

A STUDY ON EMPLOYEE EMPOWERMENT WITH REFERENCE TO TULASI SEEDS PRIVATE LIMITED, GUNTUR, ANDHRA PRADESH

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ABSTRACT

Employee empowerment is one of important concept that every managers thinks they understand, but few really do. Ask a two different people and you'll get two different answers to the question, What is employee empowerment. This paper seeks to answer that question in a way that it can be understood by a greater number of people. Some authors said that empowerment consists of sharing power and authority. Others say that empowerment occurs when the organization's processes are set-up to allow for it. However, it has been shown that employee empowerment results in increased employee satisfaction, increased productivity, and increased customer satisfaction.

Empowerment, if it is to be implemented effectively, calls for a culture change for the typical organization. Leaders must learn to be visionaries who can provide an idea to which employees will want to dedicate themselves. Supervisors must change their ways of supervising and learn to be coaches and mentors. All members of the organization must dedicate themselves to sharing information and to training. Each of these issues will be addressed in turn.

Implementation of empowerment programs seems to be the biggest challenge organizations face. The popular press often writes about "failed" empowerment efforts. What has become evident to researcher is that there are some speed strikes on the road to empowerment; often these so called failures are only rough patches which will be overcome. However, it is also evident that the implementation often takes years, especially if the organization has a bureaucratic culture. It also seems that empowerment implementation efforts are often disorganized.

Empowerment can be achieved by involving employees in decision making, accepting and implementing the creative and innovative ideas, free flow of upward and downward communication, giving freedom in decision making, periodic appraisals by superiors and encouraging the career development programs.

KEY WORDS: Satisfaction, productivity, supervisors etc.
