



A STUDY ON FACTORS AFFECTING EFFECTIVE EMPLOYEE EMPOWERMENT AMONG THE EMPLOYEES WORKING IN STEEL INDUSTRY

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Abstract

In the present competitive environments, organizations are supposed to have employees who are accountable towards their roles and responsibilities. Above to their duties, employees are meant to take extra responsibilities to achieve the never ending challenges that encounter organizations in the dynamic business environments. So organizations should adopt those strategies which make employees to accept the extra responsibilities whole heartedly. Thus, in the modern era, empowerment is one of the most crucial methods for managing human resources, leading to the growth of both individuals and organizations. Empowerment is a constant process that assists the company and its personnel in achieving their goals. To make employees participate in decision-making in the workplace of today, managers must provide them the authority, responsibility, and freedom to come up with answers to issues. It will improve job dedication within the company and motivate them. The present study has made an attempt to understand the concept of employee empowerment and identify the factors affecting Empowerment of the workforce in their work environments in the steel Industry .

Index Terms - Employee Empowerment, Steel Industry, Business environments, Factors of Employee Empowerment

I. INTRODUCTION

Manufacturing is the creation or production of product with the help of equipment, work, machines, instruments, and substance or regular taking care of or definition. The term could insinuate an extent of human development, from craftsmanship to inventive, yet it is for the most part typically applied to current arrangement. Crude parts from the fundamental region are changed into finished stock for a colossal degree. The Indian steel industry is current with top level steel creation lines. It has dependably strived for tenacious modernization of extra spread-out plants and up-degree to higher energy proficiency levels. Indian steel industry is mentioned into three orders - basic makers, head makers and optional makers. Steel industry is one of the fundamental businesses for the improvement of any local area. In truth, actually the base for various businesses could never have been laid out without steel industry.

Contribution to budget 2022:

India's 2022-23 financial plan up 4.6%, steel industry to profit from framework spending

The Indian government has declared another spending plan for 2022 - 23 of 39.45 trillion rupees (\$526.98 billion), up by 4.6% from the overhauled gauge for 2021 -22

Proposed capital spending will develop by 35.4% year on year, to 7.5 trillion rupees (\$100.22 billion). The public authority means to improve work creation and lift financial action by growing public interstates, expanding reasonable lodging and assembling new-age trains, which will help the steel business, sources said.

"It is a visionary financial plan... with a multi-modular way to deal with help transport and coordinated factors," the leader of the Indian Steel Association, Dilip Omen, said. "A critical increment of 35.4% in capital use will likewise have a multiplier impact and give impulse to drive development, creating steel interest."

Government spending expanded because of financial recuperation in the last monetary year and made an uplifting perspective for the year ahead. The public authority projects India's economy will develop by 9.2% in the ongoing financial year and by 11.1% in 2022-26

"India's total national output [GDP] in dollar terms has as of now crossed \$3 trillion," India's boss financial counsel, Anantha Nageshwaran, said in a post-spending plan public interview. The financial plan assigned to the Ministry of Road Transport and Highways for 2022-23 is \$2.66 billion, up from \$1.61 long term on year, while the Railways Ministry was distributed \$1.86 billion, contrasted and \$1.5 billion for the year 2021-22. "The association spending plan for the monetary year 2022-23 holds guarantee for quicker financial turn of events, putting the Indian economy on a still-higher direction of development," Steel Authority of India (SAIL) director Soma Mondal said. "The financial plan visualizes higher public speculation and capital spending by the public authority."

"There is an immediate spotlight on heightening the foundation formative exercises through the Gati Shakti plan zeroing in on thruways, the Awas Yojna plan in country and metropolitan regions, the Har Ghar Nal Se Jal conspire, and so on," Mondal added.

"The extra spotlight on the MSME area will likewise set off upgraded monetary exercises. These endeavors make certain to emphatically affect the general economy and it forecasts well for the steel area," Mondal added.

Among the significant framework projects booked for the following monetary year is the fulfillment of 25,000km public expressways and assembling of 400 new age Vande Bharat trains (both under the Gati Shakti plan), execution of the Ken Betwa Link Project to beneficiate 910,000 hectares of ranch land, giving drinking water to 6.2 million individuals and producing 130MW power, fruition of 8 million houses (under the Awas Yojna plan) as well as foundation and social advancement in view of necessities of the north-east of the country under the DevINE plan.

With the above discussed points, it is clear that steel industry is one of the major contributors for the increase in the GDP of the nation. It is an eminent responsibility of the important players of steel industry to concentrate on the aspects of making employees feel responsible and accountable towards their duties. So organizations have to adopt the strategies of Employee Empowerment to feel employees energetic and confident in the process of delivering their responsibilities.

