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Effect and Relationship of Locus of Control and Emotional Stability on Job Crafting

Pujitha Josyula, Prof. Deepa Mohan, Dr. Shamshuddin.

Research Scholar, GITAM University,kaithapalli@gmail.com
Associate Professor,GITAM University,
Assistant Professor, GITAM University.

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Abstract: Employees willingly engage in job crafting to actively alter work tasks, relationship boundaries, and cognitive components of their jobs. The researchers wanted to see if there was a link between job crafting and two self-core assessment traits: locus of control and emotional stability. A correlational study design was used. This study looked at a total of 60 middle-level male and female employees in the IT sector in Bengaluru, India. Three factors were considered: (a) job crafting; (b) locus of control; and (c) emotional stability. The participants were given three distinct self-report questionnaires, which were given to them in order. Job Crafting was assessed using the Job Crafting Questionnaire (JCQ), Locus of Control was assessed using the Work Locus of Control Scale (WLCS), and Emotional Stability was assessed using the neuroticism dimension of the Big Five Inventory (BFI). To investigate the level of Job Crafting, the link between Job Crafting, Locus of Control and Emotional Stability, and gender differences, the data was statistically handled using parametric statistical methods such as descriptive statistics, product moment correlation, and t-test. According to the findings, there is a link between Internal Locus of Control and Job Crafting. It was also shown that Emotional Stability and Job Crafting had a good relationship. Furthermore, this study found no significant differences in job crafting between men and women. Employee engagement, personality tests, selection and promotion, and managerial choices can all benefit from the findings.

Keywords: Job Crafting,Locus Of Control, Emotional Stability, Employee Engagement

1.Introduction

A voluntary process in which an employee redesigns specific aspects of their employment is known as job crafting. This is beneficial to them since it is considered to increase job satisfaction, work engagement, resilience, and workplace flourishing. Managers, on the whole, are considered as the ones who design employment. Job crafting, on the other hand, focuses on the redesigning of work by the employees themselves. Employees have a reputation for customising their employment since it is profitable for them. Employees view job crafting as a vehicle via which they may maximize the opportunities available to them. They personalize their work activities as well as their relationships with coworkers. They link their goals, strengths, and enthusiasm to

the job they do through this process of active transformation. Job crafters are those who participate in such a change-inducing activity at work. Berg, Dutton, and Wrzesniewski (Berg, Dutton, and Wrzesniewski, 2008)

Job Crafting Types

According to research, job crafting may be used on three levels. Job creators frequently alter the parameters of their jobs. They can do so by inventing on the job, either by taking on new responsibility or by minimising their obligations. They might also broaden or narrow the scope of their responsibilities. They may be able to influence their performance by altering the method that is followed. In the process of job crafting, people are also seen modifying their interactions with coworkers. Furthermore, job crafting may be observed when employees adjust their perceptions of the activities they perform or when they regard each activity as a "collective totality" rather than as individual jobs (Wrzesniewski& Dutton, 2001).

Job Crafting Stages

The job crafting model suggests three distinct steps in the job creation process. It is defined as a continuous line of activity that does not occur only once over the course of a task. When employees are driven to design any one or more components of their occupations, this is the initial step of job making. The workers then go on to the second step, when they recognise the chances they have to craft their careers. Finally, in the third stage, the selected outcomes are connected to the results of the individual. Berg, Dutton, and Wrzesniewski (Berg, Dutton, and Wrzesniewski, 2008)

Individual variations

Individual inequalities in the process of job crafting were discovered by Paul Lyons (2008). According to him, an employee's "spontaneous, unsupervised adjustments" in their professions are linked to individual traits such as cognitive capacity, self-image, perceived control, and change preparedness. The study demonstrates that job crafting has a positive substantial link with individual variables such as perceived control, readiness for change, and self-image (Lyons, 2008). Individuals with proactive personality traits are also more likely to create their employment, according to research. As a result, they are able to adjust to their work environment more quickly, which is a predictor of workplace engagement and performance (Bakker, Tims&Derks, 2012).

