

Reviewing the Effects of Leader-Member Exchange on Job Crafting via Moderated-Mediation Analysis: A Study on Teachers

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ARTICLE INFO	ABSTRACT
<p>Keywords: Leader-Member Exchange Job Crafting Supervisor Support Self-Efficacy Teachers</p> <p>Received 9 September 2020 Revised 17 November 2020 Accepted 13 December 2020</p> <p>Article Classification: Research Article</p>	<p>Purpose – Main purpose of this study is to define the antecedents of job crafting. Within this context, it is questioned whether self-efficacy has a moderating role on the indirect effect leader-member exchange on job crafting, when combined with perceived supervisor support.</p> <p>Design/methodology/approach – The data were collected via questionnaires and simple random sampling while including middle school teachers in a city of Turkey as participants. In addition, data were gathered in October and November 2019. The reason why teachers were selected for this study is the fact that there is limited amount of studies in the literature doing so. In order to test the hypotheses, hierarchical regression analysis, sobel test and moderated mediation analysis were used.</p> <p>Findings – The findings show that leader-member exchange positively and significantly affects job crafting and additionally perceived supervisor support has a mediating role in this relationship. Along with this, it is also defined that supervisor support affects job crafting positively and significantly while self-efficacy has a moderating role in this relationship. Finally, it is seen that self-efficacy has a moderating role in the indirect effect of leader-member exchange on job crafting, when combined with supervisor support.</p> <p>Discussion – The study tries to put forward the effects of leader-member exchange, perceived supervisor support and self-efficacy on job crafting in a single model with a multilevel perspective. Additionally, there was no studies found in the literature that takes all these variables into consideration together and that looks into the relationship between these variables for teachers. For this reason, it can be stated that the obtained findings are important both for the literature and for practitioners.</p>

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