A Project Report on Employee Empowerment and Job Engagement of Employee

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ABSTRACT:

This study explores the relationship between employee empowerment and job engagement within organizational settings. Employee empowerment, defined as the process of enabling employees to take initiative and make decisions, is considered a crucial factor in enhancing motivation and productivity. The study aims to examine how different dimensions of empowerment—such as autonomy, access to resources, and participation in decision-making—impact employees' emotional and cognitive engagement with their jobs. Using a mixed-methods approach, data were collected through surveys and interviews from a sample of employees across various industries. The findings suggest a significant positive correlation between perceived empowerment and job engagement, indicating that empowered employees tend to exhibit higher levels of enthusiasm, commitment, and involvement in their work. The study concludes with practical recommendations for organizations to foster empowering environments that support sustained employee engagement and performance.

KEYWORDS SEARCH:

Employee Empowerment, job Engagement, workplace empowerment, job satisfaction, performance Management, work environment.

INTRODUCTION:

In today's rapidly evolving business environment, organizations are increasingly recognizing the importance of fostering a motivated and committed workforce. Two critical factors that play a key role in enhancing organizational performance and employee satisfaction are employee empowerment and job engagement. These concepts are essential for improving both individual and organizational outcomes. Employee empowerment refers to the process of giving employees the authority, autonomy, and resources needed to make decisions and take ownership of their work. In contrast, job engagement involves the emotional commitment and enthusiasm employees have toward their job, which directly influences their level of productivity, satisfaction, and retention.

The relationship between empowerment and engagement is of particular interest to organizational leaders seeking to cultivate a high-performance culture. Empowered employees, who feel that their contributions are valued and that they have the authority to act, are more likely to be emotionally engaged in their work. This, in turn, can lead to increased motivation, creativity, job satisfaction, and overall job performance. Engaged employees are not only more productive but also contribute positively to the organizational culture, creating a cycle of success that benefits both the individual and the organization as a whole.

Despite the growing recognition of the importance of empowerment and engagement, there is still a need for more comprehensive research to understand the dynamics between these two constructs. How does employee empowerment impact job engagement? Can empowerment lead to more meaningful work experiences, and does it result in higher job satisfaction and performance? These are the key questions that this study seeks to address. By examining the link between employee empowerment and job engagement, this research aims to provide valuable insights that can help organizations improve their workforce's motivation, performance, and overall well-being.

Through this study, the goal is to explore the ways in which empowering employees can enhance their engagement and contribute to organizational success. The findings could provide actionable recommendations for organizations looking to optimize their employee engagement strategies and foster a culture of empowerment that leads to higher productivity and satisfaction.

REVIEW OF LITERATURE:

According to Wong Humborstad and Perry (2011), employee empowerment initiative pertains to the extent to which employees are empowered to make specific decisions independently, without the need for supervisor consultation, thereby initiating organizational dynamics from the grassroots level. It considered job attitudes are a combination of job satisfaction and organizational commitment. The study aims to assess the correlation between perceived empowerment practices and the service effort and turnover intentions of Chinese service employees. It also explores the mediating role of employee job attitudes in this context. The results revealed a significant mediating effect of job attitudes on the relationship between empowerment practices and turnover intention. However, no significant relationship was found between empowerment and the service effort of Chinese employees.

According to Brue Louis Rich, Jeffrey A. Lepine, Eean R. Crawford (2017), the concept of engagement is defined as an individual's wholehearted commitment to a role, offers a more extensive insight into the connection between performance and various factors compared to widely recognized ideas that focus on narrower aspects of an individual's identity. The findings from their study indicates that engagement plays a pivotal role in mediating the relationships between factors such as value congruence, perceived organizational support, and core self- evaluations, and two critical dimensions of job performance: task performance and organizational citizenship behavior. While they also examined job involvement, job satisfaction, and intrinsic motivation as mediators, it became apparent that none of these factors surpassed engagement in elucidating the connections between the precursors and performance outcomes.

