

JOB REDESIGN

3 Ways to Redesign an Employee's Job



**Job
Enlargement**

A horizontal expansion of a role that involves adding to new duties that are in line with the employee's existing tasks.

**Job
Enrichment**

A vertical expansion of a role that involves providing an employee with additional responsibilities & autonomy.

**Job
Rotation**

Rotating an employee between enables them to take on new tasks for a period of time.

Work Role Redesign

Robert A. Rothman



Work Role Redesign:

Ageless Talent Lisa M. Finkelstein, Donald M. Truxillo, Franco Fraccaroli, Ruth Kanfer, 2021-03-31 *Ageless Talent* Enhancing the Performance and Well Being of Your Age Diverse Workforce provides organizational leaders managers and supervisors with clear evidence based tactics by which to develop and manage an aging and age diverse talent pool This volume provides an easy to implement set of tools for addressing the difficult problems related to employee performance and well being amid ongoing technological and social change *Ageless Talent* introduces a straightforward framework PIERA that translates scientific advances into actionable steps and strategies Using this framework this book provides practical illustrations to help readers design their own small scale interventions to achieve desirable goals under diverse organizational constraints Furthermore the book addresses modern management challenges arising across the globe and offers suggestions for leaders interested in short term and long term change These suggestions grounded in time tested and leading edge research evidence include specific step by step guidelines customizable to different types of organizations and industries With economic cultural technological and demographic shifts making the changing nature of work a pressing concern for organizations around the globe *Ageless Talent* is an essential text for practitioners HR professionals organizational leaders and managers as well as management education programs and professional training and leadership programs It will also appeal to instructors and students in the field of industrial organizational psychology

Employment Relations and Public Services' 'modernisation' Under Labour Stephen Bach, Ian Kessler, Geoff White, 2005 This e book carries contributions which address the issue of public service reform under Labour The published papers cover both a broad variety of human resource topics and range of separate public services Topics covered include the impact of performance indicators on HRM practices in the NHS the impact of Government policy on employment relations in the Fire Service the use of 360 degree appraisal systems to improve performance management in the civil service the impact of best value reviews upon HR in local government the outcomes of new partnership relationships between management

New Forms of Work Organization Thomas Donald Rankin, 1990 [Design Synthesis](#) Graeme Arthur Britton, Seppo Torvinen, 2013-10-28 The biggest challenge in any marketplace is uncertainty The major changes taking place in world economies politics and demographics has raised market uncertainty to its highest level in the past 50 years However with new markets opening up in emerging and developing economies the opportunities have never been better To compete in this challenge

Job Redesign and New Production Concepts in Australian Industry Chris Wright, 1994 **Air University Abstracts of Research Reports**, 1986 **Personal Goals and Work Design** Peter Bryan Warr, 1976 Based on papers presented at a conference held in York Eng August 1974 **Redesigning Nursing Care Delivery** Dominick L. Flarey, 1995 **Automation and Work Design** Federico Butera, Joseph E. Thurman, 1984 Comparison of the impact of microcomputers and automation on job design and work organization comprising case studies of national level and enterprise level experiences selected in developed

countries examines job content institutional frameworks social policies quality of working life trade union attitudes management action new industrial production technology etc Bibliography diagrams graphs statistical tables **Working** Robert A. Rothman,1987 Employing all major sociological perspectives this book analyzes the field of work from the perspective of both individual workers and the organizations that employ them Provides the reader with an understanding of the dynamics of social relations in the workplace and the social and economic forces that are reshaping work as we approach the 21st Century Covering all major types of work professional managerial clerical technical blue collar service this book discusses sources of satisfaction causes of dissatisfaction and the career as a process from hiring to retirement

Redesigning Nursing Management Roles Sondra K. Stickney,1992 **Violence** American Academy of Nursing,1992

The Role, Design, and Growing Importance of United States Magistrate Judges Bruce Carroll,2004 The U S Congress established the office of U S magistrate in 1968 significantly expanding its guidelines over the course of the next decade After introducing the general legislative design and historical evolution of U S Magistrate Judges Carroll political science Western California U develops theoretical hypotheses of extra legal influences on judicial decision making and case allocation and tests them by examining whether Article I U S Magistrate Judges decide cases in a different manner than the Article III Federal District Court Judges Annotation 2004 Book News Inc Portland OR booknews com Management Pamela S. Lewis,Stephen H. Goodman,Patricia M. Fandt,1998 This new edition provides comprehensive coverage of globalization quality ethics and diversity This practical book focuses on the application of these concepts in a wide variety of management situations Excellent coverage of teamwork critical thinking problem solving communication and adapting to change *Review of Research in Education, V.20* Linda Darling-Hammond,1994 The New Workplace David Holman,2003-02-14 Table of contents Issues and Strategies for Nurse Leaders Joint Commission Resources, Inc,2005 **Business Search** ,2009 **Annual Report** Harbor-UCLA Medical Center. Research and Education Institute,1990 *The Proceedings of the ... Annual Health Care Information & Management Systems Conference* ,1997

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