A STUDY ON EMPLOYEE EMPOWERMENT

[1]**Dr.C.K.Gomathy**, *Assistant Professor in CSE, SCSVMV University, Kanchipuram*

[2]**Ms.C K Hemalatha**, *Associate Professor in MBA, LVEC, Kanchipuram*

---***---

ABSTRACT: The success of any organization depends on availability of committed human resources. Besides providing satisfaction on advanced concept in the current day human resource management discipline to increase the commitment, dedication, morale, belongingness positive attitude towards organization and innovation in the task performance and acceptance to any kind of change in empowerment. Empowerment of employees is the responsibility of top-level management. The major objectives of this study are to find out 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.

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

I.INTRODUCTION

The empowerment process fundamentally challenges the traditional role of the manager. The role of manager is to teach their employees to becomes 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.

II. REVIEW OF LITERATURE

University of Hartford (1998) Empowerment is defined as a process whereby: a culture of empowerment is developed, information is shared, competency is developed, and resources and support are provided the. The benefits of employee empowerment are noted, and objections to it are addressed. . The apprenticeship model suggests that employees be viewed first as apprentices while their skills and knowledge within a given task set are developing, then as journeypersons through continued development, and finally as masters of their craft.

Randolph (1995) indicates, "A more subtle, yet very powerful benefit" 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 employee's life which could benefit from timely intervention by a caring supervisor.

Quinn and Spreitzer (1997) indicate, "empowerment must be defined in terms of fundamental beliefs and personal orientations". Which is an apt description of organizational culture? Yet they go on to note the manifestations, "Empowered people have a sense of self-determination. . . .Empowered people have a sense of meaning. . . .Empowered people have a sense of competence. . . . Empowered people have a sense of impact."

Ford and Fottler (1995) provide a model of how empowered an individual is on two scales, job content and job context. The aspects of job context are manifestations of culture; they indicate, "Job context is much broader. It is the reason the organization needs that job done and includes both how it fits into the overall organizational mission, goals, and objectives and the organizational setting within which that job is done.

Blanchard & Bowles(1998) If a manager does not perceive her or his role is to help those she or he supervises to grow, then any empowerment implementation effort will not be successful. A change in role perception is called for in this instance when implementing employee empowerment. The supervisor must see potential in the employee and work to bring that potential out. The process is best described as mentoring or coaching and it entails

III. THE FACTORS FOR THE STUDY OF EMPOWERMENT

➢ **Decision making:** This is one of the important factors that affect the empowerment of employee. Management should encourage the employees in the decision making process. Involvement of employees in the decision making process, makes them to feel that they are considering as very important by the organization, there by the degree of empowerment increases and they will show full commitment towards their job activities

➢ **Communication:** This is very important factor, which effect empowerment. Communication is a process by which all forms of information are transferred from one person to the other. Communication is important in the organization for three reasons. First, of all the functions of management such as planning, organizing, leading and controlling involve the act of communication without which they cannot be performed at all. Second, managers devote a major portion of their time to the activity of communication. Third, interpersonal relations and group relations are maintained and developed only through the system of communication.

➢ **Innovative and creativity:** Innovative and creative management, shows emphasis on "commitment" "vision", and "dynamism" where as traditional management focus on efficiency and effectiveness, based on conventional concept handed over from generation to generation. Innovation and creativity plays a vital role in sustaining competitive advantage. It believes in flexibility and adaptability to deal with process of managing changes.

➢ **Organizational culture and climate:** Organizational culture is a pattern of basic assumptions that are taught to new personnel as the correct way to perceive, think and act on a day-to-day basis. Some of the important characteristics of organizational culture are observed behavioral regularities, norms, dominant values, philosophy, rules, and organizational climate. While everyone in an organization will share the organization's culture., not all may do so to the same degree. Organization should change their culture and climate according to the changes in the competitive world to remain competitive. Organizational culture and climate should be considered as important factor while empowering the employees.

