

## A Study on Employee Empowerment

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**Abstract:** Empowerment is a concept which is widely used in management and many managers and professional in various organisations claim to be practicing it. Nowadays empowerment has occupied a central point in many organisations of the 21st century. Employee empowerment is said to have benefited many organisations, if managed and nurtured properly especially in enhancing employee commitment and reducing employee turnover. In this era of globalisation there is need for employees' empowerment in order to enable organisation to respond quickly to any changes in the macro- environment. Therefore, the aim of this paper was to find out what should be done in organisations to enhance employee empowerment and reduce employee turnover. The methodology adopted in this paper is to review critically the existing literature on employee empowerment both online and print. This study will contribute greatly to existing literature specifically in inspiring managers to develop various strategies on how to empower their employee in organisation and reduce employee turnover.

**Background:** Empowerment has been defined in numerous ways, but most authors agree that the core element of empowerment involves giving employees a discretion (or latitude) over certain task related activities (Bowen and Lawler, 1992; Conger and Kanungo, 1988; Schuessinger and Heskett, 1991). Randolph (1995) defines employee empowerment as "a transfer of power" from the employer to the employees. Blanchard et al. (1996) for instance argued that that empowerment is not only having the freedom to act, but also having higher degree of responsibility and accountability.

**Materials and Methods:**

**Methodology**

Methodology states how research study should be undertaken this includes specification of research design, source of data, and method of primary data collection, field work carried analysis and interpretation done and limitation inherited in the concerned project work.

**Data Collection Tools**

The tools used for collecting data are questionnaire here the questions are simply formalized schedule to obtain and record specified and relevant information's in other words it directs the questioning process and promotes the clear and proper recording.

**Method Of Data Collection**

The information needed for this study was collected from respondents (employees) in the organization in the form of primary & secondary data.

a) **Primary data collection**

A primary data is data which is collected for the first time for a particular interest to have more information. Here the primary data was collected using structural questionnaire method for collecting data from respondents.

b) **Secondary data collection**

The secondary data was collected through company profile, journals, website and other databases of the company all these data were helpful in carrying out the analysis.

**Results:** The organization has good working environment, where the employees were monitored by their Managers often and their unique value is identified by the Manager and appreciated for the same. They are given chance to develop their new skill and Management helps to identify their skills and makes them to develop their skills.

**Conclusion:** Every employee has got access over the incentive plan; it is not based on age but depends on designation. As the designation level increases the incentive plan also increases with priority. So employees should wait for next level incentives and rewards till they get promoted to higher grade of designation.

**Key Word:** Cognitive elements of empowerment, Dynamic Leadership, Cross-Functional Teams

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**I. Introduction**

In this era of globalization there is need for employees’ empowerment in organisation so that employees will be in position to make quick decision and respond quickly to any changes in the environment. Organisation that are committed to employee empowerment they are in a position to motivate and retain their employees, although it’s a complex management tool which needs to be nurtured and handled with a lot of care (Nick et al., 1994). Employee empowerment is a motivational technique that is designed to improve performance if managed properly through increased levels of employee’s participation and self determination (Veccho, 1995). Employee empowerment is concerned with trust, motivation, decision-making, and breaking the inner boundaries between management and employees as “them” verses us (Yehuda, 1998).

**II. Material And Methods**

Methodology states how research study should be undertaken this includes specification of research design, source of data, and method of primary data collection, field work carried analysis and interpretation done and limitation inherited in the concerned project work.

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**Method Of Data Collection**

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c) Primary data collection

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d) Secondary data collection

The secondary data was collected through company profile, journals, website and other databases of the company all these data were helpful in carrying out the analysis.

