Job Design and Job Crafting

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**Question 1**

Job rotation would be the most effective job redesign in my current workplace. I work for a supermarket as a stock clerk. The job entails performing routine work on a daily basis and thus, becomes monotonous, and I lack the motivation to wake up and report to work. The supermarkets have various jobs such as working as a cashier, bakers, butchers, bag boy, customer service assistant, inventory associate, display assistant among other positions. However, we all stick to our roles and become monotonous, and as a result, workers quit jobs often while others join the team. Bauer and Erdogan (2012) argue that performing a similar task routinely creates monotonous and reduces the motivation levels among employees. Consequently, monotonous results to lower productivity and more often results in labor turnover. Therefore, job rotation at the supermarket would significantly reduce boredom and enhance our motivation as well as the acquisition of a variety of skills from one job to another.

Despite, the almost similar education qualification and experience among us, the supermarket management makes us stick to our roles and thus, contribute to reduced productivity. Due to the lack of job rotation, the supermarket denies us permission to take a day or two off upon an emergency. This is attributable to lack of replacement to represent someone in a position. Bauer and Erdogan (2012) argue that job rotation enhances flexibility. Therefore, job rotation would improve acquisition of various skills among employees, and thus, the supermarket management would not be in a challenge to offer some day off upon an occurrence of an emergency. Therefore, job rotation would be most effective at my workplace in enhancing motivation and braking boredom.

**Question 2**

Skill variety characteristic should be changed if my supervisor decides to implement a job enrichment redesign. The supervisor should change the current job which is characterized by a low level of skill variety to the job(s) that requires a high level of skill variety. As mentioned earlier, my workplace has a variety of tasks which require different skills. A job enrichment that aims to enhance skill variety would appropriate in learning various skills needed in the different roles in the supermarket. For instance, I would learn cashier skills, and thus, the supermarket management can assign me the job in a time of need to break monotonous of remaining in the store as a store clerk. Griffin (2007) argues that skill variety enhances the experience and develops mindfulness of the work. Consequently, it results in high internal motivation, low turnover or absenteeism, improved quality of work performance and enhances motivation.

Job enrichment would allow me to take more responsibility in the supermarket and have more control over my tasks. Therefore, changing the skill variety of my current job would enhance my productivity, improve quality of work, reduce absenteeism, and enhance motivation as argued by Griffins (2007). Increasing the skill variety through job enrichment would mean increasing more responsibility and control over my tasks. Increased responsibility would mean performing other duties rather than store clerk roles and thus, I will more productive and motivated in my workplace.

**Question 3**

Aspirational job crafting would be most effective at the supermarket in crafting our jobs with an objective of creating an inspirational future reality that lacks in the organization. According to Wrzesniewski (2014), the aspirational job crafting strategy has the potential of bringing changes in effectiveness and well being of existing jobs through the size and nature of the changes that the strategy promotes. The strategy entails employees focusing on the efforts on meaning in the expressions or works of their identity that lacks in the organization and establish methods of moving their job to the desired levels with the passage of time. Therefore, the employees can identify particular job crafting opportunities regardless of their magnitude and make a move on taking the chances gradually towards realizing their desired objectives. For instance, my job as a store clerk entails making records of inventories on how they get in the store and leave. Job crafting opportunities, in this case, can be developing relationships with suppliers and understanding the purchasing roles. This step can result in job-crafting by viewing my roles as equivalent to the tasks executed by the purchasing and supply chain managers. New experiences would create more satisfaction in my job and create a stronger sense of meaning, purpose, resilience, engagement and thriving (Dik and Duffy (2012). The job crafting strategy would also build stronger relationships with supervisors, and suppliers and thus, make my workplace and job a motivation to work and thrive.

According to Dik and Duffy (2012), having the required commitment to the potential opportunities that are aimed to craft a job may be most challenging particularly to risk-averse individuals. However, it is better to make small steps to initiate the process since small initiatives result in small successes that pile up to more substantial victories with time. It is essential also to consider the types of job crafting tasks to engage in since they determine the success of the job crafting.

**References**

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