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Job and Work Design: Organizing Work to Promote Well-Being and Effectiveness (Advanced Topics in Organizational Behavior)

Sharon K Parker, Toby D. Wall

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Sharon K Parker, Toby D. Wall : Job and Work Design: Organizing Work to Promote Well-Being and Effectiveness (Advanced Topics in Organizational Behavior) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Job and Work Design: Organizing Work to Promote Well-Being and Effectiveness (Advanced Topics in Organizational Behavior):

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review helpful. Overall a good and up-to-date overview of job design. By A Customer. This book provides an extensive look at both the history and current use of job design in organizations. The authors stress that the environment in which organizations exist today is substantially different from that in which job design theory evolved. Numerous examples of job design in organizations are provided and an emphasis is placed on the diverse options available when designing jobs. Overall this book adequately portrays the current state of job design theory in organizations.

This book equips readers with a sound understanding of research, theory and the practical aspects of job design. It critiques the theory and research which provide the foundations of our current understanding of job design, pointing to a need for methodological improvements and a broader conceptual focus. The authors examine recent innovations in manufacturing technologies, techniques and philosophies and how these affect work design, research and practice. They also look at wider trends in manufacturing and elsewhere, such as teleworking, downsizing, the development of a contingent workforce and the changing composition of the workforce. The volume describes how the redesign of work has implications for wider organizationa