

# A Study on Employee Empowerment With Reference To Inventaa Led Lights Private Limited

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**Abstract-** This study has been undertaken to analyse the employee empowerment. This project is carried out with respect to Inventaa Led lights private limited. The objective of the study is to study the expectation of the employees to take up authority and responsibility towards their work. The data collection is done by using primary data collection method (questionnaire). A survey has been conducted for about 200 respondents of Inventaa Led lights private limited.

Chapter 1 deals about introduction, industry profile, company profile, need, objective, scope, review of literature, research methodology and limitations of the study. The form of studies layout used on this examine is descriptive studies layout. The sampling type used for the study is simple random sampling. The sources of data collection methods are primary and secondary data.

Chapter 2 deals about data analysis and interpretation. Data analysis is process of evaluating data using analytical and logical reasoning to each component of the data provided. The tools used in the study are percentage analysis, Karl Pearson correlation, regression chi – square and Anova.

Chapter 3 deals about the results of the study which includes the findings, suggestion and conclusion.

Hence for the effective implementation of the employee empowerment the organization could update the knowledge about the concept of the employee empowerment. The organization could clarify the employees that empowerment shall not be the burden imposed to them at work rather it could be sharing of powers. By following the above means effective employee empowerment can be achieved at Inventaa led lights private limited

**Keywords-** Employee empowerment, authority, responsibility, knowledge.

## I. INTRODUCTION

In today's dynamic and competitive business environment, organizations are constantly seeking strategies to

enhance their performance, productivity, and adaptability. One such strategy gaining prominence is employee empowerment. The concept of employee empowerment has emerged as a critical factor in organizational success. At its core, employee empowerment refers to the process of granting employees greater autonomy, responsibility, and authority over their work..

Employee empowerment is essential for fostering a positive work environment and driving organizational success. When personnel experience empowered, they're greater motivated, engaged, and devoted to their work. By giving employees the authority and autonomy to make decisions and take ownership of their tasks, organizations can tap into their creativity, problem-solving abilities, and innovative thinking.

## INDUSTRY PROFILE

The electronics enterprise is the monetary region that produces digital services. It emerged within the twentieth century and is nowadays one in every of the biggest international industries. Contemporary society uses avastarrayofelectronicdevicesbuilt-inautomatedorsemi-automatedfactories operated byindustry. The electronics equipment's manufacturing industry plays a crucial role in providing illumination solutions for various sectors, including residential, commercial, industrial, and outdoor applications.

## COMPANY PROFILE

Established in 2002, INVENTAA has emerged as a leading brand in the Innovative lighting industry, propelled by our commitment to innovation and a formidable full end-to-end manufacturing facility. From ambient indoor lighting to robust outdoor solutions and cutting-edge commercial applications, our diverse product portfolio caters to a wide spectrum of lighting needs.

## NEED FOR THE STUDY

Employee empowerment has been an important strategy that helps an organisation to achieve success. This

study is used to find the awareness of about the concept of the employee empowerment among the employees of the Inventaa led lights private limited. The expectations of the employees regarding their empowerment with respect to their work can be analysed in this study. Hence, this study has been done to find the effectiveness of the employee empowerment among the employees of the organization and to suggest some measures for effective implementation of the employee empowerment.

## OBJECTIVES OF THE STUDY

Primary objective:

- To study the effectiveness of employee empowerment with reference to Inventaa Led lights private limited

Secondary objectives:

- To study the expectations of the employees to take up authority and responsibility towards the work.
- To identify the reasons of the employees for not taking up the responsibilities.
- To suggest some measures for the effective implementation of the employee empowerment.

## SCOPE OF THE STUDY

This study helps to explore their views of the employees towards the employee empowerment of the organisation. This study attracts the employees and also increases the motivation level of the employees in the organization. It helps for the management to identify the level of the satisfaction after giving empowerment to the employees. The management can identify the trust-based relationship between the workers and supervisors, management and employees. Through this study, the employees will be given power and authority so that they themselves can make effective decisions with respect to their job.

