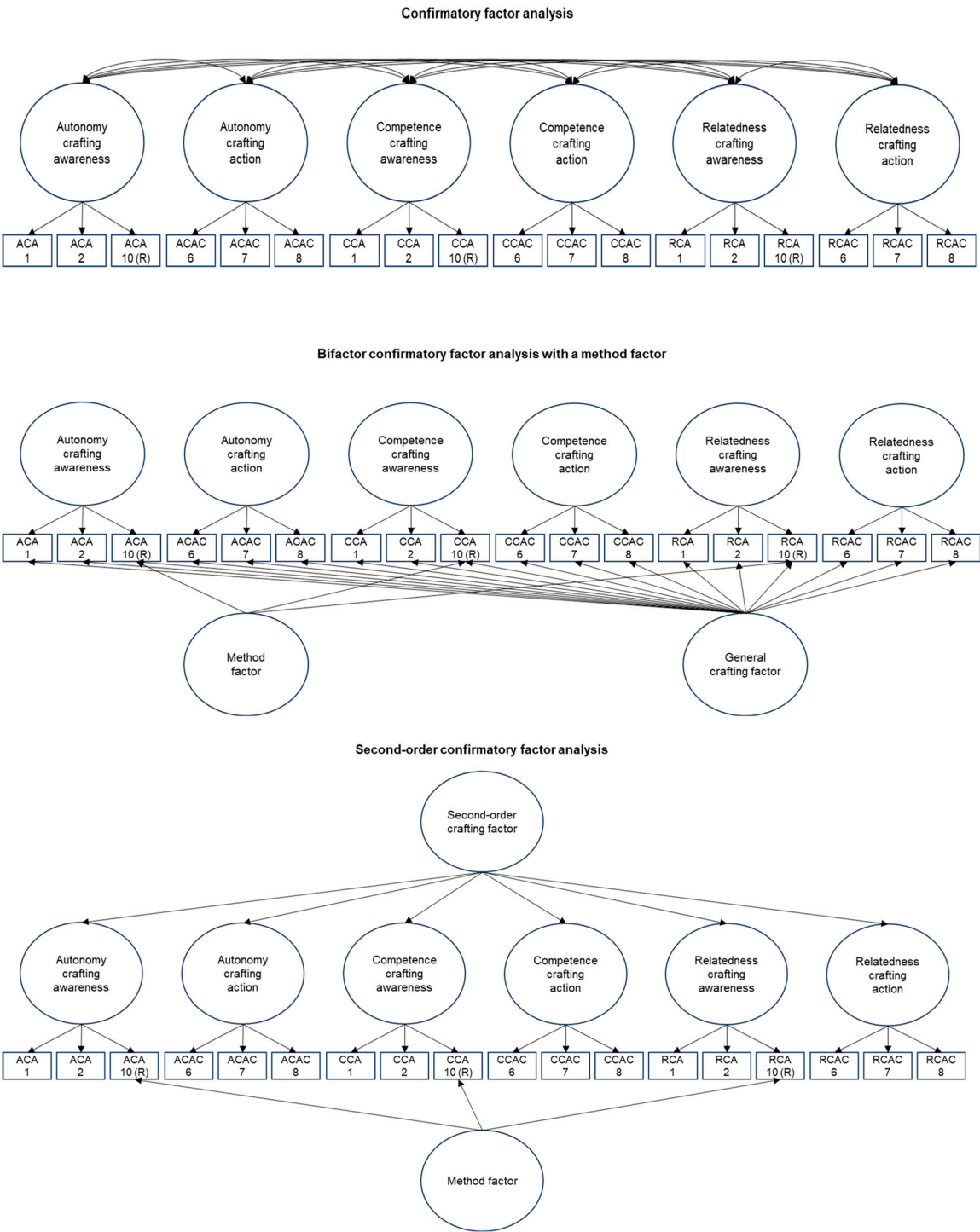


**Figure S1.** *Simplified Representations of Specified Measurement Models (Models 1b, 3, and 4)*



**Figure S2**

*Indirect Effect of Autonomy Crafting Awareness on Work Engagement through Autonomy Satisfaction*



Notes. \*\*\* $p < .001$ ; dashed line indicates a non-significant association; for simplification, the covariate (autonomy crafting action) was omitted from the figure.

