

Evaluate the organization's involvement and responsibility

[Experience](#), [Responsibility](#)



Motivation and Empowerment Evelyn Hamilton, Aaron Pobleh and Regina

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Instructor: Pam McIver The term motivation and empowerment is a universal concept that is hoped to work towards the good of any organization.

Motivation and empowerment does not come from rewards to employees but instead, recognition, responsibility and advancement. Leaders who are effective in motivating and empowering their staff have acquired a great achievement, which can increase efficiency, and self development of skills and abilities.

When employers are concerned about the welfare and needs of their staff, this provides trust among staff. The purpose of this paper is to compare motivation and empowerment, define the components of empowerment, analyze the implications of empowerment and delegation in a criminal justice organization and analyze the role of trust in personnel issues. Compare motivation and empowerment Motivation and empowerment are two words that are very popular in every workplace. Generally when one mention motivation, everyone would think it is what employer gives their employees, unfortunately, motivation in the workplace goes way far beyond that.

Motivating your employees gives them authority to do more work for you and do it better. According to businessdictionary.com, motivation is both internal and external factors which desire and energize people to become committed to a job, role, or subject, or to strive to reach a goal. While empowerment is management practices which allow the sharing of

information, power, and rewards with employees so that they can take initiative, and make decision to solve problems, and improve themselves as well as enhance their performance (www. usinessdictionary. com). Everyone need to feel empowered regarding their work ethic on the job or being assertive in life challenges and changes, but without the key elements of self-motivation, assertiveness and the ability to make good decision how would they be able to motivate others. Mangers of an organization should show through their behavior and actions how provide the necessary skills to be productive and efficient. This in turn will produce happier employees.

Define the components of empowerment

In order to be an effective leader a person would need to be empowering by those below them and therefore allow them to take initiative on their own. A leader that has poor management skill fails to empower anyone underneath him. For example, an office manager as well as a beginner officer within the work place or in the field must feel good about performing on their own and not feeling they will be overly scrutinized regarding their errors. They must not fear the aftermaths or punishments for taking individual decision making.

When this happens, employees began to shun management for fear always doing something wrong. Employers should provide positive communication to their staff (National Empowerment Center). There was a research designed to examine the concept word of empowerment in this programs sponsored by multiple examiner of the criminal justice it was first anticipated to create a working definition. After research the " elements of empowerment were identified, including access to information, ability to make choices,

assertiveness, and self-esteem. Empowerment has both an individual and a group dimension (Tom Roger, 2011).

This research studied participants in self-help programs for people with no self-motivation and the need for encouragement. At the beginning of the study," it was stated numerous of the individuals involved empower in their research. It's obviously the important theory concerning the essential to defining meaning of empowerment as part of the development. Although it " recognized that empowerment had elements in common with such concepts as self-esteem and self-efficacy, these concepts did not fully capture what was considered a distinctiveness about empowerment" (Tom Roger, 2011).

In an earlier " debates empowerment was" considered " complex, multidimensional concept, and that it described a process rather than an event". It was never " believe that an individual had to display every quality on the list in order to be considered" empowered (Tom Roger, 2011). Analyze the implications of empowerment and delegation in a criminal justice organization Today the style and practices of police leadership is changing rapidly. The term shared leadership is one being used by many police chiefs all across the country.

They believe that this approach to management by sharing power and influence to individuals within the organization, who are otherwise hierarchical unequal, will view their leadership as a leadership which looks at the broader aspect of giving authority to employees which will allow them to make decisions, solve problems, and be held accountable for their actions (Mussellwhite, 2007). Whenever officers are empowered they become

dedicated to their jobs. Because they are given the skills, resources, authority, opportunity to be motivated and committed to their jobs, roles, or duties.

Something which is referred to as being dedicated. Employees empowerment in a police department which delegates assignments, allow officers to take responsibility of their jobs results. It also allows them to make decisions about it. When officers are delegated with responsibilities, it makes them think in decision making, take control, behave, and take actions responsibly, because they know that they will be held accountable for their actions. Police departments that apply employee empowerment create an environment in which their officers are empowered, productive and are happy in their jobs.

Such police departments do not limit their employees to information (Heathfield, 2012). Analyze the role of trust in personnel issues. The role of trust in personnel issues involves how employees relate and respond to their employer. For example, if an employer is more concerned about getting the job done employees will pick up on that and will respond to their employer in a negative way. But when employers' show that they truly care about their employee's well being they will respond in a positive way. It would be in the organization's best interest for employers to take time to get to know their employees.

Employers should empower their staff by allowing them to make important decisions in reference to their day to day duties. This will cause employees to respect their employers which will also lead to trust. When employees trust

and respect the organization they will do the best possible work they are capable of doing. This in turn will lead to accountability on the part of the employee (Mussellwhite, 2007). When an employer gains the trust of their staff, they will know how to motivate each individual person for the best outcome of the organization.

Employees understand that no organization is a perfect organization. When employees know and feel important to the organization, respect and trust will deepen. Respect and trust will take an organization to higher creativity and increased efficiency (Forbes. com, 2009). Positive communication is the cornerstone to empowerment and trust within an organization. When employers take the time to consider their staff opinions and feedback on daily operations, this can cause higher productivity and increase efficiently. Employers should share information about the organization with their staff.

This provides for a clear picture of how the organization is progressing or not progressing. This also produces trust among employees because employers trust their staff (Mussellwhite, 2007). Conclusion In conclusion, this paper compared motivation and empowerment, defined the components of empowerment, analyzed the implications of empowerment and delegation in a criminal justice organization and analyzed the role of trust in personnel issues. Motivation and empowerment is about providing production and management guidelines to employees and then allows them to operate in an independent manner.

Empowerment and delegation within the criminal justice system involves sharing power and influence to individuals within the organization, who are

otherwise hierarchical unequal. This leadership looks at the broader aspect of giving authority to employees which will allow them to make decisions, solve problems, and be held accountable for their actions. The components of empowerment are about communication, feedback and productivity. Employees should be trained properly so that trust is gained through empowerment.

A motivated and empowered employee will respect and trust the organization which will lead to accountability and responsibility. Leaders can gain great achievement when they effectively motivate and empower their staff into self development of skills and abilities. References Chris Musselwhite, 2007. Inc. Motivation= Empowerment; retrieved on November 22, 2012 from [www. inc. com/resources/leadership/articles/20070801](http://www.inc.com/resources/leadership/articles/20070801) Employees Empowerment: How to Empower employees. Retrieved on November 22, 2012 from [www. humanresources. about. com/od/employeeempowerment](http://www.humanresources.about.com/od/employeeempowerment) Empowerment in the Workplace [http://ezinearticles. com/? Empowerment-in-the-Workplace&id= 6541445](http://ezinearticles.com/?Empowerment-in-the-Workplace&id=6541445) Make sure your employees trust you or else. Forbes. com 2009. Retrieved from [http://www. forbes. com/2009/03/23/trust-respect-employees-leadership-managing-blanchard. html](http://www.forbes.com/2009/03/23/trust-respect-employees-leadership-managing-blanchard.html). National Empowerment Center Article [www. power2u. org/articles/empowerment/workingdef. html](http://www.power2u.org/articles/empowerment/workingdef.html) Susan Heathfield. 2012. What is Empowerment; Retrieved on November 22, 2012 from [www. businessdictionary. com/definition/empowerment. html](http://www.businessdictionary.com/definition/empowerment.html) What is Motivation; Retrieved on November 22, 2012 from [www. Businessdictionary. com/definition/motivation. html](http://www.Businessdictionary.com/definition/motivation.html)