

# Further reading: Job Enrichment

The teaching profession has considerable potential for innovation, inventiveness, play, and artistic creativity in the way a teacher involves young learners and conveys subjects to them. This enhances learning, but is also a form of *Job Enrichment*, since creativity and innovation make the job more fulfilling and interesting. Promoting *Job Enrichment* in schools is an instrument for TSC and school management to keep teachers in their jobs and ensure that they develop professionally.

Job enrichment, where a school leader's or a teacher's job is more personally fulfilling and interesting, is an important means of attracting and retaining teachers in the teaching service. It is also a way of helping teachers expand their knowledge and skills and continuously learn throughout their career. Job enrichment involves basic leadership practices such as delegating responsibilities and establishing socially fulfilling teams. It also involves creating conducive working and learning environments.

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