## II. LITERATURE REVIEW

**Paul Robert J,(2023)**, empowerment, participation. Self-managing work teams, employees ownership and profit sharing are but a few of the many current forms of employee involvement in workplace decision making. However, most employers realize that the degree of involvement varies with the organisation situation, the persons involvement and the nature of work, empowerment with the organizational situation, the persons involved and the nature of work.

Empowering employees results in caring beliefs about entitlements that must be unfulfilled eventually. Unfulfilled ideals approximately entitlements might also additionally represent a breach of the mental agreement among corporation and employee. A breach of the psychological contract may result in employee behaviour that is counter-productive in terms of organizational goals.

**Saranya,(2023)** ,Empowerment fosters employee's creativity, quality of work-life, spirit of teamwork and organisational effectiveness. Empowering management connotes the sharing of energy and motivating personnel to crave for advanced performance This paper specializes in literature with inside the worker empowerment and empowering management contexts. Considering the function humans play in organisations, it's far vital to apprehend the effect of worker empowerment and empowering management on organisational outcomes. The creator used ancient facts and findings from preceding research to attract perception at the subject. Based on our review, it changed into located that worker empowerment fosters worker performance, activity satisfaction, organisational commitment, consumer satisfaction, productiveness and commercial enterprise growth.

**Littrel and Romie F, (2023)**,Attitudes toward employee empowerment by Chinese and expatriate manager and supervisor as measured. Follow-on studies provide comparisons from outside Hemen province. Result of the study indicate a positive attitude toward employee empowerment on the part of supervisor- level employees, with a lower, but still positive opinion of the practice exhibited by higher- level managers. This high quality mindset is decrease for empowerment than for different managerial chief behaviour sets.

**Conger and Kanungo,(2022)**,argue that management practices are only one set of conditions and that those practices may empower employees but will not necessarily do so. Employees may be empowered psychologically thru helping mechanisms including those who construct competencies, motivation, and expertise sharing, setting personnel on top of things in their work-location destiny.

**Klage J. (2021)** sees the literature in a way indicating the meaning of empowerment as to release improved “power and authority” along with the relevant duties and expertise to employees. Empowerment appears to be a effective control tool, that is used to alternate the shared imaginative and prescient that the organisation expects to materialize into not unusual place goals. The fact is that empowerment can be applied as an expression to give an explanation for numerous plans presenting an expedient oratory, advocating that

empowerment is hypothetically a first-rate item that fabricates a “win-win” condition for workers and administrators

### III. RESEARCH METHODOLOGY

**Research Methodology:** Research method is a manner to systematically clear up the studies problem. It can be understood as a technology of reading how studies is carried out scientifically. In this have a look at the numerous steps which might be typically followed via way of means of a researcher in analyzing the studies hassle at the side of the common sense at the back of him.

**Research Design:** Research Design is defined as the “arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose economy in procedure”.

The research design followed in the study is descriptive research design.

**Sample size:** Number of the sampling units selected from the population is called the size of the sample. Sample of 2 hundred respondents had been received from the population.

#### STATISTICAL TOOLS: SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package deal for social sciences (SPSS) is supposed for statistical evaluation of data. It has got tools to obtain accurate results. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment.

The following statistical tools were used in this study:

- 1) Simple Percentage
- 2) Chi-square
- 3) Correlation analysis
- 4) Regression analysis
- 5) Anova

#### Percentage analysis:

In case Percentage refers to a unique form of ratio. Percentage is utilized in making assessment among or greater collection of data. In this study, the range of folks who spoke back in a selected way is interpreted within the shape of percentages

**Chi-square Test:** The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population Or

whilst the researcher is not able to estimate the population’s parameters. The main advantages of using non parametric test is that, the researcher can analyse qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes.

**Correlation analysis:** Correlation analysis is made to determine the degree of relationship between two or more variables. It does not no longer inform approximately purpose and impact relationship. The values of coefficient of correlation lie between +1 to –1. When  $r = +1$ , it means there is a perfect positive correlation between the variables. When  $r = -1$ , it means there is a perfect negative correlation between the variables. When  $r = 0$ , it means no relationship between the two variables.

**Regression analysis:** Regression linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the affiliation among variables. It is a modelling method wherein an established variable is anticipated primarily based totally on one or extra unbiased variables. Linear regression evaluation is the maximum extensively used of all statistical techniques.

