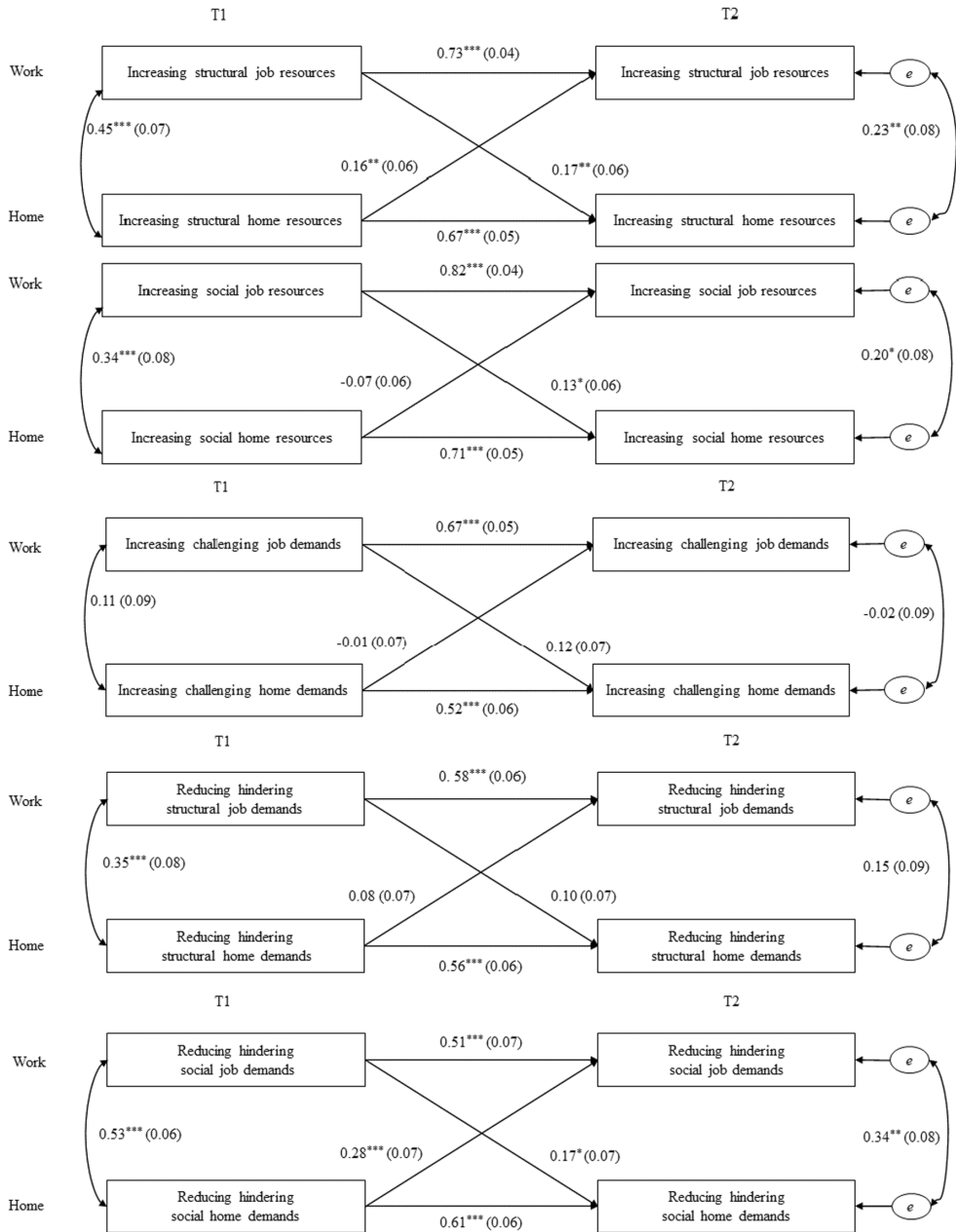


FIGURE 1 Cross-lagged panel models with standardized coefficients. Note: * $p < .05$; ** $p < .01$; *** $p < .001$

namely increasing social resources, did the spillover effects differ in size, with work-to-home spillover being stronger than the reversed effect.

Additional analyses

Given that Demerouti et al. (2020) found evidence for spillover effects not only within the same crafting dimension but also across different crafting dimensions, we tested for possible cross-dimension

spillover effects (e.g., relations between increasing social job resources and increasing challenging home demands). More specifically, we extended the cross-lagged panel models to include all job and home crafting behaviour dimensions at T1 as predictors. Overall, all of the significant same-dimensions spillover effects found in the originally tested cross-lagged panel models remained significant, while the non-significant same-dimension spillover effects remained non-significant.³ Only three (out of a possible 40) cross-dimension spillover effects emerged: (1) increasing social job resources at T1 was negatively associated with increasing structural home resources at T2; (2) increasing structural home resources at T1 was positively related to increasing challenging job demands at T2; and (3) increasing structural home resources at T1 was positively associated with reducing social job demands at T2.

