

Table 4

Motivational Actions and Their Purpose

| Term | Definition | Purpose |
|-----------------|---|---|
| Job enlargement | Addition of new tasks at the same level of skill and responsibility | Offset monotony, cover new tasks in the department |
| Job enrichment | Addition of new tasks at higher levels of skill, responsibility, and accountability | Offset monotony and tedium, build supervisory and managerial capacity, groom future leaders |
| Job rotation | Rotation of employees through jobs at the same level | Offset boredom, build departmental capacity |