#### ANOVA: Analysis of variance (ANOVA),

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits an observed aggregate variability found inside a data set into two parts: systematic factors and random factors. The systematic elements have a statistical impact at the given records set, whilst the random elements do not. Analysts use the ANOVA test to determine the influence that independent variables have on the dependent variable in a regression study.  $F = \text{MSE} / \text{MST}$

#### LIMITATIONS OF THE STUDY

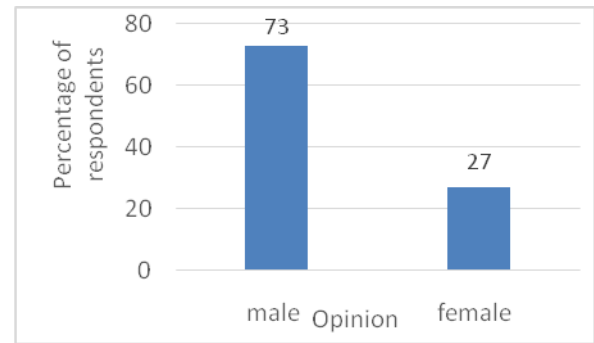
- The primary data collected through personal interaction with the employees may have an element of bias from the point of view of individual employee’s perspective.
- Some of the records and information cannot be shared and it is not available because of the confidentiality.

### IV. DATA ANALYSIS AND INTERPRETATION

#### PERCENTAGE ANALYSIS

**Table 2.1 showing the age of the respondents.**

S.no	Opinion	No of respondents	Percentage of respondents (%)
1	20-30 years	60	30
2	30-40 years	80	40
3	40-50 years	38	19
4	Above 50 years	22	11
	Total	200	100

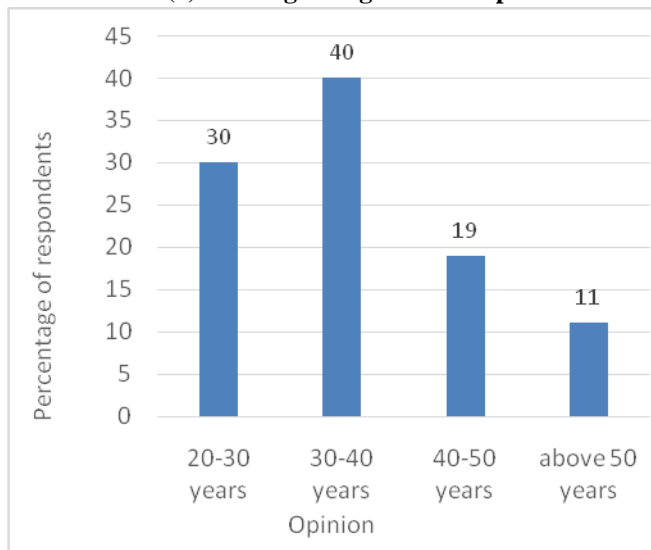


**Table 2.3** showing respondents opinion about supervisor encouragement to develop job skills.

**Interpretation:** From the above table it is found that 40% of the respondents belongs to the age group 30-40 and 30% of the respondents are 20-30 years and 19% of the respondents are 40-50 years and 11% of the respondents are above 50 years of age.

S.no	Opinion	No of respondents	Percentage of respondents (%)
1	Strongly agree	24	12
2	Agree	88	44
3	Neutral	22	11
4	Disagree	50	25
5	Strongly disagree	16	8
	Total	200	100