➢ **Authority and responsibility:** Authority and responsibility is another important factor that effects the empowerment more. Louis Allen as "right to give orders and power to extract obedience" defines authority. Responsibility is an obligation to act and perform a task or duty. In order to enable the employees to do their work, necessary power and authority must be assigned. This is called Delegation of authority. In delegation, we have three elements. They are- Authority, Responsibility, and Accountability. Delegation does not relieve the responsibility of the superior. Therefore, after delegation, he can still direct, control and guide his subordinates for the achievement of his task. If he is no satisfied with the performance of his subordinate, he can take back the authority in part or in full or re-delegate the same to other.

IV. NEED OF THE STUDY

➢ To give workers a greater voice in deciding about work related matters.
➢ To analyses how jobs are performed and company policies ,work hours ,supervisors are evaluated
➢ This study analyses the employees participation decision making
➢ To redesign jobs for more intrinsically rewarding
➢ Providing managers to build enrichment in jobs.

V. 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.

Descriptive research design was used for "A Study on talent management at square soft technology. It includes survey and fact finding enquires of different kinds. The purpose of descriptive research is description of the state of affairs as it exists at present. Characteristic are that he/she can only report want happen or what is happening.

Simple random sampling method is used for the survey.

DATA ANALYSIS AND INTERPRETATION

**ANALYSIS SHOWING AGE WISE –DISTRIBUTION OF THE RESPONDENT**

S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RESPONDENTS
1	BELOW 20	13	5.2%
2	20-30	87	34.8%
3	30-40	72	28.8%
4	40-50	55	22%
5	50 & ABOVE	33	13.2%
	TOTAL	250	100%
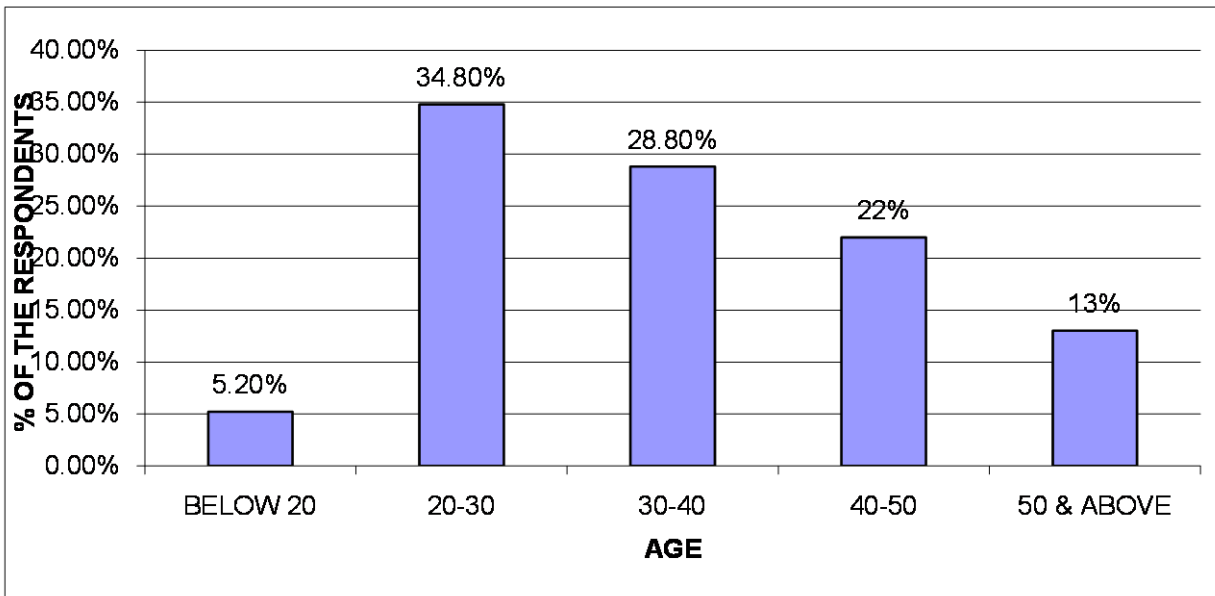
ANALYSIS SHOWING GENDER WISE DISTRIBUTION

