

Reviewed Study on Employee Empowerment and Its Impact on Job Satisfaction

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ABSTRACT

Engaging employees is the long haul procedure of giving the tools, preparing and persuade the specialists to perform at the ideal dimension. In the event that association is searching for a technique to speed procedures and still make quality materials and services, center on employee empowerment. Employee empowerment, job satisfaction and aim to remain are increasing significant consideration. These factors assume a major job in the board writing with an expanding number of studies led in the ongoing decade. Job satisfaction can be characterized as "a pleasurable positive emotional state, ascending from the assessment of one's job understanding". EE may be tended to as an administration procedure utilized all through associations as an approach to manage the necessities of worldwide business over all segments, likewise JS is a standout amongst the most examined zones in Literature Surveys. In this Research Study we reviewed many research surveys already done on the Impact of Employee Empowerment on Job Satisfaction in Organizations in Detail.

1. Introduction

The Human Resources are the significant ownership of any association or foundation. Human Resources accept dynamic position in the forefront formative circumstance of any association. Employee empowerment (EE) and Job satisfaction (JS) has analyzed for quite a long time despite the fact that there has been an improved drive in this fragment of research because of the developing challenge the world over. There is increment enthusiasm for JS in the budgetary division because of ascend in rivalry and current innovative change. JS has involved significance to management in all divisions and decrease in job satisfaction may result in increment in truancy which additionally leads towards expanded turnover. Employee empowerment remains a management system utilized by and large in organizations as a method for handling basic creative worldwide business and for goals gauge are been made by specialists through past investigates and its rationale. This present investigation research will survey past research on the connection among EE and JS.

2. Human Resource Management

Imam et al (2013) [1] Human Resource Management is basic for each organization. This is on the grounds that "human resource" carry with them human capital which involves the information and experience that an individual employee gets with the progression of time, through the work they done and learning they get. These contemplations make employee worth for any organization. Today, in the aggressive condition, organizations work to get the best human resource in the organization. This is done in light of contend in the present business condition and procure the strategic and upper hands. There organizations choose best human resource and attempt to hold it for the best eventual fate of the organization. HRM manages the overseeing and sorting out human resource of organization. This is done such that HR managers are constantly occupied in making diverse policies from recruitment to giving advantages to the employees. They are capable to convey best ability to the organization and afterward make policies and techniques to hold them. HR is constantly

useful in making organization effective by their execution in bringing best ability and through their focused policies and methods to hold that best ability. "Employees are an essential venture for the organization," so these must be overseen precisely and effectively. Employees are critical for the organization on account of the value they have to the organization. **Imam and Shah (2013) [2]** revealed that job satisfaction is gigantically looked into area so as to inspect the organizational activities, deeds and execution, while empowerment is a much new idea to the organizations. Empowerment can be considered as a change technique that can be utilized to mastermind and help organizations so as to coordinate the progressions that are generally overarching in the work place. This can assist organization with bettering use the human capital at the work environment and furthermore brings a superior utilization of the human resource.

Thomas and Kumar (2010) [3] in their article, "Human resource management rehearses in Kerala State Co-usable Bank Ltd.", showed the level of satisfaction and dissatisfaction of managers in various parts of their work in Kerala State Co-usable Bank Ltd, and found that larger amount managers were more satisfied than the lower level managers. **Green (2011) [4]** in his investigation on "Motivational Management" has uncovered that the organizational factors have noteworthy association with job satisfaction. The organizational factors incorporate management leadership, teamwork, supervision, acknowledgment, pay and advantages and security. The examination has additionally uncovered that after successful advances are taken as to above factors, the level of job satisfaction has improved much.

RutaKazlauskaitė et al (2012) [5] in their work decide the significance of empowerment idea and its job in the HRM-performance linkage. – A refinement was made between organizational empowerment, as a heap of HRM exercises, and psychological empowerment, as an employee business related frame of mind, and their job in the HRM-performance linkage was characterized. Organizational empowerment was

positively identified with psychological empowerment, job satisfaction, and full of feeling commitment. Psychological empowerment and full of feeling commitment were found to intervene the effect of organizational empowerment on customer-arranged behavior.

