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### Mediating role of job crafting in the relationship between organisational culture and employee engagement

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#### Abstract

Organisational culture plays a crucial role in building an engaged workforce. While previous research has tried to establish the culture-engagement relationship with organisational outcomes, the individual level benefits of an engaged work culture is manifold. Since 2001, psychologists working in the domain of positive organisational behaviour have turned their attention to 'job crafting' as a theoretical construct that expands the perspective of classic top down job design process. This paper explains a process to establish the mediating role of job crafting in the culture-engagement relationship by deploying a series of exploratory and confirmatory factor analysis, followed by a structural equation modelling (SEM) on a dataset of 551 respondents from the Indian ITeS sector. The study is concluded by stating that the objective of establishing the mediating role of job crafting in the relationship between culture and engagement could be achieved by proposing a framework that contributes to job crafting theory.

**Keywords:** job crafting, organisational culture, employee engagement, JD-R theory, Indian ITeS sector



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