【論文の内容の要旨】

This dissertation explores job crafting, which refers to the physical and cognitive changes that individuals make in their task or relational boundaries (Wrzesniewski & Dutton, 2001) in order to fulfill personal human being needs, including the need for autonomy, the need for relatedness, and the need for positive self-image. Previous job crafting literature has remained relatively silent about how social work context shaping employees' crafting behaviors, how individual job crafting behaviors influencing employees' perception of work meaningfulness, and how individuals' differences moderating these relationships. Thus, the research conducted in this dissertation addresses two primary questions: (1) how social characteristics predict task, relational, and cognitive crafting behaviors? And how do individual personalities influence the above relationships? (2) How extensive and reductive job crafting behaviors trigger meaningful work? And how Big Five personalities moderate the relationships? In the present dissertation, a model of antecedents and consequences of job crafting and the moderating role of individual differences is proposed to investigate how the relational context shapes workers' engagement of job crafting behaviors and how they perceive work meaningfulness through job crafting. The present model firstly explores the

predicting effects of social support, interdependence, interaction outside the organization, and feedback from others, as well as their interactions with Big Five personalities on task, relational, and cognitive crafting. Further, meaningful work as an outcome of extensive and reductive crafting behaviors, as well as the moderating role of personalities, is addressed.

The dissertation starts from a general introduction – Chapter 1, which provides the research background, a brief introduction of job crafting, the statement of the importance of social context, individual differences, and meaningful work, and the outline of the dissertation. In chapter 2, the previous literature on job crafting is reviewed. After summarizing the proven antecedents, outcomes, and moderators of job crafting, the limitations of the current literature are proposed. Further, the detailed research questions, which will be addressed in the empirical chapters, are put forward based on the limitations. Theoretical supports, such as the theory of purposeful work behavior, are provided in the final section.

Chapter 3 and Chapter 4 are empirical studies. First, the study in chapter 3 preliminarily investigates the effect of the social work environment and the moderating role of neuroticism on employees' crafting behaviors. The findings suggest that all four social characteristics (i.e., social support, interdependence, interaction outside the organization, and feedback from others) have a significant impact on specialized crafting dimensions. Moreover, social characteristics have the most effective prediction on relational crafting. The neuroticism personality is a valid moderator. Second, chapter 4 explores how individual extensive and reductive crafting behaviors affect meaningful work and the interaction effects Big Five personalities. The results provide empirical evidence that meaningful work is an outcome of extensive and reductive job crafting, and the moderating role of agreeableness personality and openness to experience personality is proved as well.

In the final chapter, a general discussion is stated. First, a summary of the main findings in empirical chapters is provided. Then the theoretical contributions and practical implications are discussed. The limitations and recommendations for future research are proposed in the end.