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Título	Performance, Job Crafting and Work Context: Practical Implications from a Multilevel Perspective
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Resumo	<p>Purpose Effort by managers and academics have been applied to understand elements that improving organizational performance and results. This study aims to analyze the relationship among job performance, job crafting, work complexity and learning support. The authors conducted a cross-sectional survey in a study with a regression hierarchical (i.e. multilevel) design.</p> <p>Design/methodology/approach Sample included 530 respondents of both sexes with ages ranging from 17 to 68 (M = 33.9; SD = 9.75). Participants were employees from 53 public and private organizations located in the Southeast of Brazil. They answered the scales: General Self-Assessment Scale of Job Performance, Job Crafting Behaviors, Learning Support and Subjective Task Complexity. Findings The results indicated that variance in job performance due to the differences among the organizations and learning support can explain 22% of variance at this level. Job crafting explained 22% of the job performance variance at level 1 (worker). It is concluded that the development of actions concerning job crafting and the relationship with the work context predict performance at work. Thus, the authors highlight the importance of maintaining individual-focused management practices, meaning that focusing on workers development promotes good results at the organization. Originality/value Results revealed practical implications through individual performance considered in a multilevel perspective both in Levels 1 and 2, which is not the most common for this variable. They could be especially important in scenarios that will demand adaptability and work modification, as the actual ones were observed in the contemporary world of work.</p>
Fomento	