

Employee Empowerment in Manufacturing Unit

B. Divya¹

¹MBA, Assistant Professor, Princeton Engineering and Technology for Women, Hyd, India

Abstract - Employees must have enough capability to control handle each and every activity in organization and take important decisions which results in increased productivity. Training is another important aspect helps in developing skills and career growth in organization, and also organization is developed every employee need to follow all rules and their responsibilities allotted by the employer. Work should be completed efficiently and effectively within a certain united period of time.

Key Words: Employee training and development, Employee creativity, Employee innovation, Employee positive thoughts, Employee empowerment, improvement in production.

1.INTRODUCTION

- Employee empowerment is defined in many ways i.e., the employees must have capability in giving their valuable suggestions and ideas about their worth in organization, and also dealing with all financial aspects. Employees should be more confident and follow ethical and moral values. Giving different ideas and suggestions helps employees in developing their skills, knowledge, capability and finally it leads to job satisfaction producing excellent customer service and also increasing productivity also leads to employee empowerment. Employees should have capability to take accurate decisions when problem have raised in organization and also maintaining greater loyalty and follow company policies and procedures leads to maximum profits in organization. Accept authority and responsibility and put their maximum efforts to complete the task.

STEPS THAT HELP EMPLOYEES TO FEEL EMPOWERED

- Maintain effective communication among member of organization and have mutual trust among them.
- Team work should be encouraged to get more creative ideas and innovative thoughts, and finally evaluate and implement them.
- Organization should provide full support and motivate each and every employee to increase their performance, self motivation and positive thinking also helps amp's to feel more empowered.
- Encourage good industrial relations by maintaining good communication among all members of an organization.
- Giving awards and rewards for better performance and for their self improvement.
- Roles and responsibilities need to be clarity defined.
- Employees should have enough capability to give different ideas and suggestions putting into action (implementation).
- Clear vision helps employees to feel more exited and empowered, employees work actively with the help of vision statement.
- Accept authority and responsibility and put their maximum efforts to complete the task.
- Performance must be recognized and all employees are treated fairly, Salary must be given according to their skills, knowledge, experience, etc.,

IMPORTANCE: There are some important points which make the employees to be empowered. They are:

1. The work that is done through subordinates should be in a quality, effective manner, which helps to increase business revenues.
2. Employees should feel more satisfied in their work and should have capacity to solve production problems and always have to try to production cost have to be decreased.
3. All employees need to maintain honesty, trust and open minded which helps people to work as a team. Team work helps in achieving goals of organization.
4. Concentrate more on employee career and growth by providing advanced training and develop them, which helps organization to reach organization vision (long term objective)
5. Employer must identify their employee errors, defects and put into corrective action. Employer responsibility is to suggest the employee in such a manner that previous mistake should not be repeated again and again.

6. When employees are empowered it leads to good career development, they can create their own opportunities to improve their skills, knowledge, capabilities and can take their task as challenging.
7. Helps in developing communication skills of employer motivate them and get required information, suggestions, and ideas available from them.
8. Helps in taking spontaneous decisions and develops potential in employees.
9. Helps in reacting organizational goals and objectives, develop employee morale.
10. Maintain continuous interaction with customers and provide helps to better service with quick response according to their needs and requirement.

BENEFITS:

1. With the help of employee empowerment cost is going to be decreased and saved, Improvement in employee relations is possible, and also customer satisfaction is going to be increased.
2. Improvement in accountability is possible and employees can take accurate decisions on it at a right time, employer should having complete trust on employee that he/she is intelligent and can handle things easily.
3. Problems on business issues can be solved easily and quickly, maintaining higher quality products and customer service is also possible with the help of employee empowerment.
4. Empowered employees can have higher job satisfaction, Employee confidence helps to mould low talent into high talent workforce.
5. Helps in improving policies, procedures and other techniques that are necessary to follow and implement in each and every organization.
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OBJECTIVES:

1. Increasing productivity by their creative skills and innovative thoughts which help to gain competitive advantage.
2. Employees need to have self innovation and also they have to initiate by others, Employees make accurate decisions, they solve the problems and take authority and responsibility.
3. Build confidence in employees and always try to increase their capabilities and performance.
4. Allowing freedom, inspiring employees to reach managerial goals of a concern.
5. Employee involvement and commitment towards their work is one of the main objective of empowerment.
6. Concentrating on 360 degree feedback and rewarded according to their performance.
7. Selecting the right employees and putting him/her at a right place and at a right time or filling the vacancy that is fit to do particular job.
8. Set the standards and performances always compared with fixed standard, proper training is given to meet these standards.
9. Giving them complete information and knowledge about concern helps organization to achieve goals and objective.
10. Employees always need to treat with respect and dignity.

CONCLUSION:

By the above research I have analyzed that if employees wants to be empowered they should have capability to motivate themselves, with lot of positive thoughts, providing their innovative thoughts, Creativity, new ideas and implement them in a concern. Clear vision is to be fired, continuous learning and participation in their work is much more important. Organization will have lot of expectations and employees need to work and act in such a way that they should reach the expectations of a concern.

CHARACTERISTICS:

1. Organization need to give authority and responsibility to complete the given task in a efficient and effective manner.
2. Management should always encourage, support, guide and motivate employees for better performance and also success of organization.

3. Focusing on customer feedbacks and capabilities and modifying the product according to customer tastes, preferences, wants and their needs.
4. Employees need to have ability to deal with day to day issues; and take accurate decisions within a fixed limited period of time.
5. Employees must know and understand the whole company data and act according to it.
6. Mentors should be assigned to employees to give directions and suggestions, Employer should follow each and every instruction given by mentor.
7. Employees should have always positive thoughts in their minds, performance is appraised and compensation is provided according to the work done efficiently
8. Employer responsibility is to check whether a particular employee is fit to do particular job or not.
9. Organization should provide efficient tools and equipments which are helpful to complete the given tasks. If in case the machinery was broken as soon as possible, It must be repaired or replaced.
10. Customer satisfaction is another important characteristic of employee empowerment because when customers are satisfied, automatically it leads in the improvement of empowered culture.

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