

Assignment No.1

Name: Atta Elahi

SAP ID: 70082385

Section: T

Subject: Organizational Behavior

Submitted to: Sir, Dr. A. Javeed

Date: 17-10-2022

Case Study: Crafting a Better Job

Q1: Why do you think many people are in jobs that are not satisfying? Do organizations help people craft satisfying and motivating jobs, and if not, Why not?

Many people are not satisfied with their job because many people have different kind of ideas about products/organization are any other things and due to organization have rules and regulation so they can't implement their ideas and not satisfied with the job. Other reason are possible they tough financial situation they are in to or they are looking for an accommodating work schedule to fit their life style. And in this case study Fatima is working in a multinational foods company as a midlevel manager. The reason Fatima is not satisfied with her job because she has a creative mind and has interest to create new strategies about social media but in the current job she didn't do this.

Yes organizations help people to craft satisfying and motivating their current jobs according to fulfil their passions, motivate their employees give them awards and strengths.

Q2: Think about how you might reorient yourself to your own job. Are the principles of job crafting described above relevant to your work? Why or Why not?

As an employee I can reorient myself to my job by changing how the work is understand and carried out and with whom I interact and help them with their queries and trying how I make simple the meaning for better understanding of my work. I used to work as admin in university so the principles of job crafting in the paragraph above are not related to my work because Fatima holds a higher midlevel position and I am holding an Admin job. Her position allows her to share and implement her new social media strategies with other members from her staff. And comparing her midlevel management position, my admin work does not offer me the same amount flexibility and does not allow me to craft my job.