Implications

In the context of job crafting, Wrzesniewski and her colleagues (2008) believe that a favourable impact on individual and organisational performance has been observed. This may motivate managers to create environments that support resourceful job creating strategies. This starts with developing occupations that allow individuals to tailor their work to match their particular motivations, abilities, and passions while still satisfying the minimum requirements.However, job craft is restricted in situations when the work design is restrictive. Though this restriction may only apply to the behavioural aspects of job making, cognitive crafting would be less constrained by such restrictive job design principles. If this restriction is lifted, creative work design may become a factor in improving job happiness and performance.

Despite the benefits of job crafting, favourable outcomes are not always guaranteed. It might be damaging if the process's outcomes diverge from the organization's objectives. Although it helps the job creator, it may have negative consequences for the organisation. In certain cases, job creation occurs without the manager's knowledge. If the individual level process is not sufficiently linked with corporate aims and objectives, this might have negative consequences for the entire organisation. The individual must be equipped to supply

resourcefulness on their own accord, which is a restriction of this voluntary employee behaviour. They might not be able to get it from anywhere else (Berg, Dutton &Wrzesniewski, 2008).

Characteristics of Self-Evaluation

Core self-assessments, according to Judge, Locke, and Durham (1997), are the "fundamental judgments or bottom-line evaluations that individuals hold about themselves." They agreed that attributes were important in determining fundamental self-evaluations. Self-esteem, generalised self-efficacy, internal locus of control, and emotional stability were the four attributes discovered.

Locus of Control is a term used to describe a location where something is controlled. It's one of the characteristics that make up the key self-assessments. The amount to which people think they have control over various aspects or occurrences in their lives is referred to as locus of control. An individual with an internal locus of control feels that they can affect and control their own life's outcomes and circumstances. An individual with an external locus of control, on the other hand, assigns personal outcomes and occurrences to factors outside of one's control. Julian Rotter proposed the notion of locus of control in 1950. Its applications have been observed in describing human behaviour in organisations since then. Motivation, work perception, effort, contentment, authority compliance, performance, and supervisory style are all variables that can be linked to locus of control as a personality attribute (Spector, 1982).

Emotional Stability Emotional stability is a personality trait that has stood the test of time. Its origins may be traced back to psychoanalysis and clinical psychology. However, it has recently been used in the workplace to demonstrate links between job performance and job happiness. It indicates a modest level of neuroticism. Emotional stability is characterised by a tendency to be calm, confident, and secure (Judge et al., 2001). Emotional stability, also known as neuroticism, is a personality trait that is linked to feelings of anxiety, anger, depression, embarrassment, worry, emotion, and insecurity (Barrick& Mount, 1991).

1.Is there a link between job crafting and an individual's locus of control, according to research?

2. Is there a link between work crafting and a person's emotional well-being?

3. Are there gender disparities in job crafting?

The study's justification

The notion of job crafting is very new. Amy Wrzesniewski, a psychologist, proposed the theory in 2001. The majority of studies in this discipline emphasise the need of doing empirical research (Lyons, 2008). This requirement arises from previous conceptual studies as well as the topic's nature. However, a Job Crafting Questionnaire has just been established, making empirical study in this topic more feasible. As a result, investigating job crafting as a work behaviour of workers in the Indian context would be relevant, as no studies in this field have been undertaken in India. The majority of previous research has been done in Western countries.

According to a Gallup research on employee engagement, the majority of Indian workers are disengaged with their jobs. According to the poll, which was conducted between 2011 and 2012, 9 percent of the Indian workforce is employed. The remaining 91 percent are uninterested in their jobs. 60 percent of these people are not engaged at work, while another 31% are actively disengaged from work (Gallup Inc., 2013). As a result, Indian businesses must currently employ their staff. The worldwide research also suggested that firms start by picking the proper individuals as a solution to this challenge. As a result, individual differences in personality,

motivation, and self-concept may have a significant impact on how engaged an employee is at work. As a result, job creating as a tool for employee engagement may be beneficial in enhancing employee engagement (Petrou, Demerouti, Peeters, Schaufeli & Hetland, 2012). According to the poll, improving employees' strengths and well-being can have a good influence on engagement. Job crafting has been shown to have a favourable influence on employee well-being in studies (Tims, Bakker &Derks, 2013). It gives employees the chance to put their best efforts at work. As a result, as stated in the global report on employee engagement, it would be critical to having an engaged workforce.

