

A Study On Employee Empowerment With Reference To Seshasayee Paper And Boards Ltd., Erode.

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Abstract: Empowerment refers to a process in which a manager shares power with a subordinate. Manager may empower subordinates by sharing resources with them, allowing them to participate in the decision making process, and by giving them access to relevant and important information. When such sharing of resources, decision making and information or curtailed, this increases powerlessness. The empowerment is any process that provides greater autonomy through the sharing of relevant information and the provision of control over factors affecting job performance. This study is on Employee Empowerment in Seshasayee Paper and Boards Ltd., Erode. The method of data collection is primary sources. The data was collected through interview schedule. Questionnaire was prepared with the combination of various types of questions which have been listed below. The questions used each type are yes/no questions, close ended questions, open ended question and scaling questions. After collecting the data, analysis and Inference has been done by using simple percentage analysis, weighted average and chi-square analysis. Based on the findings the data analysis is made and what it was found that most of the employees feel the empowerment is not given them. Because in they are having high return of knowledge and there is no risk.

Key Words: Empowerment, superiors, subordinates, job satisfaction, decision making

I. REVIEW OF LITERATURE

The term “Empowerment” was used in different areas before being used in management. These areas include political and social movements. According to Potterfield (1999, P38): The intellectual roots of empowerment can be traced to a wide array of movements and ideas over the past few centuries, culminating in wide spread application of empowerment-related

Ideas to various social reform movements in the 1960 and 1970...social reform movements such as the civil rights movement, feminism, and others. 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. At the same time, Honold (1999) argues that the use of the concept in management was found in the socio-technical approach (Lewin, 1951), the idea of job enrichment (Herzberg, 1968), and employee participation.

OBJECTIVES OF THE STUDY

- To analyze the employees attitude towards the concept of Empowerment.
- To find out the employees opinion about their management contribution towards Empowerment.
- To analyze the decision making and control power of employees.
- To find out whether the employees are satisfied with the current working Environment.
- To suggest the ways to improve the Employee Empowerment.

RESEARCH METHODOLOGY

Research is the process of systematic and in depth study or search of any particular topic, subject or area of investigation, backed by collection, compilation, presentation and Inference of relevant details or data. **Research Design:** The research used Descriptive Research design. Descriptive Research design means fact finding one. The researcher used this research design is to find out the fact of respondents attitude and opinion about employee empowerment.

Sampling Size: Sample size denotes the number of sample selected for the study. The sample size for this study is fixed at 100 respondents.

Sampling Method: Probability sampling technique has been used for this study. Under this Simple random sampling method was adopted for selecting the sample item. The total population of technical workers in

SESHASAYEE PAPER AND BOARDS LIMITED is around 1300. By adopting simple random method, it is proposed to select 100 respondents from the company.

Data Collection Method: Data are the basic input to any decision making processing of data gives statistics of importance of the study.

Sources of Data: Primary data was collected through Questionnaire. The data those which are collected as fresh for the first time and happen to be original in character. Secondary data were collected from Company Websites

Statistical tools Applied for the Analysis: Simple percentage method, Weighted average method, Chi-square method and Correlation method.

DATA ANALYSIS & INFERENCE

Socio Demographic Profile of the respondents

Socio Demographic Profile	Categories	No of Respondents	Percentage
Gender	Male	65	65
	Female	35	35
Age	Below 30	35	35
	31-40	30	30
	41-50	22	22
	Above 50	13	13
Marital Status	Married	37	37
	Single	63	63
	Divorced	0	0
Qualification	HSC	26	26
	Diploma	42	42
	UG	24	24
	PG	8	8
Monthly Income	Below 5000	45	45
	5001-10000	33	33
	10001-15000	17	17
	15001- 20000	5	5
Work Experience	Below 5 Yrs	21	21
	5-10 Yrs	34	34
	10-15 Yrs	27	27
	Above 15 Yrs	18	18

Inference: The table reveals that 65% respondents are Male and remaining 35% of the respondents are Female. In the age category, 35% of the respondents in below 30 age category, and 30% of the respondents in 31-40 age category, and 22% of the respondents 41-50 age category, and 13% of the of the respondents above 50 age category. In the marital status 37% of the respondents in single category, and 63% of the respondents married category. The educational qualification of the respondents are : 42% of the respondents belong to Diploma category, and 26% of the respondents belong to HSC category, and 24% of the respondents belong to UG category, and 8% of the respondents belong to PG category. Among 100 respondents 45 respondents draw the salary between Rs. 10001-15000 , 33 respondents draw the salary between Rs. 5001-

10000 , 17 respondents draw the salary below Rs.5000 and 5 respondents draw the salary between Rs. 15001-20000 category. Among 100 respondents the work experience of 34 respondents are coming under 5-10 years category, 27 respondents are coming under 10-15 years category, 21 respondents are coming under below 5 years category and 18 respondents are coming under above 15 years category.

