

EFFECTS OF EMPLOYEE EMPOWERMENT ON ORGANISATIONAL SUCCESS

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INTRODUCTION

Empowerment is the process of giving **employees** in the organisation the power, authority, responsibility, resources, freedom to take decisions and solve work related problems. In order to take such initiatives and decisions, they are given adequate authority and resources. Building organizational commitment among employees is one of the important factors for ensuring organizational effectiveness. This is because committed employees can lead to favourable organizational outcomes.

Empowerment thus helps to create autonomy for employees, allows the sharing of responsibility and power at all levels, builds employee 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. most of these factors can be enhanced through training and development as these are playing a catalytic role in promoting employee empowerment and involvement.

A new way of management is employee empowerment or participative management Involving the people responsible for the work processes-the people who know the processes best is where quality starts. Some think that employees work only for financial return. If they are incapable to be an integral part of the organization, this may be true. Allowing employees to have independence and feedback within the organization is what makes the empowerment process successful.

Organizations today exist in an environment that is not constant, there are large dominant organizations, and there are small organizations that are trying to prove themselves and seeking to grow and expand, and some organizations that have failed to compete and had to leave the market. Therefore, any change in the external environment regardless of its size affects the path of organizations and has an impact on its inside environment. Therefore, it is imperative for the organization and its leaders to have sufficient awareness and be familiar with all the sequences of the environment to deal with any emergency intelligently and wisely. Al-Haddad and kontour, (2015), "Many approaches and methods have been suggested to manage change, yet organizations undergoing change, vary significantly in their structure, systems, strategies and human resources".

REVIEW OF LITERATURE

Amir Abou Elnaga , Amen Imran(2014) The Impact of Employee Empowerment on Job Satisfaction Theoretical Study. American Journal of Research Communication www.usa-journals.com. Elnaga, et al., 2014: Vol 2(1) ajrc.journal@gmail.com. The purpose of this study is to determine the relationship between employee empowerment and job satisfaction by reviewing and determining all factors which affect on this relation .For this purpose, a novel and innovative conceptual framework are used and presented. . Empowerment is mainly concerned with establishing and building trust between management and employees, and motivating their participation. It is one of the modern concepts which is believed able to

improve the human element in the modern organisations to achieve high levels of cooperation, team spirit, self-confidence, innovation, independent thinking and entrepreneurship.

Jalal Hanasya(2016) Examining the effects of employee empowerment, teamwork and employee training on organisational commitment.Elsevier,Volume 229, Aug 2016, Pages 298-306.This study aims to examine the effects of three factors namely employee empowerment, teamwork, and employee training on organizational commitment in Malaysian higher education context. The findings indicated that employee empowerment has a significant positive effect on organizational commitment. The effect of teamwork on organizational commitment was also found to be positive and statistically significant. Finally, the findings confirmed that employee training has a significant positive effect on organizational commitment.

Jaya Kumar & Prof. Dr. A. Ananda Kumar(2017) Employee Empowerment – An Empirical Study. Global Journal of Management and Business Research: A Administration and Management Volume 17 Issue 4 Version 1.0 Year 2017. Employee empowerment is giving a certain degree of employee's autonomy and responsibility for taking decision regarding their specific organizational goals. The main purpose of this study is to determining the effect of employee empowerment strategy which is implemented by organization. Being descriptive research study, survey method was adopted for data collection to find out the factors. The researcher used this research design is to find out the fact of respondents attitude and opinion about employee empowerment. The methodology comprised research design, Target population for the study, sampling techniques, sampling Method, sample size determination etc. Data was analyzed by using Cronbach's Alpha, Simple percentage method, Chi-square method, ANOVA method and Correlation method in SPSS software. The study analyzed the effects of various strategies adopted by the management for employee empowerment.

Batool Bader Al-Asoufi ET AL (2017) The Impact of Employee Empowerment on the Success of Organizational Change: A Study in Privatized Enterprises in Jordan. Journal of Public Administration and Governance ISSN 2161-7104 2017, Vol. 7, No. 1. The purpose of this study is to examining the Impact of employee empowerment on the success of organizational change, within the privatized enterprises in Jordan, also the study examined four significant factors which influence the success the employee empowerment process those are (Talent Management, Leadership Styles, Employee Training, Rewards) and their impacts on the success of organizational change. A total of (143) questionnaires has been distributed, it was

returned constituting approximately (99%) from those distributed to targeted samples in each of Electricity Distribution Company and Jordan Phosphate Mines Company.

