

Motivation Applications through

Job Design.

The way work is structured has a bigger impact on an individual's motivation than might first appear.

- Job design suggests that the way elements in a job are organized can influence employee effort and the Job Characteristics Model can serve as a frame work to identify opportunities for changes to these elements.

Job Characteristics Model describes jobs in terms of five core job dimensions.

- Skill variety
- Task identity
- Task significance
- Autonomy

JOB ROTATION.

- If employee suffer from over-specialization of their work, one alternative is job rotation also called cross training.
- Job rotation is the periodic shifting of an employee from one task to another with similar skill requirements at the same organizational level.
- Managers are rotated through jobs to help them get a picture of a whole organization.
- For this it can be applied in any setting where cross training is feasible from manufacturing to hospital wards.
- JR \uparrow Job satisfaction & commitment
- \downarrow boredom, \uparrow motivation & help employees understand how their work contributes to the organization.

Drawbacks

- Training cost \uparrow as rotation need trainings
- rotation of job of a person a position & productivity of that job.
- disruption as group members need to adjust
- manager spent more time to supervise & answer of job do later

Job Enlargement.

- It is combining of job tasks across the same level within the company.
- Implementing JE widens the scope of individual team member to include more task and responsibilities.
- By combining tasks, manager ↑ the interest & engagement in work among their teams.
- Effective JE produces result in benefit for both manager and staff such as higher level of productivity & morale.
- JE ↑ the number of duties assigned to an individual.
- Job task manager can add certain role, to ↑ productivity while minimizing monotonous task in other roles.
- ↓ boredom ↑ team satisfaction.
- Manager does JE to help team members stay motivated in their careers.
- Team members grow and adapt to new responsibilities in their job.
- JE is an effective way to introduce changes in the work culture.

Job Enrichment.

- adding higher level responsibilities are added to the job to increase a sense of purpose, direction, meaning and intrinsic motivation
- Job Enriching is way different than JE ~~as~~ or adding more task & responsibility
- involves adding another layer of responsibilities and meaning
- Job enrichment has roots in Herzberg theory of providing hygiene or motivational factors to the job to increase motivation
- Sometimes, Job enrich. is not rigidly controlled by the management, employees specially those in occupations experiencing high industry growths have been known to enrich their own job