

Employees are
always likely to work
harder when their
jobs offer them
greater dis...

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Considering Vertical Aspects of Job Design, What Are the Primary Job Redesign Strategies? Considering Vertical Aspects of Job Design, What Are the Primary Job Redesign Strategies?

Job design refers to the capabilities to determine or decide the content of a job. This refers to the capabilities to fix responsibilities and duties of a job, in addition to the ways and methods of doing the job. Job design also decides the relationship between the holder of the job and his subordinates, superiors and equals. Job design provides information about the qualifications for the job and the rewards for doing the job (Rothwell & Kazanas, 2003, p. 394). When designing the job, the decider must balance the requirements and needs of the manager and the organization.

Organizational needs include the quality of the work and high productivity, while the requirements of the manager include aspects such as job satisfaction.

Job enrichment is a crucial strategy of job design. This strategy attempts to motivate employees through the development of opportunities for the application of their diverse abilities. The vertical aspects of job design require a change of the challenges, in the job. This aims to improve the employee's job satisfaction, quality, and reduce problems such as grievances (Rothwell & Kazanas, 2003, p. 396).

The strategies for job design include turning the employee's efforts to performance and linking the performance to reward. The last strategy involves compelling the employee to want the rewards. Turning the employee's effort to performance requires a well definition and

comprehension of the objectives of the job, and providing resources for enhancing employee's performance. In addition, the organization should develop a supportive culture and ensure flow of information (Rothwell & Kazanas, 2003, p. 400). Linking the employee's performance to reward requires a clear definition of the reward and explanation of the links between reward and performance. Finally, compelling the employee towards the reward can be achieved using surveys.

List of References

Rothwell, W. J., & Kazanas, H. C. (2003). Planning and Managing Human Resources: Strategic Planning For Human Resources Management. Amherst, Mass, Hrd Press.