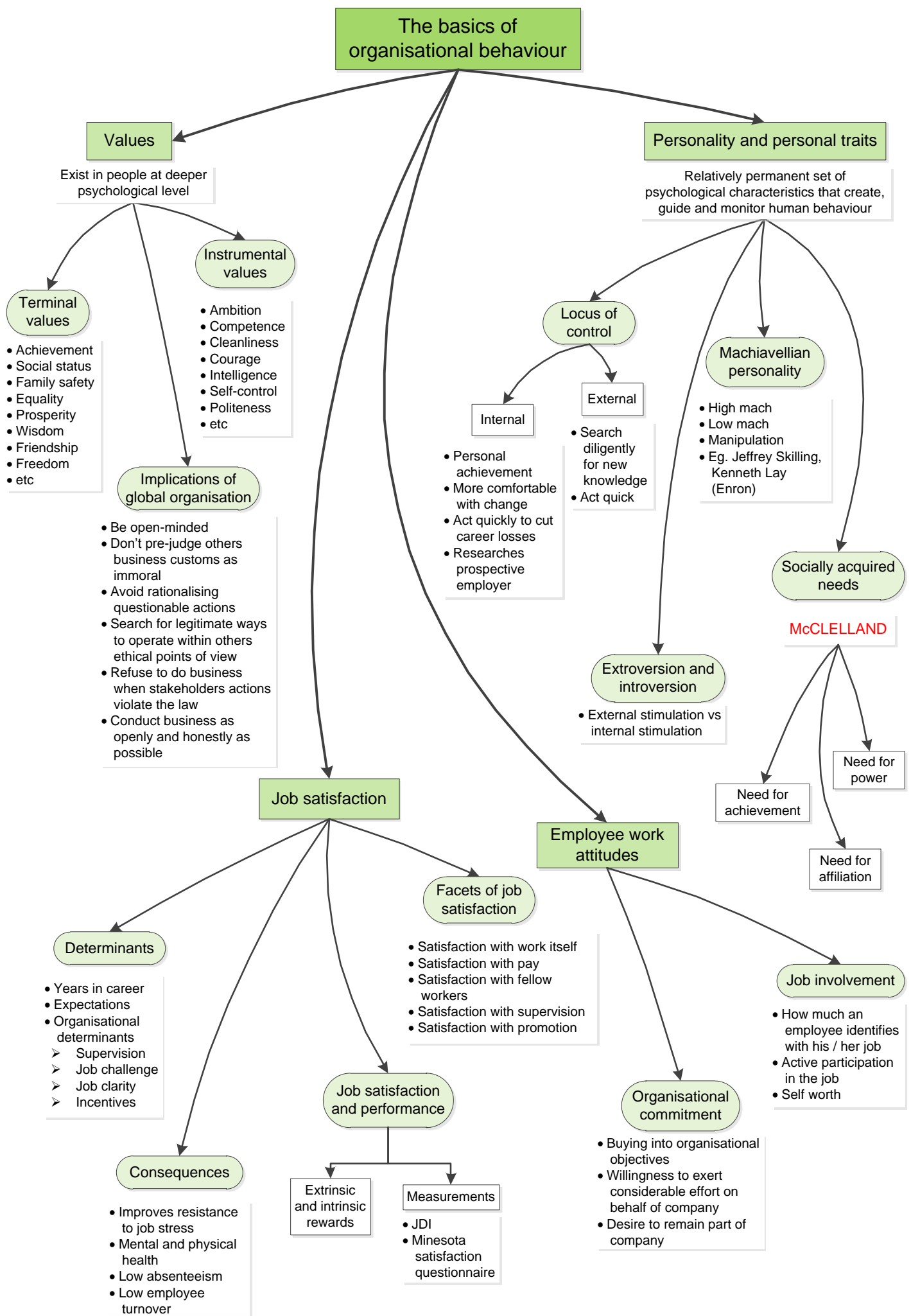


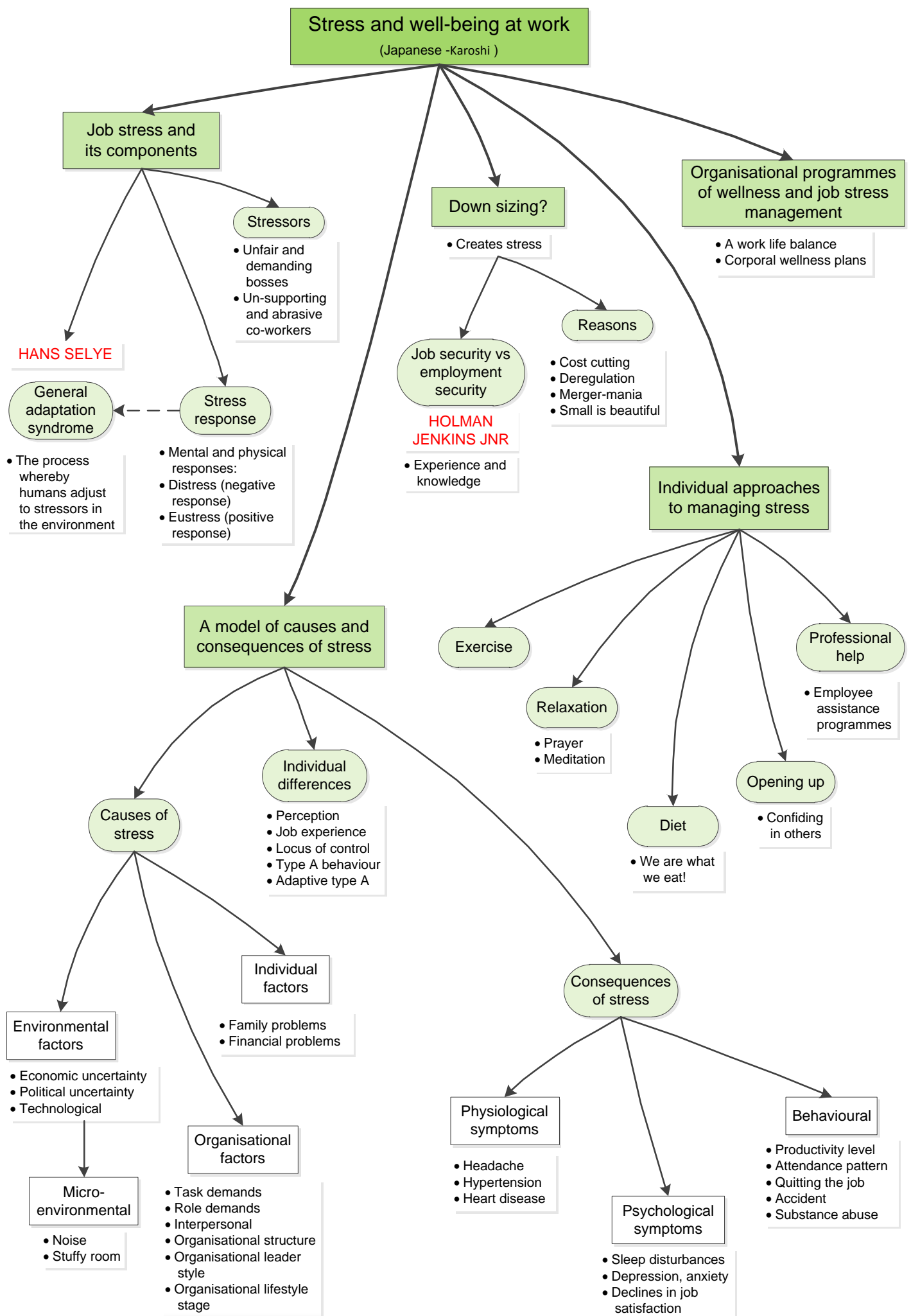
Organisational behaviour

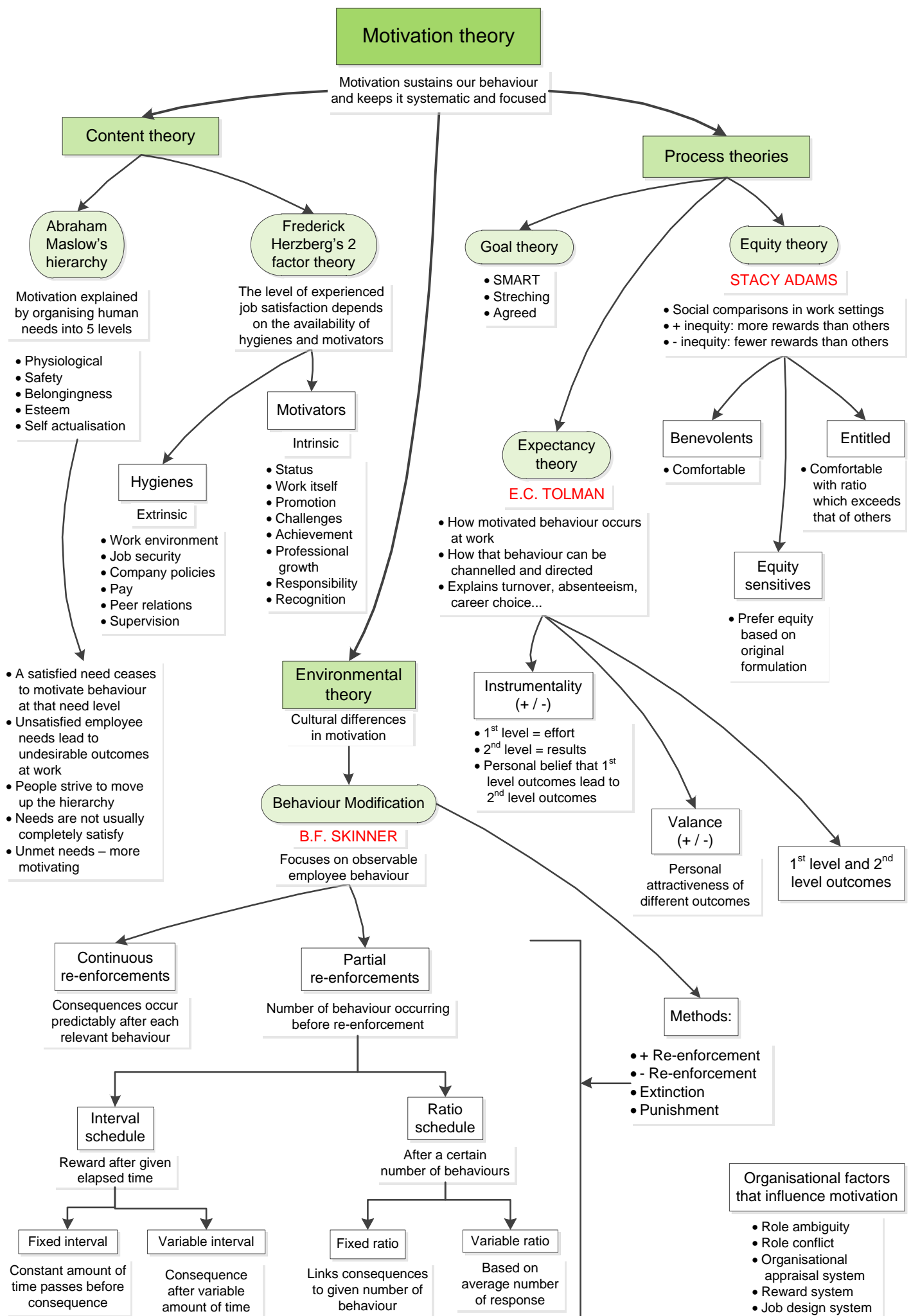
Tumelo L. Matjekane

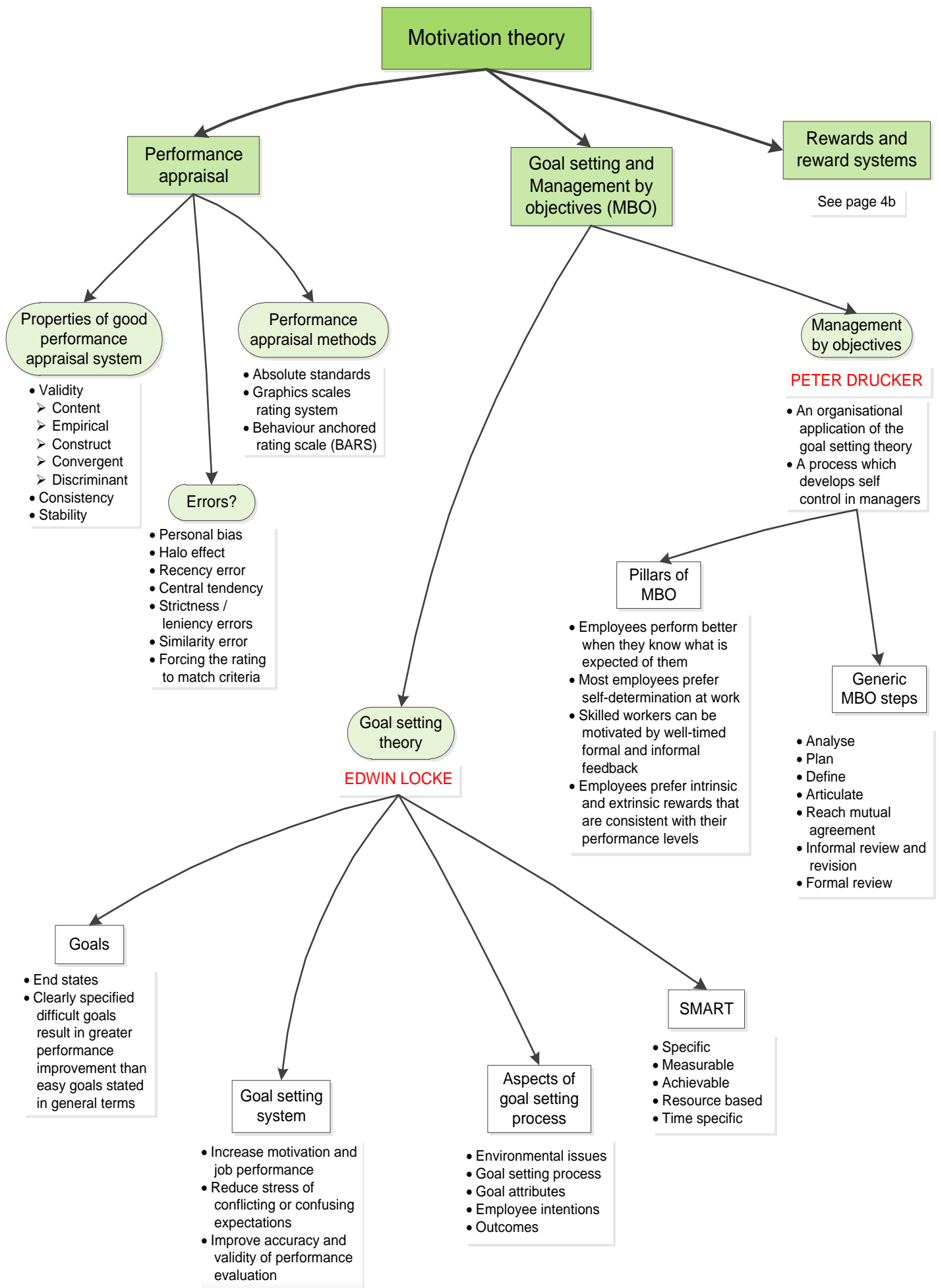


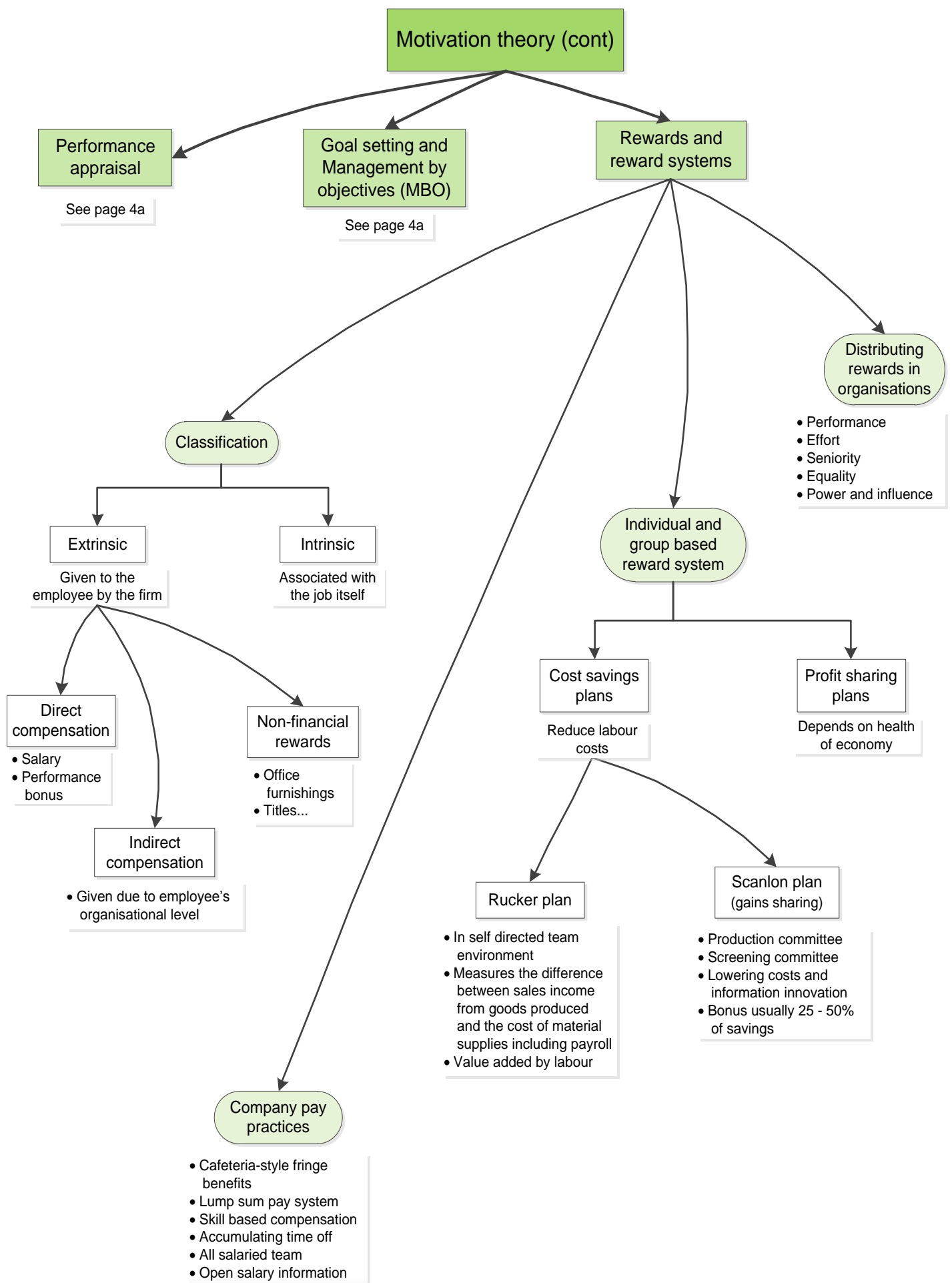
2009











Job design and employee reaction to work

The linking of specific task behaviours to jobs, followed by the application of work techniques, equipment and job control procedures to job and its activities

Quality of work life (QWL)

Horizontal increases

Job enlargement

- Increases the number of work activities in a job
- Decrease the extent of boredom and overspecialisation

Cross training

- Employees are trained in different specialised work activities

Job rotation

- Exposes workers to a variety of specialised jobs over time

Job design and Herzberg's two factor theory

Job range

- Skill variety
- Task identity
- Task significance
- Social opportunities

The number of tasks an employee performs

Job depth

- Autonomy
- Feedback

The amount of discretion which an employee has to select various job procedures to accomplish work

Job content

The subjective aspects of the job and the social setting in which it is performed

Job design principles

Vertical job loading

- Changes which influence the planning and doing components of work

Job rotation

- Decrease boredom

Other approaches

- 4 day work week
- Job sharing
- Telecommunication
- Flexi time

Cross training

- Skill based learning
- Employees and bonuses and rises when acquiring new skill

Job enlargement

- Changes nature of work by eliminating overspecialisation

The team approach to job design

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Socio-technical system theory

- Social and interpersonal
- Operational, equipment

Autonomous work groups / self directed teams

HACKMAN

Likert's system four organisations vs system 1

