

Table. Reconciliation of results and studies included by the current and prior systematic reviews

	Current (2024)	Lai, May 2024* PMID <a href="#">38757911</a>	Cohen, June 2023* PMID <a href="#">37385740</a>	Bjork, 2021 PMID <a href="#">34566819</a>
Outcome(s)				
Emotional exhaustion				
Effect size	SMD -0.014 (-0.08, 0.36); I <sup>2</sup> = 53% (two studies)	NA*	NA	NA
Secondary: engagement, self-assessed task performance, implementation of JC				
Effect size	Engagement (3 studies) SMD 0.55 (0.04, 1.07); I <sup>2</sup> = 0% Task performance (2 studies) SMD: 0.78 (0.25, 1.30); I <sup>2</sup> = 0% Implementation of JC (5 studies) SMD: 0.39 (0.19, 0.58); I <sup>2</sup> = 83%	NA	NA	NA (engagement was meta-analyzed for job crafting, but included studies from other industries)
Heterogeneity	pending	NA	NA	NA
Summary of important differences or findings	pending			
Studies included				
Mastenbroek, 2015	No healthcare results	No healthcare results	No healthcare results	Yes
van Wingerden, 2016 <a href="#">DOI link</a>	Yes	No	No	Yes
van Wingerden, 2017	No healthcare results	No healthcare results	No healthcare results	Yes
Gordon, 2018† <a href="#">DOI link</a>	Yes	Yes	Yes	Yes
Dubbelt, 2019	No healthcare results	No healthcare results	No healthcare results	Yes
Kuijpers, 2019 <a href="#">PubMed link</a>	Yes	No	No	Yes
Sakuraya, 2020	No healthcare results	No healthcare results	No healthcare results	Yes
Seppälä, 2020	No healthcare results	No healthcare results	No healthcare results	Yes
van Leeuwen, 2022 <a href="#">PMID link</a>	Yes	Yes	No	NA
El-Gazar, 2023 <a href="#">DOI link</a>	Yes	Yes	NA	NA
Studies excluded (selected)				
de Jong 2024 <a href="#">PubMed link</a>	Studied team crafting, but not in healthcare	NA	NA	NA
Notes: * No meta-analysis performed. † Included objective measures of performance.				