

The Impact of Employee Empowerment on Job Satisfaction And Job Performance

Priya Gupta¹, Vaishali Solanky²

Department of Masters of Business Administration
Assistant Professor, Rajasthan Institute of Engineering and Technology, Jaipur

Abstract- In today's rapidly fluctuating business environment, organizations must dedicate greater efforts to improve and enhance their employees capabilities and skills and most importantly it must not be forgotten that the success and competing power of any organization depends upon committed, highly motivated, satisfied and innovative employees. Employee empowerment plays a vital role in enhancing the job satisfaction level of employees. The purpose of this study is to show the relationship between employee empowerment and job satisfaction. It also aims to examine the influence of empowerment on employee performance and to identify which of the four factors of empowerment has the greatest influence on employee performance. Participation of empowerment, delegation of authority, training and rewards are the various factors associated with the empowerment.

Keywords- Job satisfaction ,Empowerment ,Training, Delegation of authority, Rewards

I. INTRODUCTION

The organization believes in enhancing people's job and giving authority to exercise control over and take responsibility for outcomes of the efforts. In the 21st century organizations are more concerned towards having knowledge workers because they are the key to business success. An empowering organization give emphasis to autonomy, proper information and individual participation for organizational excellence. In order to achieve empowerment, the company executives must ensure that employees having the right mix of information, knowledge, power and rewards to work more ardently.

Nowadays many business undertaking likes to concentrate on gaining a sustainable competitive advantage and this can be ensured only when people working in the organization will be empowered with the autonomy to take decisions, implement decisions etc. A new way of management is employee empowerment or participative management i.e. involving the people responsible for the work processes-the people who know the processes best is where the quality starts. Allowing employees to have freedom and feedback within the organization is what makes the empowerment process successful. Employee empowerment

does not mean that management should abandon from its responsibility of performance or for leading the organization. Rather, in an employee empowered organization, management's responsibility comes to create and foster an environment in which it is deceptive that employee input is desired and cultivated. The management must trust and communicate with its employees in order to enhance the satisfaction level of employees and increase the performance in return.. Participation of empowerment, delegation of authority, training and rewards are the various factors associated with the empowerment, these factors helps an employee to increase the performance level and job satisfaction.

II. LITERATURE REVIEW

Klagge J. 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 seems to be a powerful management tool, which is used to exchange the shared vision that the organization expects to materialize into common goals. The reality is that empowerment could be utilized as an expression to explain diverse plans providing an expedient oratory, advocating that empowerment is hypothetically a fine object that fabricates a, win-win" conditions for workers and administrators. This definition suggests that we form attitudes towards our jobs by taking into account our feelings, our beliefs, and our behaviors. 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. Randolph defines employee empowerment as "a transfer of power" from the employer to the employees.. The concept of empowerment has received increasing attention by academics and practitioners interested in the question of human resources. Employee empowerment is creating a working environment where an employee is allowed to make his own decisions in specific work-related situations.

Researcher can summarize Empowerment at the following points :

- Empowerment encompass on enlargement of an employee's job duties by giving them the Independence

and authority of decision making about their own job without approval of his immediate supervisor.

- Empowerment is the level of responsibility and authority given to an employee.
- By empowerment, the employees are motivated and enthusiast to utilize their skills, abilities and creativity by accepting accountability for their work.

III. CONCLUSION

This study stressed on employee empowerment and how empowerment is related to job satisfaction and job performance. The aim of empowerment is to create a culture where employee have freedom to express themselves and have the liberty to make decisions about how they work and perform . In order to enhance the job satisfaction of employees it is necessary to empower employees to run the shoes themselves. In short empowering employees helps to boosts up their performance level and which in return increases the efficiency and effectiveness along with the increase in the job performance of the employees. The factors associated with empowerment are participation of empowerment, delegation of authority, training and rewards.

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