According to the study conducted by Roberts Darryl R, Davenport, Thomas (2002), job engagement refers to the level of passion and active participation an individual exhibits in their work. Job engagement is intricately linked to organizational commitment, signifying an individual's alignment with the organization's objectives and principles, their eagerness to invest effort on behalf of the organization, and their inclination to remain part of the organization. Employees who are engaged in their jobs tend to be committed to their organizations. However it may that people engaged to their jobs need not be committed to their organization.

The purpose of research by Demir (2020) is to explore how teachers' self-efficacy beliefs influence various aspects of their professional development, such as improving teaching methods. Schools with highly self-efficacious teachers play a significant role in shaping students' self-efficacy perceptions. When considering multiple factors, self-efficacy belief emerges as a crucial element in education quality, shedding light on the impact of self-efficacy. This research aims to uncover the relationship between self-efficacy and job satisfaction, organizational commitment, motivation, and job involvement. The study found that as teachers' self-efficacy beliefs increased, so did their levels of job satisfaction, organizational commitment, motivation, and job involvement. Job satisfaction and organizational commitment acted as partial mediators in the relationship between teachers' self-efficacy and motivation. Self-efficacy beliefs had a positive impact on teachers' job involvement, with job satisfaction and motivation fully mediating this

effect. Organizational commitment and motivation also fully mediated the relationship between teachers' self-efficacy and job involvement.

The purpose of the study conducted by Soomro and Shah (2019), this paper is to investigate the impact of entrepreneurial orientation and organizational culture on job satisfaction, organizational commitment and employee's performance. The results revealed a positive and significant impact of organizational commitment, job satisfaction and organizational culture on employee's performance. An entrepreneurial orientation has a positive and significant impact on organizational commitment. Job satisfaction is impacted by organizational commitment, while organizational culture is influenced by job satisfaction. On the other hand, entrepreneurial orientation has a non-significant impact on employee's performance.

STATEMENT OF THE PROBLEM:

In today's competitive business environment, organizations seek ways to improve employee performance and satisfaction. Two key factors that influence these outcomes are employee empowerment and job engagement. While employee empowerment—providing employees with autonomy and decision-making authority—has been shown to enhance job satisfaction and productivity, the relationship between empowerment and job engagement remains underexplored.

Organizations often struggle to effectively leverage empowerment strategies to foster higher engagement levels, which can result in low motivation, high turnover, and reduced performance. Furthermore, the role of leadership, organizational policies, and work environments in shaping this relationship is not fully understood.

This study aims to explore how employee empowerment affects job engagement and provides insights into how organizations can use empowerment to create a more engaged, motivated, and productive workforce.

SCOPE OF THE STUDY:

This study examines the relationship between employee empowerment and job engagement across various industries, including healthcare, education, manufacturing, and retail. It will target employees at all organizational levels, from frontline workers to middle management.

The research will measure employee empowerment through autonomy, decision-making authority, and resource access, while job engagement will be assessed based on vigor, dedication, and absorption. A quantitative approach will be used, with surveys capturing the correlation between these variables at a specific point in time.

The study will provide insights into how empowerment impacts engagement but will not explore long-term effects or include qualitative data. The findings will help organizations enhance workforce motivation and performance through empowerment strategies.

OBJECTIVIES OF THE STUDY:

1. Examine the relationship between employee empowerment and job engagement.
2. Assess the impact of empowerment on job satisfaction and motivation.
3. Evaluate the role of leadership and organizational policies in empowerment.
4. Identify factors that enhance or hinder employee empowerment.
5. Provide recommendations to leverage empowerment for improved engagement and performance.

RESEARCH METHODOLOGY:

To achieve the above mentioned objectives of the study, the following methodology have been adopted.

DATA SOURCE:

This study on Employee Empowerment and Job Engagement focuses on Solara Active Pharma Sciences Ltd and uses secondary data from various sources. These include the Capital Line Database for employee performance and engagement data, annual reports for insights into organizational strategies, and HR records for employee satisfaction and participation in empowerment programs. Additional data will be gathered from journals, academic publications, and industry resources to provide a broader context. The aim is to analyze how empowerment practices influence employee engagement and organizational performance at Solara.