**Chart 2.1(a)** showing the age of the respondents.

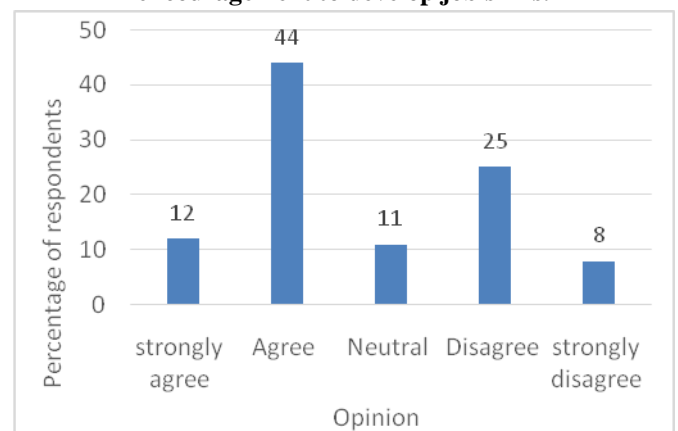


**Interpretation:** From the table it is found that 44% of the respondents agree that supervisor encourage to develop job skills and 25% of the respondents disagrees and 12% of the respondents strongly agree and 11% of the respondent are neutral and 8% of the respondents strongly disagree for supervisor encouragement to develop job skills.

**Table 2.2** showing the gender of the respondents.

S.no	Opinion	No of respondents	Percentage of respondents (%)
1	Male	146	73
2	Female	54	27
	Total	200	100

**Chart 2.3 (a)** showing respondents opinion about supervisor encouragement to develop job skills.



**Interpretation:** From the table it is found that 73% of the respondents are male and 27% of the respondents are female.

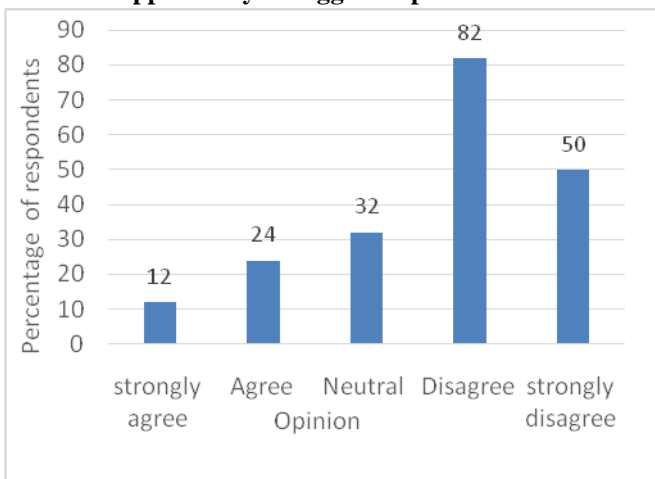
**Chart 2.2 (a)** showing the gender of the respondent.

**Table 2.4** showing respondent opinion about opportunity to suggest improvements.

S.no	Opinion	No of respondents	Percentage of respondents (%)
1	Strongly agree	12	6
2	Agree	24	12
3	Neutral	32	16
4	Disagree	82	41
5	Strongly disagree	50	25
	Total	200	100

**Interpretation:** From the table it is observed that 41% of the respondents disagrees that opportunity given to suggest improvements and 25% of the respondents strongly disagree and 16% of them says neutral and 12% of them says agree and 6% of the respondents are strongly agree to opportunity to suggest improvements.

**Chart 2.4(a) showing respondent opinion about opportunity to suggest improvements.**

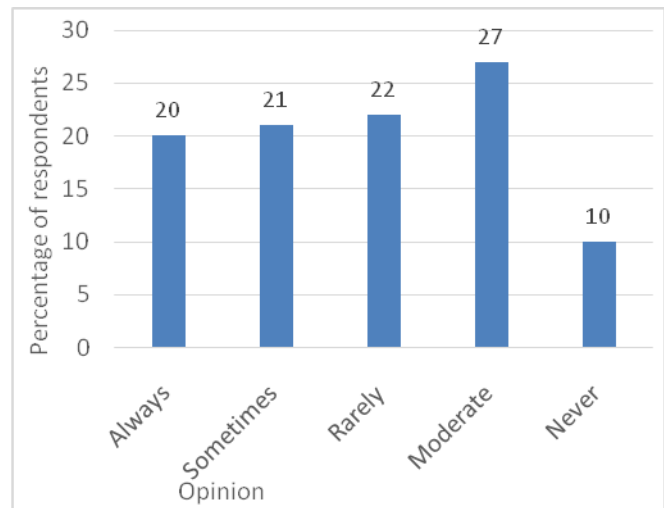


**Table 2.5 showing respondents opinion about flexibility to make effective decisions.**

S.no	Opinion	No of respondents	Percentage of respondents (%)
1	Always	40	20
2	Sometimes	42	21
3	Rarely	44	22
4	Moderate	54	27
5	Never	20	10
	Total	200	100

**Interpretation:** From the table it is found that 27% of the respondents says that moderate flexible to make effective decisions and 22% of them are rarely and 21% of the are sometimes and 20% of them are always and 10% of respondents are never flexible to make effective decisions.

