

RESEARCH PROJECT OBJECTIVES

The aim of this study is to examine the indirect role of a job-related affect and coping in relationships between job demands, job resources and occupational well-being. Particularly, the shape of their relationships may depend on micro-dynamic fluctuations of affect, coping, burnout and engagement in the work context. The problem has been considered within the framework of the **Job Demands-Resources** theory (JD-R, Bakker & Demerouti, 2014), that includes two processes, i.e. health impairment and motivation to explain relations between demands, resources and employees' well-being, in both negative aspect such as **job burnout** and positive one such as **work engagement**. Thus, the aim of the project is twofold: [1] to examine the relationships between job characteristics (job demands and job resources) and employees well-being (job burnout and work engagement as traits), including the indirect role of the affect and ways of coping, are examined; [2] to explore the shape of these relationships (linear and **curvilinear**) regarding to the fluctuation of the **affect, coping, job burnout and work engagement** (as states).

BASIC RESEARCH AND RESEARCH PROJECT IMPACT

The study lies within basic research. New theoretical approaches and existing controversies, show that the previous knowledge is insufficient. The subject of the research will fill the gap on the mediating role of affect and coping, using between-person approach and first of all the within-person approach, in the framework of the JD-R theory. This will present a problem multilaterally, including the complexity and dynamics of reality.

Novel theoretical and methodological innovations introduced in the study are following:

- description of micro-dynamics changes in positive job-related well-being (work engagement) under the control of the adverse outcome (job burnout);
- verification of mediating role of the coping, defined on palliative and salutary function (rumination and positive reappraisal respectively), and affect, defined on both valence and arousal dimension;
- recognition of within-person short-term fluctuation in job-related affect, coping, job burnout and work engagement;
- examination of the shapes of these relationships, both linear and curvilinear;
- introduction of the innovative diary design in online application
- implementation advanced statistical methods such as multilevel modelling and latent class modelling, which are dedicated to examine change at both within- and between-person level.

Impact of the results of the project on the science may lead to the development of science in the field of occupational health psychology. **The JD-R theory will be extended** about emotional regulation (interrelated between states of affect and coping) on the work engagement state under control of job burnout, and indirect role of this regulation in health impairment process and motivational process. This will enhance knowledge about the complexity of the relationship between job demands and job resources, mediating processes and two aspects of occupational well-being: job burnout and work engagement.

REASONS FOR CHOOSING THE RESEARCH TOPIC

The Job Demands – Resources theory (JD-R, Bakker & Demerouti, 2014) has been established on the basis of job design theory and occupational stress theory. Its purpose is to explain better the well-being of employees: job burnout and work engagement. Job burnout comprises two main factors: exhaustion and cynicism or disengagement from work (Demerouti, Mostert, & Bakker, 2010). In contrast, **work engagement** is defined as a positive, fulfilling work-related state of mind that is characterized by vigor, dedication, and absorption. Job burnout refers to the depletion of energy and motivational resources, while the work engagement primarily reflects the motivational resources (Bakker & Schaufeli, 2008). Thus job burnout is to some extent the erosion of work engagement (Maslach & Leiter, 2008). Despite similarity they seem to be the separate constructs (Schaufeli & Bakker, 2010). In the present study, it was assumed that job burnout and work engagement are **different psychological states**.

According to the assumptions of the JD-R theory, there are two relatively independent processes: the health **impairment process** and **motivational process** (Bakker & Demerouti, 2014). Relationship between job demands and job burnout is crucial to the health impairment process. In contrast, job resources are important to the motivational process. However, the findings of the studies concerning the health impairment process and motivational process are inconsistent. Namely, some researchers emphasise that job burnout is also related to insufficient job resources. Additionally, work engagement is not only the result of job resources, but it may be influenced by the level of job burnout. Thus, the theoretical problem of this study is to verify **the direct, indirect and interactions effects**.

Previous studies have been focused on employees' well-being conceptualized in the trait approach. In fact, the job burnout is more chronic and stable (Schaufeli et al., 2011). In contrast, the work engagement seems to be more dynamic (Breevaart et al., 2012). Probably the difference between a chronicity of job burnout and variability of work engagement is a source of inconsistent results. Thus, the theoretical problem is to examine the **micro-dynamics of work engagement under control of job burnout**.

Affect and coping in work settings can serve the indirect role in the health impairment process and the motivational process (Balducci et al., 2012; Van Katwyk et al., 2000). Affect is reciprocally associated with coping strategies. Previous studies of these relationships have been conducted with numerous shortcomings. Therefore, those results need a revision. The recent studies have shown that the dimension of arousal (**mild - intensive affect**) seems to be just as important as the dimension of valence (**positive - negative affect**) (Warr, Bindl, & Inceoglu, 2014; Yik, Russell, & Steiger, 2011). Additionally, the diversification between **strategies that reduce negative affect** (palliative coping) and strategies that **stimulate positive affect** (salutary coping) has become essential (Fredrickson, 1998; Gruszczyńska, 2013). In the context of the affective regulation such strategies are **rumination and positive reappraisal**, respectively (Aldao, Nolen-Hoeksema, & Schweizer, 2010; Kafetsios, Nezlek, & Vassilakou, 2012). Thus, the redefinition of affect and testing both poles of valence as well as arousal dimensions together with the diversification of the coping into palliative and salutary functions will be included in the study to explain the complex relationship between job demands, job resources and well-being of employees. Moreover, affect and coping in work settings can **fluctuate from day to day** and it can result in **different shapes** of these relationships. This issue will be systematically analysed. The methodology of this study is carried out at two levels. Besides popular **between-person differences, within-person fluctuation of affect, coping, job burnout and work engagement** will be investigated in an intensive longitudinal design (Bolger & Lauranceau, 2013). Implementation of multilevel approach allows to clearly differentiate between interpersonal and

intrapersonal ("trait-like" as well as "state-like") processes.

In spite of theoretically justified assumptions, **curvilinear shapes** of such relationships have rarely ever been tested. However, it seems that U-shaped curve optimally describes employees' functioning, with the cut-off points, after which the linear effect no longer exists (Mäkikangas, Feldt, & Kinnunen, 2007; Shrira et al., 2011). The association of "day to day" fluctuations in affect, coping and work engagement with the relationship between job characteristics – occupational well-being has not been previously investigated. Moreover, this **fluctuations from day to day** can result in different shapes of these relationships. Additionally, different shapes can describe different sub-groups of employees, even within the same sample. Thus, the most adequate method to capture the aim of study is an **online diary study** (Computer-Assisted Web Interview, day to day during 2-3 weeks), covering a sample of white-collar workers.