

# Managerial decision making

Business



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Managerial Decision-Making Introduction Scholarly research depicts employee empowerment as a way of creating a working scenario where employees are motivated or encouraged to specific work related situations. It can also be described in other words that employee empowerment is allowing employees to participate in the welfare of the organization. The idea behind employee empowerment is to increase employee's responsibility and bring confidence in their day-to-day duties. Employee empowerment can vary from organization to organization. However, most people mistake empowerment for a right, but empowerment is not a right it is a privilege. Therefore, this report seeks to discuss how employee empowerment is essential for the employees themselves and how it is a good business to the organization (Farheen & Sidrah, 2011). It also gives the reason as to why employees must be empowered.

#### Types of employee motivation

First, an organization has to give up some of its power in favor of employee autonomy. This will give employees a sense of free environment in contributing ideas and methods by which they will fulfill their tasks.

Secondly, invite feedback from employees by installing a suggestion box (Huq, 2010). By doing so, an organization will understand how best to aid their empowerment. Thirdly, opening doors to employees and asking for opinions in meetings will help employees know that they are cared about and that their opinion matter to the organization. In addition, promote employee education by allowing them to get the necessary education. Also, arrange for them to attend career development seminars. By so doing, the organization gains employee loyalty and improve employee performance (Farheen & Sidrah, 2011). Lastly, acknowledging employee achievements by <https://assignbuster.com/managerial-decision-making-essay-samples/>

recognizing and congratulating employees on a good job done. This will motivate employees to improve their responsibilities and work much harder to deliver efficient and effective outcomes.

#### Benefits of employee empowerment

Employee empowerment is very important to the employees because firstly it brings satisfaction and motivation leading to increased productivity (Sandri, 2011). Secondly, freedom of expression will lead to creativity and innovation. Thirdly, the employees will feel efficient and there will be a lesser need of supervision. Hence this tool of not being supervised, gives employees a freelance attitude and they become more customer friendly, which is a big boost to an organization. Lastly, empowerment will create a sense of ownership hence encouraging employees become more enterpreneurial.

#### Organizational Empowerment

Research has shown that empowering employees is the best thing to do in any organization whether big or small. However, some organizations might empower their employees more than others based on their financial capabilities and management. As such, it is the mandate of the management to know the manner of empowering employees to ensure that the empowerment does not affect the negatively but positively. Some organizations like Nordstroms, Ritz-Carlton hotels, and Google are well established to a point that they can empower their employees better compared to others. Despite the ability, organizational empowerment is advantageous. This is because empowered employees show “ greater levels of innovation and produce high quality products and services than underpowered employees. In turn, these outcomes of greater job

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satisfaction, productivity, innovation, and quality lead to greater levels of organizational effectiveness and profitability” (Sandri, 2011, p. 8).

### Personal Experience

Employee empowerment is not a strange phenomenon to me. I understand how it feels to be motivated, and how it improved my customer skills. Having worked for a company that imports electrical devices for two years as a sales representative, I was enlisted to attending a three day seminar. The feeling was very refreshing, and a feeling of appreciation sank into my system. The three-day seminar was a life changing experience in my sales and marketing field, because I learnt about strategies for handling all types of clients and how to adjust to the rapidly changing job requirements (Huq, 2010). By being granted such a privilege, I gained more confidence in handling customers and became friendlier to them (Farheen & Sidrah, 2011), hence increasing sales. I also felt a sense of ownership to the organization because it invested in me for its future endeavors. Lastly, I developed a feeling of loyalty to the organization because I had to put my best forward on my duties, to show the organization that their effort is properly utilized.

### Conclusion

In conclusion, employee empowerment maintains the stability of an organization because motivated or empowered employees develop an attachment or belonging to an organization. By being very attached and committed to the organization leads to them working for a long duration of time or even decades, thus acquiring outstanding work experience leading to organizational prosperity. As such, I can argue that empowerment of employees should be implemented or practiced in every company and organization due to its valuable impact to employees and the organizations.

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## References

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