

# Ip2 managing high performance

Business, Human Resources



Ip2 managing high performance Introduction Workplace empowerment for some time now has been identified as the chief new industrial weapon against domestic and international pressure. Normally, employees become resistive workers when pressured or forced to perform same task repeatedly. This ultimately results to loss of passion and morale towards their job and eventually less inputs which in turn degrades the production of a company. However, this can be restored by a motivating factor which makes employees excited towards their job; this motivating factor can be executed using a strong weapon known as Empowerment (Menon, 2001). Are there pros of empowerment in the workplace? This research intends to analyze the benefits of empowerment, its relation to Theory X and Y and the role of unions in employee empowerment.

Employee empowerment is termed as a process of enabling one to reflect, act and work independently towards achieving the organizational goal and individual destiny. Empowered employees exhibit a greater sense of ownership in their organization and are more proactive and ready to embrace change. Empowerment in employee perspective has been identified as a key factor to improving job satisfaction. Job satisfaction entails how well individuals are fond of their jobs and how satisfying they perceive it to be. Additionally, greater empowerment leads to greater internal work motivation, reduced work stress and employee job participation exceeding the defined job of the individual (Jobs, 2011).

From the supervisor's viewpoint, employees' empowerment gives them sufficient time to complete other task assigned to them. More so, supervisors are able to get time they require to make high-level decisions, train and

develop others. Apart from the fact that supervisors benefit from completion of project on time from employees, there is increased resilience. Both small and large changes are embraced accordingly thus employee's morale is maintained since they are involved in decision making. Supervisors who adopt theory X are usually viewed as controlling and less trusting of workers capabilities and these tends to jeopardize empowerment as opposed to their counterparts who adopts theory Y. Normally, Supervisors who have an optimistic view towards employee capability are more likely to implement empowerment successfully unlike their counterpart theory X leaders. A supervisor that has a type X behavior runs all aspects of work and this triggers employees to seek union intervention. Employee empowerment operates in a unionized environment since it allows employees to work in environments characterized with better salaries and safer working condition (Jobs, Understanding Employee Empowerment, 2011).

### Conclusion

One of the major problems faced by many organizations while running innovation is the position of the employee. The position of an individual can affect implementation of employee empowerment. Employee empowerment is sometimes undermined by supervisors who feel they can lose their position if they follow ideas given by the juniors. However, it's worth to note that participative employee empowerment does not mean unrelenting transfer of authority. There is a need to control and regulate it. Levels of involvement have to be carefully studied and each aspect considered before decision is made on employees participation (Management Study Guide, 2013).

## References

Jobs, S. (2011, August 30). Understanding Employee Empowerment.

Retrieved from <http://cortezmeow.hubpages.com/hub/Understanding-Employee-Empowerment>

Management Study Guide. (2013). Employee Empowerment - Good or Bad.

Retrieved from <http://www.managementstudyguide.com/employee-empowerment.htm>

Menon, S. T. (2001). Employee Empowerment: An Integrative. Retrieved

October from [http://www.bwgriffin.com/gsu/courses/edur7130/readings/Menon\\_2001.pdf](http://www.bwgriffin.com/gsu/courses/edur7130/readings/Menon_2001.pdf)