DISCUSSION

The goal of this study was to determine whether proactive job crafting behaviours spill over to the home domain and vice versa. Using a shortitudinal design and cross-lagged panel analyses, we found evidence for spillover effects from work to home and vice versa for the dimensions of increasing structural resources, increasing social resources (only work-to-home), and reducing hindering social demands. We did not find evidence for spillover effects of increasing challenging job demands or for reducing hindering structural job demands. Overall, with one exception (i.e., increasing social resources), the spillover effects from work-to-home and home-to-work did not differ in size.

Theoretical implications

Drawing on the notion of spillover between work and home on the one hand (Edwards & Rothbard, 2000) and between different forms of proactive behaviours on the other hand (Belschak & Den Hartog, 2016), we investigated whether job crafting leads to home crafting and vice versa. Extending previous empirical findings by Demerouti et al. (2020), we found support for spillover effects both from work to home and from home to work, although not for every crafting dimension. To address this, we will discuss the specific patterns of spillover for each crafting dimension in more detail below. More generally, though, the significant spillover effects between job and home crafting can be considered large despite the high stabilities of both job and home crafting behaviours over time (Orth et al., 2022). Thus, overall, our study supports our suggestions that proactive behaviours can transcend the boundaries between work and home in both directions. The spillover effects for both directions were similar in size except for increasing social resources. Thus, our study does not support the idea of differential permeability of work-home boundaries (cf. Hecht & Allen, 2009) but rather suggests that individuals tend to integrate behaviours that are useful in one life domain in other life domains, regardless of the direction. In other words, proactive behaviours learned and applied in one life domain can be extended to other life domains in order to help individuals achieve optimal functioning across life domains.

The findings regarding the interrelatedness of job and home crafting further highlight that experiences and behaviours in the non-work domain may predict job crafting. Hence, our research extends knowledge on the predictors of job crafting beyond the work-related and person-related factors that have been the focus of research thus far (Wang et al., 2016). This knowledge helps design effective interventions to promote job crafting. Furthermore, given that research on home crafting is still in its infancy and knowledge about its prevalence, antecedents, and consequences is scarce, our study also complements the nomological network of home crafting. Remarkably, our finding that home crafting can lead to job crafting behaviours, which in turn contribute to employee well-being and performance (Boehnlein & Baum, 2020; Lichtenthaler & Fischbach, 2018; Rudolph et al., 2017), underlines the relevance of studying home crafting.

In addition, our study also demonstrates that the prevalence of home crafting behaviours is comparable to the prevalence of job crafting behaviours, with some crafting dimensions being more prevalent in the work domain and others being more prevalent in the home domain. Indeed, while participants

reported more increasing challenges and increasing structural resources such as learning new skills in the work domain, they reported more reducing hindering structural demands, more reducing hindering social demands, and more increasing social resources in the home domain. This suggests that workers find it easier to craft their social environment in the home domain, possibly because avoiding colleagues or clients whom one dislikes is more difficult in the work domain.

Regarding the specific spillover patterns of each crafting dimension, we found reciprocal spillover effects of *increasing structural resources*. Employees seem to extend their structural resource-increasing behaviours at work to the home domain and vice versa. Developing skills in the work domain (e.g., learning new software) may stimulate employees to develop their skills or expand their knowledge in the home domain. Interestingly, we only found evidence for a spillover of *increasing social resources* from work to home but not vice versa. This pattern of results might be a consequence of the characteristics of our sample. Indeed, our sample was relatively young, with more than half of our participants having a maximum of only five years' experience of work and the majority of them having no children. For young employees, generalizing increasing social home resources to the job context might be more difficult than generalizing attempts to develop one's skills (i.e., increasing structural job resources). While young people might find many opportunities to develop their skills and need to do so, they may find it harder to increase their social job resources as their network at work might be more limited. In addition, comparing the difference between the significant work-to-home spillover effect and the non-significant home-to-work spillover of increasing social resources suggests that the transmission of increasing social resources may be dependent on autonomy in the receiving domain. In our sample, participants may have experienced high levels of autonomy in the home domain (as they did not have to take care of children) and lower levels of autonomy in the work domain (as autonomy might be lower in entry-level positions). This dynamic could explain the differences in the extent of spillover of increasing social job resources, making the spillover from the work to the home domain more pronounced than it is vice versa.

