Empowerment as a New Approach in the Management

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Abstract

Human resources is considered as the most valuable factor in production and most important capital of any organization. The human is development axis and what is important in this regard is to improve the human resources in organizations. In today's competitive world the most important and the most critical assets of every organization is human resources. The organizations need to empowered, Creative employees to survive in the complex and challenging environment. Hence, the most important tools for development in each organization are the empowerment of human resources. The employees' empowerment is, one of the requirements of the current organizations. To empower the employees in the organization overall following steps should be taken. The first step is to change the structure of the state of the Organization: from traditional situation in to organic and dynamic to make a field of ability advent of employees in organization so the people may show real potential like creativity and competence from themselves and practice. The second step in empowering employees in organization is that organizational culture should be changed that employees have to learn, they should show more accountability towards their delegated tasks and operations executive and decisions Participatory. Third step is to consider : the necessary guidelines to empower managers and staff and for implementation of this issue all the people, including managers and employees should determined all necessary training. Step 4: To identify empowerment' obstacles in the organization and adopt measures and strategies to deal with them. While employee empowerment has come to be a somewhat overused term, it is critical to any organization committed to organizational development and change. Empowering employees leads to positive results for employees, their managers, and their organizations. Business leaders and human resources professionals generally agree that empowered employees exhibit a higher degree of loyalty, commitment, and productivity. Employees interacting with customers can provide important insight into management decisions and product and service innovations on a regular basis--if they're empowered to share those insights. Organizations interested in effective organizational development and change management programs regularly seek, acknowledge, and reward employee feedback. In this paper we try to study importance of employees empowerment in organization and show how empowerment is effective in organizational' goals achievement and how it acts as a new approach in the Management and assists them.

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Key words: *Employees, Empowerment, Organization**, **Efficiency, Productivity, Culture, Approach*

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Introduction

  Human is development axis and what is of important in line with the development pivot is to improve the human resources in organizations. Employees as a basic pillar of organizational development, plays important and key role within the framework of its group and organizational activities. Today, the growth and development of organizations, Depends on proper utilization of manpower resources is. Theorists of the management science consider the human recognition as an element to maintain the availability and the survival of the organizations and increasing respect to human resources, as a powerful tool in organizational changes and developments. Human resources' empowerment is a highly efficient tool based the on management's changeable perception so that its application causes success in organizations. Today, what is granting the objectives of the organization is manpower. Employees can do their tasks properly when they enjoy of necessary skill, knowledge, ability and motivation and know organizational objectives very well. The tool which can be helpful in this regard to management is empowerment process. In this process, the driving force is transmitted from the output of man within him, and gave him knowledge and clarify working goals, so that instead of telling employees what to do and how and when to do, should enhance and enable them to solve their problem individually so that in this way: Empowerment is the process of empowering the employees, this process, helps them to overcome their powerlessness and helplessness. This means empowering employees leads to mobilize intrinsic motivation.Empowered employees feel a strong sense of ownership for their companies. This ownership translates into a concern for providing better products and service. Organizational development and change programs that consider employee empowerment improve outcomes and service by empowering employees to take ownership of their jobs, and in the delivery of products and services to their customers.Even in a tight economy, employers do not like high employee turnover; recruitment and training are expensive. During an organizational change, especially if stress and uncertainty are high, incorporating employee empowerment as a foundation of organizational development activities can help ensure employees remain committed and loyal. When employees feel that they have a say in decisions that affect them and know that management is listening to their ideas and concerns, they work harder. Implementing organizational development and change management programs calls for incorporating ways to help employees feel empowered. This goes a long way toward increasing productivity.

Definition of Empowerment

Empowering is a process of giving power to people.   This process will help people to improve their self-reliance feeling and prevail on inability and distress of oneself. Empowerment leads to inner motivation mobilization of people. (Iran Nejad Parizi Mehdi, 2004, P.2)[1]

People are powerful due to their knowledge and motivation, empowering means releasing this power.   There are some fundamental points in this definition: (Iran Nejad Parizi Mehdi, 2004, P.83)[2]

✳   (1)   Empowerment is a long and value addition value process
    relatively   and extended from top management to farther more level   of
organization.

