

## Impact of Job Crafting on Work Engagement and Well-Being among Indian Working Professionals

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**Abstract :** The pandemic was a turning point for flexible employment. In today's market, employees prefer companies that provide the autonomy to change their work environment and are flexible. Post pandemic employees have become accustomed to modifying, re-designing, and re-aligning their work environment, task, and the way they interact with co-workers based on their preferences after working from home for a long time. In this scenario, the concept of job crafting has come to the forefront, and research on the subject has expanded, particularly during COVID-19. Managers who provide opportunities to craft the job are driving enhanced engagement and well-being. The current study will aim to examine the impact of job crafting on work engagement and psychological well-being among 385 working professionals, ranging in the age group of 21- 39 years. (M age=30 years). The study will also draw comparisons between freelancers and full-time employees, as freelancers have been considered to have more autonomy over their job. A comparison-based among MNC or startups will be studied; as for the majority of startups, autonomy is a primary motivator. Moreover, a difference based on the level of experience will also be observed, which will add to the body of knowledge. The data will be collected through Job Crafting Questionnaire, Utrecht Work Engagement Scale, and Psychological Well-Being Scale. To infer the findings, correlation analysis will be used to study the relationship among variables, and a Three way ANOVA will be used to draw comparisons.

**Keywords :** job crafting, work engagement, well-being, freelancers, start-ups

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