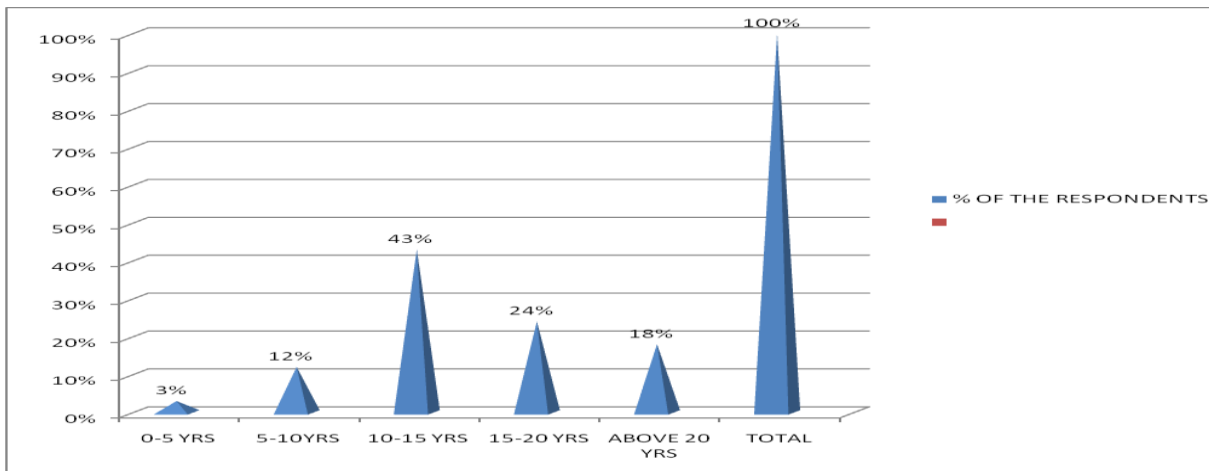| S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RESPONDENTS
1	MALE	240	96%
2	FEMALE	10	4%
	TOTAL	250	100%

ANALYSIS SHOWING GENDER WISE DISTRIBUTION
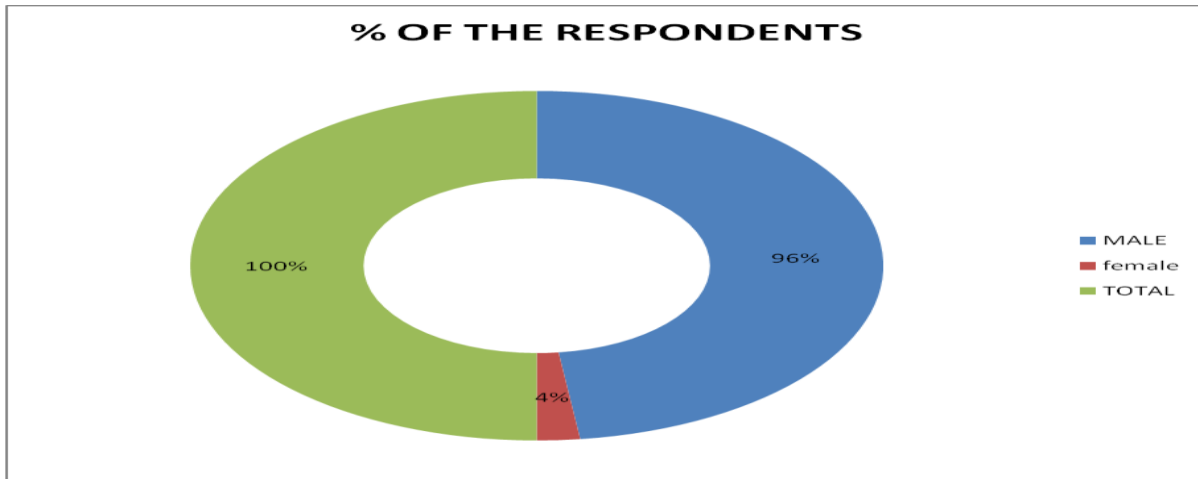
ANALYSIS SHOWING EDUCATIONAL QUALIFICATION OF THE RESPONDENT

S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RESPONDENTS
1	SSLC	55	35%
2	HIGHER SECONDARY	93	37.2%
3	ITI	53	21.2%
4	GRADUATES	42	16.8%
5	POST GRADUATES	7	2.8%
	TOTAL	**250**	**100%**