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[1]. Iran Nejad Parizi Mehdi, **The Practice of Empowerment**, Modiran Pub. 2004.
[2]. Iran Nejad Parizi Mehdi, **The Practice of Empowerment**, Modiran Pub. 2004.

(1)   The process of empowerment is qualitative that means with Knowledge & skill learning there will be facilities for

employees to have contact with clients& customers, and this

relation will be along with confidence and unanimity of the

both parties.

(2) Empowerment is along with delegating formal authority to

 employees in such way that employees having full executive

responsibility of producing (gods or services) in self-rotating way

from beginning till end.

The empowered employees are enjoying from freedom of action towards delegated responsibilities. (Yazdani Orai, 2000)[3]

There is a drastic change in the nature and composition of the economy. From a simple economy we have transformed ouerselves into   complex system. The increasing labor productivity was capitalized and under a few circumstances force was also used to corner all productivity improvement gains. Under these circumstances labour laws and human rights came into existence.Gradually there is a shift from labour welfare to empowerment through knowledge, skills, capability augmentation etc. Empowerment implies self-esteem, significance, control and freedom.

Empowerment is a transformation process where in both the managers and employees know each other and respect each other. They should indentify and extract each other's strengths, capabilities and potentialities and reinforce their morale. It means that in addition to resource use efficiency, cost-efficiency and efficient technology, there must be empowered and dedicated human resource. Only empowered workforce can make the best use of all other resource and mark a difference in performance of the organization. (Ghasemi Jafar, 2003)

 The word empowerment in oxford dictionary has been defined as being powerful, giving authorization, power producing and empowered. In specific terms it means giving power and freedom of action **to** individuals for self management   and in organizational context it means change in work culture and creation and guidance of   optimum an organizational environment.

Empowerment means designing and making an organization in a manner that individuals reckoned as main motive force. In this method employees will have self

control and they readily accept the responsibilities. (Bazaz Jazaiari Ahamad, 1998)[4]

 Further they creative thought and approaches are recognized and respected. In an Empowered system, employees and organization are inseparable and reinforce each other. In this situation participation and delegation of responsibility create a sense of belongingness and conviction. Further, it also enables them to take decisions both individually and collectively. All these incidentally augment their capabilities, confidence, energy, productivity, self –respect, esteem and mutual trust. There are also   evidences to prove that it creates opportunities for freedom, moral uprightness, charity and professionalism at all levels of decision making. Empowerment is an evolutionary process with a number of dynamic benefits to the employees and also organization. It involves continuous learning and innovative methods of utilizing the human resources.Empowement places the employees at the central stage & they are made the kingpin of the entire organization.

History of Empowerment

The Empowerment term has been day motto in two decades of 1980 and 1990. In past a few years it has been indicated to empowerment concept in most of books and articles and applying this motto has been practiced for every thing from group organizing to uncontrolled organizations Empowering in subjects such as, psychology, sociology and theology have got roots that refer to past decades even past centuries. In the field of psychology, Adler propounded the **domination incentive** whit emphasis on effort that individuals for having domination acquisition in their world contact. The similar concepts have been introduced in the past several decades such as **effecting incentive** that is an inner incentive that causes things occur. (Adler A., 1982, P.72)

White **psychological reaction** that indicates to effort for limitations freedom. (Brehim, 1966, P.14)

Profound incentive is effort for challenges facing and prevailing on them. (Hartter, 1978, P.32)

Personal cause that is motivation for freely performance. (Decharms R., 1979, P.27)