**Chart 2.5 (a) showing respondents opinion about flexibility to make effective decisions.**

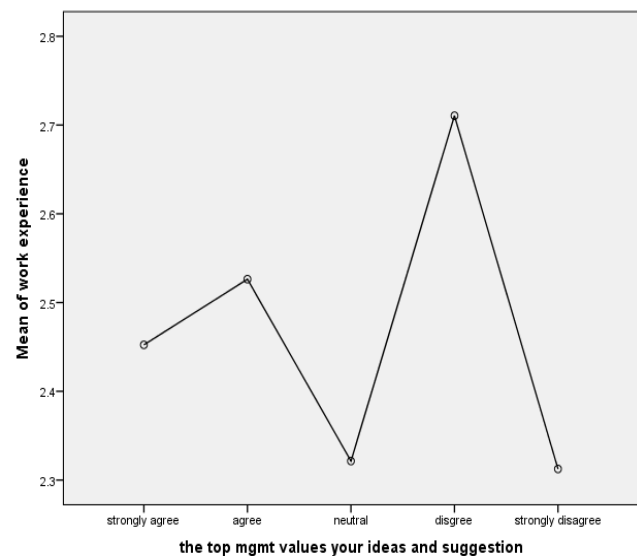
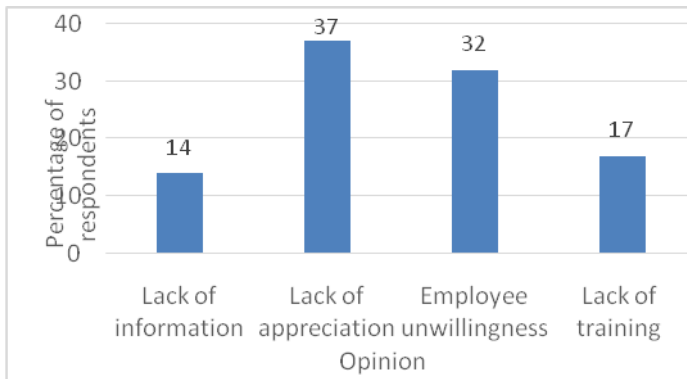


**Table 2.6 showing respondents opinion about problem in implementing empowerment at work.**

S.no	Opinion	No of respondents	Percentage of respondents (%)
1	Lack of information	28	14
2	Lack of appreciation	74	37
3	Employee unwillingness	64	32
4	Lack of training	34	17
	Total	200	100

**Interpretation:** From the table it is found that 37% of the respondents feels that lack of appreciation is the problem in implementing in empowerment and 32% of them says employee unwillingness and 17% of them says lack of training and 14% of them says lack of information is the problem in implementing empowerment.

**Chart 2.6(a) showing respondents opinion about problem in implementing empowerment at work.**



**ANALYSIS OF VARIANCE- ANOVA**

**NULL HYPOTHESIS(H0)**

There is no association between the work experience and top management values ideas and suggestions.

**ALTERNATE HYPOTHESIS(H1)**

There is association between the work experience and top management values ideas and suggestions.

**Formula:**  $F = \frac{MSE}{MSE}$

**Table 2.7 showing analysis of variance the work experience and top management values ideas and suggestions.**

	Sum of Squares	df	Mean square	F	Sig.
Between Groups	3.287	4	.822	1.155	.332
Within Groups	138.713	195	.711		
Total	142.000	199			

**V. RESULT**

Since the p-value (0.332) is greater than the typical significance level of 0.05. This suggests that there is a statistically significant association in the means of the dependent variable across different levels of work experience. Hence H0 is rejected and H1 is accepted.

**REGRESSION ANALYSIS**

**NULL HYPOTHESIS(H0)**

There is no significant effect between the educational qualification and flexibility to make effective decisions.

