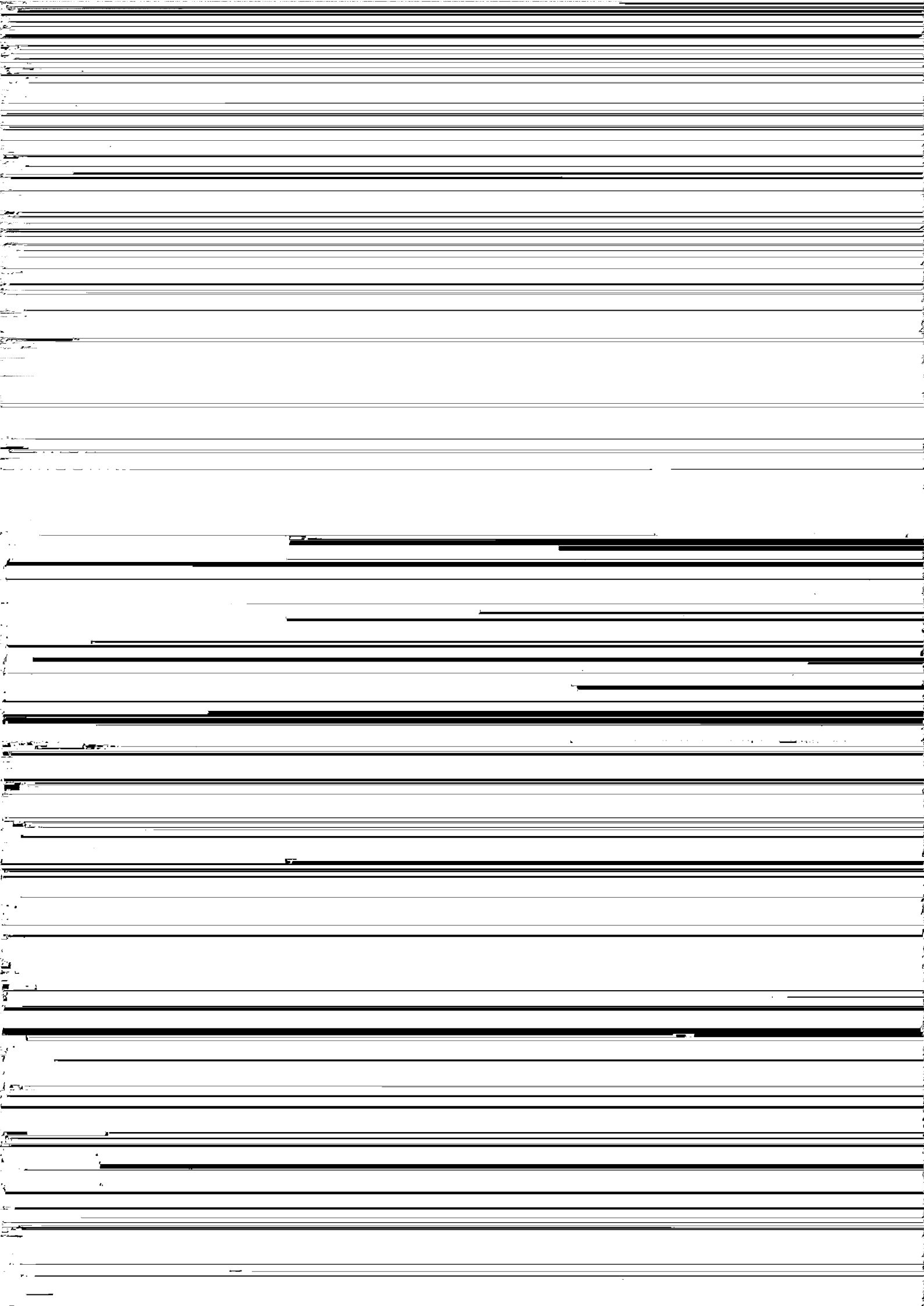Study on the Relationship between Job Crafting

and Job Performance of Associate Head Teachers in Universities

2017

228

Study on the Relationship between Job Crafting and Work Performance of Associate Head Teachers in Universities

Abstract

Using assistant head teacher of the student work group of the university as the research object, based on self-determination theory and achievement motivation theory, I build a hypothesis model. Through the questionnaire investigation and quantitative method exploring the relationship between job crafting and work performance of university deputy headteacher, I try to reveal the path and mechanism of these two constructs. Finally, 228 valid questionnaires were collected through the sub class contact group and classmate resources. I find that job crafting has a positive impact on job performance, and job-person fit and job satisfaction play a chain-like intermediary role between job crafting and job performance. Active personality plays a negative regulatory role between job satisfaction and job performance, and at the same time plays a regulatory role in the mediation path of job