In each of this studies, the root concepts in meaning of empowering means have similarity to individuals inclination to self controlling experience, to attach self importance and believing freedom In sociology the being empowering concepts about most of movements **rights** for example human rights have been fundamental which in that people will fight for their freedom and situation control and personal status In addition to this most of writings that attack to social problem through social change will try to increase their access to a empowered situation. Before this term be current in

management in filed of political and social science, feminist view and also in the form of dative help to third world country was used. (Solomon, 1976, P.91) & (Bookman & Morgan, 1988, P.61)

The writers of these fields have exploited the term of empowerment as meaning of making available of necessary resources and tools for individuals so that be invisible for them and make use of them in their interests direction. (Nigel Nichelson, 1995, P.155)

In management, the antecedent of using term of empowerment refer to industrial democracy and employees interfering in organizations decision making under various titles of team making, participation, total quality management(TQM). The latest changes that have been accomplished on this subject were named by employees' empowerment. (Hardy Cythia & Leiba & Qsullivin Sharon, 1998, P.51)

Empowerment is not new concept. This concept has come in different cases in most of new scientific resources literatures of management. For example in year's decades 1950, the scientific resource of management was filling of these permissible that managers should have friendship behavioral **human relationship** in front of their employees.

In years of 1960 managers must be sensitive as regard to employees, needs and incentives **sensitiveness training**. In decades of 1970, managers must ask employees help Employees involvement.

In decades of 1980, mangers had to organizing a group and carry on meetings-the quality rings. (Bayham, 1988, P.83)

Pursuing these subjects in years decade of 1990, and thereafter is indicate of that managers should learn that how expand empowerment. But in spite of emphasis on different shapes of employees' involvement and empowerment, still the power of employees' empowerment has not been generalized in skills collection of most of managers and empowerment will be seen much merely in front of what ever advised. (Cameron & Whetten & Kim & Chaffee, 1987, P.215)

The Need for Empowerment

The enterprise will be attacked from inside as well as outside, financial managers feel that they are not treated truthfully from internal part of organization, they have been disillusioned and disappointed and organization have more expectation and will change the play rules regularly and in fact employees seek for more meaningful work and they ask for more clearness and accuracy and they are asked for more self-finding, self-actualization. The organization should conformity itself whit changes and grows and learns new ways in order to range oneself. Employees are not sure with their responsibilities and guaranties and that who has been tied up in this between is management who feels has between new demand from out side of organization and should employing a groups so that the organization may do his duties well.

The empowered enterprise should have following specialization:

- It should add to job containing.
- It develops skills and job containing duties.
- It makes favorable basis for creation and innovation and interstice.
- The employee will do complete work instead of part of that.
- It secures customer satisfaction.
- It provides field for market direction finding.

In world new economic, the quick changes is fundamental reason for creation new looks in work environment and binds organizations, in charges in order to permanence Review their management system.

in addition to technology has progressed and most of consumers have more demand, management of organizations need to flexible polices so that encourage individual responsibility and innovation and let employees to be responsible for their work because these are designer that they are affected from organization and they effect on it too. They are expecting to participate in organization's decision making, they are desirous for truth and clearness and they want more self- finding and self-actualization.

Therefore managers should behave in such way that meets the employees, expectation and also organization's goals. This can be done through empowerment and in case making use of that not only employees, guarantee and faithfulness to organization become more but also behavioral such as justice, compatibility and harmonious whit

Empowerment Objectives
The aim of empowerment is to create an organization composed of obligor and eager employees to do their job functions because they believe and also enjoy it. Also the purpose of manpower empowerment is to use of the potential capacities for humans in order to develop organizational added value, promote a sense of self confidence and dominate on the individual 's failures and helplessness. In other words, the aim of empowerment is provide the best intellectual resources related to any field of the organization's performance .

