

Job design and flexible work programs essays example

[Literature](#), [Russian Literature](#)



Introduction

The critical importance of job design and flexible work programs in organizations cannot be over emphasized. In every single organization, there are inherent programs designed to ensure flexibility in the operations of workers. There are several benefits that are exhibited by through the employment of an extensive job design and flexible work programs. One of such benefits has all to do with improving the abilities of the workers and ensuring job satisfaction on the line of duty (DuBrin, 2011). The text puts into perspective the various impacts of job design and flexible work programs from various perspectives.

Design of work impacts employee motivation and organizational effectiveness to a greater extent. When there is an elaborate design of work in the organization, the employees are able to operate with ultimate flexibility in their line of duty. Consequently, the design work allows employees help in improving the workers' ability to perform their functions. Employees work better in environments that are designed appropriately based on needs and expectations. For instance, workers always operate in environments where they have the motivation and the desire to enhance their performance.

Flexible work operations and job design enhance employee motivation to a greater extent (Miner, 2005). On the other hand, organizational effectiveness depends largely on the motivation and the wellbeing of workers. When the workers are motivated, they are able to work effectively for the wellbeing of the organization. In essence, the productivity of the organization is enhanced to a greater extent (Miner, 2005). Work design is critical for organization's

effectiveness in the essence that it ensures that it provides an environment over which employees can work effectively and as appropriate.

Alternative work patterns can be used in organizations for various reasons. Alternative work patterns can be used in organizations by creating flexible time for work (Robinson, 2000). In this case, the times for which employees are engaged in the active duty in the organizations are varied. On the other and, alternative work patterns can be used with the introduction of the element of part time. In this case, the employees are able to work for varying durations within a given day. It ensures that the employees are not tied in the organization for the whole day. It allows the employees to operate with a level of flexibility in the operation of duties. Alternative work patterns can be used to solve a number of issues in the organization.

When the workers have a rigid working environment in terms of the duration of work, they become less motivated with low morale. Alternative work patterns ensure that the workers are motivated to a greater extent. On the other hand, alternative work patterns help in enhancing the ability of workers (Robinson, 2000). Case in point is that an alternative work pattern allows employees to engage in other activities that are relevant to their line of duty to the extent that they are able to improve on their line of duty.

Alternative work patterns have a number of drawbacks and benefits for both employees and organizations (Robinson, 2000). The programs help to a great extent in the motivation of the employees. When the employees are motivated, the productivity of the organizations increases in the sense that they are able to perform their duties with due diligence. However, there may be some negatives with such programs. Employees may take advantage of

the programs in the organizations and abuse the inherent benefits of the programs. The resultant factor could be reduced productivity. On the other hand, there may be a problem in terms of consistency in the operations of activities. Before implementation of the different programs, there should be proper consideration of the impact of such programs to the organizational wellbeing. The ability of the employees within the organization has to be taken into considerations to a greater extent. The essence of such considerations is to ensure that the organization's productivity is not affected negatively.

Different programs can fit into organizations strategic goals when properly choreographed. For instance, by introducing job design and alternative work patterns, the employees in the organization have their morale boosted to a greater extent (Robinson, 2000). Job satisfaction is also enhanced as appropriate. The effectiveness of the organization can also be enhanced to the extent that productivity is raised significantly. To this end, it is critical to note that the various programs are very critical for any organizational wellbeing. However, it should be noted that there are inherent negativities synonymous with such programs and check and balances should be employed from time to time to ensure that the programs meet the objectives for which they are set.

Conclusion

Job design and alternative work alternatives are very essential for the wellbeing of organizations. Employee performance and organizational effectiveness are enhanced by such programs. Proper implementation of the

programs ensures success to a greater extent. However, it is critical to note that the programs have inherent challenges that have to be considered before the implementation of the programs. Job design and alternative work programs can be included in the organization's strategic plans for the purpose of enhancing organization's performance.

References:

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