

A Study on Employee Empowerment With Special Reference to Aringar Anna Sugar Mills Ltd, Kurungulam, Thanjavur District

*J.Gnana Santhini, #D.Priyadharshini, \$Mrs.R.Angayarkanni,

*,#MBA-2nd year, \$Assistant Professor, Periyar Maniammai Institute of Science and Technology
Vallam, Thanjavur, India.

ABSTRACT - Empowering employee is the continuous process of providing tools and training. This study is mainly focused on empowerment of employees based on the data collected from “Aringar Anna sugar mills ltd, kurungulam”. The data was collected through proper questionnaire. The sampling size is 120 taken using simple random sampling technique. The tools which the author used for this study is descriptive statistics and correlation. The main objective of this research is to observe about the employee performance based on empowerment.

Keywords: Employee Empowerment, Correlation, Rewards And Recognition, Employee Performance

I. INTRODUCTION

Employee empowerment is widely-used in organisation research and in the world of managerial practice. Writers and researches consider empowerment as an optimal competitive advantage in the ever-changing industrial world. Empowerment program is designed to delegate power, authority through managers to their subordination and share responsibility with them. All this help in enhancing status and recognition of empowerment employee. Such empowered employee develops their mind set to perform, to win and to give their best. Thus, by empowering employees is developed between individual goal and organisational goal.

II. REVIEW OF LITERATURE

- ▶ Spreitzer (1995), defines Employee empowerment can be a powerful tool for organizations. This new management style can increase efficiency and effectiveness inside an organization. It increases employee productivity. By empowering employees, leaders and managers have the freedom to dedicate their time to more important matters.
- ▶ Bourke (1998), Stated that the empowerment also brings many benefits to employees. It makes them feel better about their contributions to the organization, it enhances employees' minds to find better ways to execute their jobs and it gives employees the feeling of confidence in themselves and their organizations.
- ▶ Potterfield (1999) indicates that through personal conversation with management and employee empowerment experts, he found that these experts were uncertain about when and where the term was used in management and organizational studies.

- ▶ Conger and Kanungo (1988), explored that, empowerment is a process of enhancing feelings of self-efficacy among organizational members through the identification of conditions that foster powerlessness and through their removal by both formal organizational practices and informal techniques of providing efficacy information

III. RESEARCH METHODOLOGY

- Total population - 174
- Sampling size - 120 (according to RAO software)
- Sampling technique - simple random sampling
- Area of research – Aringar Anna sugar mills ltd, kurungulam, Thanjavur
- Dependent variable - Employee Empowerment
- Independent Variable - Rewards and recognition, Taking leave freely, Career evaluation, good relationship, less absenteeism, loyalty, more committed, ethical [Source: Tima T.Moldogaziev(2013) article]
- Primary data : collected from aringar anna sugar mills, kurungulam, Thanjavur district
- Secondary data: journals, articles related to employee empowerment

3.1 RESEARCH OBJECTIVE:

- To investigate the most satisfying factor in employee empowerment
- To find out the relationship between the employee empowerment and employee performance

3.2 HYPOTHESIS:

- Ho: There is no significance relationship between employee empowerment and employee performance
- H1: There is a significant relationship between employee empowerment and employee performance

IV. DATA ANALYSIS

4.1 DESCRIPTIVE STATISTICS:

| Descriptive statistics result of employee empowerment reward and regonition | | | |
|---|-----|------|----------------|
| Descriptive Statistics | | | |
| | N | Mean | Std. Deviation |
| Rewards & Recog | 120 | 4.92 | 0.401 |
| Taking Leave Freely | 120 | 4.91 | 0.449 |
| Career Evaluation | 120 | 4.88 | 0.414 |
| Good Relation with others | 120 | 4.87 | 0.466 |

OBJECTIVE 1: To investigate the most influencing factor in employee empowerment

INTERPRETATION: The above table shows the mean values and standard deviation for the four variables relating to employee empowerment. In this, reward and recognition got the highest mean value of 4.42. So, the authors came to know that the reward and recognition is the most satisfying factor in employee empowerment.

4.2 CORRELATION:

OBJECTIVE 2: To find out the relationship between employee empowerment and employee performance

| Independent Variable | Pearson Correlation | Sig | N |
|----------------------|---------------------|-------|-----|
| More Committed | 0.948** | 0.006 | 120 |
| Ethical | 0.299** | 0.001 | 120 |
| Less Absentisem | 0.061 | 0.509 | 120 |
| Loyalty | 0.503** | 0.000 | 120 |

INTERPRETATION: The Pearson correlation value should be higher than 0.05 and the significance value should be less than 0.05. By considering these all the authors came to a decision that the variables more committed (0.946) and loyalty (0.503) has correlated with employee

empowerment. This shows the employees will be more committed and be loyal to their organisation only when the reward and recognition takes place.

4.3 LIMITATION:

- This research is only based on the survey taken from a particular organisation and also the sample size is limited
- The significant relation between the employee empowerment and performance may change if it is focused on macro environment

V. CONCLUSION

The correlation table shows that there is a significance relationship between employee empowerment and employee performance (more committed and loyalty). This shows reward and recognition given to an employee will resulted in the empowerment .It motivates the employees to work sincere in the organisation .Due to the empowerment the employees are more committed to their work and organisation .It improves more committedness and loyalty towards the organisation. Finally, to conclude the authors stated that the employee empowerment will enrich the organisation development .Hence, the two objectives of this study is fulfilled.

REFERENCES

- [1] Burke (1998) "Employee empowerment" Dallas business journal, volume 21 no.46
- [2] Spretizer (1995) "psychological empowerment in the workplace: dimensions, measurements and validation." Academy of management journal, 38, 1442-1465
- [3] Potter field (1999) "The business of employee empowerment" democracy and ideology in the workplace. Westport, CT: quorum books
- [4] Bourke (1986) "Leadership as empowering others" Pg.No 51-77 in srivasta (ed.), executive power.san Francisco: jossey-bass
- [5] Cornwall (1990) " Organization empowerment" 1st ed.,Irwin , Massachusetts
- [6] Thomas and velthouse (1990) " cognitive element of empowerment : An interruptive model of intrinsic task motivation" naval postgraduate school.
- [7] Conger and Kanungo(1988) " The empowerment process : integrating theory and practice" Academy of management review, 13,471-482 .
- [8] Lashley.C (1999), "Employee empowerment in services" a framework for analysis, personnel review,vol 28,pg.no 169-191
- [9] Brower (1995),"Empowering terms: what, why and how empowerment in organisation" volume 3 ,pg.no:13-25
- [10] Tima T.Moldogaziev(2013), "Employee empowerment, employee attitudes and performance: testing a casual model" public administration review,264740183