

Job redesign and workplace rewards assignment

[Business](#), [Management](#)



Job Redesign and Workplace Rewards Assessment PSY 320 ? Job Redesign and Assessment Goal setting is an important aspect of motivational techniques. A business that sets goals or has an employee set accomplishment goals will have more productivity than those who do not set goal. The following paper is a look into the writer's job and its system of goal setting, performance evaluation, and workplace reward system in regards to job satisfaction. Major components, tasks, and responsibilities of the job will be identified.

The writer will discuss current company-wide rewards and examine and evaluate if the rewards are effective in motivating employees. Finally, how goals are used at the company in regards to the specific job will be identified as well as how the goals are set. The Job AMC Industries is a company trying to find its feet again. After the recession came crashing through the economy, AMC lost its place of business, most of its machines, and had to let go of almost all of its employees.

Two businessmen, one who was to be the CFO and the one that was to be the new president, purchased the failing company with intentions of turning it around. They kept one of the production assistants to become the new head of production. Currently, there are the three managers, the employee that draws up plans and writes programs, the employee that handles ordering of supplies and office work, one finisher, one maintenance man, and four woodworkers. The writer's job is that of a woodworker.

AMC does not perform evaluations that are tracked by paper work. IF an evaluation is done, then it is done by talking between the three managers.

The rewards, or lack of rewards, do impact productivity. Craftsmen want a paycheck, but it is also nice to feel like what they do matters and that they are appreciated. The lack of rewards and praise has negative impacts on job satisfaction. Major Components A woodworker or craftsman's primary job is to complete projects assigned to them for customers that have ordered furniture for their restaurants.

Woodworkers are given a sheet of paper containing the plan for what they are to build, and a general time frame to complete it. The tools that are needed to complete the project are provided mostly by the shop, but some tools are required to be brought in by the craftsman. If the managers have agreed on funds available and materials needed for a job, then the craftsmen will have wood they need to build the assigned furniture. The craftsmen are reminded every morning what tasks they need to complete for the day, and they are to manage themselves to be on time with their assignments.

As with most jobs in this industry, time frames can change in an instant and problems can occur in building or in the finishing phase which can delay the delivery of an installation. For the most part, this job thrives on intrinsic motivation for the craftsmen. Creating furniture has its own rewards, the feeling on looking a finished piece of work and being able to say " I made that" is motivation itself. Craftsmen are also able to give their creative input on projects and ideas that can make the pieces of furniture more unique if the idea hasn't been completely realized on paper. Company Wide Rewards

AMC industries is still growing. They do not have sums of money that they use for anything but bills and payroll. There is no insurance, no paid holidays, no paid vacation, no paid sick leave, no profit sharing, and no bonuses. The only reward that is given freely-if deserved- is the one-on-one reward of praise. A craftsman receives praise when they go above and beyond what the production manager feels is good work. A craftsman who completes projects early, with no mistakes, and without questioning the motives of the production manager will receive a pat on the back and a “ Good job! Since the praise is not announced to anyone but the employee, it can be short lived. On occasion, when a craftsman can prove themselves an asset by continually producing high quality work and shows enthusiasm with learning new things, they can earn pay raises. The rewards, or lack of rewards, are not helpful for motivating behavior for this position. With nothing to strive for but a weekly paycheck, or keeping a job, there is nothing happening in this company that can motivate employees to perform above and beyond for the managers.

How Goals Are Used AMC's goals for craftsmen are solely based on when furniture is due. That is as far as craftsmen need to plan and as far as they are given the opportunity to know something. For the position of craftsmen, that is all that is needed to know as far as goals are concerned. Schedules are made around when items are supposed to be sent out to the customer, so craftsmen goals are made so that the finisher has enough time to sand and spray the furniture before it goes. Customers to AMC are asked for a deposit in order to start the job.

This money is used to purchase materials and pay for part of the craftsmen's time to construct. The rest of the money is collected before the furniture is installed. Once the customer has paid, we are then obligated to expedite the process to get the customer their goods. Because of this aspect, goals are constantly changing as well as the hours craftsmen need to work. Depending on the business, employees can work anywhere from 32 hours a week to more than 60. It seems to me that an employee would be more likely to work extended hour for an employer if they were rewarded for their loyalty.