**THE MEANINGFUL WORK AND WORK ENGAGEMENT MODEL**

**HYPOTHESIS:** Meaningful work has a positive relationship with an employee’s level of work engagement in two ways, directly and indirectly via perceived opportunities to craft first and job crafting second (sequential mediation).

**RESULTS:** MEANINGFUL WORK affects WORK ENGAGEMENT in 2 ways:

1. Meaningful work is DIRECTLY and positively related to work engagement.

2. Meaningful work is INDIRECTLY and positively related to work engagement via perceived opportunities to craft and job crafting behavior.

**RESEARCH SAMPLE:** 1,148 employees working in various occupations, organizations, and industries in The Netherlands

- **AGE:**
  - 15% < 35 years
  - 40% 35 - 49 years
  - 45% ≥ 50 years

- **LEVEL OF EDUCATION:**
  - Junior secondary education 4%
  - Senior secondary education 6%
  - Bachelor’s degree 18%
  - Master degree or higher 72%

- **SEX:**
  - 41% male
  - 59% female

- **PROFESSIONAL SECTOR:**

<table>
<thead>
<tr>
<th>Professional Sector</th>
<th>YEARS ORGANISATION TENURE</th>
<th>JOB TENURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Sector</td>
<td>&lt; 2 10%</td>
<td>19%</td>
</tr>
<tr>
<td>Finance</td>
<td>2-3 8%</td>
<td>15%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>4-6 12%</td>
<td>20%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>7-10 20%</td>
<td>18%</td>
</tr>
<tr>
<td>Industry</td>
<td>11-15 17%</td>
<td>12%</td>
</tr>
<tr>
<td>Education</td>
<td>= &gt; 16 33%</td>
<td>16%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>Energy &amp; Infrastructure</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>Wholesale &amp; Retail</td>
<td>7%</td>
<td></td>
</tr>
</tbody>
</table>

- **YEARS ORGANISATION TENURE:**
  - 10%
  - 20%
  - 33%

- **YEARS JOB TENURE:**
  - 10%
  - 18%
  - 33%

- **RESEARCH BY DR. JESSICA VAN WINGERDEN MBA MCC, JOOST VAN DER STOEP MSC, AND PROF. DR. ROB POELL**

- **MEANINGFUL WORK AND WORK ENGAGEMENT:**

  - **THE MEDIATING ROLE OF PERCEIVED OPPORTUNITIES TO CRAFT AND JOB CRAFTING BEHAVIOR**

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- **Read the full research article:** https://doi.org/10.5296/ijhrs.v8i2.12635