

Job Enrichment



Vocabulary

Attainment: the action or fact of achieving a goal towards which one has worked.

Accountability: the fact or condition of being accountable; responsibility.

Mundane: very ordinary and therefore not interesting.

Retain: to keep (someone) engaged in one's service.

Alleviate: to make (suffering, deficiency, or a problem) less severe.

Regardless of: without regard or consideration for.

Guideline: a general rule, principle, or piece of advice.

Staff turnover: the rate at which employees leave a company and are replaced by new people.

Upswing: an increase in the amount or level of something, or an improvement in a situation.

Introduction

What is Job Enrichment?

Job enrichment is a common motivational technique used by organizations to give an employee greater satisfaction in his or her work.

It means giving an employee additional responsibilities previously reserved for his manager or other higher-ranking positions.

In essence, an enriched job gives the employee more self-management in their duties.

