

**The Research Centre of the School of Economics and Business**  
cordially invites you to a research seminar  
on **Wednesday, 27 March 2024, at 13:00 CET** in room **P-119**  
at the **School of Economics and Business, University of Ljubljana**

**Michal Biron** (University of Haifa)

will present the article:

**Job crafting, trust, and creativity in teleworking teams**

**Abstract**

Facilitated by developments in information and communication technologies, the need to offer more flexible work arrangements and to access a larger and more diverse pool of employees, and, more recently, changes resulting from the COVID-19 pandemic, work from home (WFH) has become a common practice in many organizations. WFH has attracted much attention from scholars and practitioners, and yet we have a rather narrow understanding of how WFH influences team success. In particular, current evidence is equivocal with respect to the impact of WFH on team creativity, which is key to organizational competitiveness and overall performance. Using a full-panel 3-wave longitudinal design, with 87 teams (412 individuals) in Germany, we investigated whether and how team job crafting—changes in the way the team interacts and behaves—relates to trust in team members and subsequently, team creativity. We also considered WFH intensity (the number of days team members work from home) as a potential moderator. Finally, a recursive process was assumed, wherein creativity serves as an input for teams to engage in (re)crafting. The results show that job crafting is positively related to creativity and that team trust mediates this relationship. A moderation effect of WFH intensity in the relationship between job crafting and trust was also found. The recursive effect hypothesis was not supported. The study extends prior research by bringing the notion of team job crafting to the realm of teleworking, suggesting a dynamic approach that emphasizes the importance of (re)crafting for better outcomes. In terms of practice, the research can help firms facilitate team trust and support adjustments to team telework to boost creativity.

Please sign up for the free seminar at <http://raziskave.ef.uni-lj.si/a/1694>  
by 26 March 2024.

**We look forward to seeing you.**