

Job Designs in Service and Manufacturing Organizations Essay

The screenshot shows the EssayPro website. At the top, there is a navigation bar with the EssayPro logo, links for 'How To Order', 'Reviews', 'About Us', and 'Write My Essay', and user options for 'DBA: EPRO', 'Log In', and 'Sign Up'. The main banner features a student sleeping at a desk with the text 'WRITING SERVICE AT YOUR CONVENIENCE', 'You - Send us your homework We - Do it all for you', and 'Grab your original paper for just \$10 per page with a free plagiarism report included'. A 'Write My Essay!' button is present. A 'Calculate the price' widget is overlaid on the right, showing options for 'Writing', 'Rewriting', and 'Editing', a dropdown for 'Essay (any type)', a dropdown for 'College', a dropdown for '2 weeks', a word count of '1 page / 275 words', and radio buttons for 'Double spaces' (selected) and 'Single spaces'. The price is '\$11.4' with a flame icon, and a 'Write My Paper' button is at the bottom. Below the banner, there are three rating sections: 'EssayPro Reviews' with a 4.9 rating and five stars, 'ResellerRatings' with a 4.9 rating and five stars, and 'Sitejabber' with a 4.8 rating and five stars.

LINK => <http://787787.com/writing-service?398162856>

1. This module's reading and lecture material has described job designs in various service and manufacturing organizations. In which type of organization is job enrichment likely to be more effective as a strategy for increasing motivation and performance? Explain. I believe manufacturing organizations would benefit the most from the use of job enrichment strategies to increase motivation and performance. Manufacturing jobs can be comprised of low level tasks that are repetitive, monotonous and unfulfilling due to the lack of challenge. The individuals performing these jobs can also find dissatisfaction in the lack of ability to choose when and how to perform their tasks. The manufacturing industry tends to be hierarchical in structure in order to produce repeatable product with the greatest efficiency. The industry is defined by processes and procedures which often equates to a lack of autonomy for the individual. After identifying the areas of dissatisfaction, some methods of job enrichment that may increase motivation and performance could include offering flexible schedules, providing recognition, offering training opportunities for skill enhancement, job sharing or job rotation programs or offering higher level tasks. I believe it is important to work with the individuals if you are planning to implement a job enrichment program to ensure that it will meet the needs and desires of those it will affect. The

objective of job enrichment is to make their jobs more satisfying, thus they need to be involved in the decision and implementation process. This is in contradiction with Herzberg's belief that employee participation in job enrichment contaminates the process and that it is the job change that will produce the mo..... middle of paperpanies, Inc. Herzberg, F. (1990). One More Time: How Do You Motivate Employees? Manage People, Not Personnel. (Pg 65) Boston, MA. Harvard Business School Publishing Division. LaFasto, F. & Larson C. (2001). When Teams Work Best. (Pg 162) Thousand Oaks, CA Sage Publications, Inc. Mione, Peter. (2006). Job Enrichment. Retrieved from: http://edweb.sdsu.edu/people/arossett/pie/Interventions/jobdesign_1.htm Shukla, G. (2005). Job rotation & how it works. Money. (April 27 Issue) Retrieved from: <http://www.rediff.com/money/2005/apr/27spec1.htm> Thomas, Jr. R. (1990). Managing the Psychological Contract. Manage People, Not Personnel. (Pg 46) Boston, MA. Harvard Business School Publishing Division. 100 Best Companies to Work For. Fortune. (Feb. 7, 2011 issue). Retrieved from: <http://money.cnn.com/magazines/fortune/bestcompanies/2011/snapshots/4.html>

Other Articles:

- [Current Situation Of Public Transport In Zanzibar Tourism](#)
- [Reach Paper](#)
- [How To Write Legal Responses](#)
- [Net Developer Resume Summary](#)
- [Psychology Gender Development Essay](#)
- [Sample Essay Of A Book](#)
- [Sample Government](#)
- [Interior Design Student Resume Objective](#)
- [Resume De La Vie A Regulons](#)
- [Theme Of Control In One Flew Over The Cuckoo'S Nest And Brave New World](#)
- [The Female Populace To Subsist Media](#)