ANALYSIS SHOWING EDUCATIONAL QUALIFICATION OF THE RESPONDENT

ANALYSIS SHOWING WORK EXPERIENCE OF THE RESPONDENT

S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RESPONDENTS
1	0-5 YRS	33	3%
2	5-10YRS	42	12%

| 3	10-15 YRS	73	43%
4	15-20 YRS	44	24%
5	ABOVE 20 YRS	58	18%
	TOTAL	**250**	**100%**

ANALYSIS SHOWING WORK EXPERIENCE OF THE RESPONDENT
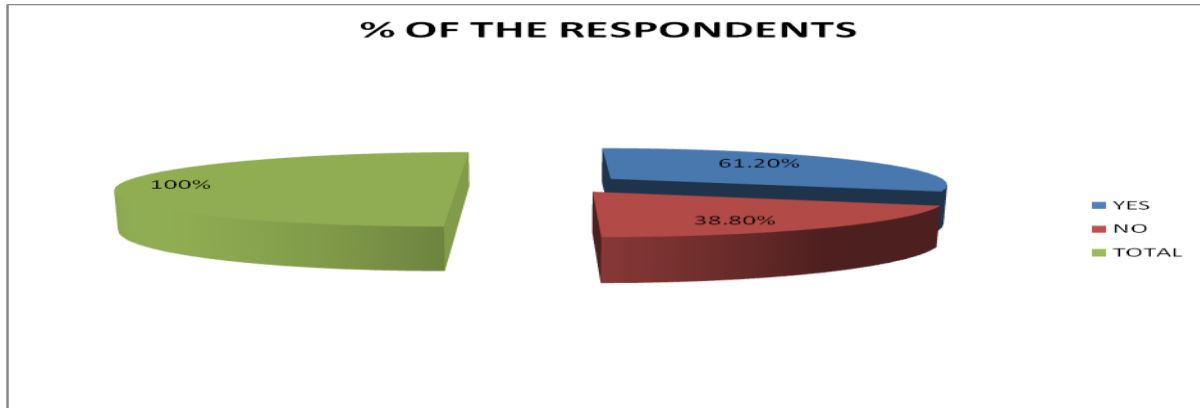
ANALYSIS SHOWING RESPONDENT OPINION TOWARDS PARTICIPATING IN DECISION MAKING

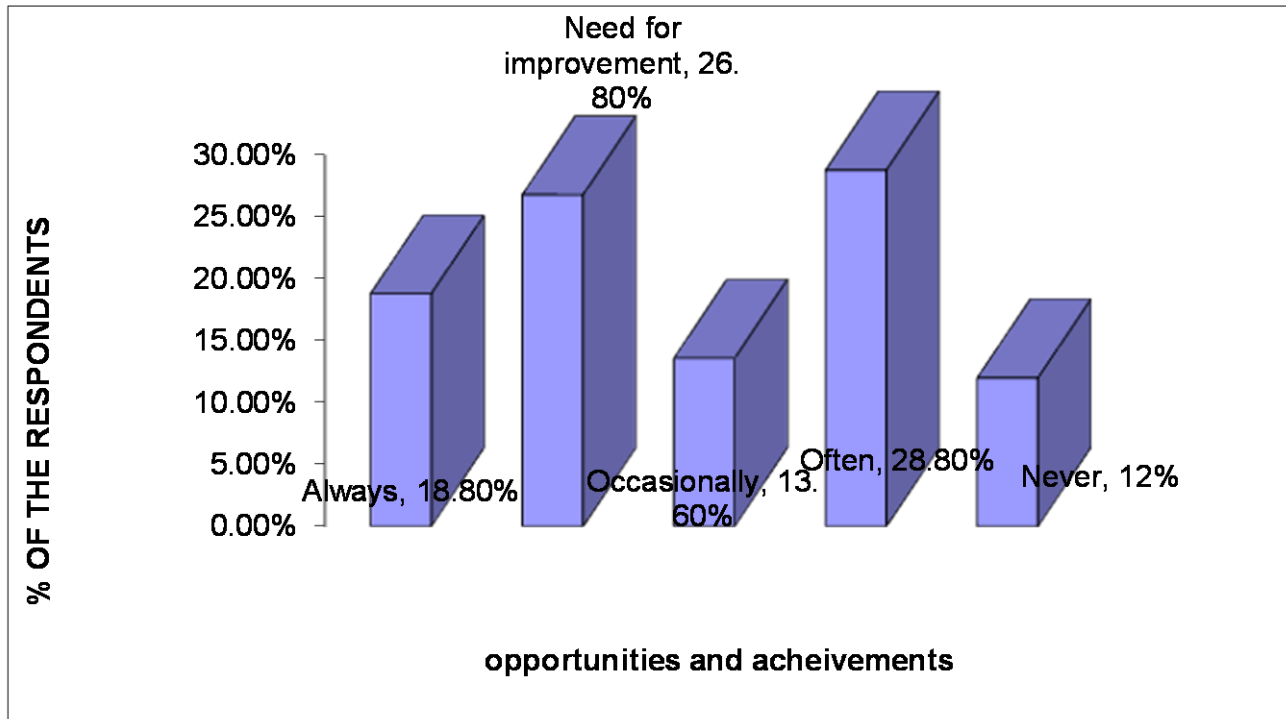| S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RSPONDENTS
1	Agree	100	40%
2	Strongly agree	85	34%
3	Neither agree nor disagree	30	12%
4	Disagree	15	6%
5	Strongly disagree	20	8%
	TOTAL	**250**	**100%**

