

# JOB REDESIGN

## 3 Ways to Redesign an Employee's Job



**Job  
Enlargement**

A horizontal expansion of a role that involves adding to new duties that are in line with the employee's existing tasks.

**Job  
Enrichment**

A vertical expansion of a role that involves providing an employee with additional responsibilities & autonomy.

**Job  
Rotation**

Rotating an employee between enables them to take on new tasks for a period of time.

# Work Role Redesign

**Robert A. Rothman**



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