**Figure S3**

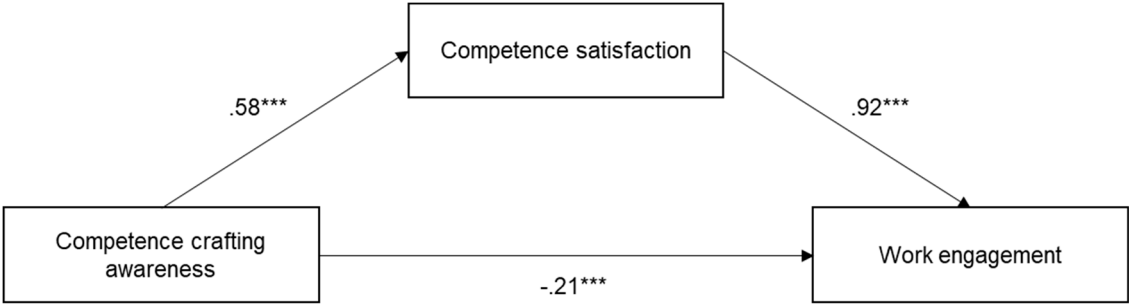
*Indirect Effect of Autonomy Crafting Action on Work Engagement through Autonomy Satisfaction*



Notes. \*\*\* $p < .001$ , \*\* $p < .01$ ; for simplification, the covariate (autonomy crafting awareness) was omitted from the figure.

**Figure S4**

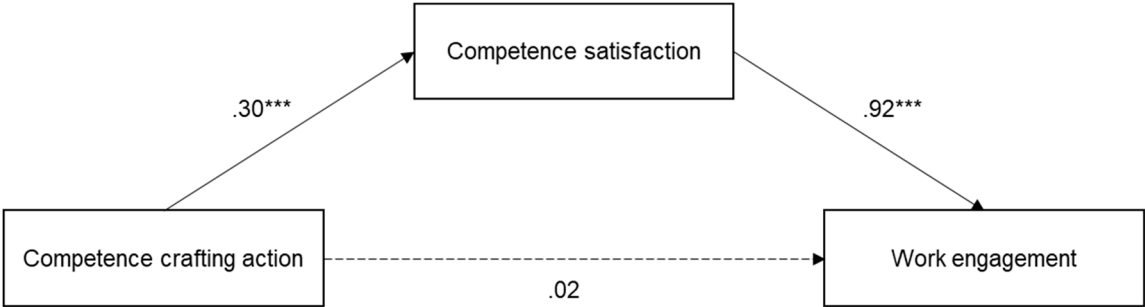
*Indirect Effect of Competence Crafting Awareness on Work Engagement through Competence Satisfaction*



Notes. \*\*\* $p < .001$ ; for simplification, the covariate (competence crafting action) was omitted from the figure.

**Figure S5**

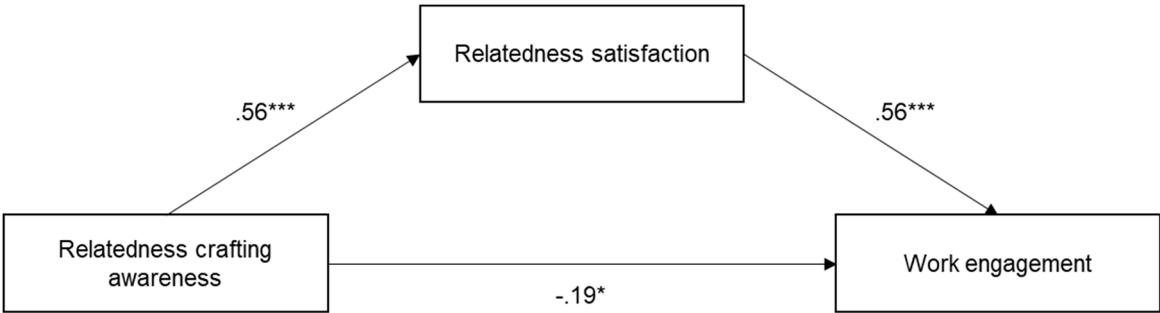
*Indirect Effect of Competence Crafting Action on Work Engagement through Competence Satisfaction*



Notes. \*\*\* $p < .001$ ; dashed line indicates a non-significant association; for simplification, the covariate (competence crafting awareness) was omitted from the figure.

