

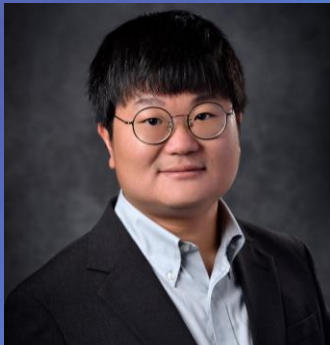
# THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

## Departmental Research Seminar

### Burdened or Benefitted by Multiple Jobs? A Job Demands-Resources Perspective on Multiple Jobholding Involvement

By

**Prof. Ji Koung Kim**  
**Michigan State University**



**Date : 4 Mar 2025 (Tuesday)**

**Time : 10:30 am – 12 noon**

**Venue : M802, PolyU**

#### Abstract

The new world of work offers unprecedented opportunities for holding more than one job. Existing research has emphasized that involvement in multiple jobs is a demanding experience that ultimately promotes burnout. Recent research has also suggested advantages of multiple jobholding. Notably, these contrasting perspectives about the burdens and benefits of involvement with multiple jobholding have generally been presented in fragmented accounts. We offer a more comprehensive and balanced treatment of these divergent viewpoints by drawing on the job demands resources framework—an approach that encourages a holistic account of how involvement in a given work arrangement relates to burnout via demands and engagement via resources. We first address the implications of multiple jobholding involvement for work- and home-related demands that, in turn, promote burnout. We complement this consideration of the demands associated with multiple jobholding by building upon assertions about how and why holding multiple roles generates psychological and material resources within the work and home domains. Specifically, we theorize that multiple jobholding involvement promotes resources—psychological capital in work, work-home enrichment, and income—that ultimately foster engagement. We found general support for our model in a three-wave field study involving 250 multiple jobholders. We also present a supplemental dominance analysis regarding the relative effects of various demands and resources. Overall, we offer novel and important insights about how and why multiple jobholding involvement concurrently generates unique demands that drive burnout, as well as resources that promote engagement.

**Prof. Ji Koung Kim** is an Assistant Professor of Management in the Broad College of Business at Michigan State University. He received his Ph.D. in Management from the W.P. Carey School of Business at Arizona State University, and his Master's and Bachelor's degrees from Korea University. Prior to joining MSU, Prof. Kim was an Assistant Professor at Texas A&M's Mays Business School.

Prof. Kim's program of research is comprised of three distinct yet interrelated areas. In his primary area of research, he investigates how employees interact with different organizational audiences to craft and manage their reputation at work, as well as the implications of these interactions for employee well-being, performance, and career success. His second research stream focuses on how employees cultivate positive workplace relationships, the conditions under which they are most effective in doing so, the consequences of such relationships, and how relationships change and evolve. Third, Prof. Kim studies how new and contemporary ways of working, such as remote/hybrid work arrangements and gig work, have changed the manner in which work is conducted in organizational settings and how employees proactively navigate these changes to improve their work lives. His work has been published in *Journal of Applied Psychology* and *Personnel Psychology*.

**All interested are welcome.**



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