

Annexe A: About Job Redesign

What is Job redesign?

Job redesign refers to the restructuring of work tasks and responsibilities to optimise processes and workforce allocation for improved productivity, and to better support business transformation priorities. It aims to create higher value jobs that contribute more effectively to enterprises' business goals and are more fulfilling for employees.

How does it benefit businesses and employees?

Job redesign supports business transformation in several ways, such as:

- Increased agility to respond to changes in the market and better customer satisfaction
- Improved productivity and cost savings
- Improved ability to attract and retain talent

For the employees, the outcomes and benefits of job redesign can include:

- Building up of career resilience through enhanced skills and capabilities
- Better job satisfaction and improved employee engagement

Clarifying Common Misconceptions on JR

JR is not...

- Expanding or amending the job scope without an increase in job value/attractiveness
- Upskilling or technology adoption to improve productivity where there is no impact on job scope
- Staff promotion or temporary changes in job scope
- Only for low-skilled or low-wage workers: All job levels have the potential to benefit from job redesign
- A redundancy exercise: The goal is not to reduce the number of employees but to make jobs more efficient, effective, and meaningful for employees by optimising work processes and workforce allocation. In some cases, job redesign may even result in new job positions being created