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Job Design and Employees Well-Being and Performance

By Marwan Al-Zoubi

VDM Verlag. Paperback. Book Condition: New. Paperback. 240 pages. Dimensions: 9.0in. x 6.0in. x 0.6in. Employees performance and wellbeing are core aspects that many organizations aim to achieve. Job design theory provided strong implication and guidelines to help practitioners to achieve such goal. job design theory in the beginning of 20th century was concerned with splitting work into as many simple task as possible as a way of enhancing performance, reducing costs, and better control of production process, the subsequent job design theories focused on developing methods to overcome the negative effects of simplified jobs on peoples behavior and fatigue. However, by the beginning of the 21st century in which many western countries have imposed legislation to ban the simplified jobs, job design theory should be expanded from the narrow focus of job enrichment (the opposite of job simplification) to the wider perspective of job quality. That is, job design research should be more proactive and should be dictated to answer the wider question of how to design quality jobs. This piece of work is dedicated to help practitioners to focus on new aspects when attempting to design or redesign jobs which current research emphasized their importance in contemporary jobs. This...



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