

## Core Job Characteristics

### Skill Variety

(The degree to which a job requires a **variety of different activities** in carrying out the work, involving the use of a number of skills and talents)

### Task Identity

(The degree to which a job requires the **completion of a "whole" and identifiable piece of work**, that is, doing a job from beginning to end with a visible outcome)

### Task Significance

(The degree to which the job has a **substantial impact on the lives of other people**, whether those people are in the immediate organization or elsewhere)

### Autonomy

(The degree to which the job provides **substantial freedom, independence, and discretion to the individual** in scheduling the work and determining the procedures to be used in carrying it out)

### Feedback from Job

(The degree to which carrying out the work activities required by the job provides the individual with direct and **clear information about the effectiveness of his or her performance.**)

## Critical Psychological States

Experienced meaningfulness of the work

Experienced responsibility for outcomes of the work

Knowledge of the actual results of the work activities

## Outcomes

High internal work motivation