

Psy101 mod 3 slp

Psychology



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due PSY101 MOD 3 SLP: Job Characteristic Model Human beings in general have a tendency to respond to the requirements of their engagements. It is a common observation and phenomenon that the manner in which jobs are designed and presented to employees will contribute or define the results and outcomes from the laborers perspectives more especially job satisfaction through motivation. Such designs normally focus on a various aspects which results in the various levels of job satisfaction and motivation to a given set of employees (Cranny, Smith & Stone, 126). For example, designs which emphasize on production efficiency at minimal strain while ensuring employee motivation will in effect, offer job satisfaction. There have been various theories and explanations which have been advanced to explain job satisfaction and motivation. One most comprehensive model is the job characteristic model of Hackman and Oldham. The model outlines features of the job that impact on the employer and the outcomes of such impact on the production. The characteristics have a psychological impact on the employee and as such, will impact on the job output although midway between the characteristics and the outcome we must acknowledge the moderator which is the psychological reactions (Allen, and Andries, 78). The characteristics as summarized above include skill variety, task identity, task significance, autonomy and feedback. The core characteristics have three psychological impacts on the output which include meaningfulness of work, felt responsibility and knowledge of results which are generally referred to as the critical psychological states. The skill variety is high when the job requires various skills to accomplish the work and this will help break the job monotony. Otherwise, in a case where only one or limited skills are required then the job cannot offer skill variety and this leads to low motivation. In

cases where employees actively take part in the process of identifying the components of the job, then they develop an identity with the job (Allen, and Andries, 80). The ego is boosted as opposed to where a senior manager identifies and recommends the materials to be used. It is also a regular feature that most employees derive fulfillment when they realize that the kind of work they do will help other lives. The job provides them with an opportunity to take responsibility. For example, a doctor is fulfilled in ensuring that people are healthy while soldiers ensure the security of the people across borders as teachers marvel in the achievements of their students (James, & Mazerolle, 56). Most people would prefer working privately so as to enjoy the freedom and independence as regards decision making and scheduling of tasks. Therefore, in a case where employees are allowed to take control of their areas of working and make autonomous decisions, they become more effective and motivated to perform to their optimum and avoid failures. Employees or generally laborers will enjoy getting the output or the result of their work directly. In a case where an individual works and expects feedback from a different quarter then there is bound to be lack of motivation (Cranny, Smith & Stone, 131). Someone who produces a machine would be happier if he/she tested the machine for functionality than someone in a more advanced position testing the machine. Therefore, if the job provides adequately the positive characteristics, then, there is an assurance of commitment in work, employee's full involvement in the activities, increased attendance which leads to efficiency and an overall job satisfaction to the employees though with little variation from employees depending on an individual's psychological mindset. Using the above motivational characteristics, it is <https://assignbuster.com/psy101-mod-3-slp/>

possible for me to analyze and determine my motivating potential skill when each characteristic is graded in a range of very high to very low. In this case the motivating potential is the product of the rating of feedback, autonomy and the average sum of skill variety, task identity and task significance (James, & Mazerolle, 72). This is summarized into the following formula as, In my scenario skill variety is equal to 5, task identity is 7, task significance is 6, autonomy is 6 and feedback on the work done is 7. Therefore, the Motivating potential score is calculated as follows: $= 6 \times 6 \times 7 = 254$ Based on the values, a high motivating potential is obtained and this explain the satisfaction that I derive from job. It is important that in every job, the motivating potential is kept as high as possible to ensure the effectiveness of the employees. The most realistic position is that the motivating potential from this kind of analysis can never reach hundred percent which is 349 because the degree of autonomy of employees as well the kind of input they can give to the production process will always be inhibit due to the prevalence of one factor or another. The MPS value obtained gives a good picture of my job satisfaction and is therefore an applicable model in determining employee motivation potential or in the redesigning of jobs to enhance productivity. Works Cited Allen, Jim, and Andries de Grip. Skill obsolescence, lifelong learning and labor market participation. Maastricht: Research centre for education and the Labour Market(ROA), Faculty of Economics and Business Administration, Maastricht University;, 2007. Print. Cranny, C. J., Smith, P. C., & Stone, E. F. (1992). Job satisfaction: how people feel about their jobs and how it affects their performance. New York: Lexington Books ;. James, L. R., & Mazerolle, M. D. (2002). Personality in work organizations. Thousand Oaks: Sage Publications.

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