Yisuai Yin, Yue wang(2019) Antecedents and outcomes of Employee empowerment Practices. A theoretical extension with empirical evidence. Human Resource Management Journal. This paper combines transaction cost economics with organisational behaviour and resource-based views to examine antecedents and outcomes of empowerment practices, from both cost-efficiency and value-creation perspectives. On the basis of a study of 99 multinational subsidiaries in China, we found that human asset specificity, a key characteristic of employee–employer exchange, related significantly to organisations' adoption of empowerment practices. We also found that empowerment practices had a positive impact on organisational performance, and they mediated the relationship between human asset specificity and performance. In addition, results showed that task interdependence strengthened the impact of empowerment practices on performance outcome. The paper contributes to research on empowerment practices by offering a theoretically more comprehensive and balanced analysis of why and when empowerment is good for performance, with the support of empirical evidence.

Satheesh kumar & Abdul **Sajeed (2019)** A Study of Employee Empowerment and its Impact on Employee's Performance in Private Hospitals at Vellore, Vellore District. Employee empowerment is a new approach which is defined in many companies to make human resource development and to withhold employee from leaving their job by giving responsibility for decision making regarding their organizational tasks. The paper explains about the employee empowerment and its impact on employee's experience in hospital service sectors excluding; nurses, doctor and lab technicians. The data are collected from primary and various secondary sources. It is took to a close that empowered employee is more being satisfied with their job and it increases the performance of the employee in work.

OBJECTIVES OF THE STUDY

1. To find the influenced factors on employee empowerment in IT companies
2. To know the relationship between Employee Empowerment and Organisational Commitment

HYPOTHESES OF THE STUDY

1. There is no adequate level of influence among employee empowerment in IT companies
2. There is no significant relationship between Employee Empowerment and Organisational Commitment

	N	Mean	Std. Deviation	Std. Error Mean	P-value	t-value
Employee Commitment	500	3.24	1.262	.056	.000	57.374
Employee Engagement	500	3.40	1.126	.050	.000	67.613
Leadership	500	3.21	1.225	.055	.000	58.589
Talent Management	500	3.10	1.380	.062	.000	50.287
Training & Development	500	3.32	1.346	.060	.000	55.237
Emotional Intelligence	500	3.28	1.288	.058	.000	56.998

Source – Computed data

Table-1 indicates the results of a one-sample t-test for the level of Employee Empowerment among the IT sectors in the study region. The Employee Empowerment dimensions, namely Employee Commitment, Employee Engagement, Leadership, Talent Management, Training & Development and Emotional Intelligence p-values are <0.05. Consequently the null hypothesis rejected and confirmed that the Employee Empowerment factors had the significant influenced on organisational success.

Table -2 ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Employee Commitment	Between Groups	863.050	4	215.762	1105.176	.000
	Within Groups	96.638	495	.195		
	Total	959.688	499			
Employee Engagement	Between Groups	754.525	4	188.631	1799.688	.000
	Within Groups	51.883	495	.105		
	Total	806.408	499			
Leadership	Between Groups	621.071	4	155.268	812.872	.000
	Within Groups	94.551	495	.191		
	Total	715.622	499			
Talent Management	Between Groups	708.411	4	177.103	1016.214	.000
	Within Groups	86.267	495	.174		
	Total	794.678	499			
Training & Development	Between Groups	549.957	4	137.489	825.586	.000
	Within Groups	82.435	495	.167		
	Total	632.392	499			
Emotional Intelligence	Between Groups	659.198	4	164.800	908.904	.000
	Within Groups	89.752	495	.181		
	Total	748.950	499			

Source – Computed data

Table 2 exhibits the outcomes of the Analysis of variance test for Employee Empowerments in IT sectors. The Employee Empowerment dimensions p-values, are <0.05. It is statistically

significant at 5% level. It was observed in the above Employee Commitment, (F=805.742, P=.000) Employee Engagement (F=964.227 P=.000), Leadership (F=1406.025, P=.000), Talent Management (F=1276.558, P=.000), Training & Development (F=881.560, P=.000), and Emotional Intelligence (F=1155.664, P=.000) are statistically significant at 5% level. Finally, concluded that there is a significant relationship between Employee Empowerment and organisational success in IT sector and the null hypothesis rejected.

FINDINGS AND CONCLUSION

The study is focused on assessing the Employee empowerment and organisational success in IT sector. The research identified that there is a significant influence on Employee empowerment factors on organisational success. The research finds the Employee empowerment factors are Employee Commitment, Employee Engagement, Leadership, Talent Management, Training & Development and Emotional Intelligence. Among the all factors talent management and employee engagement had the highest influenced on organisational success followed by other factors. Finally, it conclude that Employee empowerment is the main criteria to get organisational success and there is a positive relationship between Employee empowerment and organisational success.

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