

HRM 591 WEEK 3 DISCUSSION

Human Resources: Job Characteristics Framework

Week 3 Topic: Human Resources: Job Characteristics Framework

Textbook: An Investment Perspective of Human Resource Management

Readings: Chapter 5: Strategic Workforce Planning and Chapter 6: Design and Redesign of Jobs and Work Systems

Discussion Post Instructions: Obtain the job description for your current or most recent job. (Prepare one yourself if one does not exist.) Redo this description by using the job characteristics framework presented in Exhibit 6.2. Design a job that would be more interesting, challenging, and enjoyable for you.

I reviewed the job description for my most recent role as Communications Director at the Louisiana Motor Transport Association (LMTA) and made improvements using the Job Characteristics Model in Exhibit 6.2. The role already offers strong skill variety, since it includes communications strategy, marketing, event planning, digital content, and supervising staff. The job has high task significance because the work directly impacts LMTA members and statewide policy efforts, as the Communication Manager role helps the organization be the voice of the trucking industry in Louisiana. Areas that I would improve are task identity, autonomy, and feedback. I would give the Communications Manager full ownership of major initiatives from start to finish, such as managing an advocacy or membership campaign through planning, execution, and evaluation. I would also increase autonomy by giving more control over strategy, budgets, and communication tools would strengthen feelings of responsibility for outcomes and improve efficiency. Setting KPIs and adding clearer engagement metrics and campaign results would improve knowledge of results to be used for better feedback.