II Need of the study:

Employee empowerment is crucial for an organization because it raises workers' feeling of accountability, boosts their spirits, and raises the quality of their output. When employees feel empowered, their confidence level rises.

If employees are not empowered to make decisions in the organization it affects the employees' sense of belongingness & makes them unhappiness at work.

Employee empowerment strategies are formulated with the perception that, workers can recognize and tackle numerous issues to accomplish authoritative objectives. The executives are given with power to persistently work on their exhibition as this upgrades the workers during the time spent navigation.

III Literature Review:

Every organization and industry should have employees who are accountable and responsible towards their roles and duties. So, business entities need to support employees by empowering them with their innovations and decision making in the process of delivering their duties and responsibilities. Extensive research is available in the literature which shows empowering employees leads to positive results to the organization.

The organization empower their employees by providing them authority of to make a suitable decision thus, it helps to enhance employees self-efficiency where it results to sustain the organization (William C.Murray and Mark R.Holmes, 2021). Employees leave the organization by facing their abusive supervision. Hence, the organization should consider the employees perception. The psychological empowerment plays a significant role to increase the work engagement and creativity of employees, as compared to structural empowerment (Ayesha Arshad, Peter & Fabrice Desmarais, 2021).

One more study shows the mediating results of employee empowerment on employee performance. The study significantly mediates the relationship between coping with uncertainty and ambiguity, health guidance and support, to reduce risk by providing safety measures, and job satisfaction (Qaisr Abbas Bhatti et al, 2021). Employee empowerment direct influence sustainable performance and holds a significant moderating role. Owners and managers should design strategies to encourage employee empowerment and provide them psychological safety. Sustainable leadership takes into consideration a comprehensive scope of complex interconnections among individuals, the business community, the natural environment, and the global demands where the organization takes care of well-being by concerning social values, obtaining success in long term based on strategic decision-making (Muzaffar Asad, Muhammad Uzair Asif et al, 2021).

A study examines the effect of employee training and empowerment on perceived service quality. The study investigated the mediating role of employee motivation and internal communication. Also, internal communication and employee motivation were found to partially mediate the effects of employee empowerment. The study results confirm that both employee training and empowerment positively influence perceived service quality (Lovemore Chikazhe, EstheryNyakunuwa, 2021). Knowledge management has the potential to enable organizations to influence organizations' policies and improve the quality of organization services. By increasing awareness and information about knowledge management, there is a direct positive relationship between management support and incentives and knowledge implementation.

The study is conducted which shows the results that support the existence of a significant and positive relationship between management support and incentives with knowledge implementation. Employee empowerment also acts as a moderator in the relationship between incentives and knowledge implementation (Simon Colnar, Vlado Dimovski, 2021). In the economy of knowledge-based, the intellectual capital is the creating knowledge and sharing to enhance enterprise values. The study based on descriptive analysis, and it examine the relationship between employee's empowerment, intellectual capital and organizational citizenship behaviour (Nawzad Majeed Hamawandy, 2021).

Organizational commitment is the willingness of someone who is in an organization to obey, respect and live the values set by the organization, and the main purpose of organizational commitment is to foster a loyal attitude to the organization. A study has been conducted to aim to analytically reveal the influence of organizational culture, employee empowerment and job satisfaction on organizational commitment by the help of organizational support (IsyaWahyudin, 2021). In the literature the study tells that a lecturer who is empowered properly will be able to complete his assignments in accordance with his knowledge and abilities, both in lecturing activities or implementation in social activities. Optimal empowerment of lecturers can improve their performance. In addition, with employee empowerment, it is expected that performance of lecturers will improve in making various efforts that are full of innovation (Granit Agustina, 2021).

Several research says that transformational leadership has a significant impact on employee empowerment and purpose, choice, competence, and performance (Hassanpour Akbar 2011). more power. Consequently, to a large extent, research on employee empowerment has focused on defining the type of power that should be contained in empowerment, identifying relevant mediating and moderating effects of and for empowerment as well as empowerment's boundary conditions such as individual and social attributes. communicative messages reveals paternalistic power structures that are of relevance for the failure and success of empowerment. A communicative analysis of common structural and psychological empowerment has been