**Study Design:** 100 Respondents, statistical tools used

**Study Location:** IT Company located in Chennai, Kelambakam

**Study Duration:** January 2021 to march 2021

**Sample size:** 100 employees

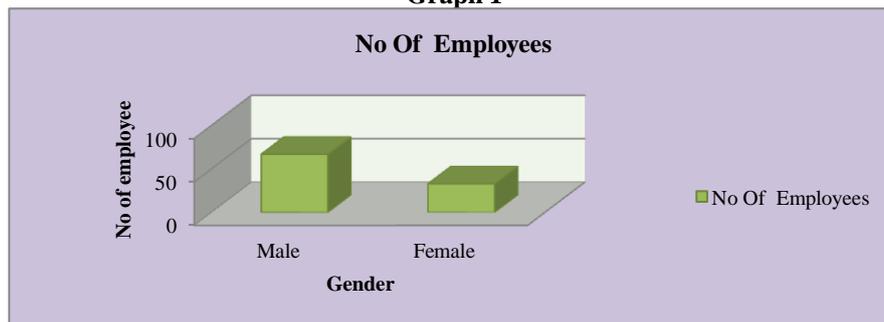
**Procedure and Statistical Data:**

**A. Number Of Male And Female Employee**

**Table 1**

	Male	Female
No Of Employees	67	33

**Graph 1**



**Interpretation:**

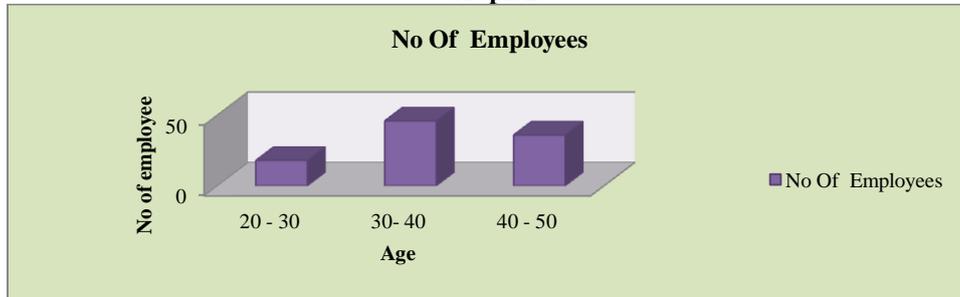
In the sample of 100 employee, 67 employee where Male and 33 employee where female.

**B. Employee Age In The Organization**

**Table 2**

	20 - 30	30- 40	40 - 50
No Of Employees	18	46	36

**Graph 2**



**Interpretation:**

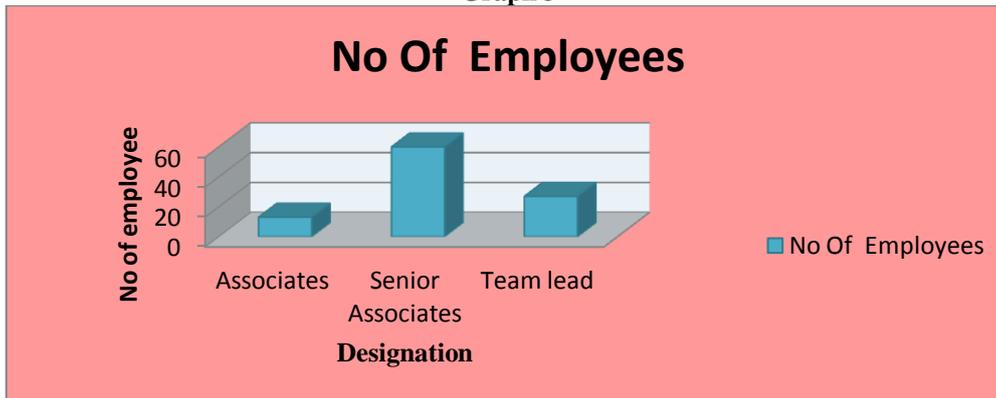
In the sample of 100 employee, 18 employee where in the age 20-30, 46 where in the age 30-40, 36 where in the age 40-50.

**C. Employee Designation**

**Table 3**

	Associates	Senior Associates	Team lead
No Of Employees	13	60	27

**Graph 3**



**Interpretation:**

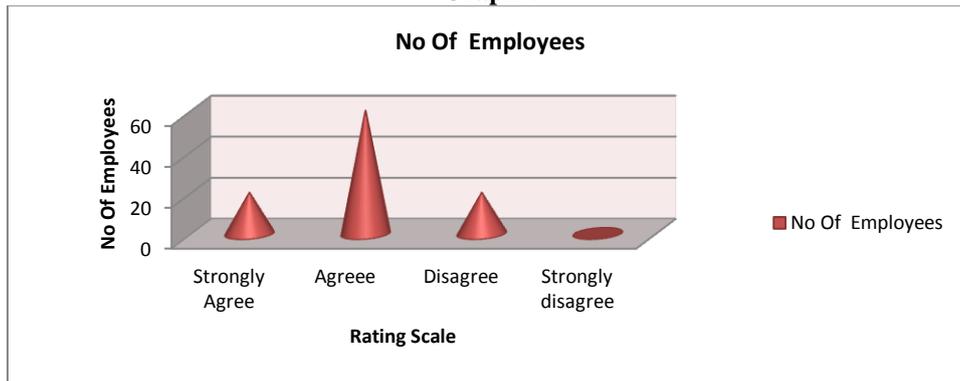
In the sample of 100 employee, 13 of them where associates, 60 of them where senior associates and 27 of the employee where Team lead.