There is relatively little scientific data to support what motivates employees to engage in voluntary behaviour. Individual requirements and motivation in connection to work crafting, according to Lyons, should be scientifically explored (Lyons, 2008). As a result, it is clear that present research has not concentrated on experimentally researching individual variations that may play a role in job crafting. Employee work happiness is positively impacted by job crafting as a concept (Berg, Dutton & Wrzesniewski, 2008). As a result, the factors under investigation – locus of control and emotional stability – are linked to work satisfaction (Judge & Bono, 2001). It is therefore possible to investigate the link between job crafting, locus of control, and emotional stability.

2. Research Problem

The study's goal was to see if there was a link between locus of control and emotional stability when it came to job crafting in India.

Objectives

The following were the study's key goals:

1. To determine the many types of job crafting that exist in India.

2. To build a link between task crafting and locus of control.

3. To establish a link between emotional well-being and employment creation.

4. Determine whether there are substantial disparities in job crafting between men and women.

Hypotheses

The hypotheses that were investigated were as follows:

1. The more internal locus of control there is, the more task crafting there will be.

2. The more internal locus of control there is, the more cognitive craftsmanship there will be.

3. The more internal locus of control there is, the more relational craftsmanship there will be.

4. Emotional stability and task crafting will have a significant favourable relationship.

5. Emotional stability and cognitive crafting will have a substantial favourable association.

6. Emotional stability and relationship craftsmanship will have a high favourable association.

7. When it comes to job designing, there will be no substantial differences between men and women.

8. There will be no major variation in cognitive crafting between men and women.

9. In relationship construction, there will be no major difference between men and women.

3.Design of the Study

A correlational research approach is used in this study, which is quantitative in nature. This is a method of gathering information in a systematic manner in order to arrive at a certain conclusion. In studies, these statistically trustworthy data serve as empirical evidence. The sample size for quantitative research must be big and representative of the full target population. As a result, the research took all of these factors into account when looking at the link between job crafting and two variables – locus of control and emotional stability – among IT workers in Bengaluru.

It is quantitative in character, as previous work has indicated that empirical findings in the field of job crafting are required. The majority of past research has been quantitative. These studies, on the other hand, collected data qualitatively but analysed it numerically. As a result, the empirical evidence of these investigations was called into doubt. As a result, several papers have emphasised the need of doing empirical research. This would back up the research approach used in this study. The study is practical in nature since it employs empiricism to investigate the notion of job crafting in the Indian community. It adds to the current body of research by attempting to link job crafting to the factors of locus of control and emotional stability. Simultaneously, it aims to discover gender variations in job creation.

Definitions of Operations

The following are the variables' definitions:

Job Crafting. Job crafting refers to the voluntary, uncontrolled adjustments that employees make in their employment to attain a feeling of meaning and purpose. It takes three forms: (a) task crafting, which involves changing the boundaries of job tasks; (b) relational crafting, which involves changing interpersonal relationship boundaries; and (c) cognitive crafting, which involves changing perceptions, thoughts, and feelings to suit the individual's needs, motives, and passions (Wrzesniewski, 2001).

Locus of Control is a term used to describe a location where something is controlled The amount to which people think they have control over various aspects or occurrences in their lives is referred to as locus of control. There are two types of locus of control: (a) internal locus of control, which occurs when an individual believes they have the power to influence events and other aspects of their lives; and (b) external locus of control, which occurs when an individual believes that events and aspects of their life are influenced by outside forces (Rotter, 1966).