Contrary to Demerouti et al. (2020) observations, we did not identify spillover effects of *increasing challenging demands* at work and home. This difference might be due to the different time frames used in the respective studies, given that previous research on challenge demands suggests that increasing challenges might be an energizing experience in the short run, whereas dealing with challenges might be exhausting in the longer term (Baethge et al., 2017). Thus, we encourage researchers to investigate how spillover processes between work and home change over a range of time periods. Meanwhile, de Bloom et al. (2020) also argued that not only could spillover processes between life domains occur but so could compensatory processes or conflicts leading to negative relations between job and home crafting dimensions. For example, increasing challenges at work might consume the energy needed to engage in increasing challenges in the home domain. Hence, crafting behaviours may only generalize from work to home or vice versa under certain conditions. Indeed, only when employees have sufficient energy to engage in crafting behaviours (e.g., as a result of successful recovery processes) will they generalize their crafting behaviours from one domain to the other. Moreover, given that increasing challenging demands should satisfy employees' need for competence, compensatory processes might play a role here too (cf. de Bloom et al., 2020). Hewett et al. (2017) found evidence for compensation of employees' needs for competence at work and at home. Hence, increasing challenges in one domain may reduce individuals' motivation to seek challenges in the other domain because their need for competence has already been satisfied. To summarize, more research is needed to clarify how and when the dimensions of increasing challenging demands at work and at home are associated.

In this study, we distinguished between *reducing hindering structural and social demands*. While we found spillover effects of reducing hindering social demands, there were no such effects of reducing hindering structural job demands. The diverging results regarding reducing social or structural demands could be due to similarities and dissimilarities in employees' work and home domains. According to Mischel (1977), the direct transfer of behaviour between two life domains is most likely when the situational cues (e.g., job or home demands) in the two domains are similar. It is possible that the work and home domains are more similar in terms of their social than their structural characteristics, which would suggest that behaviours such as avoiding resource-draining persons or trying to keep emotionally intense interactions to a

minimum may be more similar in the work and home domains than are behaviours to reduce structural demands. Thus, the transfer of crafting behaviours to reduce social demands from one domain to the other may be more likely than the transfer of decreasing structural demands. Overall, the diverging results for these two crafting dimensions corroborate the relevance of the distinction between reducing hindering structural and social demands (Körner et al., 2022; Nielsen & Abildgaard, 2012). Assessing the reduction of social and structural hindering demands in one overall measure might blur or mask the significant effects that one dimension might have.

Although we argued that the spillover of job crafting behaviours should occur primarily within the same crafting dimension, we investigated cross-dimension spillover effects in additional analyses. Only three out of 40 tested cross-dimension effects (7.5%) were significant, whereas five out of 10 tested same-dimension effects (50%) were significant. Hence, overall, we found only weak support for such cross-dimension spillover effects. Individuals seem to discern distinct crafting behaviours and evaluate their ability to engage in such behaviours and the usefulness of such behaviours. Although certain personality traits such as proactivity may predispose some individuals to engage in more crafting behaviours both in the work and home domains, leading to a similarity between these domains (cf. de Bloom et al., 2020), differences between same-dimension and cross-dimension relations suggest that specific learning experiences and distinct utility expectations play a more important part in this process. If the congruence between crafting efforts in work and home domains is largely due to personality differences, then relationships between different crafting dimensions should be similar to those within crafting dimensions.

Limitations and avenues for future research

Based on the observation that employees' job crafting levels fluctuate from day to day and week to week (e.g., Petrou et al., 2012, 2017), we chose a relatively short time lag of 2 weeks between our measurement waves. However, since the exact temporal patterns of the spillover between crafting across domains are unclear, future research could potentially employ shorter (e.g., 1 week) or longer (e.g., 3 months) time lags and multiple measurement waves to achieve a better understanding of the temporal pattern of the spillover processes. Our study, however, can at least provide a starting point for identifying the optimal time lags for studying such processes (Dormann & Griffin, 2015).

Relatedly, we could not distinguish between within-person and between-person effects because we only employed two measurement time points. de Bloom et al. (2020) suggested that within- and between-person effects of crafting may differ over time. Although our between-person findings were largely in line with the within-person findings of Demerouti et al. (2020), future research should use designs with three or more measurement time points in order to investigate the within- and between-person effects of crafting within one study. Additionally, more measurement time points would also facilitate the use of more sophisticated approaches for modelling longitudinal data (e.g., random intercept cross-lagged panels) because the traditional cross-lagged panel approach has been criticized for being biased and leading to erroneous conclusions under certain circumstances (Hamaker et al., 2015).