**Figure S6**

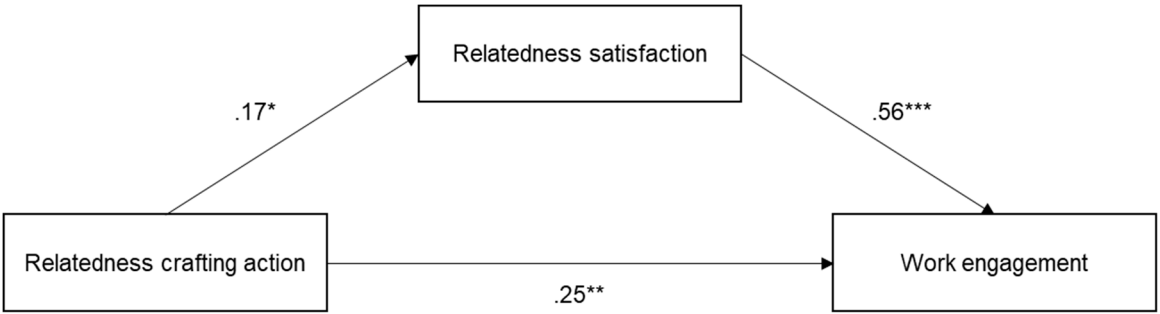
*Indirect Effect of Relatedness Crafting Awareness on Work Engagement through Relatedness Satisfaction*



Notes. \*\*\* $p < .001$ ,  $p < .05$ ; for simplification, the covariate (relatedness crafting action) was omitted from the figure.

**Figure S7**

*Indirect Effect of Relatedness Crafting Action on Work Engagement through Relatedness Satisfaction*



Notes. \*\*\* $p < .001$ ,  $p < .01$ ,  $p < .05$ ; for simplification, the covariate (relatedness crafting awareness) was omitted from the figure.

**Figure S8**

*Indirect Effect of Autonomy Crafting Awareness on Turnover Intention through Autonomy Satisfaction*



Notes. \*\*\* $p < .001$ ; for simplification, the covariate (autonomy crafting action) was omitted from the figure.

**Figure S9**

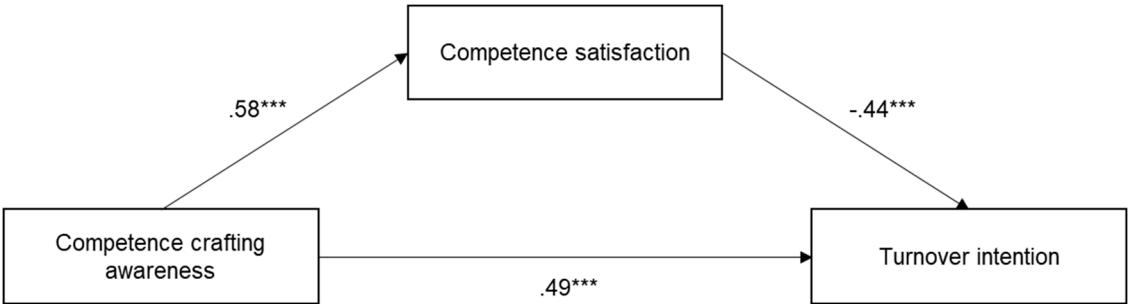
*Indirect Effect of Autonomy Crafting Action on Turnover Intention through Autonomy Satisfaction*



Notes. \*\*\* $p < .001$ ; dashed line indicates a non-significant association; for simplification, the covariate (autonomy crafting awareness) was omitted from the figure.