ANALYSIS SHOWING RESPONDENT OPINION TOWARDS PARTICIPATING IN DECISION MAKING
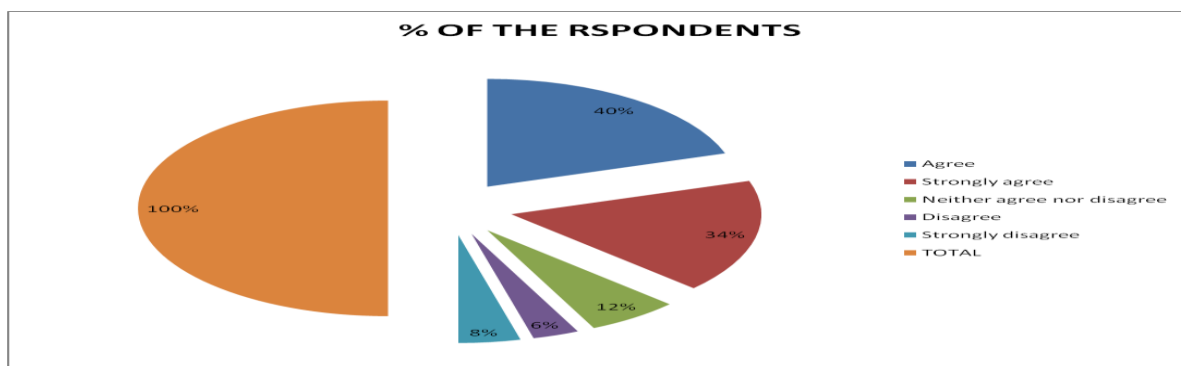
ANALYSIS SHOWING RESPONDENTS OPINION TOWARDS OPPORTUNITIES GIVEN TO ACHIEVE GOAL

| S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RESPONDENTS
1	Always	47	18.8%
2	Need for improvement	67	26.8%
3	Occasionally	34	13.6%
4	Often	72	28.8%
5	Never	30	12%
	TOTAL	**250**	**100%**

