

Job Rotation vs Job Enrichment (vsdiff.com)

Feature	Job Rotation	Job Enrichment
Definition	<i>Moving employees between different jobs within an organization</i>	<i>Increasing the depth of a job by adding responsibilities and tasks</i>
Main Objective	<i>Enhance skills and flexibility of employees</i>	<i>Improve job satisfaction and motivation</i>
Employee Skills	<i>Broadens skill set across multiple tasks</i>	<i>Deepens expertise in a specific role</i>
Impact on Motivation	<i>Can create excitement through variety</i>	<i>Directly increases engagement through meaningful work</i>
Training Requirements	<i>Requires extensive training for multiple roles</i>	<i>Focuses training on specific skill enhancement</i>
Employee Satisfaction	<i>Can be mixed; depends on adaptability</i>	<i>Generally high if implemented well</i>
Organizational Impact	<i>Fosters a flexible workforce</i>	<i>Boosts productivity and quality</i>

Source: <https://vsdiff.com/job-rotation-vs-job-enrichment/>