

Improved Employee Performance Through Job Enrichment And Motivation

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Abstract

Job enrichment is one of the valuable tool to achieve individual performance. It is essential to understand how job enrichment is a cherished goals for fostering and managing the fruitful employee performance. Various elements that must be present while enriching a job are task identity, task significance, and skill variety that lead to improved task performance by employees and finally motivates them to prosper. This study is done to focus on the relationship of job enrichment with employee performance and motivation. A thorough review of literature is done to explore the factors of job enrichment, motivation, and employee performance.

Introduction

Now a days employees it became very important for the organization to retain their employees and the most popular tool these organizations use for this purpose is job enrichment.

The term job enrichment can be understood by bifurcating it into Job and Enrichment.

Job means a piece of work , mainly a specific task done by the person according to their occupation within an agreed price and enrichment means, the action which helps in improving or upgrading the quality or value of something. job enrichment helps the organization to retain their talented employees by providing the higher responsibility to their employees.

In today's era, there is a lot of competition in the market, so most of the employees want some interesting or challenging jobs in their work place where they can feel about being capable of making a differences not only in their own lives but also in other's lives. So we can say that it is a systematic technique which helps in encouraging employees so that they can perform better in the workplace (Kotila 2001).

Many jobs are so boring and monotonous that employee feel dissatisfied with their jobs. Organizations try to know about those elements that can make the jobs they offer more satisfying.

After doing so much research organizations found the following elements that can make their jobs more satisfying-

- By reducing recruitment cost.
- By increasing retention of experienced staff and motivating them to perform at a higher level.

One of the most important factor in good job design is job enrichment. This is the tool of integrating the individual jobs to make the responsibilities more rewarding and inspiring for the

people to do their best. Secondly Job enrichment is one of the techniques used by the organization to motivate their employees and also give higher satisfaction in the work place. Job enrichment helps the organization in their development by reducing those factors which are trying to de-motivate the employees and also provide some rights to their employees like the right of decision making, and control over their task in order to promote healthier performance to the workplace. The problem of job enrichment drawn from the fact that in today's rapidly changing environment, every organizations wants to go globally and also wants to maximize the potential of their employees so that they can become active and alert in order to survive easily in today's aggressive competition.

Strategies for Job Enrichment

There are some strategies which an organization can use to enrich in their work place which are as follows

- Rotate jobs
- Combine Tasks
- Identify project focused work unit

As they say that a coin has two face, here also if something is good then it has a bad impact also. An adverse effect of job enrichment may affect the organization as well as its employees.

Some negative impacts are increase in work load when jobs get enriched lot of work also increases, sometime employees face some problems in learning the required additional skills for the enriched jobs.

Sometimes job enrichment become dangerous for the organization for instance at the time of globalization because during this period there is a need of advanced knowledge and the employees doesn't have that much of knowledge.

Motivation

Motivation is an important tool which helps in encouraging the persons or an employee to give their best in their performance and also helps in achieving the organizational goal.

It is totally dependent on some psychological stages (Curral, L, & Marques quinterio, 2009). Motivation is of two types first is positive motivation and another is negative motivation. A Positive motivation is the one which increases the output of the employee and the negative motivation is the one which reduces their performance. we can also say that motivation is a level of lots of efforts (Pew 2007).

Motivation is a psychological phenomenon which is developed within an individual. It is an inner feeling which helps the employee to work more. When they get motivated they start trying to move towards their unsatisfied needs to satisfy them. The question arises how do you motivate your employees? (Fredrick, H. 1968)

An organization use different ways to motivate different employees because everyone have their own way to get motivated by others and in today's competitive world every organization wants to motivate or encourage their employees because now a days competition are very tough and without motivation they cannot survive in this world. Organization also try to motivate their employees to cope up with the changes. It is the duty of the organization to create an environment which enhances the employee's self- esteem. It is totally based on human needs.

There are some advantages of motivation which are useful in the organization –motivation helps in reducing the labor turnover, it helps in achieving the organizational goal, it helps in boosting up the efficiency of the employees performance, it helps the employees to cope up with the changes.

Employee Performance

Employee's performance has a direct impact on the success or failure of any business. It involves various factors like quantity and quality of work as well as the behavior shown in the work place. It is the duty of the organization to evaluate the employee's performance for the benefit of the organization. There are some methods through which the organization can evaluate employee's performance like – management by objective, 360 degree feedback, scale ranking method etc.

Job Enrichment And Employee Performance

There is a direct relation between job enrichment and the employee's performance. When the jobs get enriched, employee's performance increases as they feel upgradation in their value as a result they try to give their best. With the increment in the employee's jobs they start go beyond the national boundaries to explore more and then their outcomes go beyond their expectation. Hence when the employee's jobs gets enriched they start working hard to achieve their goal and their performance gets increased day by day. There is a positive relation between job enrichment and the employee performance.

Job Enrichment and Motivation

Job enrichment means improving the jobs so that the workers gets motivated. Employee motivation can directly influenced by the job enrichment because with the help of enriched jobs ,employees gets motivated they get a chance of recognition and reward also they start utilizing their abilities ,their knowledge in a right place. There is a direct relation between the job enrichment and the motivation. So we can say the there is a positive relation between the job enrichment and the motivation. That is why most of the organizations use job enrichment tool for motivating their employees because this will help in increasing the employee commitment, improved employee satisfaction, improved employee efficiency, and their contribution towards the organization.

Motivation and Employee Performance

We can say that there is a direct relation between the motivation and the employee's performance because if the employee's gets motivated by the organization then this will directly effect on their performance. Employees start doing hard work to achieve the organizational goals and also start thinking positive while doing the work. With the help of motivation their performance increases through which they try to work internationally also. The only way to increase the employee's performance in the workplace is motivation. Therefore if an organization motivates there employees they start performing well and their absenteeism as well as boredom also reduces which are beneficial for both organization as well as employees.

Limitations

This study has considered only the main factors contributing in the relationship of job enrichment, motivation and employee performance hence other factors of job enrichment and their influence on employee motivation and performance need to be explored in other researches.

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