3. Employee Empowerment

Soofali (2013) [6] Empowerment has wide-extending and unmistakable endless importance and this different definitions and methodologies, confronted the genuineness of this idea with issue. The meaning of empowerment components can be utilized as inborn motivation, comprehension and commitment, job structure, and the sharing of resources and information communicate, power or expert. The first meaning of empowerment, in 1788 that empowerment distinguish as designating capacity to the organization job of person. This specialist ought to be built up to an individual or found in his organization's undertaking. In the lexicon, empowerment proposes the diverse implications. Empowerment is an accumulation of frameworks, strategies and measures to build up the capacity and competence of people to create and enlarge efficiency, organization advancement, growth and flourishing and human resources as indicated by the organization's objectives are utilized. Empowerment isn't just offering control to employees yet aim employees with instructing the aptitudes and motivation, could recuperate their execution. Empowerment is to bear the cost of the basic resources accessible to employees and empowerment of growth process. "Essential" is additionally intended to establish more grounded connection that reason employees to take care of problems and improve the capacity of supporting vision and public of staff and enable them to recognize ecological issues leveled out.

Olishfski, and Cunningham (2018) [7] detailed that empowerment can likewise be named as designating or sharing force or expert by top management to bring down management, to improve their certainty and decision making power. Empowerment is entirely tad command over "decision making, work forms, objectives set for execution as well as other individuals or employees". The power over decision making can be of the structure that an individual employee in specific conditions can take the decision in the interest of organization if the issue isn't much genuine. Likewise, empowerment can be of the structure that employee can take decision for the work forms or can carry out his responsibility in his own particular manner without harming or conveying any issue to the workplace and procedures of the organization. Essentially, defining objectives at the lower level or in a group (which can be made for a momentary reason) so as to accomplish the organizational destinations and errands.

Spreitzer (2015) [8] empowerment is the expanded inherent undertaking motivation showed as four comprehensions, which indicates how an individual employee's introduction to the job and work jobs that has been doled out to them. These are: Meaning: "a fit between the prerequisites of a work job and conviction, qualities, and practices"; Competence (self-efficacy): limit of a person to play out his job; Self-assurance: it includes person's possibilities for circumstances that manage their demonstrations and Impact: "a degree to

which an individual can impact strategic, regulatory or working results at work".

Humborstad et al., (2008) [9] Empowerment demonstrates that employees with low dimensions position in organizations once in a while perceive that a leaders' duty ought to go about as a teacher or guide so significant decisions making would be in all dimensions of organizations. Consoling employees to settle on quick decision by utilizing their discoveries. So, empowerment application may perhaps urge bleeding edge employees to bring magnificent administration as a discretionary goal. Turnover intention is the useful and estimated eagerness to stay or stop an organization. It can likewise be characterized as a psychological and emotional answer to point by point organizational circumstance where the behaviors shifting from physical demonstration of turnover. Intention to stay or leave, genuine turnover and non-attendance has built up huge hypothetical and practical considerations.

4. Job Satisfaction

Cranny et al., (2012) [10] Job satisfaction might be resolved either by considering answers too many job angles or by answers to a one clear articulation, despite the fact that utilizing different feature techniques remains a superior decision in the management and psychology literature. Single-thing of job satisfaction strategies produce results consistently as joined techniques. In this way it is trusted that solitary thing techniques could be supported because of job satisfaction plot notwithstanding its fundamentals which is all around considered by employees despite the fact that not determined extensively. Along these lines, job satisfaction might be estimated as a multidimensional idea. It can likewise characterize a person's all out emotional reaction to work and its related highlights.

House and Wigdor, (2017) [11] indicated job satisfaction includes two diverse autonomous highlights. These highlights are not on contradicting finishes of the assortment yet rather involve two extraordinary and discrete scales. At the point when there is absence of job satisfaction this does not result to dissatisfaction but instead there is absence of satisfaction likewise invert job dissatisfaction isn't satisfaction, rather "no dissatisfaction". For example, pondering on cleanliness factors and working conditions. At the point when climate control system in a working region quits working employees would truly be dissatisfied in any case, when forced air system works for the duration of the day of course employees won't observe to be appreciative and satisfied.

