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Week 5

Organizational Behavior

3. Describe four traditional approaches to the design of work in America.

4. Identify and define the five core job dimensions and the three critical psychological states in the Job Characteristics Model.

3.

The job rotation design is self explanatory in terms of employees rotating their jobs and task to prevent a decrease in motivation and interest because their work gets dull. Additionally, the company gains an advantage because they can replace an employee more easily because more people in the team can do his job.

The job enlargement is increasing the tasks and responsibilities for a single worker to challenge or force the individual ability to grow.

Job enrichment is also about crossing the responsibility and not only increasing the responsibility but also diversifying the tasks while increasing the contact points with other working parties.

Job simplification is about decreasing the volume of work and clearly defining the responsibility of the workers in terms of helping the worker set clear goals and milestone so the recess is more linear and organized.

4.

Skill variety is what I talked about in the job rotation paragraph; if the tasks in a job are too easy and skill requirement isn't diverse the job will become dull and motivation and interest will diminish.

Task identity is defining the task so the employee has a clear understanding of his responsibility and work place so he can effectively manage it and design an optimal approach.

Task significance is pushing the employee because with significance comes pressure and expectation and also appropriate reward so the work and risk is worth it.

These three core job dimensions fall under the first critical psychological state - Experiencing meaningfulness of the work. A lot of time will be invested into the job and an individual has to feel like his life's work has made an impact.

Autonomy means that the process and result of the work isn't shared and the weight is on an individual's shoulders. Failure or success will be on the individual and this pressure and/or

freedom will improve the workers relationship with his work and is also the second critical psychological state - responsibility for the outcome of the work.

Feedback is another dimension and is about reflecting on the work and its process. Other perspectives will help evaluate and determine the effectiveness of said work and are another critical psychological state - knowledge of the actual results of the work activities. This will help improving and perfecting work techniques so the result will be better and/or more effective.