

Job Design

The slide features several decorative circles in a light purple color. One circle is partially behind the title 'Job Design'. Another circle is behind the subtitle '(Discussion Note)'. There are two solid circles in the bottom left, one solid circle in the top right, and one hollow circle in the bottom right.

(Discussion Note)

2015

The top of the slide features a decorative horizontal line of six circles. From left to right, the colors are: light purple, white with a light purple outline, light purple, white with a light purple outline, white with a light purple outline, and light purple.

Job Design

- Job design is any activity that involves the alteration of the very characteristics/ dimensions of jobs with the intent of increasing both the personal and work outcomes.



Job Design Methods/Approaches

- Scientific Management Approach
- Herzberg's Motivation-Hygiene Theory
- Job Rotation
- Job Enlargement
- Job Enrichment
- Job Characteristics Approach
- The Socio-Technical Systems Approach
- Autonomous Work Group



Two dimensions of Job Design

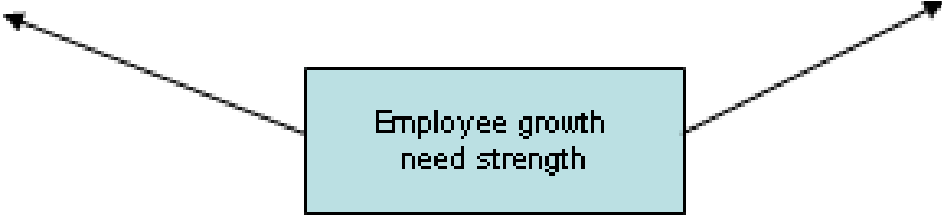
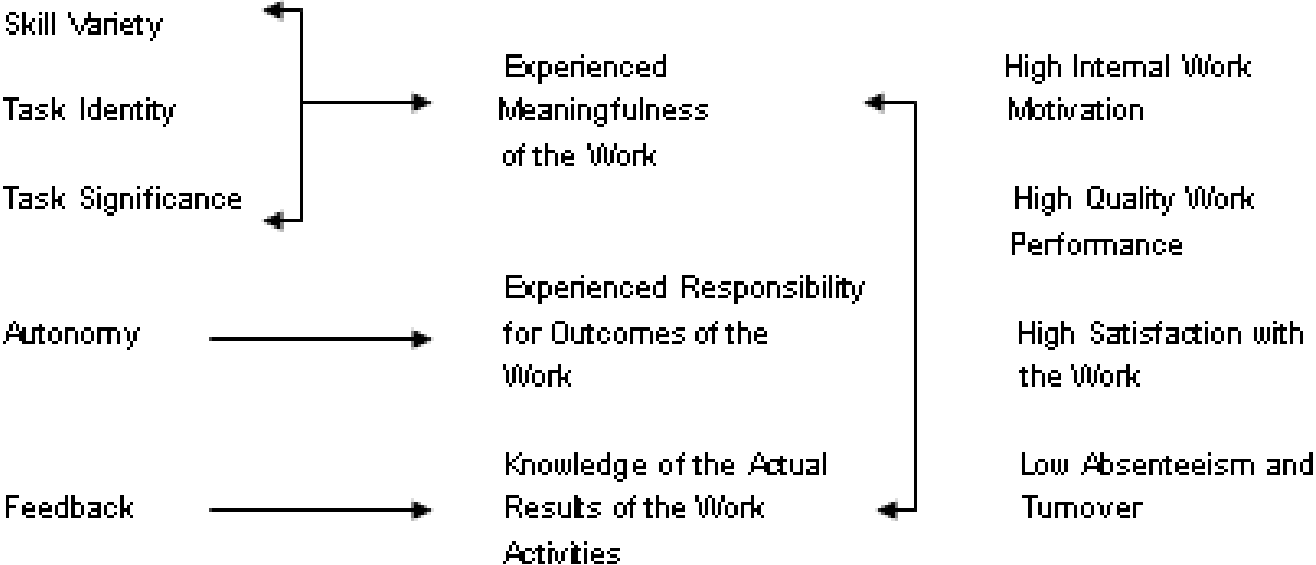
- Job
- People



Core Job Dimension

Critical Psychological States

Personal and Work Outcome



KEY For JDS



Skill Variety: $(1+5+6)/3$

Task Identity: 2

Task Significance: 3

Autonomy: $(4+7)/2$

Feedback: 8

Growth Need Strength: Sum of 9/6

The result of overall MPS and the GNS of class III officers of GoN reveals that:

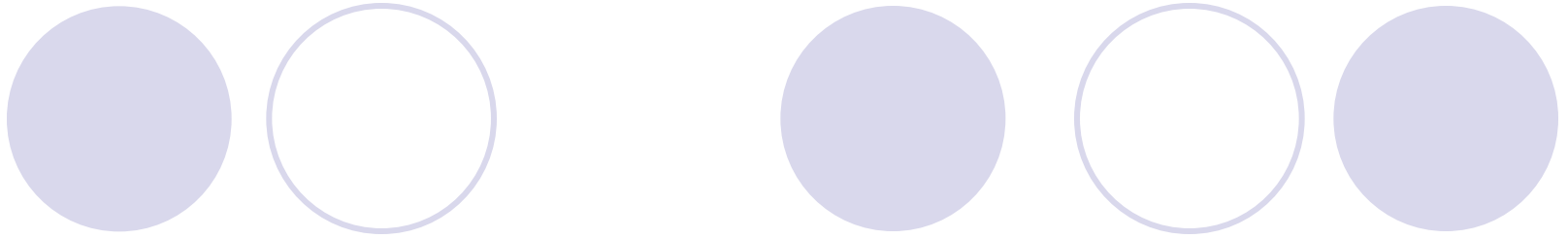
- **MPS = 137.43**

- **GNS = 6.45**



- The existing level of MPS of class III officers of Gon

$$= \frac{100}{343} \times 137.43 = \mathbf{39.85\%}$$



- The MPS demanded by GNS of the officers

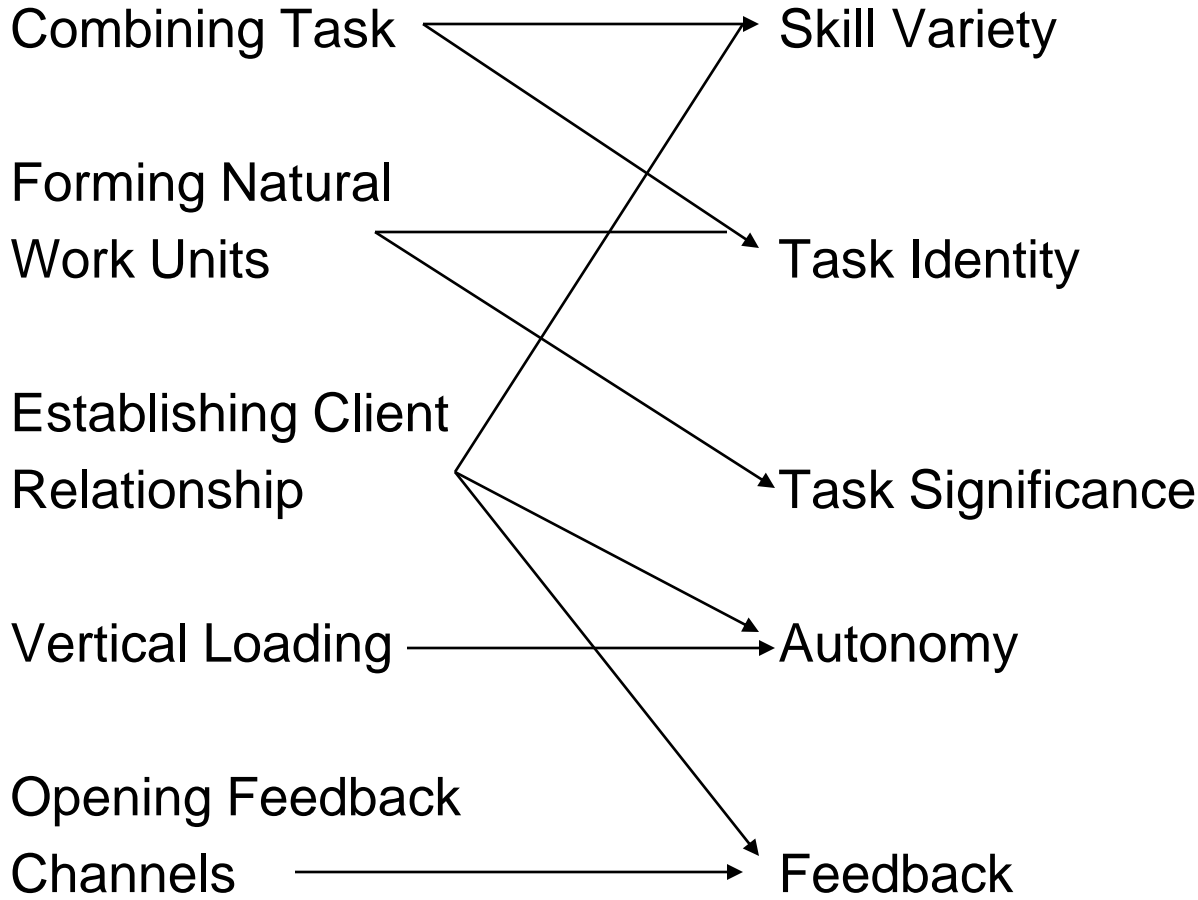
$$= \frac{343}{7} \times 6.45 = \mathbf{316.05}$$

OR, $\frac{100}{343} \times 316.05 = \mathbf{91.65\%}$

Change Principles

Change Principle

Core Job Dimensions





Thank you

BKB/NASC

Mail id: bkbista@nasc.org.np/binodb1@live.com

Cell no. : 9851156111