Kanwar et al (2009) [12] have analyzed the effect of work life balance and burnout on job satisfaction with regards to the Information Technology (IT) and IT Enabled Services (ITES) ventures. Burnout is estimated through three measurements, i.e., futility, de-motivation, and depletion. The discoveries uncover that while work-life parity and job satisfaction were positively identified with one another, de-motivation, fatigue and triviality were negatively identified with job satisfaction. The noteworthy commitment to job satisfaction originated from work life balance in both the IT and ITES ventures. In any case, it was higher in the ITES group contrasted with the IT

group. Further, job satisfaction was higher among the male respondents in contrast with the female respondents. The IT group had lower work-life equalization and job satisfaction, while it had higher unimportance, de-motivation and weariness contrasted with the ITES group.

Jaspal Singh and Gagandeep Kaur (2009) [13] in their work have assessed the job satisfaction level of Universal bank employees in India. It centers around distinguishing the elements of job satisfaction and their impact on the general job satisfaction level of Universal bank employees. Exploratory factor investigation uncovers that eleven variables Workplace Environment, Supervision, Job Security, Cooperation from Peers, Pay and Other Facilities, Employee Acceptance, Delegation of Authority, Job Contentment, Workplace Discrimination, Opportunities for Growth, Transparent Salary Structure as the imperative determinants of job satisfaction. The consequences of numerous relapse examination demonstrated that Supervision, Cooperation from Peers, Payment and Other Facilities, and Delegation of Authority (autonomous factors) impacted the level of job satisfaction (subordinate variable) of bank employees.

5. Job satisfaction and employee work performance

Nimalathan Balasundaram (2010) [14] in his research work, he inspected the connection between job satisfaction and employee's work performance. It is discovered that there is a positive connection between job satisfaction and employees' work performance. That is abnormal state of reasonable advancement, sensible pay framework fitting work itself and great working condition prompts abnormal state of employees' performance. As it were, employee's job satisfaction has positive effect on their performance.

Shagufta and James (2013) [15] have inspected the impact of rewards and job satisfaction on their work performance. The aftereffects of the investigation recommend that higher rewards and satisfied employees in work organizations assume a noteworthy job both in the advancement of employee, job satisfaction and subsequently higher productivity in organizations. Higher the job satisfaction, the more probable workers will hold a positive attitude toward their jobs, and are bound to be committed to the organization. **Kimberly and Lisa (2013) [16]** in their work have investigated how employee inclusion atmosphere, a development made out of power, information, rewards and knowledge, and director undermining are identified with customer perceptions of service quality. Also, the collaboration between employee contribution atmosphere and chief undermining is tried. Results propose that a noteworthy association exists between these two constructs and are key indicators in expanding or diminishing customer perceptions of service quality.

Memona Zareen et al (2013) [17] have considered the job plan and employee performance. The motivation behind this investigation was to implement structuring a job as per employee's psychology and to support managers and human resources professionals in accomplishing higher organizational productivity. It is inferred that the idea of jobs, undertakings, and assignments matches with the psychology of employee, the employee will in general be the more powerful, gainful and

supportive for the organization for accomplishing his/her own objectives and organizational results.

Mosharraf Hossain and Tariqul Islam (2009) [18] in their article, "Quality of working life and job satisfaction of Government hospital nurture in Bangladesh" stated down the general quality of working life and job satisfaction and the performance of the Government hospital nurture in Bangladesh. The outcomes uncovered that there was a huge positive correlation between quality of working life and job satisfaction. A critical positive correlation was likewise found between quality of working life and performance and job satisfaction and performance. Perceptions of quality of working life and job satisfaction were essentially higher among the respondents in little organizations than among those in expansive organizations.

