

Job enrichment, as a managerial technique involves three major steps. They are:

1. Turning the effort of the employee into performance: Too often, the effort of the employees is not aligned. Lack of coherence among different employees in a department and between different departments causes a waste of time, resources and effort and leads to reduced efficiency. It should be ensured that all the employees are aware of the objectives of the company. The employees should be provided with the necessary resources to perform their duties. The work environment must be made friendly and motivating and elements and processes that may encourage hostility and mistrust should be done away with. The dissemination of information and operational knowledge should be made systemic. All the individuals should have open access to knowledge and information about new technology. Job rotation can be helpful.