**Figure S10**

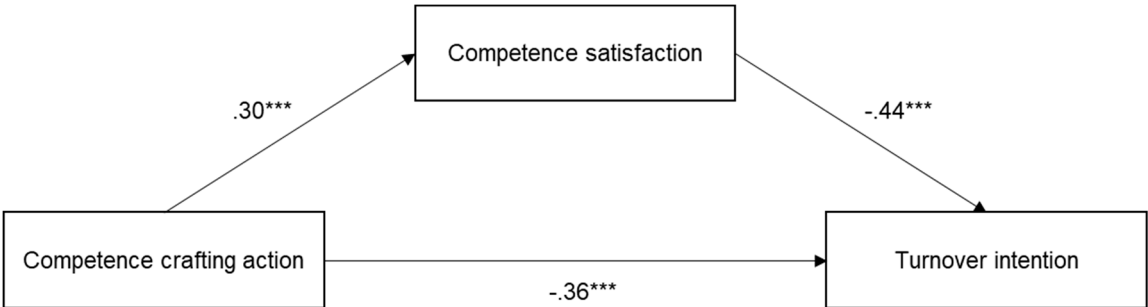
*Indirect Effect of Competence Crafting Awareness on Turnover Intention through Competence Satisfaction*



Notes. \*\*\* $p < .001$ ; for simplification, the covariate (competence crafting action) was omitted from the figure.

**Figure S11**

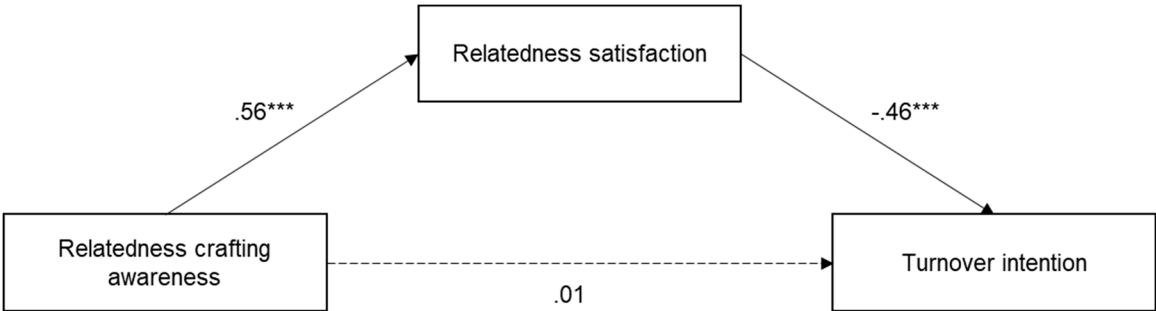
*Indirect Effect of Competence Crafting Action on Turnover Intention through Competence Satisfaction*



Notes. \*\*\* $p < .001$ ; for simplification, the covariate (competence crafting awareness) was omitted from the figure.

**Figure S12**

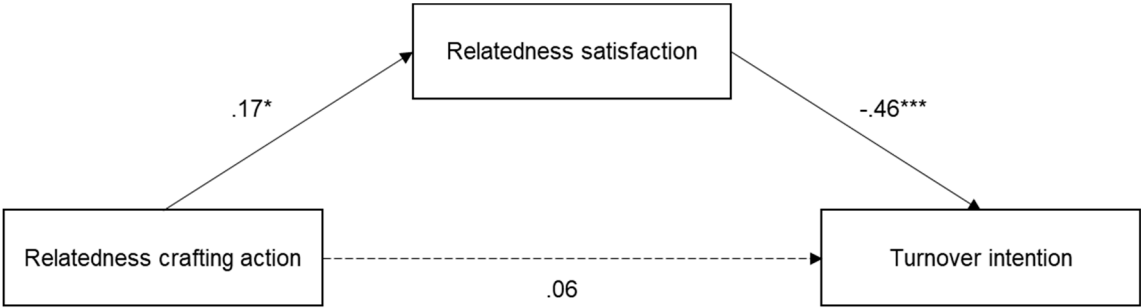
*Indirect Effect of Relatedness Crafting Awareness on Turnover Intention through Relatedness Satisfaction*



Notes. \*\*\* $p < .001$ ; dashed line indicates a non-significant association; for simplification, the covariate (relatedness crafting action) was omitted from the figure.

