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| [**WEEK 1: HOW TO DESIGN JOBS TO ENHANCE SATISFACTION AND MOTIVATION: JOB CHARACTERISTICS MODEL**](https://tlc.trident.edu/d2l/le/88598/discussions/topics/271031/View)   * **View Topic** * **View Topic in Grid View** * **Subscribe**   [**[https://tlc.trident.edu/d2l/img/lp/pixel.gif](javascript:void(0);)Actions for Week 1: How to design jobs to enhance satisfaction and motivation: Job Characteristics Model**](javascript:void(0);)  **https://tlc.trident.edu/d2l/img/lp/pixel.gif**  **Each module’s Discussion Forum in this class has two topics – one for the first week and another for the second.**  **In the Module 1 Discussion Forum be sure to post your responses using the background material, including the reading and video on the Job Characteristics Model. Here is a shorter synopsis of that material:**  **Louis, D.J. (2016)**[**Notes on the Job Characteristics Model.**](https://tlc.trident.edu/d2l/common/dialogs/quickLink/quickLink.d2l?ou=88598&type=coursefile&fileId=Modules%2fModule1%2fNotes+on+the+Job+Characteristics+Model.docx)  **In week one, consider a job you have held that you did NOT find motivating. What job characteristics were missing? Look at another student’s post and suggest some ways that a manager could redesign that job to enhance one or more job characteristics and increase the motivating properties of that job. When someone has posted to your original job characteristics, go back and comment on whether or not the suggested changes would have made you feel more motivated. Why or why not?**  ***(Besides the source listed above, bring in and cite at least one other source of information for your initial post.)***  [***WEEK 2: HOW TO DESIGN JOBS TO ENHANCE SATISFACTION AND MOTIVATION: JOB CHARACTERISTICS MODEL***](https://tlc.trident.edu/d2l/le/88598/discussions/topics/271032/View)   * ***View Topic*** * ***View Topic in Grid View*** * ***Subscribe***   [***[https://tlc.trident.edu/d2l/img/lp/pixel.gif](javascript:void(0);)Actions for Week 2: How to design jobs to enhance satisfaction and motivation: Job Characteristics Model***](javascript:void(0);)  ***https://tlc.trident.edu/d2l/img/lp/pixel.gif***  ***Read the following: Herzberg’s Motivation-Hygiene Theory.***  [***http://www.netmba.com/mgmt/ob/motivation/herzberg/***](http://www.netmba.com/mgmt/ob/motivation/herzberg/)  ***Herzberg’s Theory suggests that pay and benefits are not motivators, because they do not satisfy the worker (who doesn’t want more pay or vacation time?). However, they can cause dissatisfaction if not sufficient. Critically compare and contrast his theory to the Job Characteristics Model. For example: What factors leading to satisfaction (motivators) can be aligned with Job Characteristics or Critical Psychological States? Do you think any of Herzberg’s dis-satisfiers (hygiene factors) align with Job Characteristics or Critical Psychological States? Does this mean one or both of these theories is wrong?***  ***(Besides the source listed above, bring in and cite at least one other source of information for your initial post.*** |  |  |  |