**ALTERNATE HYPOTHESIS(H1)**

There is significant effect between the educational qualification and flexibility to make effective decisions.

**Formula:**  $Y = a + bX$

**Table 2.8 showing educational qualification and flexibility to make effective decisions.**

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.080	1	.080	.117	.733 <sup>b</sup>
	Residual	136.240	198	.688		
	Total	136.320	199			

a. Dependent Variable: educational qualification of the respondent

b. Predictors: (Constant), how flexible are you to make decisions

**VI. RESULT**

Coefficients						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.324	.143		16.279	.000
	how flexible are you to make decisions	-.016	.046	-.024	-.341	.733

a. Dependent Variable: educational qualification of the respondent

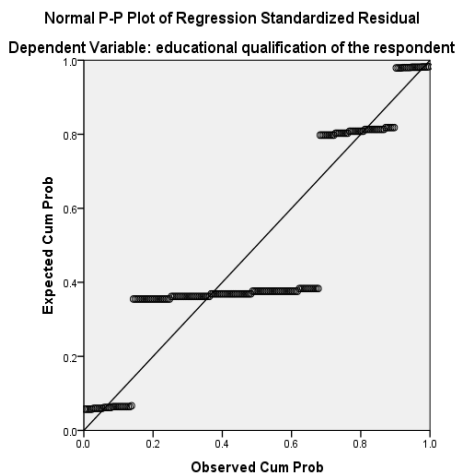
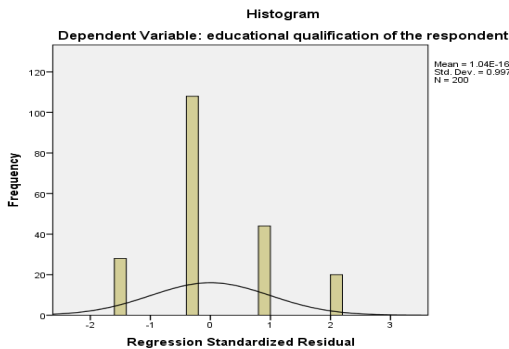
The p-value associated with the F-statistic is non-significant F-value (0.117) and P-value (0.733). Since this P-value is greater than 0.05, this suggests that there is an effect of association between them. therefore Ho is rejected and H1 accepted stating that there is significant difference between the educational qualification and flexibility to make effective decisions

**VII. FINDINGS**

Residuals Statistics					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.25	2.31	2.28	.020	200
Residual	-1.309	1.753	.000	.827	200
Std. Predicted Value	-1.657	1.440	.000	1.000	200
Std. Residual	-1.578	2.114	.000	.997	200

a. Dependent Variable: educational qualification of the respondent

- It is found that 40% of the respondents belongs to the age group 30-40
- It is found that 73% of the respondents are male
- It is found that 44% of the respondents agree that supervisor encourage to develop job skills
- It is observed that 41% of the respondents disagrees that opportunity given to suggest improvements
- It is found that 27% of the respondents says that moderate flexible to make effective decisions.
- It is found that 37% of the respondents feels that lack of appreciation is the problem in implementing in empowerment.
- Anova, There is association between the work experience and top management values ideas and suggestions. Since the p-value (0.332) is greater than the typical significance level of 0.05. This suggests that there is a statistically significant association in the means of the dependent variable across different levels of work experience. Hence H0 is rejected and H1 is accepted.
- Regression, there is significant difference between the educational qualification and flexibility to make effective decisions Since the p-value (0.332) is greater than the typical significance level of 0.05. Hence H0 is rejected and H1 is accepted.



**VIII. SUGGESTIONS**

- Through seminars the concept of the employee empowerment can be clarified to the employees.
- By organizing daily meetings relevant information can be shared to the employees to take decisions regarding their work-related issues and resolve them then and there.
- Employees can be given necessary training and provide opportunities to take effective decisions.
- Employees performance needs to be recognized and appreciated so that they can be motivated to strive for better performance.

## IX. CONCLUSION

From the study it is concluded that the organisation needs to develop the employee empowerment factors according to employees expectations and increase the opportunity for employees to increase their participation towards work empowerment and the organization may increase the recognition for employees so that may lead them to do their work with empowerment.

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