

## **Job Crafting Assignment**

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Organizational Behavior

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In the summers, I work as a camp counselor at the YMCA in my hometown, Valparaiso IN. In this job I learn a great deal on how to work and communicate with children. This job also taught me how to be the messenger and how to be the first to communicate with parents. I also learned how the YMCA internally advertises and markets their summer camps and how they compete with the other camps.

# 1. Job Characteristics Model

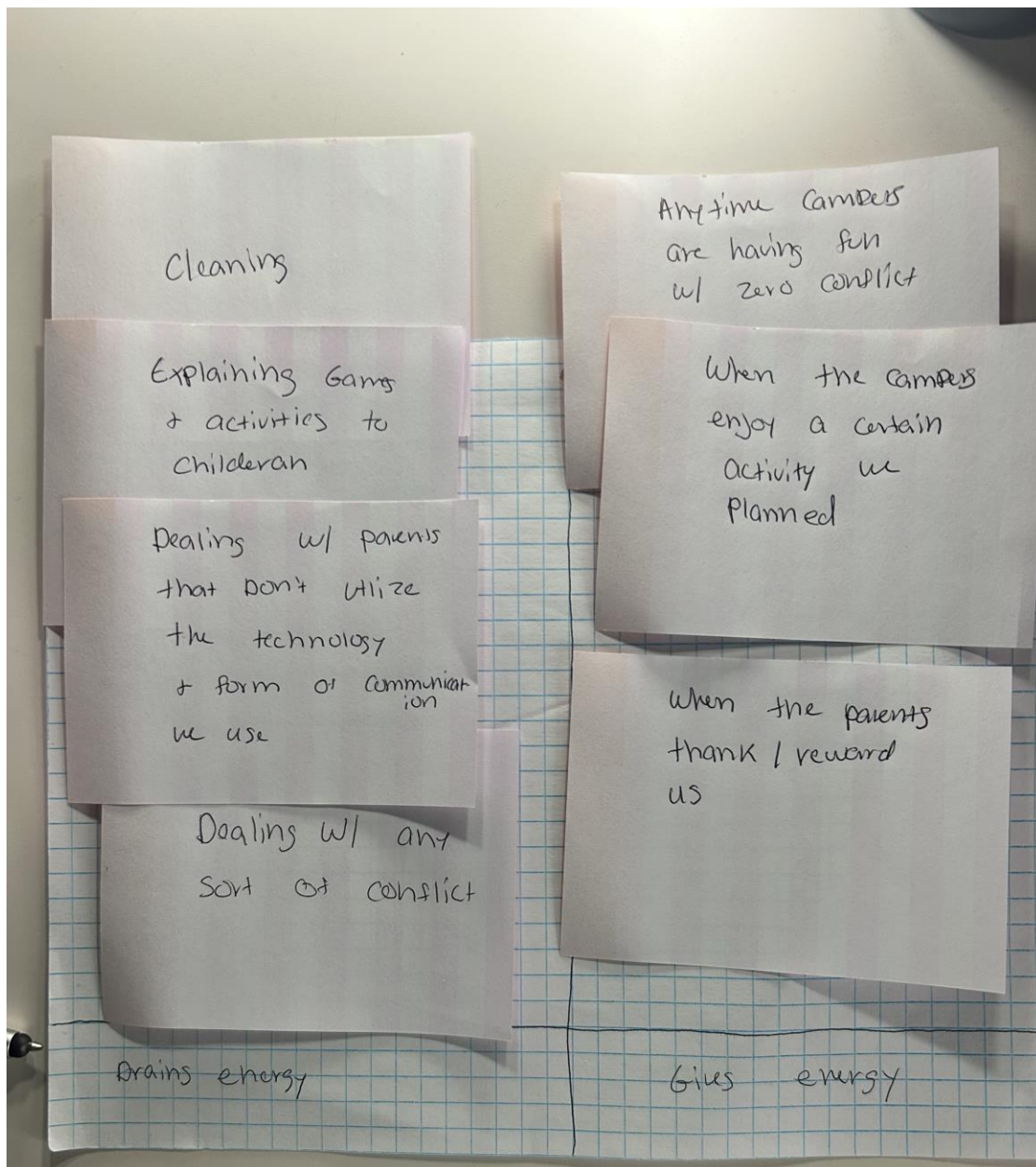
Dimensions	Definitions	Job examples
Skill Variety	Extent to which a job requires a variety of different skills.	Leadership and communication with the campers and the camper's parents. Use of problem-solving skills, many times conflict arises such as a child forgetting something essential or an emergency occurs. Planning activities for the day so the campers stay entertained. Emotional intelligence when dealing with campers, many come from different backgrounds and routines before they come into camp. Teamwork, it's crucial to work with other counselors and ensure that the campers are safe.
Task Identity	Degree to which a job requires completing an entire, identifiable piece of work from start to finish. Involves performing the whole task.	Planning activities for the campers each day and multiple times a day. Relations with the campers and their parents to ensure trust and give an experience. Problem