Wrzesniewski Dutton 2001

Yepes-Bald 2018 Niessen Weseler & Kostova 2016

1.2 **1.3**

1.2.1

-      -   -

1.2.2

1.3

1.4

1.4.1

1.4.2
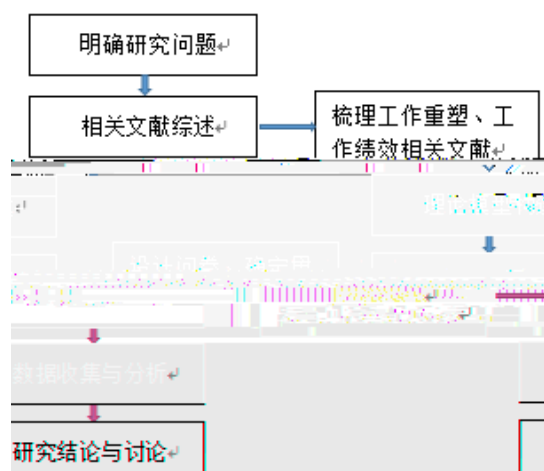
1.4.3   SPSS 22.0   Process   Amos 25.0

1.4.4

1-

1.5

2.1

2.1.1

Job-crafting

Wrzesniewski

Dutton　2001

2001

Tims　　Bakker　2010

Wrzesniewski　　Dutton　2001

2.

Wrzesniewski　　Dutton　2001

Tims　　Bakker
2010

2016

2019

Yepes-Bald　　2018 Niessen　Weseler　& Kostova　2016

2.2

2.2.1

Borman　Motowidlo　1993

Allworth　1997

-

2.2.2

1.

3.1

3.1.1

Deci　　Ryan　2000

(Deci　2000)

3.1.2

McClelland　1950

3.2

3.2.1

Tims　　2012

H1

3.2.2

Chen   2014

2018

H2

Leana   2009

Tims &

Bakker   2010

H3
H4

Liu　　Chen　2017

H6

H7

3.2.4

H8

H9

3.2.5

Bateman

Crant　1993

H10

H11

3.2.6

Psychological　Atmosphere　　　　　　Kurt　Lewin　1935

Notron 1984

2002

2014

H12

H13

主动性人格
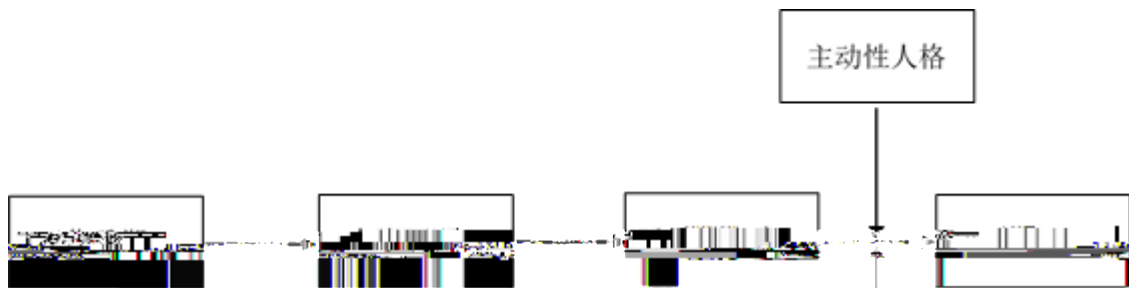
图 3-1

4.1

2020   -2016

228

88%   30%

4-1   N=228   g

2011

5.1

5.1.1

SPSS 22.0

Cronbach s

0.8

<center>5-1</center>

		Cronbach s
	14	0.951
	6	0.92
	5	0.881
	9	0.933
	10	0.886
	18	0.95

5.1.2

AMOS 25.0

6

<center>5-2</center>

5.2

Harman

34.671%   40%

5.3

5-10

½

1	2	3

5.5.10

SPSS process V3.3

"

[0.0217,0.1438]   0

***p<0.001   ** p<0.01   *p<0.05

5-22

5.6

6.1

6.1.1

228   4.19

        4.27   3.99   4.18

                                    3.91   4.17

    6

p<0.001

1

2

3

4

3.

6.3

6.3.1

6.3.2

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11

A 1   B 2   C 3   D 4

12

A

B

C

A 1   B 2   D 4

C

17.

18.

19.

1