A STUDY ON EMPLOYEE EMPOWERMENT

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ABSTRACT:

The success of any organization depends on the availability of committed human resources. Besides providing satisfaction on advanced concept in the current day human resource management discipline to increase the commitment, dedicated, morale, belongingness, positive attitude towards organization and innovation in the task performance and acceptance to any kind of change in empowerment. Employee empowerment is one of the effective techniques for increasing productivity in employees. Empowerment provides a worker with intrinsic, rewards by allowing them to take decision on their own .Empowerment of employee is the responsibility of top-level management. The major objectives of this study to find out the degree of empowerment existing in the organization and to analyze the role of management in promoting employee empowerment in the organization. It mainly deals with the employee's satisfactory level towards empowerment in the present organization, and how harmony presents in the organization. Employee empowerment is more relevant in today's competitive environment where knowledge workers are more prevalent and organizations are moving towards decentralized.

Keywords: Employee Empowerment, Human Resource Development, Employee Promoting.

INTRODUCTION:

The organization believes in enriching people's jobs and giving authority to exercise control over and take responsibility for outcomes of efforts. An empowering organization emphasizes on autonomy, proper information and individual participation for organizational excellence. The empowerment process fundamentally challenges the traditional role of the manager. The role of the manager is to teach their employees to become's less dependent on their superiors. Employees need to learn to accept their new independence and use the newly shared information to weave themselves into self-directed teams. With this newfound freedom of act, however, comes new requirement accountability. The journey to empowerment is long, scary, and difficult but it is filled with powerful potential rewards.

Empowerment thus helps to create autonomy for employees, allows the sharing of responsibility and power at all levels, builds employees self-esteem and energizes the work force for better performance. At the individual level the personal factors which are facilitating empowerment are: challenging jobs, enthusiasm, competence, maturity, self- esteem, etc. when employees are empowered, their confidence degree and self- reliance will increase. This extra confidence is a good thing because it creates job satisfaction and high levels of productivity. Empowering employees enables organizations to be more flexible and responsive and can lead to improvements in both individual and organizational performance. Employee empowerment is concerned with trust, motivation, decision- making and cooperation.

OBJECTIVES:

- To know and understand whether the present organizational structure values and the policies are adoptable to the employees in the company.
- To determine the employees participations and satisfactions in various decision making process.
- To analyze the effectiveness of training and motivational techniques adopted by the management to empower the employees.
- To assess whether the present employee's empowerment have enhance the productivity of the organization.
- To provide valuable suggestions and recommendations for enhancement of employees empowerment.

REVIEW OF LITERATURE:

Randolph (1995) indicates "A more subtle, yet very powerful benefits" of employee empowerment was increased "trust in the organization "when employees trust that the company is not out to suck their blood and is providing a competitive product or service they will respond positively. " People who have information about current performance levels will set challenging goals – and when they achieve those goals they will reset the goals at a higher level".

Aeppel (1997) noted that one of the complaints by Eaton employees is the responsibility the group has for each individual "with everyone watching everyone else, it can feel like having a hundred bosses" another common employee objection is that they don't want any more responsibility than they already have perhaps there are difficulties in other aspects of that employees life which could benefits from timely intervention by a caring supervisor,

Karakoc N(2009) the author has conducted a study on employee empowerment and differentiation in companies, the study indicates that employee empowerment plays an important role both in customer and employee satisfaction, the study has determined various contribution of employee empowerment like creativity, motivation and job satisfaction.

Blanchard et al (1996) for instance argued that empowerment is not only having the freedom to act, but also having higher degree of responsibility and accountability. This indicates that management must empower their employees so that they can be motivated, committed, satisfied and assist the organization in achieving its objectives.

Ozaralli (2003), where there is commitment to make change, employee empowerment becomes a function of transformational leadership, under such a leadership perceptive there is a sense of mission, pride, faith, respect, excitement and commitment. Transformational leaders will exist at all levels of the organization, coaching staff, providing formative learning, and delegating responsibility through assigning projects that contain appropriate learning experiences. They will encourage innovative approaches to work and a critical reasoning approach to decision- making. "Transformational leaders create a dynamic organizational vision that often necessitates a

metamorphosis in cultural values to reflect greater innovation. We can also propose that transformational behaviors on the part of leaders promote empowering cultural norms ".

RESEARCH METHODOLOGY:

The research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it study the various steps that are generally adopted by a research is studying his research problem along with the logic behind them.

Research design:

A research design is purely and simply the framework or plant for a study that guide the collection and analysis of data. Generally a research design is a blue print of the research it is followed in completing the study. It is descriptive research types are those, which are concerned with described chapters particularly individual or of a group, where we cannot the variables. The research used descriptive research design. Descriptive research design means fact finding one, it is used to find out the respondents attitude and opinion about employee empowerment.

Primary data: The data is collect from the employee through questionnaires method.

