A Critical Analysis on the Role of Employee Empowerment in Human Resources Management

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ABSTRACT

Organizations must be able to innovate in a way that keeps up with the ever-changing organizational environment. Furthermore, firms today need to be ready to adapt to customer demand practically instantaneously. To retain customers, the person receiving the customer request must be able to take the necessary action. In other words, workers are forced to deliberate, decide and act. In addition to meeting an organization's need for high-performing employees, empowerment also meets employees' expectations for independence and autonomy.

keywords: Empowerment, Mechanical approach, Biological approach

Introduction:

Employee empowerment is one of the most effective ways to increase employee productivity and make the most of both their individual and collective skills to meet corporate goals. Empowerment is a process in which the skills of individuals and teams are helped to continuously improve and perform through development and expansion of influence. In other words, empowerment promotes both organizational success and development strategies. In this section, the topic of employee empowerment has been discussed from a practical perspective. Its aspects, definitions, organizational characteristics of formidable employees, impact on empowerment, successes and challenges in companies are all covered. (2012, Gilaniya)

Definition of Empowerment Concept:

Empowering human resources involves building necessary skills in employees so that they can bring value to the firm and perform their roles and duties with effectiveness and efficiency. (Doey 1998) History of Empowerment History The original meaning of the word empowerment dates back to 1788, when empowerment was thought to be providing leadership to someone else over their organization.

According to Gray (1971), empowerment includes delegation of legislative power, delegation of executive authority and delegation of mission and sector power.

The phrase was coined specifically in the 1980s in response to the Taylorist approach to job design that was being promoted. Since its inception, the empowerment literature has seen several revisions. However, according to Lee (2001), the core elements of empowerment are thinking, observing and debating, which are contexts for detailed dialogue, critical thinking and activities in small groups.

1. Relationship between Business Culture and Employee Empowerment (Case Study: HEPCO) Yunus Rasool Dasht (2008) conducted this study, and the findings indicated that empowerment boosted performance and organizational commitment.

2. Evaluation of Factors Affecting the Process of Employee Empowerment in Effective Companies According to Asghar Meshki's study (2005). According to the data, the most important aspects

in the process of empowerment of employees are management directives, followed by organizational conditions (environment) and sources of self-efficacy.

3. How can an effective plan for empowering human resources be put in place? Baker et al. (2003) came to the conclusion that human resource management cannot be viewed as a component of field organization empowerment as their role is defined and confined to employees only.

Empowerment Strategies Mechanical Strategy: This perspective holds that empowerment requires distributing authority from the top down while establishing strong accountability standards and sanctions, both of which help strengthen management control (Bola 1994). According to this strategy, empowerment is a process where senior management develops a clear vision for the organization, then draws up plans and assigns specific duties to carry it out. Gives employees the knowledge and tools they need to perform their jobs, and gives them the freedom to modify processes and practices as needed. Finally, this empowerment strategy emphasizes choice within a certain range. (2006) Abdullahi and Nawe Ibrahim

Organic Approach: The organic method adopts a bottom-up approach and minimizes controls. This approach defines empowerment in terms of personal beliefs. This approach claims that competent people have certain characteristics. Therefore, empowerment is not something that managers do for workers; Rather, it is a mindset that employees have about their jobs at the company. It reflects the experiences or views that employees have about their role in the firm. Organizational management, however, can offer the necessary framework for employee empowerment. (1995, Spritzer)

Enablement Process:

The culture of empowerment can be expanded through the process of employee empowerment. There are three stages in the empowerment process:

Information Sharing: Enables employees to assess and understand the state of their organization. Breaking old hierarchical thinking and increasing employees' sense of responsibility is the first step in information sharing.

Autonomy is working beyond organizational boundaries. Organizational boundaries are defined by destination (why you?), values (what is your guiding principle for action?), vision (what does the future look like in your mind?), objectives (what, what?). as defined by when, where and why do they do it?), roles (who are you?), systems, and organizational structure (how will your work be supported?).

Teams should be used instead of hierarchies whenever a group of individuals with defined responsibilities for work and production processes is selected. The team will plan and execute everything from start to finish and divide the duties into equal and fair parts. The benefits of self-leading teams can be summed up as increased job satisfaction, change in attitudes, commitment, better employee-manager communication, more efficient decision-making processes, improved operations, cost savings, and organizational effectiveness. .

Effective Elements in Employee Empowerment Approach

1. **Recognize the organization's goals, roles, and authority:** Workers should be aware of their obligations and tasks, the organization's purpose and mission, and its steps and work procedures.

2. **Job enhancement and promotion:** Organizations should take action to accelerate the technical and professional knowledge of the staff members and to broaden the scope of their jobs.