Emotional Stability is a term used to describe a person's ability to Emotional stability is a personality quality that indicates self-assurance, consistency, and security. Anxiety, rage, melancholy, shame, concern, feelings, and insecurity are all linked to emotional stability, or Neuroticism. It's a spectrum that starts with emotional stability and ends with neuroticism (Mathews and Deary, 1998).

Working persons whose tasks include both operational and strategic components are classified as middle level workers. They are workers who work in a hierarchy with top-level employees above them and lower-level employees beneath them (DuBrin, 2003).The information technology (IT) industry. A cluster of firms specialising in the development and marketing of information technology might be classified as the IT industry (Daintith, 2009).

Sample

The professionals in Bengaluru's IT industry who were in charge of middle-level duties and responsibilities were the target demographic for this study. The sample comprised of 60 middle-level employees in Bengaluru's IT industry, with an equal number of males and girls. Because their work contained both strategic and operational components, middle level personnel were chosen for the research. A single level of employees was thought to be helpful since it would eliminate any inconsistencies that may arise from having employees at different job levels. The study focused on the IT industry, which is now one of the most expanding industries.

Techniques of Sampling

The purposive sampling strategy was used in this study. When individuals with specified qualities are desired, this sampling strategy is utilised. Because only middle-level employees were evaluated in the current study, this approach was shown to be the most appropriate for the same reasons.

Job Crafting Relationship

The link between the variables of locus of control and emotional stability, as well as work performance and job satisfaction, was investigated by Judge and Bono (2001). The associations formed are not significant, despite the fact that there was a positive correlation between both factors and work performance and satisfaction. Despite the weak relationships, it is reasonable to assume that work crafting is linked to emotional stability and locus of control, given that a link has previously been established between job performance and job satisfaction throughout the job creation process (Berg, Dutton &Wrzesniewski, 2008).

Criteria for Inclusion

The criteria for inclusion are as follows:

1. All of the participants are Andhra Pradesh and Karnataka based Indians.

2. They're all employees in the middle management ranks.

3. Everyone in the group works in the IT industry.

4. Employees who are able to comprehend, speak, and read English are taken into consideration.

Criteria for Exclusion

The following is the exclusionary criterion:

The sample excludes genders other than male and female.

Tools

Self-report questionnaires with closed-ended questions that provided fixed replies were used to collect data for the study. Because most previous research in the field of job crafting highlighted the necessity for empirical investigations, utilising this approach for data collecting satisfied that essential aim (Lyons, 2008).

Questionnaire for Job Crafting No. 1 (JCQ). Employees' work crafting was measured using the Job Crafting Questionnaire (JCQ) created by Slemp and Vella-Brodrick (2013). The scale was utilised exactly as it was designed. It looked at three aspects of work crafting: task crafting, cognitive crafting, and relational crafting. It

was made up of fifteen closed-ended statements that had to be assessed on a six-point scale. The regularity with which an individual engages in job crafting in their employment was measured by these statements. Using Cronbach's Alpha, this instrument has a reliability of.91. While the scale's convergent validity was determined through correlation with theoretically related variables such as job satisfaction, intrinsic goal strivings (work), strengths use, organisational citizenship behaviour, work contentment, work enthusiasm, work related positive affect, and work related negative affect, the scale's convergent validity was determined through correlation with theoretically related variables such as job satisfaction, intrinsic goal strivings (work), strengths use, organisational citizenship behaviour, work contentment, work enthusiasm, work related positive affect, and work related negative affect. There appeared to be strong positive relationships between the above-mentioned factors and job crafting features. Prior to this study, this questionnaire had never been given to an Indian community.

Scale of Work Locus of Control (WLCS). In its initial incarnation, the Work Locus of Control Scale (WLCS) established by Spector (1988) was intended to examine employees' control beliefs in the workplace. This is a domain-specific locus of control scale that correlates with the General Locus of Control Scale by about.50 to.55. It consisted of 16 items, half of which assessed external locus of control and half of which assessed internal locus of control. It had to be graded on a scale of six preset responses. Several work-related factors, such as job satisfaction, job performance, counterproductive work behaviour, and organisational commitment, were linked to the scale. The scale's test-retest validity was reported to be between.57 and.60 for a year. In previous studies, this scale had been used on Indian people.