analyzed (Weidenstedt, Linda, 2020). A study examines the influence of employee empowerment and social support that the female employees experience at workplace and the influence of these factors on organizational commitment. This impact on female employee empowerment. A committed employee over a period of time is bound to get into burnout in the form of emotional exhaustion in the absence of the support mechanism from the supervisors, co-workers, and the family. The study also tries to understand the influence of organizational commitment on burnout (P. Praba Devi and P. K. Anjani). It is identified that employee empowerment are associated with organizational support and Competence is the most impactful component of employee empowerment (PascalPaillé and Virginie Francoeur, 2022). A study conducted to assess using four quality dimensions (trust, clarity, communication and fairness), on the association between the level of employee empowerment of lower level managers and their performance. The findings reveal that while employee empowerment is positively associated with all four dimensions of the quality of the performance appraisal system, one specific dimension, trust, mediates the association between employee empowerment and business unit performance (Kevin Baird, Amy Tung & Sophia Su). There is positive relation between employee empowerment and employee leadership as well i organizational outcome. It has been observed that employees got a motivation by the style of leadership along with empowerment on employees (Hieu Minh Vu, 2020). It observed that there is a significant statistical impact of structural and psychological empowerment on physical engagement and cognitive engagement (Nadia Alhozi , Nayel Al Hawamdeh , & Malek Al-Edenat, 2021).

From the above extensive literature review, it can be concluded that Employee Empowerment is having positive outcomes in terms of enhancing Employee performance and organization performance, Employee Engagement, commitment, Organization citizenship behaviors, improved job satisfaction, and much more. So present research is involved in indentifying the factors which affects the Employee Empowerment.

IV Objective of the study:

- ❖ To understand the concept of employee empowerment.
- ❖ To identify the factors of employee empowerment.
- ❖ To measure the factors through which employee empowerment can be attained.
- ❖ To suggest the ways to improve the employee empowerment among the employees.

V Methodology of the study:

Descriptive Research Design is adopted as it is appropriate to analyze the human behaviors. Simple Random sampling technique has been choosen to select the samples of the study and sample size is 100 employees working in the steel industry.

Primary and secondary data has been collected and primary data is collected through structured questionnaires. Systematic secondary data analysis is conducted by reviewing different research and conceptual articles in different publications on the topic through various search engines. Percentage analysis has adopted as statistical tool to analyze the collected data.

VI Analysis & Interpretation

Responses have been collected from the sample towards factors affecting Employee Empowerment like Opportunities for personal growth and development, Work appreciation , Sharing power and authority in realm of decision making, Flexibility, Trust, Freedom over their work, Job satisfaction of employees, Feeling of emotional connection, Reward & Recognition, Leadership, Organization supportJob assignment, Participative management and Self-determination.

Majority of respondents says superior recognition of their consistent effort enhance their self-esteem and the support provided by superiors in adverse circumstances inspires them to take up challenging assignments. Employees expressed that the organization support for conducting experimentation motivates them to involvein creative ventures and revealed that they like to do challenging assignments with some elements of newness. Respondents expressed that the challenging job assigned by organization enhances their confidence in their abilities. They like towork in organization as it provides opportunity to do challenging tasks as the autonomy provided by the organization in conducting job encourage them for better performance. Maximum employees expressed that the flexibility provided by the organization in working norms enhances their creative urge reinforces their sense of responsibility.

Majority of respondents says that superior's encouragement for suggesting new ideas to solve a problem motivates them to assume responsibility and some have revealed that they don't believe that manager shows genuine interest in their career aspiration.

Group of respondents says that they have enough freedom to do the tasks assigned to them and another group of majority respondents are either agree and nor disagree. Some employees feel that time limit which is allotted for them to complete the task is manageable and they have access to learning & development tools to improve their skills at work. Majority of respondents says that they have enough support from manager in completing tasks which are assigned to them but some employees feel that they don't have complete control over the job they do.

Majority of respondents says that they feel they have the freedom to be creative while solving problems in project and they have all the tools/resources needed to do their job. Some respondents say that their feedback matters to the organization.

Suggestions and Conclusions

The superior should recognize the efforts of employees to motivate them and improve their self-confidence. The organization should support more for conducting experimentation which helps to motivate employees to involve in creative ventures. The organization should provide enough freedom to employees for completion of their tasks. The organization should provide access to learning & development tools to improve the skills of employees at work. The organization should give complete control over the job which employees do so that they do their job with more efficient & effectiveness. The manager should support more to employees in completion of tasks which is assigned to them thus it helps them to complete their task effectively within a given time. The organization should provide employees with enough opportunities to grow in their career, so it helps to make them to stay in the organization for long period. The organization should consider the feedback of employees thus, it helps organization to come up with better creative ideas. The organization should assign challenging job to employees to increase their confidence level and helps to enhance their thinking capacity. The superiors should support more to employees in unfavourable situations thus it motivates employees to take up challenging assignments.

The concept employee empowerment should not kept for a namesake instead of that the organization need to adopt it and follow it in their organization. Because Employee Empowerment is the positive element in an organization. However, it depends on the demands and circumstances. Empowering employees develops self-confidence and enhance their sense of responsibility as well as their creative thinking so that it inspires employees to take up challenging tasks. That is why it is important to have employee empowerment in the organization.

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