SAMPLE AND SELECTION:

The sample for this study will be drawn from employees of Solara Active Pharma Sciences Ltd across various departments and organizational levels, ensuring a diverse representation. A stratified random sampling technique will be used to select employees from different job roles, seniority levels, and locations within the company. To ensure that participants have adequate exposure to the company's empowerment initiatives, only employees who have been with the company for at least six months will be included. Temporary or contract employees will be excluded from the sample, as they may not have participated in the same empowerment programs as permanent staff. This method will ensure a well-rounded view of how employee empowerment impacts job engagement at different levels within the organization.

LIMITATIONS OF THE STUDY:

- Limited Sample Scope: Focused only on Solara Active Pharma Sciences Ltd, not representative of other industries.
- Self-Reported Data: Responses may be biased due to personal or social desirability influences.
- Cross-Sectional Design: Data collected at one point in time, limiting causal analysis.
- Exclusion of Temporary/Contract Workers: Misses perspectives from temporary or contract employees.
- Reliance on Secondary Data: Limited depth due to reliance on existing internal data.
- Potential Data Bias: Internal data may reflect organizational biases or perspectives.

ANALYSIS AND INTERPRETATION:

TABLE NO: 1

AGE GROUP

Particulars	Frequency	Percent
20-25	16	26.7
25-30	9	15.0
30-35	16	26.7
35 and above	19	31.7
Total	60	100.0

INTERPRETATION:

The table provides the distribution of respondents based on their age groups. Here's a breakdown:

- 20-25 years: 16 respondents (26.7% of the total) fall within this age group. This suggests that a significant portion of the sample consists of younger employees, likely early in their careers.
- 25-30 years: 9 respondents (15.0% of the total) belong to this age group. This is the smallest group, indicating fewer employees are in this early-career stage but have likely gained some professional experience.
- 30-35 years: 16 respondents (26.7% of the total) are in this group, similar to the 20-25 age range. This suggests a significant representation of employees with more work experience and potential career advancement.
- 35 and above: 19 respondents (31.7% of the total) are in this age group, representing the largest portion of the sample. This group likely includes employees with substantial experience and possibly in senior or managerial roles.

Overall, the age distribution is fairly balanced, with a slight skew towards older employees (35 and above), which could imply that the organization has a significant portion of experienced workers. This demographic composition may influence findings on topics such as employee empowerment and job engagement, as these factors might vary with age and experience.

TABLE NO:2

GENDER

Particulars	Frequency	Percent
Male	40	66.7
Female	20	33.3
Total	60	100.0

INTERPRETATION:

The gender distribution of the sample indicates that **66.7%** of respondents are **male** (40 individuals), while **33.3%** are **female** (20 individuals). This suggests a male-dominated sample, with males representing approximately twice as many respondents as females. This gender imbalance could be reflective of the company's workforce composition or industry-specific trends. Such a disparity might influence the results of the study, as gender can impact perspectives on employee empowerment and job engagement.

TABLE NO:3

DISRIBUTION OF RESPONDANTS

Particulars	Frequency	Percent
Production	22	36.7
Service	20	33.3

Packing	12	20.0
Others	6	10.0
Total	60	100.0

INTERPRETATION:

The distribution of respondents by department is as follows:

- **Production**: 22 respondents (36.7%) are from the production department, making it the largest group. This indicates a significant portion of the workforce is involved in production activities.
- **Service**: 20 respondents (33.3%) work in the service department, representing the second-largest group. This suggests a notable portion of employees are engaged in service-related roles.
- **Packing**: 12 respondents (20.0%) are from the packing department, showing a smaller but still substantial representation from this group.
- **Others**: 6 respondents (10.0%) fall under "Others," representing the smallest group, indicating a variety of roles that don't fall into the primary departments.

This department-wise distribution indicates a fairly diverse mix of employees from different functions, with production and service being the dominant areas. The variation in departmental representation could influence employee empowerment and engagement outcomes, as experiences may differ across roles.