Galbraith and Laver believe that the long-term objective of empowerment, is to assure employees that they achive success in the framework of the organization\'s mission, vision, and the strategy.
Empowerment claims that reign the justice by the emphasis on the rights of employees for self-organisation and personal growth. In other words, the empowerment is a way that leads employees to responding and therefore to self regularity and arousal by taking help of disciplinary factors delegation to employees and thereby increase the level of their eminency . people should undertake responsibility of work and improve their daily tasks in empowerment .This is the up to employee himself to make his job better, richer and more satisfying. When employee do this task, he can decide and be more accountable and convert to an Individual who can participate better in affairs.
Leach and wall in this regard say that: Empowerment is a tool for the promotion of

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employees, particularly is the way for the knowledge and the ability creation to improve the performance of the employees.

 In berif according to above said matters the objectives of the employees' empowerment can be mentioned as follows:

1.To promote employees through knowledge and the ability creation.

2. To set up the Justice in the organization.

3. To crate committed and keen employees in organization.4. To use of the employees' potential capacities in organization.

5. To ensure that workers they achive success in the organization's framework of the mission, vision, and strategy.

Advantage &Disadavantages of Employee Empowerment

Employee Empowerment is giving employees responsibility and authority to make decisions regarding all aspects of product development or customer service.
Some of the disadvantage of employee empowerment include: employees can abuse the increased power given to them; it is too much responsibility for some employees; employees who focus on their own success rather than group's may leave; managers must be better trained to facilitate through sharing of information, cooperation, and referrals to appropriate resources; all employees must "buy in" to the concept for it to be effective; there is an increased cost to the organization for training and education; there is increased time in groups or committees which takes away from regular jobs; there may be increased conflict or power struggle betweeen employees due to group work; some employees may not be knowledgeable enough to make good business decisions; decisions made on the basis of personality versus logical reasoning.
Advantages of employee empowerment include: increased employee education and training; employees participate in creating their own goals; increased employee contribution; increased respect among employees secondary to teamwork; increased power equals lower absenteeism and better productivity; employees have more satisfying work; an increased depth of competence among employees secondary to cross-training; less conflict with administration and managers; fewer middle management positions means decreased cost to the company. Employees are more likely to agree with changes if they participate in decision making. There needs to be a balance between empowerment and traditional management. The manager of the department needs to be sensitive to the employees' needs and the company's needs and to know how to use a management style that will work best to achieve desired outcomes. Empowerment is Educating and training your employees to take their own decisions.Prerequisites are Willingness of the Senior Management, Clarity of objectives.

Advantages and Disadvantages can be summarized as follows:

Advantages

1. Empowerment increases the satisfaction of employees and customers.
2. Employees feel positive about themselves and their job.
3. Employees do not think, they just have to work hence they use of all their abailittes and capabilities to improve their performance.

4 . Empowerment causes commitment and belonging sense in employees.

5. Organizational objectives determination will be easier.
6. Empowerment causes to increase ownership sense of employees towards their job.
7. It causes to reduce waste and costs that leads to profitability.

8. Empowerment leads to direct reduction on supervision of personnel

9. It enhances motivation.
10. It increases employee commitment It increases team spirit It frees the time of senior management and they can focus on more strategic decisions.

Disadvantages

Not all employees is trained to operate in dynamic environment and hence take decisions you cannot standardize the processes.

Conflict can increase - interpersonal relations may suffer coz there can be a clash between employees.

Role of Top Management in Empowerment of Employees

Empowering vision causes the employees reliance more less to their top management in doing work and in case of facing problem or difficulty, they try to accept the responsibility they are enjoying of high freedom of action and accept the responsibility to be answerable of doing work for archiving organizational goals and in case mistake appearing or deviation in work, they will not reproach each others rather, they will consider errors as learning opportunity and experience determination and try to correct mistakes and be teacher a lesson.

The top manager in this role will do for behavior correction or behavioral obstacles and he is in think of future goals compilation of enterprise, organizing duty, coordinating, supervision and decision making is charge to member of group and in this way the manger spent the most of his time for strategy compilation and enormous & desires goals or he is doing for fundamental obstacles removal.