Secondary data: the secondary data is collected from the various source such as book, websites, journal, magazines etc,

DATA ANALYSIS AND INTERPRETATION:

TABLE 1

TABLE SHOWING RESPONDENTS ABOUT EMPLOYEES SELF ASSURED CAPABILITIES TO PERFORM WORK ACTIVITIES

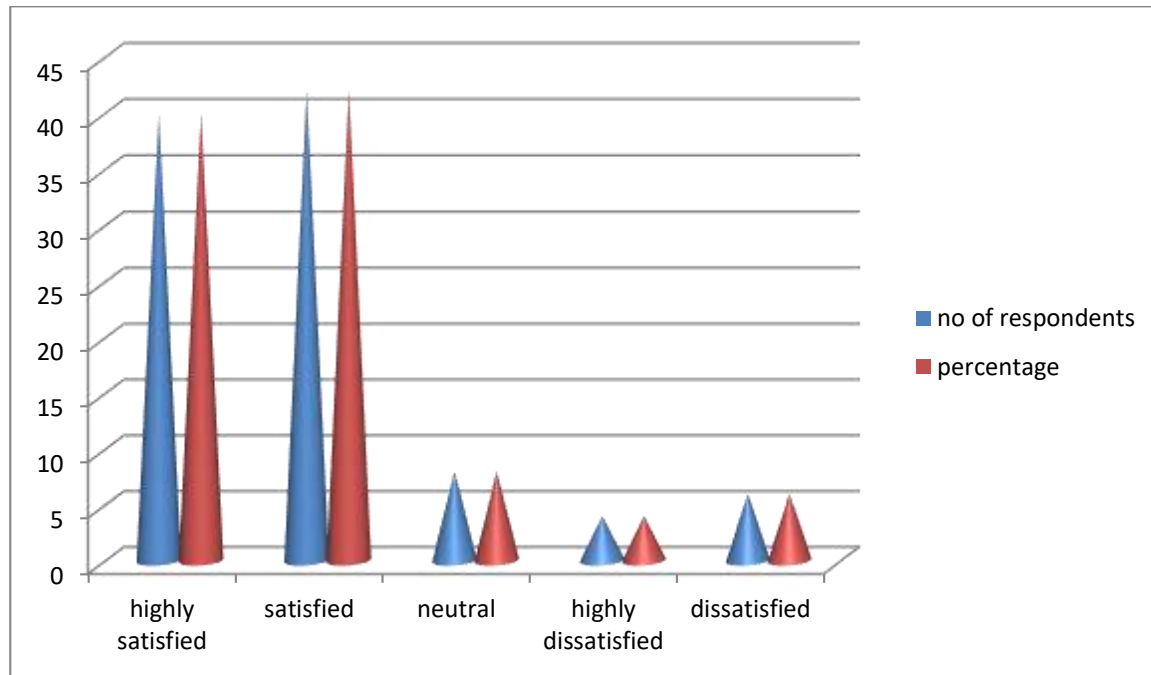| PARTICULARS	NO OF RESPONDENTS	PERCENTAGE (%)
Strongly disagree	5	5
Disagree	2	2
Neutral	**7**	7
Agree	4	4
Strongly agree	4	4
TOTAL	22	22

INTERPRETATION:

From the above table showing, it is clear that the 5% of respondents are strongly disagree, 2% of respondents disagree, 7% of respondents are neutral, 4% of respondents are agree, 4% of respondents are strongly agree about the employees self assured capabilities to perform work activities.

