

IMPACT OF EFFECTIVE JOB DESIGN ON EMPLOYEE PERFORMANCE IN PRIVATE SECTORS WITH SPECIAL REFERENCE TO CHENNAI CITY

K.E.ALAMELU

Assistant professor, Department of management studies (FP),
Dr MGR Educational and Research Institute, Maduravoyal, Chennai

Abstract: In the current scenario it is expected that the private concerns has to pay effective attention over the recognition and appreciation of employees by giving proper promotion and giving privilege in the form of job enrichment and job enlargement by offering a suitable opportunity to accept the challenges to achieve more. Based on the effective job design the organisation can retain the employees and extend their business in a perfect way. Job design may results in deciding the methods of motivating the employees to learn extra in their job by extending their knowledge towards utilising the given chance to learn more. Through effective job design the job rotation is applied over operations where the employees can avail a chance to do all the job in the process. This study may paves the ways to identify the impact of job design over the performance of employees in the private sector. Therefore the management should pay great attention over structuring the job design to increase the productivity.

Keywords: employees, job design, business.

1. INTRODUCTION

Effective productivity is the great identity of the growth of the organisation. Every management has to create an environment where the employees can work effectively to achieve the objectives. Proper creation of work culture is the motive of the concern towards satisfying the workers in all levels. Only through job design there is a possibility of framing the job allocations, job simplification, Jon rotation which leads to increase the skills & performance of the employees. Designing the job is in the hands of the HR manager where the entire Human Resource concept can be applied & implemented. Engaging the man power can be done by perfect job design process which may be framed by the management through HR team. Establishing the suitable ways of using the resources & talents is the major advantages for the organisation. Job design may reflect in employee performance

Objectives of the study

The main focus is to analyse the impact of job design towards performance of the employees which may develop the organisation

Conceptual part of the study

Human Resource management is the systematic process and procedures of getting the right person to the right job. This HRM helps the management to achieve the objectives perfectly in the organisation. One of the main part is creating an interpersonal relationship between the employer and employee. The systematic procedures includes

- a) Job analysis
- b) Job design

- c) Recruitment & selection
- d) Placement
- e) Training and development
- f) Performance appraisal

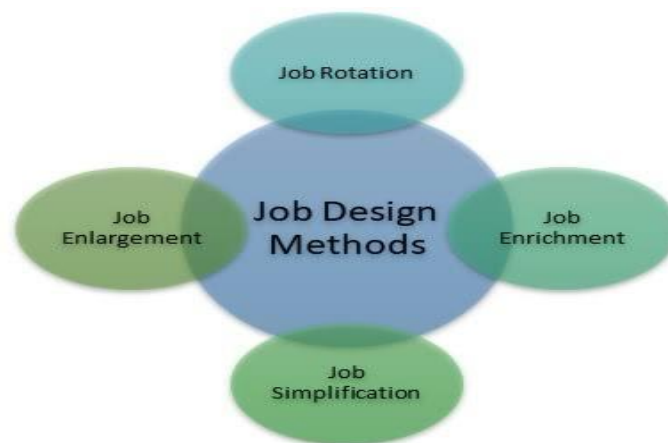
One of the most important concept or element

Of HRM is job design. Based on the analysis the Human Resource executives can identify the demand and supply of manpower which is required for the positions in the organisation. Next step is job design where the HR manager is suppose to design the job in

Such a way that the internal sources can be used before going for selecting the candidates externally. Therefore through job design the deserving employees can be able to get a chance of developing their career by accepting the responsibilities given based on the capabilities. The important elements of job design as follows

- JOB SIMPLIFICATION
- JOB ROTATION
- JOB ENLARGEMENT
- JOB ENRICHMENT

- ❖ Job simplification is one way of dividing the jobs into small units and allocate the jobs according to the ability & capacity of the employee
- ❖ Job rotation is the best way of moulding the employees by giving opportunities for them to learn all the process which leads to expertise them in all levels
- ❖ Job enrichment is the method of enrich the job through allocation of additional responsibilities or job in a different cadre based on their performance & dedication
- ❖ Job enlargement is the additional responsibilities in the same cadre or same level. Through this the deserving employees may accept the challenges given to them & develop their career well.



2. LITERATURE SURVEY OF THE STUDY

From the past reviews more emphasis given to the factors like

Employees acceptance towards taking up of the additional responsibilities, rotation of job may establish a route to learn extra operations in the concern apart from the routine one. Performance of the employees would be raised

In an effective way due to excellent recognition towards performance. Employees with good experiences suggested that job simplification May leads to finishing the job with lots of perfectness and avoiding the delays which leads to expansion of business operations

Suggestions

- ❖ Based on the objectives framed to analyse this study it is identified that if there is a suitable job design it may results in satisfying the employees and their performance may increase
- ❖ The private concern has to pay attention over designing the factors which are to be considered while supplying the manpower to the organisation internally by identifying and recognising the experienced and well talented person to take up the challenges in the job
- ❖ Importance should be given to job design which will develop the concern

3. CONCLUSION OF THE STUDY

Every management of the concern are looking forward to operate

Expand and excel the business with full satisfaction. In order to have a great enhanced development of the business, they should concentrate over the ground level of deciding about sourcing The manpower perfectly. Based on the requirements the HR personnel

May decide about the sources where they can able to supply the manpower. For such cases they are suppose to analyse the job and should go for designing the job considering the organisational goals and individual goals. This study has clearly highlighted that the impact of job design is always there in the performance of the employees and reflects in their achievements. The growth and development of the private concern is purely based on the job design which may brings success to the organisation.

REFERENCES

- [1] Argyris (1957)⁴ in the book "*Personality and Organization: The Conflict between System and Individual,*"
- [2] Davar (1976)⁷ in the book titled, ' *Personnel Management and Industrial Relations in India,* '
- [3] Katzell et. Al (1975)⁶ in the book '*Work Productivity and Job Satisfaction,* '