Inventory of the Big Five (BFI). Employees' emotional stability was assessed using the Big Five Inventory (BFI), which was created by Goldberg (1993) and conceptualised by Costa and McCrae (1990). The subjects, however, were only given statements related to the Neuroticism component. The original scale had 44 items that measured openness, conscientiousness, extraversion, agreeableness, and neuroticism, among other personality qualities. Eight statements were used to assess neuroticism, often known as emotional stability. The inventory's prior dependability scores varied from.79 to.88. In India, the Big Five Inventory had been utilised in previous studies.

Procedure

The study's participants have been identified. The Job Crafting Questionnaire, Work Locus of Control Scale, and the Neuroticism component of the Big Five Inventory were then administered in person and by internet technology to the study participants. After that, their replies were gathered. The amount of job crafting and the various types of job crafting were established using the information gathered. Statistical measures were used to handle and analyse this information. On one hand, a link was made between locus of control and the three distinct dimensions of work crafting, while on the other hand, a correlation was drawn between the three different dimensions of the Job Crafting Questionnaire and the Neuroticism component of the Big Five Inventory. Aside from that, any significant gender disparities in job crafting were investigated. In the framework of the study, these data was further interpreted. Finally, the data was used to make conclusions.

4.Analysis of the data

With the aid of SPSS 16, the study's data was submitted to proper statistical analysis. The non-parametric statistical measures were utilised since the raw data from the investigation was not normal. The link between the three variables — job crafting, locus of control, and emotional stability – was investigated using Product Moment correlation. To understand the amount or extent of job crafting, descriptive statistics were employed

in the analysis. Gender differences in job crafting were determined using the T-test. The next chapter provides a comprehensive examination of the data gathered.

Considerations in Ethics

The following ethical principles were considered throughout the research:

1. The participants had to fill out a permission form completely to ensure that they had no objections to taking part in the study.

2. They also had to grant their permission for their replies to be used in the study.

3. They were notified at the same time that their replies would be kept private since they would only be utilised in aggregate.

4. The replies of each individual participant were examined in the context of the overall sample under investigation.

DISCUSSION AND RESULTS

The study used three tools to assess work crafting – task crafting, cognitive crafting, and relational crafting – as well as employees' locus of control and emotional stability. In addition, the respondents' demographic information was gathered. The participants' names, genders, ages, job titles, years of experience, and the name of the firm they worked for were all included. The data was entered into a Microsoft Excel spreadsheet and analysed with the Statistical Package for Social Sciences (SPSS) version 22. Because normality tests confirmed that the data was normal, parametric statistics were used to analyse the results.

Participants' information

The data for this study was gathered from a group of 73 middle-level employees in the IT industry. Men made up 53 of the competitors, while women made up the remaining thirty. They work for a variety of technological service providers in Bengaluru, India. The descriptive statistics of the several variables under examination are shown in Table 1: mean, range, standard deviation (SD), skewness, and kurtosis.

Table 1 Descriptive statistics of the variables under study

Variable	N	Min	Max	Mean	S. D.	Skewness	Kurtosis
Task Crafting	73	1	3	2.49	.604	-.752	-.376
Cognitive Crafting	73	1	3	2.52	.556	-.583	-.739
Relational Crafting	73	1	3	2.49	.604	-.752	-.376
Locus of Control	73	1	3	2.25	.666	.083	-.281
Emotional Stability	73	1	3	2.12	.547	-.142	-.704

Table 1 shows that the study gathered information from 73 middle-level IT workers. The employees' task crafting scores ranged from 1 to 3, with a mean of 2.49 and a standard deviation of.604. The skewness was found to be -.752, while the kurtosis was found to be -.376. The IT professionals' cognitive crafting ranged from 1 to 3, with a mean of 2.52 and SD of.556. The kurtosis was -.739. The skewness was -.583 and the skewness was -.583. In relational crafting, middle-level employees scored a 1 to 3 on a scale of 1 to 3. The average was 2.49, while the standard deviation was.604. The skewness and kurtosis, respectively, were determined to be -.752 and -.376. The employees' locus of control ranged from 1 to 3, with a mean of 2.25 and SD of.666. The skewness was determined to be.083 and the kurtosis to be -.281. IT workers' emotional stability ratings vary from 1 to 3, with a mean of 2.12 and SD of.547. Skewness and kurtosis were calculated to be -.142 and -.704, respectively.