CHART 1:
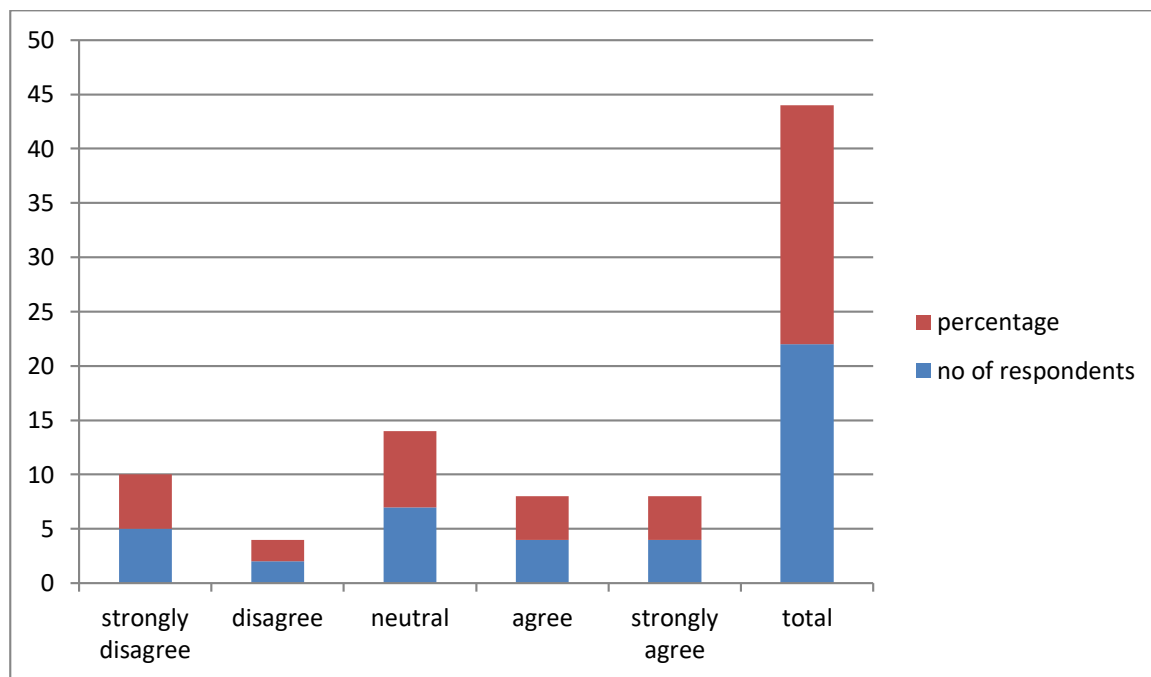
TABLE 2

TABLE SHOWING RESPONDENTS ABOUT LEAVE PROVIDED TO THE   EMPLOYEE

| OPTION	NO OF RESPONDENTS	PERCENTAGE (%)
Highly satisfied	40	40
Satisfied	42	42
Neutral	8	8
Highly dissatisfied	4	4
Dissatisfied	6	6
TOTAL	100	100

INTERPRETATION:

  From the above table showing, it is clear that 40% of respondents are highly satisfied, 42% of respondents are satisfied, 8% of respondents are neutral, 4% of respondents are highly dissatisfied, 6% of respondents are dissatisfied about the leave provided to the employee.

CHART 2:

TABLE 3

TABLE SHOWING RESPONDENTS OF EMPLOYEES ON THE BASIS OF GENDER

GENDER	NO OF RESPONDENTS	PERCENTAGE (%)
Male	63	63
Female	37	37
Total	100	100

INTERPRETATION:

From the above table shows, it is clear that 63% of respondents are male, 37% of respondents are female.

CHART 3:
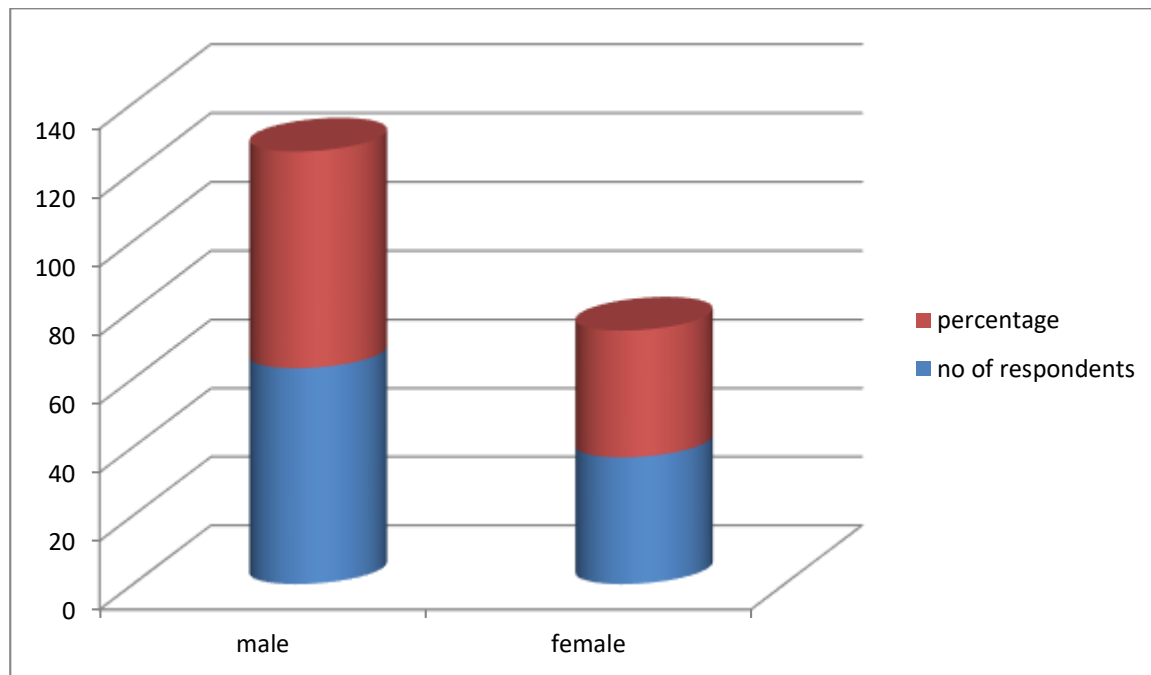
Conclusion:

High level of empowerment can be achieved by implementing simple procedures in the organization. The study had identified the attitude of employees towards various factors. The study also suggested certain features and action which the organization should implement, so that the company can bring in high degree of empowerment among employees and generate high performance in achieving organization goals. When employees have a sense of autonomy, it can improve job satisfaction, which can decrease overtime costs, reduce turnover rate, and enhance the overall employee experience.

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