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**Vilma Luhtinen, Anu Immonen, Anne Mäkikangas, Mari Huhtala & Taru Feldt**  
Job crafting profiles and their associations with occupational well-being  
in a health care organisation

Job crafting means self-initiated work behaviour aimed at improving one's job through shaping its resources and demands. In our study, we aimed to discover what kind of job crafting profiles can be found by using three different job crafting types, which were seeking resources, seeking challenges, and optimising demands. We also examined how the profiles differ from each other in relation to their occupational well-being. An online survey was completed by 1,024 employees of a healthcare organisation. Using K-means cluster analysis, we identified four job crafting profiles: *active crafters* (19%, versatile job crafting), *optimising crafters* (21%, optimising demands), *passive crafters* (27%, lowest job crafting), and *average crafters* (34%, average job crafting). A multivariate analysis of covariance (MANCOVA) revealed that the profiles differed in occupational well-being. The active crafters experienced the highest levels of work engagement and meaningfulness, while the passive crafters experienced the lowest levels of work engagement and meaningfulness. Active crafters and optimising crafters reported slightly more exhaustion than others did. Younger employees were found to be more active job crafters compared to their older colleagues. Overall, our results indicate that diverse types of job crafting are worth promoting in the healthcare industry, as they are related to work engagement and meaningfulness at work.