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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 military Air force and for an IT company, 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 the military air force and for an IT company is often repetitive. For instance, moving from one department to another to accomplish tasks 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. The military air force and IT workers prepare them psychologically to handle tasks when other employees 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 train the recruits or attend to servers in the company. 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 functions. In this context, employees should be able 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). Military air force and IT specialists should not strain so much while executing their duties. Moreover, attending to clients requires a sober mind to avoid making mistakes that can harm the company's reputation. 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 military air force employees can modify the various perception at work given an adequate plan. Besides, outlining the tasks enables IT specialists, to pay additional attention to offer the best services. Further, it denotes establishing a good relationship with the clients (Dik & Duffy, 2012). Military air force employees 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 military at a given time, such as issuing commands, supervising departments and ensuring that every person is at the right place. With this strategy, the military 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 military air force and IT companies.



### 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.

Griffin, R. (2007). *Chapter 6: Organization structure and design*. Principles of Management. Houghton Mifflin, New York.

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