

The prime and basic motive of this research is to design a good job which is conducive and healthy for organizations to meet the future challenges. Particularly in corporate culture the organizations face fierce competition and on the parallel line the employees also face tremendous problems, due to innovation of new technologies, work overload, mental stress, job stress and ambiguous job description.

If the job design is well structured employees will more satisfied and their performance will be increased. The survival of many organizations has been challenged because of their inability to respond flexibly and appropriately to the need of employees' beneficiaries. The primary task of the organizations today, is to satisfy the need of employees, and look into the welfare of the society. The organizations of the future will be based on adaptability- intelligence, continuous change and transformation rather than on predictability.

This research focuses that job design has positive impact on the performance of an organization as well as it enhanced employees' satisfaction and motivation. In present era, the job design has great importance for both academicians and practitioners in the field of human resource management. A good job design means that all elements of work should be taken into consideration and no element should be overlapping.

The basic aim of my research is to explore the job design issue and structure a good job. Through good job we can increase the motivation of employees and performance of organizations. When the employee will be more satisfied, then unequivocally the productivity of organization would be enhanced. I have applied the conceptual job design characteristic model which is developed by Hackman and Oldham to analyze the impact of job design on organization performance.