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How do we SEE Digital Platform Workers' Skill Patterns? Evidence from South– Eastern Europe*

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The study aims to identify and describe the most relevant professional skill patterns among the digital platform workers from the selected Southeastern European (SEE) countries. Such orientation is based on the relatively modest presence of SEE countries in large pan-European studies, and on the lack of information regarding the applicability of existing online job taxonomies in observed countries. Applying a topic approach as a natural language processing technique, we analyzed the sets of self-reported skills provided by digital platform workers registered at the Upwork platform. Seven distinctive skill profiles were extracted, which only partly overlapped with the standard Oxford's Online Labour Index of digital job taxonomy. Results are indicating clear distinctions between highly specialized and general job categories, and between creative and technical professions. Mapping of the skills and national affiliations reveal differences between EU and non-EU countries in the region regarding professional inclinations. Partly in line with the findings of previous studies, the results pave the way for future research on this topic.

Keywords: online work, digital labour platforms, skills taxonomy, career boundaries

Highlights

- Professional skills of digital platform workers from nine South East European countries were examined.
- Skill patterns were derived from workers' public profiles on the Upwork digital platform.
- Seven skill clusters were identified using topic modeling.
- Skill distribution differs across SEE countries.

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Job Autonomy and Employee Strengths Use: The Roles of Work Engagement and Job Insecurity*

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Employee strengths use has been found to be beneficial to employee and the employer organization. Yet, we have little knowledge on the antecedents to employee strengths use. Especially, there is a dearth of research investigating work characteristics and employee strengths use relationship. Drawing on conservation of resources theory, this study sought to investigate the relationship of job autonomy as a type of work characteristic with employee strengths use and the mediational effect of work engagement as well as the moderating effect of job insecurity on the relationship. A three-wave research design, spaced by a four-week interval, was utilized to collect data. A convenience sample of 218 employees working in diverse Chinese companies was applied to test our hypotheses. Results showed that job autonomy is positively related to employee strengths use, work engagement acts as a mediator in the link between job autonomy and employee strengths use. In addition, job insecurity was found to lessen the direct relationship of job autonomy with work engagement and the indirect relationship of job autonomy with employee strengths use via work engagement. This study advances the theory and research on employee strengths use.

Keywords: job autonomy, job insecurity, work engagement, strengths

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Conflicts of Interest. The authors declare that there is no conflict of interest.

Ethical Approval. All procedures performed in studies involving human participants were in accordance with the ethical standards of the North China Electric Power University and with the 1964 Helsinki declaration and its later amendments or comparable ethical standards.

Data Availability Statement. The data that support the findings of this study are available from Weilin Su (suweilin@cnu.edu.cn), upon reasonable request.

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Highlights:

- First study about the relationship between job autonomy, job insecurity, employee work engagement and strengths use in Chinese employees.
- Job autonomy is positively correlated with employee work engagement and strengths use, especially for people with low job insecurity.
- Work engagement mediates the relationship between job autonomy and employee strengths use.

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Recovery Experiences and Work Engagement – The Role of Emotions at Work*

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The need for positive organizational behavior research has resulted in the popularization of the concept of work engagement. Many researchers have examined its proximal antecedents, but little scientific attention has been focused on emotions and the non-work domain of employees' lives. Thus, the aim of this research was to study the relationship between recovery experiences, job-related affective well-being, and work engagement. A total of 279 Croatian employees participated in an online study. They filled in Job Affective Well-Being Scale, Recovery Experiences Questionnaire, short Utrecht Work Engagement Scale, and a demographic questionnaire. The results demonstrated that recovery strategies and positive workplace emotions explained 63,4% variance of work engagement. Positive emotions mediated the relationship between recovery experiences and work engagement when recovery was measured as relaxation, developing mastery experiences, and high control over leisure time. Negative emotions mediated only relationship between relaxation and work engagement. Altogether, this study expends previous knowledge and confirms the interaction between employees' work and non-work domains of life.

Keywords: positive organizational behavior, work engagement, work recovery, emotions at work, occupational health psychology

Highlights:

- Recovery strategies and positive work-related emotions together explained 63.4% variance of work engagement.
- All recovery strategies, except for psychological detachment, had an effect on work engagement through positive work-related emotions.
- Mastery was the only recovery strategy that had a clear indirect and direct effect on work engagement.
- This study extends previous research in occupational health psychology and motivates further studies, especially across other continents.