Approaches to Empowerment

Organizational science view owners have proceeded to empowerment dispute environs from three different approaches as follows:

I. Communicative approach: from communicative vision, empowerment is process that through it, a leader or a manager tries in his power dividing among subordinates (Conger & Canungo, 1988, P.471). have defined empowerment as power dividing between individuals of organization (Horrenkol & Judson & Heffner, 1999, P.375)

In **Schoell & others** (1993) believing, empowerment is giving more authorities to employees for taking necessary decisions without certifying first by toper authorities. **Haray** expresses, empowerment is tool for making employees having the option so that they can enjoy have necessary action freedom for doing what ever they think is best without fear of its veto by their top managers. (Mohamadi Mohamad, 2001, PP.47-56)

II. Incentive approach: This approach has root in incentive inclination of individuals. Every strategy that leads to increasing work activities (self decision making) determination right and employees self capability, follows by their empowering. Vice versa every strategy that leads to two aforesaid incentives weakens causes to strengthening of powerless feeling in them and will have lack of empowering. In **Conger & Canungo** 's belief, empowerment consist of competence support process of organization's individuals through identifying and conditions ascertain that causes powerless feeling in them and trying in their removal with help of formal actions and also with making use of informal techniques, preparation and supply of information tat will help to their capability in organization. (Conger & Canungo, 1988, P.480)

III. Recognition approach: Some others define Empowerment as giving decision making authority to employees by managers. Any kind of participating management almost, treated as empowerment. The viewers of this approach which **Thomas** gives some dimensions and can not asses on a basis specific concept on them hence empowerment has been considered as process of inner incentive increase of delegated duties to employees that will be manifesting in knowing specific collection as follows: (Tomas & Velthhouse, 1990, P.680)

A. *Impact: The duty consisting impact specific that treated as affect source in direction to achieve of duty goals. Affecting resource: is extent in which individual can have influence on strategy, work executive process or operational fate in his job.*

B. *competency: competency or self capability consists of individual believing in front of his abilities for doing given duties successfully.*

C. *Meaningful: This recognition denotes valuing of a work goal on basis of individuals ideals and standards.*

D. *Choice Right: This duty denote to employee freedom of action in determining necessary activities for accomplishing job duties.*

Empowerment Process

Empowerment process will be express in flowing three stages:

1. **Information sharing:**   It means to provide necessary information to employees easily information access causes for self-confidence and awareness of employees of present situation of organization and will be reason culture strengthening of confidence and unanimity. If employees do not have sufficient information are not able to take correct decision. Employees' access to information causes for belonging feeling, performance improvement and responsibility feeling of employees.

2. **Working independence or autonomy:**   it should be in frame of specific limits so that to preventive of useless energy wasting. In this regard producing of clear picture of limits and activates of factors such as are as follows: duty or existence logic of organization, values, perceptions, objectives, roles and, …. can be considered as determent elements. Many of Managers are anxious of delegation of authority because they believe that their most important factor of their organization' continuances i.e. profit and income acquisition will be in risk. However, this perception is when is correct that to delegate the decision making authority to weak and unable employees.

3. **Replacement of traditional organizational hierarchy structure with autonomous groups:**   autonomous group are consist of those employees who undertake the responsibility of doing a work or producing a product from beginning to end and responsibility is divided among them. These groups are able to achieve the necessary skills through educational courses and during doing work feel a less depending on Managers and supervisors. Autonomous groups are not interfering in each other' work unless be step for their empowering. Top Managers of organizations should have belief against to support and protection of autonomous groups.

   The performance of autonomous groups is observable that their group's guide cannot be recognized.

   These groups are able to works that Managers could do them previously only. Therefore, these groups can be replacing in to traditional organizational hierarchy. All three processes of empowerment are completed each other but in some conditions one of them may has priority to others. Empowered employees in doing work need less to supervisors and are more depend to themselves. In case difficulty arising they undertake its solving responsibility personally they enjoy of latitude and they have accountability for doing work and responding. In these groups, if a mistake arises during doing work all try to remove it quickly. At time of arising mistake member of these groups, instate of rebuking and blame trespasser they will make use of that as opportunity for learning and experience acquisition because they believe that mistake or trespass arising causes for growth and improvement of group and to be followed by useful experiences.