Data analysis and results

Table 2 Correlation for Task Crafting and Locus of Control

Variables	N	Pearson Correlation	Sig. (2-tailed)
Task Crafting	73	-.257*	.028
Locus of Control			

*. Correlation is significant at the 0.05 level (2-tailed).

According to Hypothesis 1, there will be a significant positive correlation between internal locus of control and task crafting. To address this hypothesis, Pearson's Product Moment Correlation was employed. This type of correlation is a parametric measure of association for two separate variables. It helps in measuring the strength and the direction of a linear relationship. Table 2 shows the correlation between Task Crafting and Internal Work Locus of Control. The correlational value between the two variables was found to be -.257 and the p value was .028. The correlation was found to be significant at the 0.05 level. Therefore, there is a weak negative correlation between task crafting and internal locus of control. Thus, Hypothesis 1, which states that there will be a significant positive correlation between internal locus of control and task crafting, has been rejected.

Table 3 Correlation for Cognitive Crafting and Locus of Control

Variables	N	Pearson Correlation	Sig. (2-tailed)
Cognitive Crafting	73	-.214	.070
Locus of Control			

A link between internal locus of control and cognitive craftsmanship was predicted in Hypothesis 2. Product Moment Correlation was used to verify this theory. Cognitive Crafting and Internal Work Locus of Control are shown to be related in Table 3. There was a correlational value of -.214 and a p value of 0.07, which indicates that the two variables are correlated. For 0.05 and 0.01 levels, no significant link was discovered between them. Cognitive craftsmanship and an internal centre of control have a modest negative association. This means that Hypothesis 2 has been ruled out.

Table 4 Correlation for Relational Crafting and Locus of Control

Variables	N	Pearson Correlation	Sig. (2-tailed)
Cognitive Crafting	73	-.084	.478
Locus of Control			

A considerable positive association between internal locus of control and relationship craftsmanship was anticipated in Hypothesis 3. Product Moment Correlation was used to test this hypothesis. Internal Work Locus of Control Correlation with Relational Crafting, as seen in Table 4. There was a correlation of -.084 between the two variables, and the p value was.478. For 0.05 and 0.01 levels, no significant link was discovered between them. There is a link between relational craftsmanship and an internal locus of control that is a little less strong than a direct association. In other words, Hypothesis 3 was ruled out of contention.

Table 5 Correlation for Task Crafting and Emotional Stability

Variables	N	Pearson Correlation	Sig. (2-tailed)
Task Crafting	73	.131	.268
Emotional Stability			

Product Moment Link was used to address Hypothesis 4, which stated that task crafting and emotional stability had a substantial positive correlation. Table 5 shows the relationship between Emotional Stability and Task Crafting. It was observed that the correlational value between the two variables was.131, and that the probability of the correlation being significant was 268. For 0.05 and 0.01 levels, no significant link was discovered between them. As a result, Task Crafting and Emotional Stability showed a slight positive association. As a result, we can rule out Hypothesis 4.

Table 6 Correlation for Cognitive Crafting and Emotional Stability

Variables	N	Pearson Correlation	Sig. (2-tailed)
Cognitive Crafting	73	.029	.809
Emotional Stability			

There is a high association between emotional stability and cognitive craftsmanship, according to Hypothesis 5. To test this hypothesis, we used Pearson's Product Moment Correlation. Table 6 depicts the relationship between Emotional Stability and Cognitive Crafting. It was observed that the correlational value between the two variables was.029, and that the p value was.809. For 0.05 and 0.01 levels, no significant link was discovered between them. In other words, Emotional Stability and Cognitive Crafting had a slight positive association. Thus, was deemed to be false.

