openMetaAnalysis: PICO Table (under construction)

Trial	Participants	Intervention	Comparison	Outcome
de Jong, 2024 J Appl Psychol PMID 39325376		Team crafting		
El-Garza, 2003 J Nursing Management DOI: 10.1155/2023/9623866	nurses	>8 hours workshops Michigan Job Crafting Exercise Independent work		
Gordon study 1, 2007 J Managerial Psychol DOI: 10.1016/j.jvb.2017.07.002	119 medical specialists •	3 hour workshop	Usual workday	Primary • Job Crafting Scale (Petrou, 2012) Secondary: • Engagement: UWES • Emotional exhaustion: OLBI • Task performance Goodman (1999) * • Others
Gordon study 2, 2007 J Managerial Psychol DOI: 10.1016/j.jvb.2017.07.002	58 nurses •	3 hour workshop	Usual workday	Primary • Job Crafting Scale (Petrou, 2012) Secondary: • Engagement :UWES • Emotional exhaustion: OLBI • Task performance. Williams (1991) †

				• Others
Kuijpers, 2019. J Occupt Health Psychol PMID [31829662](#)	99 workers in geriatric care	2 hour workshop	Questionnaire only (not randomly assigned)	Primary • Job Crafting Scale: modified from Kooij: strengths, interests, development Secondary • Engagement: UWES • Workload: VBBA scale
van Leeuwen Int J Environ Res Public Health. 2022 PMID [35565061](#)	165 Physicians	Customized feedback about crafting opportunities, "…guidance on how physicians could engage in job crafting by offering suggestions and ideas"	Waitlist control	Job crafting scales of Kooij and Tims
van Wingerden, 2018 J Voc Behav DOI: [10.1108/JMP-03-2014-0086](#)	67 healthcare professionals •	Three sessions of 4 hours each based on: • [Michigan Job Crafting Exercise](#) (Berg, 2010. DOI [10.1287/orsc.1090.0497](#)) • JD-R intervention	Usual workday	Primary: • Psychological capital (PsyCap) which measures self-efficacy, optimism, hope, and resilience Secondary: • Job crafting: Tims, 2012 • Work engagement • Performance: Williams, 1991

Notes (add footnote symbols when all notes are finished)

OLBI: Oldenburg Burnout Inventory
UWES: Utrecht Work Engagement Scale

* Goodman (1999) DOI 10.1006/jvbe.1998.1682
† Williams (1991) DOI 10.1177/014920639101700305