   In Organizations that have executed the empowerment process, their Managers& supervisors 'role are different with other enterprises i.e. in these organizations the role of Managers have been changed and they delegate a part of their authorities and power to employees. In this organization Manager, more has role of tutor and ideal making, spend most of his time in behavioral reform, perspective, employees' guidance, obstacles removal and ideal goals completion, and believes that his power depend on existence of

empowered employees so he walks toward empowerment of his employees and himself too.

Managers should be careful that sometimes employees are able of accountability in specified working filed and they may not have of this ability in other duties.

Principles of Empowerment

Many use the term empowerment without understanding what it really means. A common understanding of empowerment is necessary, however, to allow us to know empowerment when we see it. Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.

So what does empowerment look like? A workplace where empowerment is common place could be defined by:
Employees make decisions that their bosses and bosses' bosses used to make

- Ultimately, highly skilled self-directed work teams take over most of the decisions, and there are almost no escalations
- Manager's role changes from directing and inspecting work to coaching, facilitating, resolving only the highest-level issues, and ensuring that people have the skills, information, judgment, and relationships that allow them to deliver vastly improved results
- Employees have more autonomy because of boundaries which clarify the range within which they can take action, including making decisions
- Learning instead of blaming becomes the focus of every mistake, missed opportunity/goal
- Training and development are a constant high priority

An empowered workforce is something that is highly desirable in an improvement culture. Unfortunately, just because we want it, it doesn't make it so. Here are ten principles necessary for establishing employee empowerment:

1. Demonstrate That You Value People
Your goal is to demonstrate your appreciation for each person's unique value. No matter how an employee is performing on his or her current task, your value for the employee as a human being should never falter and always be visible.
2. Share Leadership Vision
Help people feel that they are part of something bigger than themselves and their individual job. Do this by making sure they know and have access to the organization's overall mission, vision, and strategic plans.
3. Share Goals and Direction
Share the most important goals and direction for your group. Where possible, either make progress on goals measurable and observable, or ascertain that you have shared your

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picture of a positive outcome with the people responsible for accomplishing the results.

4. Trust People

Trust the intentions of people to do the right thing, make the right decision, and make choices that, while maybe not exactly what you would decide, still work.

5. Provide Information for Decision Making

Make certain that you have given people, or made sure that they have access to, all of the information they need to make thoughtful decisions.

6. Delegate Authority and Impact Opportunities, not Just More Work

Don't just delegate the drudge work; delegate some of the fun stuff, too. You know, delegate the important meetings, the committee memberships that influence product development and decision making, and the projects that people and customers notice.

7. Provide Frequent Feedback

Provide frequent feedback so that people know how they are doing. Sometimes, the purpose of feedback is reward and recognition as well as improvement coaching.

8. Solve Problems: Don't Pinpoint Problem People

When a problem occurs, ask what is wrong with the work system that caused the people to fail, not what is wrong with the people.

9. Listen to Learn and Ask Questions to Provide Guidance

Provide a space in which people will communicate by listening to them and asking them questions. Guide by asking questions, not by telling grown up people what to do.
When an employee brings you a problem to solve, ask, "what do you think you should do to solve this problem?"

10. Help Employees Feel Rewarded and Recognized for Empowered Behavior

When employees feel under-compensated, under-titled for the responsibilities they take on, under-noticed, under-praised, and under-appreciated, don't expect results from employee empowerment. The basic needs of employees must feel met for employees to give you their discretionary energy.

Obstacles to Empowerment

There are a number of obstacles to empowerment of employees .the important among them are as follows:

1. Structural and hierarchical rigidities which may not allow for the proper empowerment of their employees. They create obstacles and hamper the process.

- 2. Lack of mutual trust and confidence is another serious problem.
When they do not trust each other, delegation of responsibility and team spirit is affected.