**D. Managers Knowledge On Employees Unique Value:**

**Table 4**

	Strongly Agree	Agree	Disagree	Strongly disagree
No Of Employees	20	60	20	0

**Graph 4**



**Interpretation:**

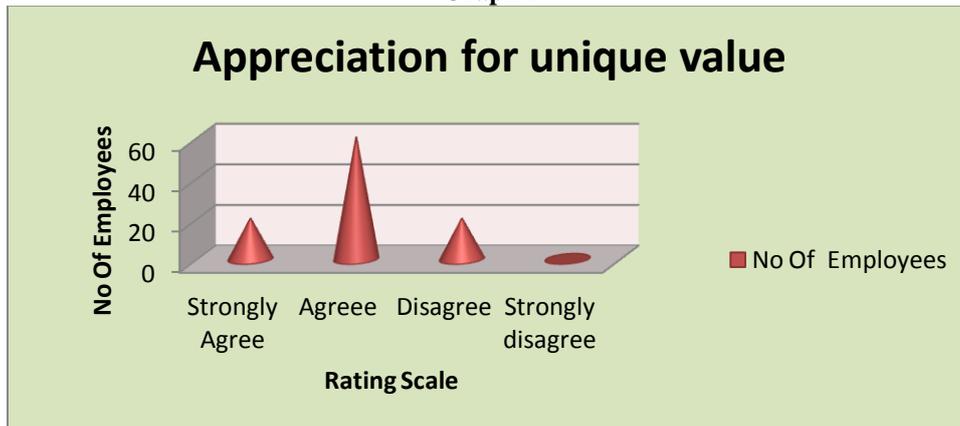
In the sample of 100 employees, 20 of the employees strongly agree that there Managers know there unique value, 60 of them agree and 20 of them disagree with the statement, none of them disagree with the statement.

**E. Appreciation For Unique value**

**Table 5**

	Strongly Agree	Agree	Disagree	Strongly disagree
No Of Employees	20	60	20	0

**Graph 5**



**Interpretation :**

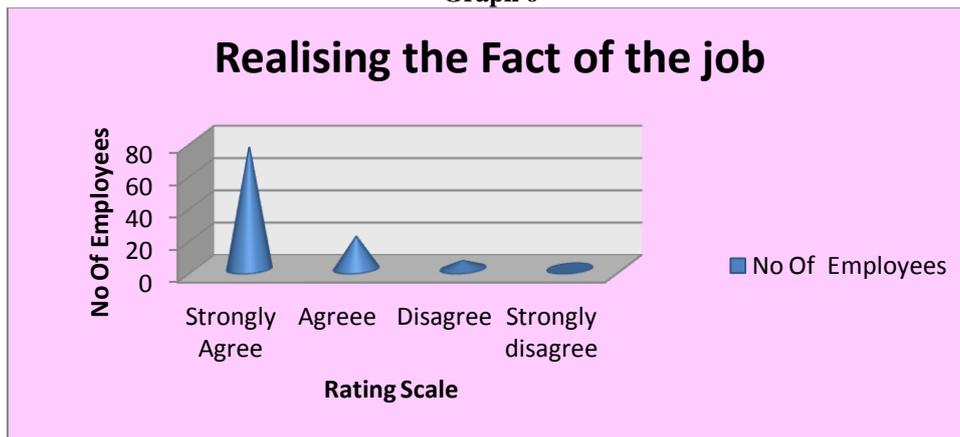
In the sample of 100 employees, 20 of the employees strongly agree that there Managers appreciates for their unique value, 60 of them agree and 20 of them disagree with the statement, none of them strongly disagree with the statement.

**F. Realizing The Fact Of The Job**

**Table 6**

	Strongly Agree	Agree	Disagree	Strongly disagree
No Of Employees	75	20	5	0

Graph 6



**Interpretation :**

In the sample of 100 employees, 75 of the employees strongly agree that they know the fact of the job for which they were working, 20 of them agree and 5 of them disagree with the statement, none of them strongly disagree with the statement.

