

ABSTRACT

This project is to improve methodology toward the design for any kind of job. An investigative study is conducted by gathering all possible existing theories and approaches concerning job design and classifying all necessary information into groups.

The definition of job design is defined followed by the description of the history, the objectives and the scope of job design. All existing theories are classified in terms of its components. The details of each are explained, tables and figures are also proposed for clearer understanding. Further, the advantages and disadvantages of each theory are identified and examined in order to consider which theory (or theories) is mostly feasible for an improved job design.

The conceptual model for an improved job design is proposed. This model illustrates essential factors to be considered as input and output of job design. The input factors are more emphasized in this project since they are factors that lead to better output (performance outcomes) through the process of transformation. Each factor in this model is illustrated as an overview picture and described in detail with the support of approved and acceptable theories in the form of description, figures, and tables to prove that this model is feasible and able to improve an actual job design.

Since the implementation of this conceptual model takes a long time, the result of the implementation can not be produced within the limited time frame. Therefore, the model application will be a further work and adjusted to suit various jobs in the real world organizations.