As our sample primarily consisted of highly educated and relatively young workers without children from Germany, it is unclear whether our findings hold for more diverse samples comprising less-educated workers, employed parents, or older workers from different cultures. Given that engaging in certain job crafting behaviours may depend on the types of jobs participants have (Nielsen & Abildgaard, 2012), future research should attempt to replicate our findings using samples with more diverse educational and occupational backgrounds. Similarly, as research showed that the extent of workers' job crafting and job crafting consequences might differ between cultures (Boehnlein & Baum, 2020; Gordon et al., 2015), future research should use international samples to replicate our findings.

In this study, we focused on the direct spillover effects of crafting from work to home and vice versa, but we did not consider the boundary conditions or mediating mechanisms of these effects. Recently, de Bloom et al. (2020) argued that crafting behaviours are likely to be transferred to another

life domain when they are perceived as effective in satisfying one's needs. Hence, future research could assess need satisfaction as an explanatory mechanism in this process. Furthermore, situational constraints such as low autonomy may limit employees' ability to transfer crafting behaviours from one domain to another (Demerouti et al., 2020). For example, employees with small children most likely experience less autonomy in the home domain, meaning that work-to-home spillover could be less pronounced in this group. Hence, future research could examine employees' autonomy in the work and home domains as a potential boundary condition.

In addition, we focused on the spillover of crafting behaviours between two specific life domains, namely work and home. This is potentially problematic, though, because, as de Bloom et al. (2020) contend, individuals have multiple life domains and interconnections between crafting behaviours in these life domains are likely to occur. Accordingly, future research could extend our research model by including more than two life domains. For example, research looking at working students could investigate spillover processes between study crafting (Körner et al., 2021; Mülder et al., 2022), job crafting, and home crafting. Finally, building on the spillover–crossover model (Bakker & Demerouti, 2013), future research might investigate whether job crafting behaviours first spill over to the home domain and then cross over to workers' spouses.

Practical implications

Our results suggest that promoting crafting behaviours in one life domain could also facilitate crafting behaviours in another life domain. Hence, organizational interventions could use the promotion of both job or home crafting behaviours as starting points to enhance optimal functioning across life domains (Oprea et al., 2019). On a general level, organizations and managers could encourage employees to craft both their work and home domains, by communicating that work and home are two life domains that can complement each other.

More specifically, to promote job crafting, organizations could offer both online and offline intervention approaches as both forms were shown to be effective in increasing job crafting (Uglanova & Dettmers, 2022; Van Wingerden et al., 2017; Verelst et al., 2021). Furthermore, given that crafting is related to leadership, supervisors should lead by example, grant employees the autonomy to craft their jobs, and transfer effective home crafting behaviours to the work domain (Wang et al., 2016). In addition, to boost the effectiveness of job crafting interventions, these interventions may be supplemented with additional content and exercises to foster home crafting because promoting home crafting could lead to more job crafting. Due to the fact that our (additional) analyses indicated that increasing structural home resources is associated with subsequent increases in increasing job resources and challenges and reducing demands, addressing how to increase structural home resources could prove to be particularly fruitful.

To increase home crafting, employees may want to attend specific training programmes or reflect individually on how to strengthen their crafting behaviours. For example, workers could reflect on ways to increase their home resources or develop plans to change their home demands and resources to match their needs and preferences. Moreover, given the potential repercussions of increasing home crafting on employees' job crafting and performance, organizations may see additional benefits in offering interventions targeting employees' non-work experiences focused on creating a healthy and recovery-conducive home life (e.g., Karabinski et al., 2021).

CONCLUSION

The results of our study show that employees craft not only their work but also their home domain and that these crafting behaviours at work and home influence each other over time. Thus, our research contributes to a more comprehensive understanding of how employees' proactive behaviours operate across life domains. Proactive behaviours learnt and applied in one life domain can be extended to other life domains to help individuals experience a better fit between their abilities and needs and their environments.

AUTHOR CONTRIBUTIONS

Verena C. Haun: Conceptualization; formal analysis; writing – original draft; writing – review and editing. **Lina Marie Mülder:** Conceptualization; writing – original draft; writing – review and editing. **Anna-Laura Schmitz:** Data curation; writing – review and editing.

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CONFLICT OF INTEREST

All authors declare no conflict of interest.

DATA AVAILABILITY STATEMENT

The data that support the findings of this study are available on request from the corresponding author. The data are not publicly available due to privacy or ethical restrictions.

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