

Abstract:

Job design is considered to be a significant organizational stimuli with verified effects both on individual and organizational outputs. As a concept that continually evolves in response to the dynamic work environment and its requirements, it has an important role in the research fields of applied psychology, organizational behavior and HR. The aim of the theoretical part is to define work design in both practical and theoretical perspectives, taking into account the relevant contexts in which it emerges, map the main theoretical approaches and determine the relationships with important individual and organizational factors. The design of a qualitative research project is focused on the identification of concepts of job design, which are being applied in the selected Czech middle size organizations, factors of job design assessed as significant from the HR management perspectives and to determine the relationship with other components of the organizational design.