

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

	Current (2024)	Lai, May 2024* PMID 38757911	Cohen, June 2023* PMID 37385740	Bjork, 2021 PMID 34566819
Outcome(s)				
Emotional exhaustion				
Effect size	SMD -0.014 (-0.08, 0.36); I ² = 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 ² = 0% Task performance (2 studies) SMD: 0.78 (0.25, 1.30); I ² = 0% Implementation of JC (5 studies) SMD: 0.39 (0.19, 0.58); I ² = 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 DOI link	Yes	No	No	Yes
van Wingerden, 2017	No healthcare results	No healthcare results	No healthcare results	Yes
Gordon, 2018† DOI link	Yes	Yes	Yes	Yes
Dubbelt, 2019	No healthcare results	No healthcare results	No healthcare results	Yes
Kuijpers, 2019 PubMed link	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 PMID link	Yes	Yes	No	NA
El-Gazar, 2023 DOI link	Yes	Yes	NA	NA

de Jong 2024 PubMed link	Yes	NA	NA	NA
Notes: * No meta-analysis performed. † Included objective measures of performance.				