The factor that influencing to select the organization

S. No	Factors	Total Score	Weighted Average	Rank
1	Attractive pay	292	19	III
2	Good Working environment	262	17	V
3	Reputation of the organization	268	18	IV
4	Enough leave holidays	310	21	I
5	Working hours	306	20	II

The Number of respondents opinion about sharing powers

S. No	Factors	No of Respondents	Percentage (%)
1	Strongly Agree	21	21
2	Agree	35	35
3	Undecided	13	13
4	Disagree	17	17
5	Strongly Disagree	14	14
Total		100	100

Inference: The table reveals that 21% of the respondents are strongly Agree that superiors sharing powers, 35% of the respondents are Agree, 13% of the respondents are Undecided, 17% of the respondents are Disagree and 14% of the respondents are strongly Disagree.

The Management contribution towards empowerment:

S. No	Factors	Total Score	Weighted Average
1	Self Respect	418	28
2	Recognition	410	27
3	Responsibility	380	25
4	Decision making	298	20

Inference: From the above table shows that the respondents whose weighted average value (28) strongly agreed to self respect and followed by Recognition as agreed (27), Responsibility to disagreed (25), Decision making to strongly disagreed (20).

Personality Traits of the respondents:

S. No	Statement	Total Score	Weighted Average
1	I can handle any situation	402	27
2	I am a good innovator	383	26
3	I have self control	381	25
4	I am wiser in decision making	370	25
5	I have self confidence	367	24

Inference: From the above table shows that the respondents whose weighted average value (27) strongly agreed to I can handle any situation and followed by I am a good innovator as agreed to(26), I have self control to undecided (25), I am wiser in decision making to disagreed (25), I have self confidence to strongly disagreed (24).

Opinion about the job assignments of the respondents

S. No	Opinion	No of Respondents	Percentage (%)
1	More complex	27	27
2	Complex	37	37
3	Neutral	21	21
4	Simple	15	15
	Total	100	100

Inference: From the above table shows that 27% of the respondents job assignments more complex, and 37% of the respondents job assignments complex, and 21% of the respondents job assignments neutral, and 15% of the respondents job assignments simple.

Respondents opinion about whether employees work experience is new and challenging:

S. No	Opinion	No of Respondents	Percentage (%)
1	Always	49	49
2	Sometimes	29	29
3	Never	22	22
	Total	100	100

Inference: The table reveals that 49% of the respondents are always experienced in new and challenging works and 29% of the respondents are sometimes experienced in new and challenging works and 22% of the respondents never experienced in new and challenging works.

Opinion about the employees' decision making style at time of emergency:

S. No	Opinion	No of Respondents	Percentage (%)
1	Take decision on myself	61	61
2	Leave matters to be decided by my superior	27	27
3	Consult with my colleagues	12	12
	Total	100	100

Inference: From the above table shows that 61% of the respondents to take decision on themselves and 27% of the respondents leave matters to be decided by their superior and 12% of the respondents consult with their colleagues.

Satisfaction level of the Respondents:

S. No	Factors	Total Score	Weighted Average
1	Fringe Benefits	415	28
2	Training programs	393	26

3	Rewards	383	25
4	Economic Support	360	24

Inference: From the above table shows that the respondents whose weighted average value (28) highly satisfied to Fringe Benefits and followed by Training programs as satisfied (26), Rewards to satisfied (25), Economic support to highly satisfied (24).

II. DATA ANALYSIS WITH CHI-SQUARE

Hypothesis:

H₀: There is no relationship between gender and co-workers relationship level.

H₁: There is a relationship between gender and co-workers relationship level

Comparison	Calculated value	Degree of freedom	Tabulated value	Result
Gender & Co-workers Relationship	4.25	2	5.991	H₀ is Accepted

Interpretation: Calculated value < Tabulated value. H₀ is accepted, So There is no relationship between gender and co-workers relationship level of the respondents.

Co-Efficient of Correlation: The researcher needs to measure that, whether there is any relationship between the working experience of the respondents and opinion about job assignments. For this purpose, the data are analyzed and presented using correlation analysis. $r = 0.814(+ve)$, thus we find the working experience and job assignments are positively correlated.

MAJOR FINDINGS:

- The working experience and job assignments are positively correlated
- There is no relationship between gender and co-workers relationship level of the respondents
- Majority of the respondents are highly satisfied with their job

SUGGESTIONS

- Organization may work to provide new and challenging assignments to the employees, so that people get motivated and delegated towards job profile.
- Employees' participation in management activities has to be encouraged so that innovation and creativity among the employees can be experimented.
- The employee has to develop self confidence to solve the problem.

III. CONCLUSION

High level of empowerment can be achieved by implementing simple procedures in the organization. The study had identified the attitude of employees towards various factors. The study also suggested certain features and action which the organization should implement, so that the company can bring in high degree of empowerment among employees and generates high performance in achieving organization goals.

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