Table 7 Correlation for Relational Crafting and Emotional Stability

Variables	N	Pearson Correlation	Sig. (2-tailed)
Cognitive Crafting	73	.005	.965
Emotional Stability			

There is a high association between emotional stability and relationship craftsmanship, according to Hypothesis 6. This hypothesis was tested using Pearson's Product Moment Correlation. It is seen in Table 7 that Emotional Stability and Relational Crafting are related. P value was.965 for the correlational value between these two variables. For 0.05 and 0.01 levels, no significant link was discovered between them. Emotional Stability and Relational Crafting were shown to have a slight positive link. Thus, Hypothesis 6 was disproved. "

Table 8 Differences in Job Crafting across Genders

Variables	Gender	N	Mean	Mean Difference	S D
Task Crafting	Male	43	2.58	.215	.545
	Female	30	2.37		.669
Cognitive Crafting	Male	43	2.53	.035	.592
	Female	30	2.50		.509
Relational Crafting	Male	43	2.56	.158	.590
	Female	30	2.40		.621

There are three characteristics of Job Crafting that differ between men and women, as shown in Table 8. When compared to males, it is clear that more women craft their employment. Because of these disparities, it may be inferred. When it comes to Task Crafting, the average male and female samples were found to have a mean of 2.58 and 2.37 respectively. Males have a mean of 2.53 and females have a mean of 2.50 on the Cognitive Crafting dimension. Between the two methods, the difference was.035. The mean difference between male and female samples in Relational Crafting was.158, whereas the means for men and females were 2.56 and 2.40 respectively. Levene's test for equality of variances was used to examine the significance of the variations in the means of dimensions of Job Crafting between males and females. For Task Crafting, Cognitive Crafting, and Relational Crafting, the significance values were.134,.324, and.656 correspondingly. Equal variances were assumed because these numbers are higher than.05.

Table 9 t-test for equality of means of Task Crafting

Variables	t	df	Sig. (2-tailed)
Task Crafting	1.508	71	.136

No substantial differences between men and women in the creation of tasks were predicted by Hypothesis 7. Using the Test of Significance, the following hypotheses were tested. There are two types of statistical tests that

may be performed using the T-test: parametric and non-parametric. As shown in Table 9, there was a statistically significant difference between men and women in Task Crafting, which was.136. There was no statistical significance to the difference. Thus, the above-mentioned theory was deemed correct by the researchers.

Table 10 t-test for equality of means of Cognitive Crafting

Variables	t	df	Sig. (2-tailed)
Cognitive Crafting	.262	71	.794

According to Hypothesis 8, Cognitive Crafting will not differ much between men and women. T-tests were used to test this hypothesis. There was a statistical significance level of.794 between men and women in Cognitive Crafting that was higher than.05. There were no significant differences between the methods. Thus, the above-mentioned theory was deemed correct by the researchers.

Table 11 t-test for equality of means of Relational Crafting

Variables	t	df	Sig. (2-tailed)
Relational Crafting	1.103	71	.274

There is no substantial difference between men and women when it comes to Relational Crafting, according to Hypothesis 9. Using a t-test, this hypothesis was tested. When it comes to relational crafting, the significance level was discovered to be.274, which was higher than the.05. level of significance. There were no statistically significant variations between the averages. Thus, the above-mentioned theory was deemed correct by the researchers.

DISCUSSION OF RESULTS

Throughout this study, Job Crafting has been considered a new, inventive, and creative notion that modifies the nature of labour. Innovation and creativity, according to the Theory of Organizational Creativity, are two sub-concepts that form the basis of change as a concept (Woodman, Sawyer & Griffin, 1993). Thus, the notion of Job Crafting is viewed as a novel one. The first three hypotheses in this study attempt to draw a similar positive association between the three aspects of job crafting and the internal locus of control. From the data, it was concluded that the more control an individual has over their work, the more likely they are to craft tasks. Past studies have shown that those who have an internal centre of control are more creative and innovative than those who don't (Pannells& Claxton, 2008). This study adds to the previous understanding that task crafting, cognitive crafting, and relational crafting increase with the level of internal locus of control. Consequently, the three characteristics of work crafting, task crafting, cognitive and relational craft are positively correlated with an internal locus of control.