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Measurement Equivalence of Two Methods of Online Administration of the Vocational Gender Stereotype Attitudes Scale (VGSA) – the Supervised In-class and the Unsupervised At-home Scale Administration Method*

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During the 2020-2022 COVID-19 global pandemic many researchers had to adopt or switch to online testing, which emphasized the need for ensuring measurement equivalence across different administration methods. The aim of this study was to determine whether gender stereotype measure (VGSA scale; Vocational Gender Stereotype Attitudes Scale) is equivalent in two different computer-based administration modes: supervised in-class and unsupervised at-home web survey. In-class web survey participants were 219 primary (11 to 16 years old; M = 12.97; SD = 1.16) and 195 secondary (15 to 19 years old; M = 16.78; SD = 0.96) school students that were surveyed in the group setting during a regular school day in their computer classrooms while the researcher was present in the room. At-home web survey participants were 144 primary (10 to 15 years old; M = 11.60; SD = 1.43) and 212 secondary (14 to 19 years old; M = 16.78; SD = 1.22) school students that were surveyed individually through the web link in their homes that was administered to them via the school administration. Results confirmed VGSA scale's high internal reliability ($\alpha_{in\text{-}class}$ = .89; $\alpha_{at\text{-}home}$ = .92), expected bi-factor structure ($\chi^2_{in\text{-}class}$ (12) = 22.56, p = .032; $\chi^2_{at\text{-}home}$(12) = 17.24, p = .141), and scalar measurement invariance across administration methods ($\Delta\chi^2(21) = 49.05$, $p < .001$; ΔCFI = -.003; ΔTLI = -.001; ΔRMSEA = .009; ΔSRMR = .013).

Keywords: measurement equivalence, career gender stereotypes, online survey, computer-based survey, adolescents

Highlights

- The VGSA scale demonstrated high internal reliability across two administration methods.
- Also, it demonstrated the expected bi-factor structure with very good model-data fit.

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- Scalar invariance across administration methods was achieved.
- VGSA scale's subscale scores are mostly re-measuring the general factor.
- Only the VGSA scale's total score is recommended to be used in future research.

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Coping with Unemployment in COVID-19: The Role of Employability Beliefs in Exploration Self-Efficacy*

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The new coronavirus global pandemic has caused accelerated and emerging changes in the labor market, including increased unemployment. We examined the associations between employability beliefs and career exploration self-efficacy of 1585 unemployed adult workers, in Portugal, who lost their job after COVID-19. Participants completed measures of employability beliefs consistent with striving, proactivity, flexibility, acceptance of challenges, optimism and autonomy dispositions, and of career exploration self-efficacy. Using multiple linear regression analyses, we found that employability dispositional beliefs established significant positive associations with career exploration self-efficacy, especially autonomy, striving and optimism. Implications of these findings for future research and practice are considered.

Keywords: COVID-19 pandemic, unemployment, employability, career exploration self-efficacy

Highlights:

- Positive relationship between dispositional employability and career exploration self-efficacy beliefs in unemployed adults was found.
- Career exploration self-efficacy was predicted mostly by autonomy, striving and optimism employability beliefs.
- The importance of dispositional employability beliefs for career exploration self-efficacy varies according to gender, age, length of unemployment and the last field of work.

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Exploring the Relationship Between Tourists' Emotional Experience, Destination Personality Perception, Satisfaction and Behavioral Intentions*

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The relationship between tourists' emotional experience and perception of destination brand personality, has not been empirically explored before. Moreover, there is a literature gap in understanding how emotional experience, destination personality, destination satisfaction, and behavioral intentions, interact together in one model. Based on this, the principal aim of this study is to analyze how tourists' emotional experience affects the perception of destination personality traits, as well as how these two constructs relate to tourists' satisfaction and behavioral intentions. In order to explore this, the survey was conducted on a sample of 203 domestic and international tourists, who have visited the city of Novi Sad, while Structural Equation Modeling (SEM) was applied to test the hypothesized model. The results confirmed the positive role of emotional experience in shaping destination personality and destination satisfaction. Destination satisfaction and certain personality traits positively predicted behavioral intentions. Theoretical and managerial implications are discussed in the paper.

Keywords: destination personality, emotional experience, tourist satisfaction, tourist behavioral intentions

Highlights:

- Destination personality is positively associated with emotional experience.
- Destination satisfaction is affected by two dimensions of emotional experience.
- Destination personality traits did not predict destination satisfaction.
- Destination personality and destination satisfaction shape behavioral intentions.

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