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- 3. In some enterprises the approaches and methods designed for empowerment may not suit the environment and attitudes and perception of the employees.
- 4. In many situations, the employees may not have the necessary skills and capabilities to expose themselves and assimilate the empowerment process.
- 5. In some circumstances of opinion among the Top managers and   also employees may obstruct the process and even stop the process.

Excessive control by Top Managers, bureaucratic attitude, ordinate and sub-ordinate relationship can stop the process of empowerment.

- 6. There are some evidences to reveal that in some cases the Top Managers are afraid of empowerment because in this process they have to delegate the powers and they are not willing to do this as it will reduce their position and control.
    7. It is also observed that in some cases due to lack of strategic frame work and techniques, empowerment process can not be accomplished as desired.
- 8. It is also possible that the employees may not be willing to participate. They may be indifferent to autonomy and accountability.   They dot want new and challenging & responsibilities.
- 9. Legal in inadequacies &inconsistencies can also create contradictions, controversies regarding powers responsibilities. Legal disputes defeat the very purpose of empowerment.
- 10. Department and compartmentalization, absence of horizontal and vertical communication and understanding is another hurdle.
- 11. Empowerment may end up with favoritism and discrimination. It may spoil the working environment and lead to distrust and heatedness.

In the name of empowerment, there could be political interference or the top Managers may use their political clout. The entire empowerment process.

Most of managers and employees are unsatisfied of empower acceptance but their unsatisfactory is even more that empowerment proposal. One reason for this matter is the managers' personal approaches. Managers In several studies, turned to mangers, Non inclination for employees empowerment these reasons can be organized in three main following categories.

Managers approaches about subordinates The managers that abstain of employees empowerment most of them are in this belief that their subordinates have not sufficient erudition and are not interested to undertake more responsibility, they have responsibility more than their ability and they can not have more responsibility, they need to more time for training, or should nit be break out with works or responsibilities which the higher authority accomplish mannerly. They feel that the un-empowerment problem is related to employees and not themselves the reason is that I am interesting in employees' empowerment but they don't undertake any responsibility.

Conclusion

Empowerment is a powerful tool to increase the income and improve the quality of work. Management should be active in delegating authority and permission to employees by giving information and self autonomy , self decision maker team creation. To participate in information is a basic skills in communications, which is often neglected by managers. Empowerment is effective when it can be included of information exchange of information and feedback of individual as well as group. Feedback may be permanent staff evaluation that is a good tool to improve their capabilities in decision making of the employee who deals directly with the clients.

 Due attention to globalizations and need of competition, organizations need to recast their management Philosophy and polices to improvise their competitive strength so that they Can emerge as truly modern and word class enterprise. For this purpose strong army of empowered employees is needed that with their desired performance can deliver and help in advancing the image and prosperity of corporate organization.

So empowerment as effective and advance technology with necessary tools gives necessary opportunity to Top Managers to have best use of wise and skill, experiences, incentive of enterprises' employees to achieve the Organizational goals. So in order to have wise and Powerful human resources which is important part of every organization than will be caused, the people of any organization   feel ownership in decision processes and be obligor for its result and improve their productivity and efficiency and since the top managers can give their expertness to middle managers of their under control organizational By training so they can take quick and correct decision as much as possible.

Therefore if employees of organization be seen the necessary training for productivity and empowerment they can help to internal as well as external organizational clients quickly and bitterly and assure their wills.

Hence empowerment will create self respect and reliance and self believing among employees So be sure that with this method there will not occur any mistake.

Empowerment needs the Top Manager's support and cooperating of employees and their dealing to connected trainings.

Due to key role of Human Resources will cause to have necessary authority and knowing knowledge and with participate them in affaires which this itself can cause of incensing efficiency and customer satisfaction that will be profitable for organization as well as its people.

Any way to day empowerment of employees playing important role in success of enterprises & organizations especially in executive & supporting operations provided that this word be a used with use of sample correctly. So that it's correct and valuable meaning is not ignored.

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