

Assignment No.3

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Job characteristic Model.

In this model of job characteristic we have 4 different jobs to compare with each other. One is fast food restaurant, marketing manager of tele communication sector, police officer and CEO of multinational firm.

As we look at it everyone have different job according to their position where they are very different. As we look at this job all are designed around specific competencies. These positions are help employee to remain committed to their companies.

Marketing managers of tele communication:

The marketing managers of tele communication sector have problems identity, skill variant, marketing knowledge and marketing decision making. These marking manager positions have responsibility for the outcome of the work.

Order taker in fast food restaurant:

The employees/order taker at fast food restaurant have order identity, task significance and customer feedback. This position definitely experiences responsibility for the outcome of the work performed for the order taken.

Although there is a lot of restriction while following this position is an order taken is correctly put forward or not to control this kind a mistakes they need experienced people. Therefore, the employee will realize the results or outcome of his work through the customer response only.

Police Officer:

As in the police sector police officer need to have a variety of skills in his jobs like strong thinking, critical thinking, fitness are required for him to perform his job.

CEO of multinational firm:

The CEO of multinational firm is ultimately responsible for the company's success or failure and oversees its various functions, including operations, finance, marketing, sales, human

resources, legal, compliance and technology, while balancing the needs of employees, customers, investors and other stakeholders.

The jobs which are least motivating could be improved by:

- Motivating employees through non-monetary benefits.
- Recognizing and appreciate their work and giving them rewards.
- Involving employees at bigger positions in decision making so that they think as a part of the organization.
- Good working environment should be given to them.