**Figure S13**

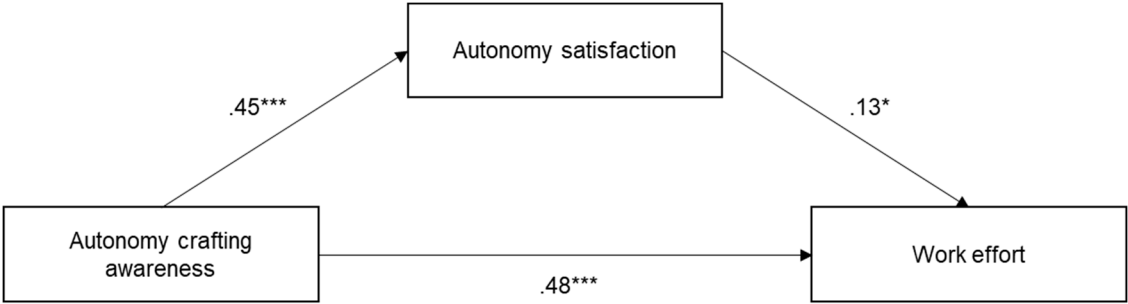
*Indirect Effect of Relatedness Crafting Action on Turnover Intention through Relatedness Satisfaction*



Notes. \*\*\* $p < .001$ , \* $p < .05$ ; dashed line indicates a non-significant association; for simplification, the covariate (relatedness crafting awareness) was omitted from the figure.

**Figure S14**

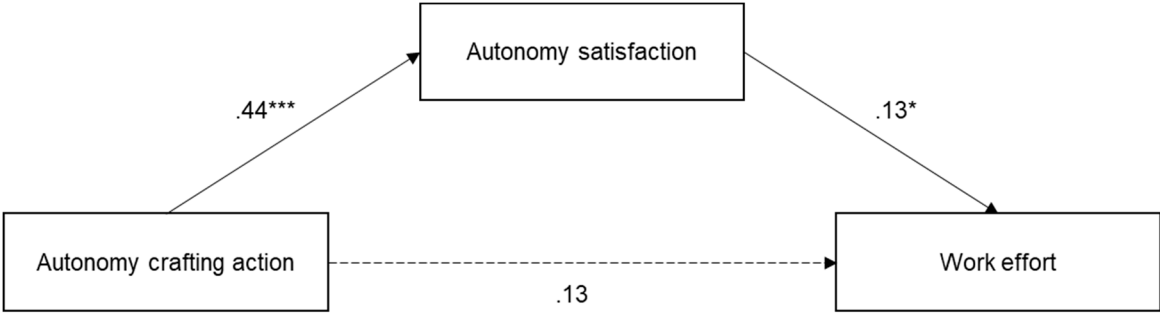
*Indirect Effect of Autonomy Crafting Awareness on Work Effort through Autonomy Satisfaction*



Notes. \*\*\* $p < .001$ , \* $p < .05$ ; for simplification, the covariate (autonomy crafting action) was omitted from the figure.

**Figure S15**

*Indirect Effect of Autonomy Crafting Action on Work Effort through Autonomy Satisfaction*



Notes. \*\*\* $p < .001$ , \* $p < .05$ ; dashed line indicates a non-significant association; for simplification, the covariate (autonomy crafting awareness) was omitted from the figure.

