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by Y S

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Job Redesign

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Job Redesign

Question 1

The most effective job redesign at my workplace is job enlargement. I currently work at the local healthcare, and the tasks performed are specific and numerous. Job enlargement is essential in breaking the monotony and boredom experienced at the workplace. Griffin (2007) argued that employees who can quickly master tasks would benefit from this job specialization type. Unlike other firms, the nature of work at any healthcare facility is often repetitive. For instance, moving from one ward to another to attend to patients can be tiresome and boring. Since changes within an organization enhance growth and development, it is crucial to introduce job enlargement to employees to boost their skills in areas they are not specialized. To the medical practitioners, it prepares them psychologically to handle tasks when other specialists are not available. Griffins (2007) observed that having many tasks diversify workers' skills necessary for any organization.

Another reason for job enlargement is to motivate employees by handling various activities. In most cases, employees will be satisfied by accomplishing different tasks, especially when they are new. Additionally, this often relieves stress more so if the initially performed tasks were demanding compared to the newly assigned work. Learning new ideas every day is critical as an employee might be in a situation of solving multiple and new tasks. For example, at my workplace, one might be tasked to administer drugs or help in the maternity sector. Therefore, job enlargement enables one to gain prior skills that can be useful in the future.

Question 2

According to the nature of my work, it should alter task significance. According to Griffins (2007), job enrichment involves adding more employees' tasks by giving employees

more control over the tasks. In this context, employees should be in a position to handle the tasks without straining due to overload. Besides, employees become most productive when contented with nature and the amount of work assigned to them (Griffins, 2007). Health care workers should not strain so much while executing their duties. Moreover, attending to patients requires a sober mind to avoid making mistakes that can harm patients' lives. Since task significance discussed denote consequences of jobs assigned to employees, immediate organization, and the external environment, it needs elimination with immediate effect.

Question 3

Job crafting strategy is critical in building employees' resilience, a sense of purpose, and engagement in their daily activities. The most effective crafting strategy in my working environment is outlining the tasks. With this intervention, the medics can modify the various perception at work given an adequate plan. Besides, outlining the tasks enable caregivers to pay additional attention that aims at making patients recover. Further, it denotes giving extra care by forming needed relationships with the patients towards their faster release from the hospital (Dik & Duffy, 2012). Also, healthcare workers are often passionate about their duties and dedicate themselves towards achieving a better result, requiring cognitive intervention to fulfill the tasks.

Effectively handled tasks require an elaborate plan by clearly outlining what should be accomplished at a given time—for example, naming and stating the duties to be carried out in the healthcare facility at a given time, such as the issuance of medicines, discharging patients, and attending to critically ill patients. With this strategy, the medics can quickly evaluate their performance, views, and recommendation of their daily activities (Dik & Duffy, 2012). Additionally, knowing the specific job enhance adequate preparation to do what is required accurately. Therefore, outlining job tasks is essential in the healthcare facility.

References

- Dik, B. J., & Duffy, R. D. (2012). *Make your job a calling: How the psychology of vocation can change your life at work*. Templeton Foundation Press.
- Griffins. (2007). Job redesign

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