

Employee empowerment analysis



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Extension granted until: Authorized by: My individual understanding of employee empowerment

1. Introduction This essay mainly introduces my own understanding, independent and critical thinking of employee empowerment which come from the previous lectures, communities of practice and sources I have read. Firstly, I will define the employee empowerment and then analyze its significance. In the second part, will point out its main difficulties in reality, and particularly show our group's outcomes about nursing empowerment discussed in our workshop before.

Finally, will put some suggestion about how to use empowered structure successfully.

2. Employee empowerment 2. 1 Definition Many authors and scholars have defined employee empowerment in efferent ways. In my opinion there is no universal definition for it.

Gillian Campbell (2009) explained that employee empowerment is one of the operational strategies in a organization, which can promote the organization to be successful by giving staff more right to manage themselves.

However, from my point of view, this explanation is incomplete, and employee empowerment is a method to inspire their staffs responsibility, creativity, and engagement to find ways to solve problems by themselves. Besides, they can make decisions without consulting their managers or supervisors.

2. 2 significance of employee empowerment in management 2.

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1 Improve employees' initiatives Employee empowerment can motivate staff to work actively, especially in operational matters where people are responsible for specific parts of production or providing particular service (Brine, 2013).

For employees, they hope the managers can considerate them as responsible adults rather than machines or numbers and no much supervisory and control for them as well as give them rights to make decisions (Brine, 2006). From our Communities of Practice, we developed that empowerment can promote employee engagement and the sense of belonging so that help employees to form psychological contract with the company. What is more, from our lectures, psychological contract is very important for a company, though this is not a real contract signed by employers and employees, it is still functioning.

Simply, " this represents the mutual beliefs, perceptions, and informal obligations between an employer and employee" (Thomas, Optimizations, Ravioli, 2010). On the other hand, strict management system is a contempt for employees and most of people are willing to finish their tasks in a stress-free and trusted environment.

Besides, if they can regard the benefits of the company as their own benefits, they are expected to work hard initiative and they will feel good about the organization they belong to . Hence, empowerment can inspire working enthusiasm of employees and promote the company development. .

2. 2 Reduce the burden of managers In traditional management system, staff especially those who work in workplace have no right to make decision, and

they should report everything to their bosses and managers and then receive some guidance or directive. After our discussing in workshop, we thought it is time-consuming and moieties redundant, though empowering employees means to abandon some aspects of instruction and control, managers will have more time to focus on the big picture and to be strategic thinkers.

It is worth to do for a company, because companies will reduce cost and managers can avoid repetitive work so they tend to be more efficient and make more reasonable strategies for the future development. 2. 23 Develop employees' ability In our second workshop we were asked to think that what working environment we want to work in and how we will get along with our colleagues. Our opinion was that we want to work in an empowered environment, because there is less hierarchy and everyone will feel comfortable, but we should solve any problems by ourselves sometimes the regulations and rules made by ourselves as well.

This behavior is challenging and ambitious for employees, however, if we do like this, we can be more creative and competitive and we can improve our decision-making ability so that make a better organization. 3.

Challenges and difficulties of employee empowerment Actually, when I involved employee empowerment at first time, I thought it is totally excellent, what is more, our group in Workshop thought it can solve a argue number of problems in one companies, such as low working efficiency and low satisfaction of job.

And also we tended to build a no hierarchy organization, however we found we just see a part of the picture, and it is not as easy as we thought. In spite of the significance and strength I have analyzed above, employee empowerment is not always successful, and actually some managers and staff are reluctant to implement it in their companies. What is worse, many companies complained that empowering employees is useless at all, and they demonstrated that “ empowerment is a giggly charged, often fraught and inherently problematical process” (Brine, 2013).

Indeed, there are several problems, first of all, employees consider empowerment to be unrealistic or unsuitable, so they often express their distrust and frustration and also employees especially those who have worked in a more traditional hierarchical environment, they do not tend to be used to empowered structure. In a similar way, this reluctance also can be found in executive managers, they are not willing to take more responsibility, and by contrast they prefer to get main decisions from their bosses.

Next, some employees are under-skilled because of the lack of training, so they cannot be competent for a job in empowered environment.