		solving when conflict arises.
Task Significance	Degree to which the job has an impact on others around them. This can make the individual feel that their work is meaningful.	Providing emotional support to the campers, especially those who struggle with hardships of having a broken home life. Creating a positive experience for each camper in the summer. Ensuring physical and mental safety and well-being. Building a sense of community within the camp, guiding campers to collaborate and form friendships.
Autonomy	Level of freedom and independence an individual has in their job to make a decision, control their work, and choose how to perform tasks.	Having the freedom to plan certain activities. Having the ability to create a positive environment within a group. Having freedom to collaborate with other staff and form professional friendships.
Feedback	Information or responses provided about a person's performance and actions.	Most feedback is presented by the camp director regarding performance. Some feedback may be from parents regarding how comfortable the camper may feel around certain counselors. Other direct feedback comes from other counselors or campers.

## 2. Personal and Work Outcomes

Outcomes	Definitions	Relation to Job
Job Satisfaction	Level of contentment and happiness and individual may feel about their job. How positive or negative a person may feel about their job.	Positives would include being outside in the summer time, opportunity for higher pay compared to other seasonal jobs, positively impacting youth, and boss that helps increase motivation. Negatives would include trying to find activities, having activities planned that the campers don't enjoy, and having to deal with extreme weather such as heat and rain.
Motivation	Internal or external drive that influences an individual to take action, achieve goals, or complete tasks.	Intrinsic example would include making a positive impact on the campers and helping them grow. Extrinsic example would include pay and perks. Working camp means weekends off and week of fourth of July. There are also perks such as pizza on Fridays and doughnuts.
Engagement	Level of enthusiasm, involvement, and commitment that a person shows toward a task and role.	Engagement can include: having a good day full of fun fulfilling activities and creating a bond with the campers making a positive environment.

### 3. Job Crafting



On the left side of this paper, I listed the essential activities for my position that drains energy. These activities include cleaning at the end of the shift, explaining games and activities to the campers, trying to communicate with parents through our technology, and dealing with any sort of conflict. A lot of these parts of the job that drain energy are having to deal with forms of communication. Sometimes campers don't want to listen and parents have a hard time being tech savvy. This is frustrating on both ends because our customer is not feeling satisfied. On the right side are tasks that give energy. These tasks include activities that campers enjoy and when parents reward staff or personally thank us. These gestures are the rewarding part of the job and

reminds us why we take the job in the first place. Completing the Tailor-Made activity worksheet made me realize what specific parts of my job make me tried and what specific part of my job I enjoy. The only potential improvement of my job would be having more people be doing more specific thing, this would make it so communication would be easier when completing tasks and that everyone has a specific job to complete.

Job Crafting Perspective	Definition	Application to Camp Counselor
Task Crafting	Process in which an individual actively alters or adjusts the task they perform in their job to better align their interests.	Customizing activities to match personal skills and interests. Adapting to camper and parent interactions based on personal strengths. Innovating camp programs by proposing new ideas on how to run camp.
Relational Crafting	Process by which an individual alters or shapes the interpersonal relationships and interactions to better align with their needs.	Tailoring the approach to connect with campers and build a relationship with them. Creating a positive group dynamic between campers and coworkers. Building trust within the organization with the director and supervisor.
Cognitive Crafting	Alter perception by the way work makes you certain work tasks make you feel.	Changing up routine tasks so the job doesn't feel monotonous. Seeing conflict and challenges as a learning opportunity. Building meaningful relationships with campers and coworkers.

After completing the Job Perspective Table, I understood why there are certain aspects into being a camp counselor and how they affect myself, coworkers, directors, campers, and the parents. At the end of the day, we want the camp to be a positive trusting environment where the staff enjoys going to work, campers have fun, and the parents don't have to worry about who their child is with.