Job crafting and emotional stability appear to have a good correlation in this study. However, it was proven to be insignificant. Because of the relationship between creativity and emotional instability, this can happen. Neuroticism has been found to have a favourable link with creativity, according to research (Strong, Nowakowska, Santosa, Wang, Kraemer &Ketter, 2007; Furnham, 1999; Martindale & Dailey, 1996). There have been more studies that support the idea that personality traits like emotional stability might have a favourable effect on an individual's creativity (Batey, Furnham&Safiullina, 2010). However, studies have shown that creative artists are more prone to be emotionally unstable, whereas creative people who operate in a more controlled environment have a high emotional stability (Cross, Cattell & Butcher, 1967). According to the findings of this study, these results are consistent with the conclusions. As a result, it can be concluded from the study that job-creation and emotional stability are linked. This, however, was not regarded as a major association. This might be because of the variables that were previously described.

No significant differences between men and women were observed as a result of this study. There are a number of research that disagree with the idea that Job Crafting is a creative notion. Previous studies have helped us to conclude that men and women have different levels of creativity (Baer & Kaufman, 2008). Findings from this research, however, do not back up these claims. The move from a traditional gender role society to an androgynous one may explain this disorder. Working with this mentality is useful for both men and women in order to have a more harmonious relationship (Gershenoff&Foti, 2003; Stoltzfus, Nibbelink, Debra &Thyrum, 2011). This may explain why there are huge discrepancies between men and women when it comes to the amount of time they spend on job creation. Observed discrepancies are most likely the result of chance. It is possible that the sample population does not adhere to a rigid and stereotyped gender role based on the results of this study. Since they are an androgynous group, it is safe to conclude that they do not demonstrate any disparities in job making, a term intimately associated with creativity, innovation, and evolution.

5.FINAL RESULTS

Job crafting – task crafting, cognitive crafting and relational crafting – and the self-evaluative variables locus of control and emotional stability were examined in this study's primary objective. The disparities between men and women in terms of job crafting were also the focus of this study. Data acquired, raw data analysed, outcomes produced, and interpretations derived from it have been fully explored in earlier chapters. This chapter summarises and provides the findings of the whole research project.

The main findings

- There is a strong association between task-creation and an individual's internal locus of control.
- A higher degree of internal locus of control is associated with a stronger ability to shape one's thoughts.
- More power you have over your life, the more you can shape your relationships.
- Emotional stability and task-creation have a favourable correlation, although it is not statistically significant.
- No statistical significance can be seen in the relationship between emotional stability and cognitive creativity.
- Relational craftsmanship and emotional stability are positively connected, however this is not statistically significant.

- In task-creation, there is no substantial difference between men and women.
- No substantial difference exists between men and women when it comes to the degree of cognitive creativity they possess.
- There is no substantial difference in the amount of relationship craftsmanship between men and women.

6.LIMITATIONS

Research on job crafting, a relatively new idea, has been greatly enriched by this study. In addition, it gives firms in India's many industries new ways to engage and retain people over the long term through the Human Resources divisions they manage. But there are certain drawbacks to this study. Following are a few of the limits and limitations that were found throughout the research.

Self-report questionnaires were used in the study. A few dimensions of the data were discovered to be distorted. Since participants' replies may not be objective, this raises doubts about their objectivity.Due to the limitations of the sample size, the results cannot be extrapolated to the full population.Since the study focused on the IT sector, validation of the conclusions may not be possible in other industries.According to the survey, only middle-level IT personnel were included, which is not a true representation of the IT workforce. Consequently, the validity and reliability of the findings are under issue.

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