

MWR JOB PROFILING

Understanding and practicing MWR based Job Profiling

"There is joy in work. There is no happiness except in the realization that we have accomplished something."

- Henry Ford

Organisational theory or management science is plagued by a plethora of independent and loose standing models, approaches and recipes. This is often reflected in the fads and fashions that promise quick-fix solutions. These solutions seldom lead to sustainable change or improvement. At Bioss we utilise the Matrix of Working Relationships (MWR) as a framework to achieve integration of the various approaches adopted.

The MWR offers a comprehensive model and framework for understanding organisational work design. The MWR is based on extensive long-term research and has consistently been proven in practice. This approach can provide a sound practical and theoretical basis for resolving real life problems as well as conducting organisational development interventions.

WHAT CAN BIOSS OFFER?

BIOSS SA offers a 2-day training course in the MWR, enabling delegates to apply the MWR theory to areas such as the following:

- Organisational design, restructuring and strategic positioning.
- Identification of ineffective line communication due to either missing levels or due to superfluous levels.
- Job profiling, to serve as a basis for job evaluation system and remuneration practices.
- The development of competencies at different levels of the organisation.
- The design or revision of performance management systems by differentiating core and discretionary space in individual work.
- Creating personalized individual development plans.

The content of the training can be adapted to meet the needs of any organisation. In general, the course would cover the following:

- Knowledge objectives
 - A working knowledge of the MWR
 - General understanding of the world of work and how it changes
 - Appreciation of the contextual considerations within which organisations operate (e.g environment, competition, organisational life cycle etc)
- Insight objectives
 - To clarify and understand the purpose and outputs of job profiles
 - To reinforce the understanding of and the need for a holistic and integrative approach
- Practical objectives
 - To conduct job profiling interviews
 - To analyse and interpret the gathered information and compile job profiles
 - To assist with contextualising the analysis and interpretation against the organisational/departmental context

WORKSHOPS AND TRAINING

BIOSS SA strives to empower clients to implement and maintain interventions. MWR JOB PROFILING training is offered at Foundation House, Johannesburg SA and In-House (internationally). Dates, prices and online registration for public courses can be found on the Bioss website www.bioss.co.za, or by contacting the Johannesburg office on (+27 11) 450-2434