Chapter 7

carpal tunnel syndrome	The most frequent cumulative trauma disorder that occurs when frequent wrist bending results in swelling, leading to a pinched nerve.
compressed workweek	A full–time work schedule that allows 40 hours of work in less than five days.
contingent workers	Part–time or temporary employees who are not members of the employer's permanent workforce.
cumulative trauma disorders	Injuries caused by repetitive motions over prolonged periods of time.
ergonomics	The science of fitting the worker to the job.
high–performance work system	A way of organizing work so that front–line workers participate in decisions that have an impact on their jobs and the wider organization.
job characteristics model	A method of job enrichment that focuses on the task and interpersonal dimensions of a job.
job crafting	The physical and mental changes individuals make in the task or relationship aspects of their job.
job description	A written statement of the key features of a job and the activities required to perform it effectively.
job design	The process of laying out job responsibilities and duties and describing how they are to be performed.
job embeddedness	The array of forces attaching people to their jobs.
job enlargement	Increasing the number and variety of tasks within a job.
job enrichment	An approach to including more challenge and responsibility in jobs to make them more appealing to employees.
job involvement	The degree to which individuals identify psychologically with their work.
job rotation	A temporary switching of job assignments.
job sharing	A work arrangement in which two people who work part–time share one job.
job specialization	The degree to which a job holder performs only a limited number of tasks.
modified work schedule	Any formal departure from the traditional hours of work, excluding shift work and staggered work hours.
telecommuting	An arrangement in which employees use computers to perform their regular work responsibilities at home, in a satellite office, or from a remote worksite.