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MANAGEMENT**

**A STUDY OF “EMPLOYEE EMPOWERMENT” BASED ON ORGANIZATIONAL  
CULTURAL SUPPORT BY RETAINING DEXTEROUS PERSONNEL IN AN  
ORGANIZATION**

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**ABSTRACT**

“Employment empowerment “is a term that is used to express the ways in which non – managerial staff members can make decisions without consulting their bosses or managers. These decisions can be small or large, depending upon the degree of power with which the company wishes to invest upon their employees. Employee empowerment can begin with training and converting a whole company to an empowerment model. Conversely, it might merely mean giving employees the ability to make wise decision on their own. It concerns the additional management processes and opportunities that are made available to employees in the organization who are considered to be “talented”. This means systematically attracting, identifying, developing, engaging, retaining and deploying those individuals with high potential who are of particular value to the organization. The Retention policy is to retain talents in the company or an organization to meet the client and business requirements in post – recession period to meet expectation such as Clear goals, target and expectations.

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**INTRODUCTION**

Innovators and hard workers require constant motivation to perform better, and need to appreciate whether their efforts are producing the desired applications and results. At the end of the day’s work every individual intends to get acknowledged for their efforts, through fair evaluations and formal reviews. Employees, who deliver the goods, obviously expect fair compensations and encouraging incentives, to sustain their motivation levels. This culture could inspire the others to get into the competitive modes, so as to better their performances. Such synergistic ecosystem is the healthiest possible environment in this global trade.

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A recession period is the perfect time, to take a hard look at the effective functioning of the Talent Management principles, as it would provide an index of the leadership qualities, employee satisfaction, and passionate associations to the system. Survey after survey indicates that people who relocate their jobs do so because of trivial reasons, like, their relationship with the boss, dissatisfaction with incentives, unhealthy discriminations, association with improper projects, etc. An organization's culture is a complex thing, not easily described. Yet it is upon this foundation that empowerment is built. The organizations which successfully implement employee empowerment will have certain values at their core from which the process of

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empowerment can flow. Among these values are respect and appreciation for individuals and the value they bring to the organization. Values alone do not make up an organization's culture, and respect for individuals is only one of the outward signs of an empowered culture.

### **REINFORCEMENT OF LEARNING FRAME WORK**

Thomas and Velthouse (1990) extended Conger and Kanugo's ideas with the development of a theoretical framework articulating empowerment as intrinsic task motivation manifest in four cognitions that reflect their orientation to work. Rather than a dispositional trait, Thomas and Velthouse defined empowerment as a set of cognitions or states influenced by the work environment that helps create an active-orientation to one's job. The distilled interdisciplinary literature on empowerment, drawing on psychology, sociology, social work, and education found wide support for these four dimensions of empowerment across these disparate literatures. Based on these results, she further refined these four dimensions as follows:

1. Meaning involves a fit between the needs of one's work role and one's beliefs, values and behavior.
2. Competence refers to self-efficacy specific to one's work, or a belief in one's capability to perform work activities with skill.
3. Self-determination is a sense of choice in initiating and regulating one's actions.
4. Impact is the degree to which one can influence strategic, administrative, or operating outcomes at work.

Empowerment of women, also called gender empowerment, has become a significant topic of discussion in regards to development and economics. Entire nations, businesses, communities, and groups can benefit from the implementation of programs and policies that adopt the notion of women empowerment. Empowerment is one of the main procedural concerns when addressing human rights and development. The Human Development and Capabilities Approach, The Millennium Development Goals, and other credible approaches/goals point to empowerment and participation as a necessary step if a country is to overcome the obstacles associated with poverty and development. Gender empowerment can be measured through the Gender Empowerment Measure.

### **SIMULATION**

Simulations make learning experiential as the learner is actively engaged in the process. They provide "real-life" situations to learners in which they can connect with a platform and experiment with different options. Simulations can be used for technical training such as software training or for helping an employee to learn about the correct procedure to accomplish a task which can enhance the learning experience of the learners. However, quality analysts need to make sure that they are effective in providing the required learning experience. You could check out some of our previous blogs that provide checklists and guidelines for the quality assessment.

### **RESULTS**

The employee involvement and empowerment program is successfully accomplishing its objectives. Employee feedback from the August 1988 retreat indicated a real sense of trust and teamwork. Front-line employees are making decisions, consciously questioning methods, and seeking better solutions to problems.

Employees are recognizing latent talents and putting them to use, communication is more open, and leaders are emerging. Employees recently indicated a high sense of job satisfaction, and the level and quality of products and services has improved.

### DISCUSSIONS

Positive scholarship's moral and empirical shift to the best in human endeavor is rather more problematic than it initially appears. The "best" in virtues and values is now much con-tested terrain. Interposing a normative moral agenda has an evangelical quality undercut- ting the "inquiring" role of positive scholarship and preempt in ganuanced, dynamic portrait of the kind of "goods" that define and circumscribe enacted ethics in organizations. In contrast, exploring personal and social constructions of "good," "right" moments in organizational life can illuminate the value/virtue landscape and its contingencies, free from the investigator's a priori assumptions.

### ACKNOWLEDGEMENT

The assumption of political economy often lead to the acknowledgement of unavoidable friction and the management of conflict between groups. Thus, primary attention is given in the first case of human relation, individual personality and motivation.

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