**Figure S16**

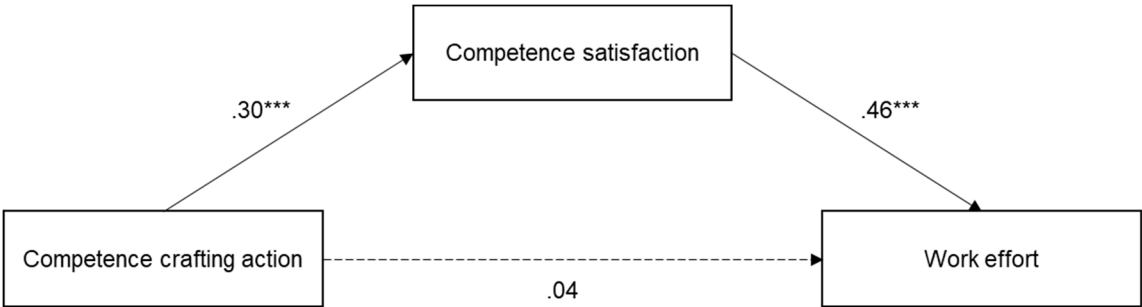
*Indirect Effect of Competence Crafting Action on Work Effort through Competence Satisfaction*



Notes. \*\*\* $p < .001$ ; for simplification, the covariate (competence crafting action) was omitted from the figure.

**Figure S17**

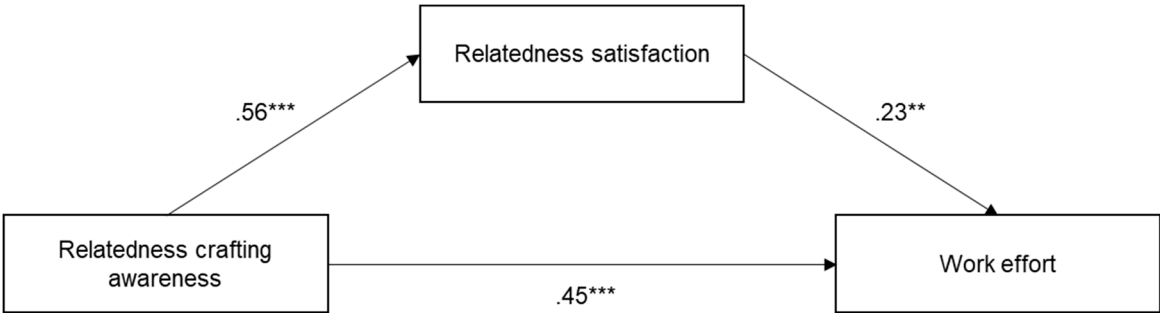
*Indirect Effect of Competence Crafting Action on Work Effort through Competence Satisfaction*



Notes. \*\*\* $p < .001$ ; dashed line indicates a non-significant association; for simplification, the covariate (competence crafting awareness) was omitted from the figure.

**Figure S18**

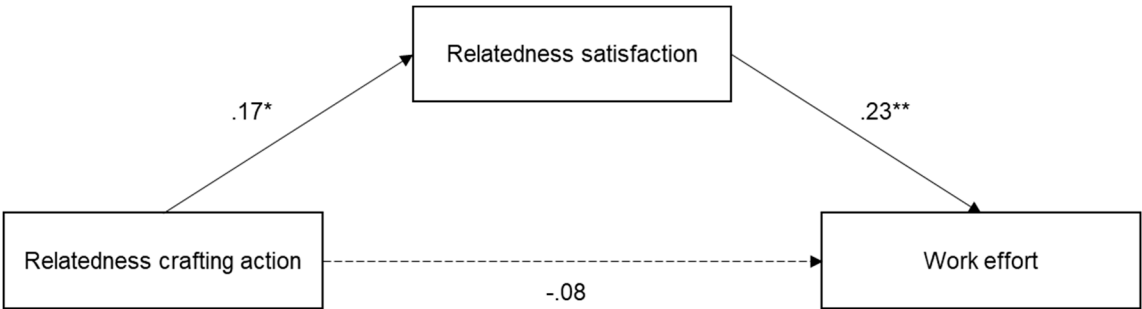
*Indirect Effect of Relatedness Crafting Awareness on Work Effort through Relatedness Satisfaction*



Notes. \*\*\* $p < .001$ ; for simplification, the covariate (relatedness crafting action) was omitted from the figure.

**Figure S19**

*Indirect Effect of Relatedness Crafting Action on Work Effort through Relatedness Satisfaction*



Notes. \*\*\* $p < .001$ ,  $p < .05$ ; dashed line indicates a non-significant association; for simplification, the covariate (relatedness crafting awareness) was omitted from the figure.