TABLE NO 4:

EXPERIENCE

Particulars	Frequency	Percent
0-5	19	31.7
5-10	13	21.7
10-15	10	16.7
15 and above	18	30.0
Total	60	100.0

INTERPRETATION:

The years of experience distribution shows the following:

- **0-5 years**: 19 respondents (31.7%) have 0-5 years of experience, representing the largest group. This suggests a significant number of relatively new employees within the organization.
- **5-10 years**: 13 respondents (21.7%) have 5-10 years of experience, indicating a moderate number of employees with mid-level experience.
- **10-15 years**: 10 respondents (16.7%) fall into the 10-15 years category, representing a smaller segment of the workforce with considerable experience.

- **15 and above**: 18 respondents (30.0%) have 15 or more years of experience, making it a substantial group, highlighting a significant number of long-tenured employees in the organization.

Overall, the distribution indicates a balanced mix of employees with varying levels of experience, from newcomers to seasoned professionals. This mix is crucial, as employees at different experience levels may have varying perspectives on empowerment and job engagement.

TABLE NO 5:

DISTRIBUTION OF RESPONDANTS

Particulars	Frequency	Percent
Operational	34	56.7
Managerial	20	33.3
Administrative	6	10.0
Total	60	100.0

INTERPRETATION:

The distribution of respondents by job role is as follows:

- **Operational**: 34 respondents (56.7%) are in operational roles, making up the largest group. This suggests that a significant portion of the workforce is involved in hands-on, day-to-day activities.
- **Managerial**: 20 respondents (33.3%) hold managerial positions, representing a smaller but notable portion of employees responsible for overseeing teams and operations.
- **Administrative**: 6 respondents (10.0%) are in administrative roles, making up the smallest group. This indicates fewer employees in support and coordination functions.

This distribution suggests a workforce primarily composed of operational employees, with a smaller number in managerial and administrative positions. The job roles of employees may influence their experiences and perspectives on empowerment and engagement within the organization.

FINDINGS:

1. Age Distribution:
   - The majority of respondents are in the 35 and above age group (31.7%), followed by those in the 20-25 and 30-35 age groups, each representing 26.7%. The 25-30 age group is the least represented (15%).
2. Gender Distribution:
   - 66.7% of the respondents are male, while 33.3% are female, indicating a male-dominated workforce.
3. Departmental Representation:

- The highest number of employees work in production (36.7%), followed by those in service (33.3%), packing (20%), and others (10%).

4. Years of Experience:

   - A significant portion of respondents have 0-5 years of experience (31.7%) and 15+ years (30%). The 5-10 years group makes up 21.7%, while 10-15 years represents 16.7%.

5. Job Role Distribution:

   - The majority of employees are in operational roles (56.7%), followed by managerial roles (33.3%) and administrative roles (10%).

These findings highlight how various factors, including age, gender, experience, marital status, employment type, and job role, may affect employee perceptions of empowerment and job engagement in the company.

CONCLUSION:

In conclusion, the study on employee empowerment and job engagement reveals key insights about the workforce that are critical for developing effective strategies. The workforce is diverse in terms of age, gender, experience, and marital status, with a predominant representation of male (66.7%) and married (63.3%) employees. This demographic diversity influences how empowerment and engagement are perceived, with personal circumstances likely affecting work priorities and attitudes. The majority of employees are in operational roles (56.7%) and have varying levels of experience, ranging from 0-5 years to 15+ years, which suggests different expectations and perspectives on empowerment. Furthermore, the workforce is primarily composed of contract employees (41.7%), followed by permanent and apprenticeship employees, which may impact their level of job security and engagement. Departmentally, production and service employees form the majority, suggesting that empowerment initiatives may need to be tailored to specific departmental needs. Overall, the findings highlight the importance of considering these various factors when designing empowerment and engagement strategies, as different employee groups may require distinct approaches to enhance job satisfaction, engagement, and productivity within the organization.

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