3. **Mindset and Organizational Affiliation:** Meeting this criterion requires respect for the personnel in the organization and support for individual issues.

4. **Integrity, honesty and trustworthiness:** Organizations need to foster a welcoming work environment, foster goodwill among staff members, and foster trust between managers and employees.

5. **Diagnosed and Appreciated for:** Equal distribution of organization of welfare facilities, equal distribution of salary and bonus commensurate with the work done by them, and equal job advancement workers commensurate with their merit.

6. **Participation and Teamwork:** Applying the

views and ideas of employees to decisions, getting their help in raising and developing the affairs of the organization, delegating authority to staff members at different levels and helping employees to make proposals for better operations To participate

7. **Communication:** This includes clear and open lines of communication between employees and managers and supervisors, as well as easy access to them.

8. **Workplace:** Importance of employee health and safety, creation of appropriate prospects for career advancement, and reduction of stress and tension in the workplace

9. **Process and work technique optimization:** Organizational workflow and information should be transparent and clear, and work processes should be periodically reviewed and revised.

10. **Information,** knowledge and job skills are present in the company in the form of job skill development facilities and effective and efficient training environment.

Employee Empowerment Techniques in Companies;

Empowerment and Training: Implementing and supporting training programs with employee participation and relying on scientific techniques would be beneficial. The actual goals of training programs are interaction between employees and management, as well as participation in institutional programs to improve work motivation. Empowerment and participation: According to many views, employee participation is a fundamental building block of democracy (Ghasemi 2003). 2003 (Ghasemi)

Empowerment and Unions: Throughout history, unions have been the only institutions that have been able to give workers a sense of empowerment. (Fathi Wajargah 2004) Empowerment and quality: Because employees will be allowed to participate in decision making, there is an inherent difficulty in ethical commitment in comprehensive quality management. (Saki 1998)

Empowerment Techniques:

Techniques for raising public awareness through storytelling:

Employees' personal and professional lives can be improved if they are held accountable for resolving issues and are competent in what they do. Storytelling as an important component of empowerment will encourage cooperative efforts. People's life stories really express themselves in creative ways when they uncover, write about, or reflect on their stories. (1995, Rapaport)

Techniques for Enhancing Problem Solving Abilities

Workers should develop their ability for problem solving. For relocation, problem solving abilities can result in empowerment of employees at individual, interpersonal and collective levels. With this method, employees should be allowed to identify and solve problems based on the information in the stories in a group setting. Here, the first team to outline the goals of problem solving wins. These goals include identifying the problem, choosing an importan issue, choosing a larger issue to solve, using creative problem-solving techniques to accomplish the goals, and locating resources to support this goal. . Honnold (2007)

Resource Mobilization and Skill Development Methods:

Protection, as to their own persons, to their managers' own persons, and to their own persons' laws. Through writing, speaking, or lectures by legislators or political figures, groups can drum up collective support within their ranks. Employee empowerment can happen quickly and effectively if they know that their employer provides resources for their personal development and the support they need. (1998, Wilkinson)

Effective ways to give more influence to employees

1. Show dedication to leadership through empowerment

2. Taking care of the interests of the employees by empowering them

3. Empowerment of employees through training to improve their knowledge, skills and talents

4. Using Empowered Teams to Implement Quality

5. Employee involvement in planning and information sharing on performance through empowerment

6. Power is transferred through delegation

Organizational Barriers to Implementing Empowerment

1. A formal and hierarchical system of government; 2. Lack of trust and confidence among organizational members

3. Inappropriate leadership and management techniques, as well as inappropriate employee and manager behavior

4. Staff lacks required qualifications.

5. There are significant differences between people and organizations, as well as the presence of coordinated personnel systems.

6. Environmental stress and strain (Dennis 1998)

Tools and Methods for Building Organizational Empowerment

Examples of empowering technology being developed in enterprises include the following:

1. Implementing a recommendation system within the company

2. Creation of iconic circles

3. Formation of working groups

4. Develop and implement a proper system performance evaluation, and present the sample employees within a specific time frame.

5. Build Inspirational Features

6. Job growth

Conclusion:

The creation of the necessary capacities in workers is known as human resource empowerment. The first use of the phrase empowerment dates back to 1788, when those who used it thought of it as delegating in their organisational roles. The empowerment strategy uses both mechanical (delegating and transferring power from top to bottom) and organic (low control and transferring power from bottom to top) methods. Information sharing, autonomy operating across organisational borders, and the replacement of hierarchy with self-bring teams are the three phases that make up the empowerment process. May lead to employee empowerment in firms

via quality, unions, involvement, and training. Considering the aforementioned definitions and research concerns, as well as the significance of empowerment, elements that influence successful implementation, and any existing challenges, a favourable outcome can be achieved.

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