

Job demands?job resources (JD-R) model, work engagement, and well-being of cruise ship employees

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This research aims to shed new light on peculiar on-board working conditions by adopting the widely recognized and well-established job demands?job resources theory and extending its model to the work engagement and well-being of cruise ship employees. Cross-sectional survey and partial least squares path modeling tool are used. Results confirm that job demands negatively affect cruise ship employees? well-being. This finding is important because it demonstrates how the negative effect of job demands on work engagement is buffered by cruise ship employees? individual strategies such as coping, recovery from work-related effort, and optimization and compensation. By contrast, job resources positively affect work engagement and well-being, and work engagement exerts a positive effect on well-being. This study successfully consolidates the literature on job demands, job resources, work engagement, and well-being to determine the complex essence of the work engagement and well-being of cruise ship employees. © 2020 Elsevier Ltd

Cruise ship employees

Job demands?resources model

Well-being

Work engagement

Working conditions