

# Job enlargement and job enrichment and the impact of star model on job essay samp...

[Business](#), [Employment](#)



Job Enlargement is a job design method that adds more responsibilities, duties and workload so that the employee doesn't feel bored or uncoordinated at the workplace. Job enlargement can add variety in the job giving the employee more wider and not limited number of tasks. It helps the organization to utilize the worker fruitfully. It also increases the stimulation for the worker. Example: For instance, in a graphic designing company, an employee who does work in Photoshop to create images for the websites can also be used to create graphics and icons for print media and mobile devices. He or she can also be given the responsibility to work closely with the programming team and supply initial interface design. This will just increase his or her workload but working for different media or team will be challenging.

### Job Enrichment

Job Enrichment is a job design method that incorporates motivational factors into it so that the job satisfaction increases for the employee. Job Enrichment builds on Herzberg's two-factor theory of motivation, which distinguishes between motivational and hygienic factors for people at work. Rather than simply adding more responsibilities, an employee's abilities are measured to address various work related challenges. Example: We can take the same example of the employee working in the graphics designing company. To enrich the job of the employee, he or she can be given an upgrade to his or her workstation. Giving the employee different challenging job that is necessary not related to creating graphics can also be a good example to job enrichment. The employee can work with the graphics customer department, for instant. This doesn't necessarily increase the workload but it creates new

work opportunity and brings satisfaction to the employee. Difference  
Between Job Enlargement and Job Enrichment

1. Job Enlargement can be related to quantity whereas Job Enrichment can be related to quality. 2. Job Enrichment is somewhat dependent on Job Enlargement. On the other hand, Job Enlargement is not dependent on Job Enrichment. 3. Job Enlargement means taking charge of more task, duties and responsibilities, which are not stated in the job description. Job Enrichment gives better control and stronger administrative approach to perform tasks and responsibilities. 4. Job Enrichment is horizontal on the other hand, Job Enlargement is more vertical expansion. Star Model of Organizational Design

Star model was created by The American academic and consultant, Jay Galbraith as framework for organizational design in the 1960s. The framework is made of a group of design procedures that are manageable by organization and can impact employee performance. The procedures are the tools with which organization must become experienced in order to shape the decisions and performances of the employees effectively.

Figure1: Elements of Star Model of Organizational Design

Strategy

Strategy of an organization determines the ultimate direction through goals, objectives, values and or missions. Strategy impacts a job because every job is tied to the bigger goal of an organization. For example, the role of a

cleaner can't be ignored in an organization because he or she keeps the place suitable for employees to perform their tasks. Structure

The structure of the organization determines the placement of power and authority in the organization. It is divided into 4 areas: •Specialization

- Shape
- Distribution of power
- Departmentalization

Structure impacts a job because it creates the outline for the organization hierarchy and job description for an employee. For example, it defines which person an employee needs to report to. Processes

Processes can be referred to the flow of information and assessment procedures throughout the organization's structure. It can impact a job significantly because processes can be either vertical through planning and budgeting, or horizontal through tangential relationships. For example- it assess the need for a new product development or the entry and fulfillment of a customer order and thus affecting an employee's job.

### Rewards

The purpose of a reward system is to shorten the gap between the personal goal of an employee and the bigger goal of the organization. The organization's reward system can include policies incrementing salaries, promotions, bonuses, profit sharing, stock options etc. Rewards affects the job significantly as it motivates the employee to perform at his or her best.

For example, declaring an increment in salary if a team or person meets certain goal can definitely increase the productivity. People

This area governs the human resource policies of hiring, selection, alternation, training, and development. Human resource policies produce the talent required by the strategy and structure of the organization, generating the skills and mind-sets necessary to implement the chosen direction. This element impacts a job because it is directly related to the skill improvement activities of an employee. For example, the role of an employee for a particular job can often be redefined by providing training in other relative field the employee works in. Thus the five elements of Star Model of organization affect a job and also the employees.