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## **SIGNALING MEANINGFUL WORK: EXAMINING THE INTERACTIONS OF CALLING WITH CORPORATE SOCIAL RESPONSIBILITY AND JOB DESIGN**

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### **ABSTRACT**

In response to calls to understand the interplay of sources of meaningful work, we draw on signaling theory to examine the interactions of calling with contextual factors, namely, Corporate Social Responsibility (CSR) and job design (i.e., job autonomy and CSR is embedded in work). In Study 1, we use survey data to examine a multilevel model where calling, interacting with CSR and job autonomy, is positively related to meaningful work. In Study 2, we conduct an online scenario-based experiment to test a three-way interaction between calling, CSR at the organizational level, and CSR in work (i.e., job design that embeds CSR in daily work activities). Results suggest that stronger experiences of meaningful work for called employees are fostered by organizations that engage in CSR, design jobs that are high on autonomy, and job designs that focus on embedding CSR in work. Our multi-level model extends prior research which has focused primarily on employee effects from only organizational-level CSR. These results provide important theoretical implications for further studying the interactions of sources of meaningful work, unpacking the role of CSR as a source of meaningful work, and showing the value of focusing on calling in relation to CSR.