6. Employee empowerment impact on job satisfaction

Elbeyi Pelit et al (2011) [19] in their work have made an endeavor to decide the effect of employee empowerment on job satisfaction. To fill this need, empowerment is contemplated as two measurements – for example behavioral and psychological – and the impact of employee empowerment on the level of job satisfaction was analyzed by thinking about these two measurements all in all and independently. The discoveries recommend that the best angles identified with job satisfaction are relations with the partners and physical conditions, while the most negative viewpoint is the compensation issue, for example out of line payment. Besides, correlation and relapse analyses show that psychological and behavioral empowerment significantly affects job satisfaction, and the impact is a lot more prominent when psychological and behavioral empowerment are taken all in all. **Syed Waqar Akbar et al (2011) [20]** in their research, inspected the connection between employee empowerment and job satisfaction. The outcome uncovered that employee empowerment has positive and critical effect on employee job satisfaction and there is noteworthy contrast among sexual orientation savvy job satisfaction level. This examination additionally affirms that employee empowerment leads towards more elevated amount of employee's job satisfaction

Bourke (2008) [21] Employee empowerment can be a definitive device for organizations. This new management method can expand competence and convenience inside an organization. It expands employee productivity. By empowering employees, special and managers have the self-governance to contribute their opportunity to increasingly imperative issues. Empowerment likewise pass on s many profit to employees. It makes them feel upgraded about their commitments to the organization, it upgrades employees' brains to discover improved approaches to complete their jobs and it gives laborers the sentiment of self-affirmation in themselves and their organizations.

As indicated by **Sergio and Tima (2011) [22]** open organizations have been expecting employee empowerment with the point of cultivating performance and job satisfaction and empowering ingenuity. Our insightful of employee empowerment has been over-included by a lack of observational research on its uses and outcomes in the open sector. In light of Bowen and Lawler's hypothetical law of

employee empowerment, this investigation investigates the connection between different empowerment rehearses and asserted performance in concentrated offices. It is discovered that empowerment rehearses proposed at giving employees access to job-related knowledge and skills and at giving way them judgment to change work forms affect claimed performance. Other empowerment rehearses intended for furnishing employees with data about objectives and performance and contributing them rewards dependent on performance are recognized, notwithstanding, to have small bearing on perception of performance.

Swarnalathand Sureshkrishna (2012) [23], have analyzed the management rehearses by presenting employee empowerment, teamwork, employee pay, management leadership into a research model for contemplating employee job satisfaction among the employees of car businesses in India. The research is led among 234 employees of car ventures in India and the aftereffect of this investigation demonstrates that the job satisfaction level of employees is medium and the top management leadership need to take consideration of upgrading the employee job satisfaction level. The outcome additionally demonstrates that there is a critical relationship was endorsed between 1) employee empowerment, 2) teamwork, 3) employee pay and 4) management leadership.

Timothy and Shinichiro (2018) [24] in their examination, "Another take a gander at the job satisfaction – life satisfaction relationship", investigated the connection between job satisfaction and life satisfaction of employees. The consequence of the examination uncovered that there was a solid connection between the job satisfaction and the life satisfaction of employees. 89 Job satisfaction assumes a noteworthy job in advancing the life satisfaction of a person. The idea of one's job environment in a roundabout way influences one's sentiments about the job. Since a job is a

critical piece of life for many workers, the general life satisfaction influences job satisfaction. Job satisfaction and life satisfaction are between associated and between connected. On the off chance that an individual leads a life of dissatisfaction, he before long ends up imprudent, despondent and diverted in his work. Increment in job satisfaction prompts increment in life satisfaction. Along these lines, job satisfaction is the consequence of different attitudes that the worker holds towards the job as well as towards life as a rule.

7. Conclusion

Job satisfaction is an essential marvel in the human resource management process. It has an effect both on physical and psychological well-being of a worker. The satisfied employees produce more, work more and they additionally feel glad to work. The satisfaction got from their job is reflected in their dynamic records. The improvement of the foundation totally relies on the scholarly dynamic performance by the employees. Each worker might want to express his problems and he might want his problems to be settled by the management. Understanding the employee attitude is an essential factor of satisfaction. Job qualities, for example, freedom, high substance assortment, the job it-self and job security are likewise the significant wellsprings of job satisfaction. At the point when the employees are discouraged in their work, they feel pressure which is considered as a moderate toxic substance. The greater part of the investigations featured the effect of empowerment on job satisfaction and the performance. In addition, these investigations analyzed the connection between employee empowerment and job satisfaction overall, and concentrated on restricted parts of empowerment. This examination fuses different parts of empowerment and job satisfaction not at all like past investigations in the literature, in deciding their impact on job performance.

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