ANALYSIS SHOWING RESPONDENTS OPINION TOWARDS OPPORTUNITIES GIVEN TO ACHIEVE GOAL

ANALYSIS SHOWING RESPONDENT OPINION ON MOTIVATION TOWARDS ACHEIVEMENT

S.NO	FACTORS	NO OF RESPONDENTS	% OF THE RESPONDENTS
1	YES	169	67.6%
2	NO	81	32.4%
	TOTAL	**250**	**100**

ANALYSIS SHOWING RESPONDENT OPINION ON MOTIVATION TOWARDS ACHEIVEMENT
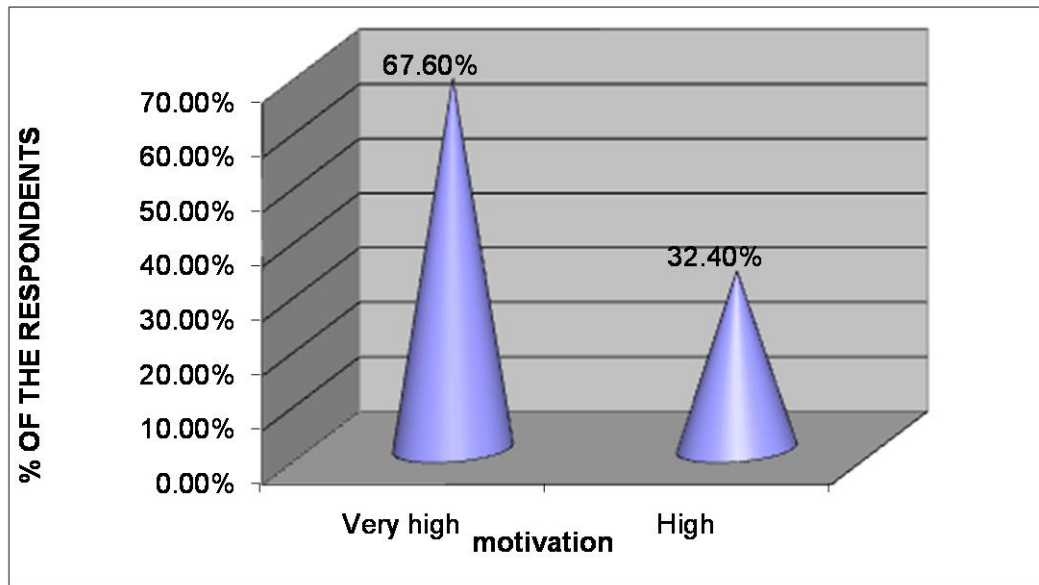
VI. BENEFITS OF THE STUDY

- Empowerment is one of the important objectives of human resource management
- Empowerment fully occurs when employees feel competent and valued ,when the organization provides opportunities to them to use their talents and when their jobs have meaning and impact.
- Many employees today are actively seeking opportunity at work to become involved in relevant decision thereby contributing their talents and ideas to the organization success .consequently organization need to provide opportunities for meaningful involvement.
- Employee empowerment is a practice that will result in mutual benefits for both parties
- Empowerment is the powerful technique which release the hidden talents of the employee. The present study has been undertaken to know the extent of empowerment existing in the organization

VII. CONCLUSION

Employee empowerment is psychological concept. Empowerment is not a cause but rather the effect or result may go away .Empowerment effects vary from person to person, industry to industry, level of education age; nature of work etc, .Empowerment may be range from very high to low. By this study it is clear that various factors which influences morale and productivity of the employees such as social security measure, welfare facilities, salary status, bonus, health condition, shift system and recognition of work are getting much importance

To conclude employee empowerment it plays very important role in every organization and directly reflects in the employee morale. Good employee's empowerment helps to success of the organization .Unless an employee faces poor empowerment there is a possibility of employee disharmony and it may affect smooth running of the organization.

VII. REFERENCES

1.Dr.C K Gomathy, Article: A Study on the recent Advancements in Online Surveying , International Journal of Emerging technologies and Innovative Research (JETIR) Volume 5 | Issue 11 | ISSN : 2349-5162, P.No:327-331, Nov-2018

2. Dr.C.K.Gomathy,C K Hemalatha, Article: A Study On Employee Safety And Health Management International Research Journal Of Engineering And Technology (Irjet)- Volume: 08 Issue: 04 | Apr 2021

3. Dr.C K Gomathy, Article: A Study on the Effect of Digital Literacy and information Management, IAETSD Journal For Advanced Research In Applied Sciences, Volume 7 Issue 3, P.No-51-57, ISSN NO: 2279-543X,Mar/2018

4. Dr.C K Gomathy, Article: An Effective Innovation Technology In Enhancing Teaching And Learning Of Knowledge Using Ict Methods, International Journal Of Contemporary Research In Computer Science And Technology (Ijcrcst) *E*-Issn: 2395-5325 Volume3, Issue 4,P.No-10-13, April '2017

5.Dr.C K Gomathy, Article: Supply chain-Impact of importance and Technology in Software Release Management, International Journal of Scientific Research in Computer Science Engineering and Information Technology (IJSRCSEIT) Volume 3 | Issue 6 | ISSN : 2456-3307, P.No:1-4, July-2018