**G. Employees Interest Over Organizations Overall Mission, Vision, and Strategic Plans**

Table 7

	Yes	No
No Of Employees	95	5

Graph 7



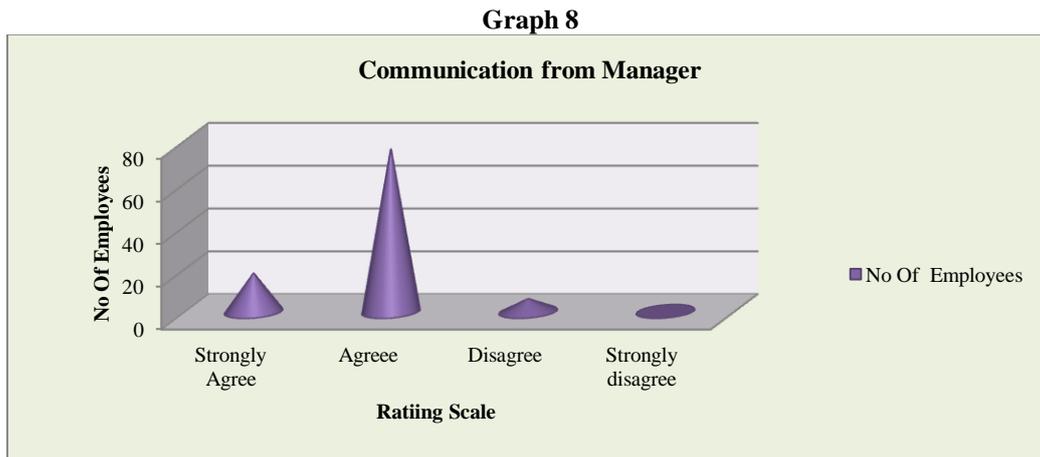
**Interpretation :**

In the sample of 100 employees, 95 of the employees said yes they know the organizations overall Mission, Vision, and Strategic plans, 5 of them said they were not well known of organizations overall Mission, Vision, and Strategic plans.

**H. Communication From Manager**

Table 8

	Strongly Agree	Agree	Disagree	Strongly disagree
No Of Employees	18	76	6	0



**Interpretation :**

In the sample of 100 employees, 18 of the employees strongly agree that their Managers were properly communicating with them, 76 of them agree and 6 of them disagree with the statement, none of them strongly disagree with the statement.

**Statistical analysis**

Data was analyzed using SPSS version 20 (SPSS Inc., Chicago, IL).

**III. Result**

In the sample of 100 employees,

- In the sample, 20 of the employees strongly agree that their Managers know their unique value, 60 of them agree and 20 of them disagree with the statement, none of them strongly disagree with the statement.
- In the sample, 20 of the employees strongly agree that their Managers appreciate them for their unique value, 60 of them agree and 20 of them disagree with the statement, none of them strongly disagree with the statement.
- In the sample, 75 of the employees strongly agree that they know the facts of the job for which they were working, 20 of them agree and 5 of them disagree with the statement, none of them strongly disagree with the statement.
- In the sample, 95 of the employees said yes they know the organization's overall Mission, Vision, and Strategic plans, 5 of them said they were not well known of the organization's overall Mission, Vision, and Strategic plans.
- In the sample, 18 of the employees strongly agree that their Managers were properly communicating with them, 76 of them agree and 6 of them disagree with the statement, none of them strongly disagree with the statement.
- In the sample, 5 of the employees strongly agree that they have freedom over charting their own work plan, 88 of them agree and 7 of them disagree with the statement, none of them strongly disagree with the statement.
- In the sample, 22 of the employees strongly agree that they have been given decision-making power, 78 of them agree and none of them disagree and strongly disagree with the statement.

**IV. Conclusion**

The organization has a good working environment, where the employees are monitored by their Managers often and their unique value is identified by the Manager and appreciated for the same. They are given a chance to develop their new skills and Management helps to identify their skills and makes them develop their skills. There is regular communication from the Manager to every employee in the desk; there is no partiality between the employees. They were all given equal freedom in charting their own work plan and to make decisions to do work with their own priority. Management also helps the employee to focus on their work, with extra attention, the delegation of power helps them to do so.

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