



## STRATEGIC EMPOWERMENT INITIATIVES FOSTERS EMPLOYEE EMPOWERMENT AND IT'S IMPACT ON ORGANISATIONAL PERFORMANCE IN GKN DRIVELINE, ORAGADAM.

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### ABSTRACT :

This study explores the relationship between employee empowerment and organizational performance, aiming to identify how empowering employees influences key performance metrics within organizations. Employee empowerment is defined as the process of providing employees with the autonomy, resources, and skills necessary to make decisions and take ownership of their work. The research adopts a mixed-method approach, combining quantitative surveys with qualitative interviews to gather comprehensive data from diverse industries. Quantitative results indicate a positive correlation between employee empowerment and enhanced organizational performance, including increased productivity, higher job satisfaction, and reduced turnover rates. Qualitative findings further reveal that empowerment fosters a more innovative and responsive organizational culture. This study underscores the importance of strategic empowerment initiatives, recommending that organizations invest in training, transparent communication, and participative decision-making to achieve sustained performance improvements. The implications of these findings suggest that empowering employees is not only beneficial for individual development but also crucial for achieving long-term organizational success.

**Keywords:** Employee empowerment, Job satisfaction, Employee engagement, Leadership style, strategic empowerment.

### 1.1 Introduction:

Employee empowerment refers to the process of granting employees the autonomy to independently make crucial decisions on their daily tasks. It is anticipated that empowered workers will accomplish their tasks more quickly and effectively than disempowered workers. Because sharing authority and influence within an organization increases managerial and organizational effectiveness, employee empowerment has gained attention in the management community. Encouraging individuals to make decisions with the least amount of guidance from upper management is known as empowerment. A well-known idea in business administration Opponents of empowerment consider it as nothing more than a tactic to increase workloads and shrink a business, despite the fact that it is widely recognized as a means of enhancing employee satisfaction and productivity. Proponents of empowerment believe that it is the fundamental basis for ongoing development. In recent years, the principle of overall quality management has evolved into the empowerment concept. There is consensus that empowerment is one of the more challenging components of continuous improvement, but it shouldn't be viewed as a panacea for all the problems facing modern businesses.

### 1.2 Review of Literature

**Chen, X., & Liu, Q,** 2024, Leadership & Organization Development Journal , Leadership & Organization Development Journal.The study examined the moderating effect of leadership style and found that transformational leadership strengthens the positive relationship between employee empowerment and organizational performance, while transactional leadership weakens it.

**Li, Y., & Zhang, H** 2023 Personnel Review, Exploring the Mediating Role of Employee Engagement in the Relationship between Empowerment and Organizational Performance. This study explored the mediating role of employee engagement and found that it partially mediates the relationship between employee empowerment and organizational performance, indicating that empowerment enhances engagement which in turn leads to improved performance

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### 1.3 Research Gap

These review of literature supporting the positive impact of the employee empowerment on organizational on performance, there remain a gap in understanding the specific mechanism though which empowerment influences performance, as well as the contextual factors may moderate this relationship. The more research is needs to explore the impact of empowerment in different cultural and industry contexts to provide a comprehensive understanding of this effects.

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### 1.4 Objective of the study

- To understand the various plans pertains to enhance employee skills for better performance through empowerment.
- To study the feedback mechanisms on towards employees through effective communication channels.
- To understand about the effectiveness of empowering leadership in fostering a collaborative and trusting organizational culture.

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### 1.5 Research Methodology

#### Data Collection Method

There are two sources of data namely Primary and Secondary data.

#### Primary Data

Primary data are fresh data that are collected through surveys from the employees using questionnaires. Totally questions were given to GKN Drive line India Limited.

#### Secondary Data

Secondary data are collected from some other sources such as journals, magazines, and websites.

#### Research Design

A descriptive research design is used in this study.

#### Descriptive Research Design

Descriptive research is used to describe the characteristics of a population or phenomenon being studied. It is focused on fact findings investigation in well- structured form and is based on primary data. The descriptive studies are undertaken to ascend and be able to describe characteristics of the variables of the interest in a situation.

#### Sample Size

Among the total 200 employees, the sample size taken for the study is 150 respondents.

#### Sample Area

The sample area means the place where the survey has been conducted. The sample area is GKN Driveline India Limited.

#### Statistical Tools

After the data have been collected, an analysis has been done with the following tool.

- Percentage analysis
- Chi-Square test
- Correlation

#### Percentage Analysis

Percentage analysis is one of the basic statistical tools which is widely used in the analysis and interpretation of primary data. It deals with the number of respondents.

whose response to a particular question is a percentage arrived from the total population selected for the study. It refers to a special kind of rate, percentages are used in making a comparison between two or more series of data. A percentage is used to determine the relationship between the series.

**Percentage = No. of employees/Total no. of employees\*100**

#### Chi-Square Analysis

The Chi-Square statistic is commonly used for the testing relationship between categorical variables. The null hypothesis of the Chi-Square test is that no relationship exists between the categorical variables in the population; they are independent

Chi-Square tests are often used in hypothesis testing.

**Chi-square =  $\sum (O_i - E_i)^2/E_i$**

#### Correlation

A correlation is a statistical measure of the relationship between two variables. The values are computed using Karl-Pearson's correlation. The number is best used in the variables that demonstrate the linear relationship between each other.

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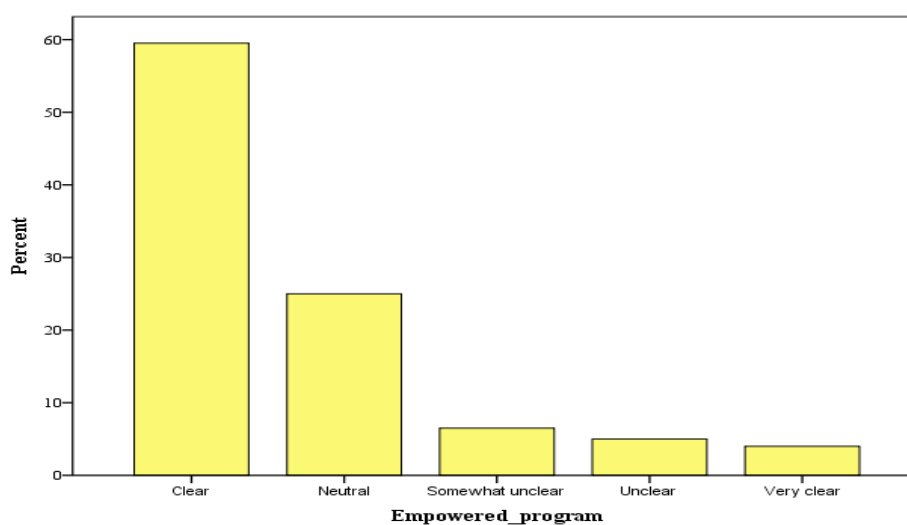
### 1.6 DATA ANALYSIS INTERPRETATION

#### Percentage analysis

#### Empowered program

**Table No.4.1 Empowered program**

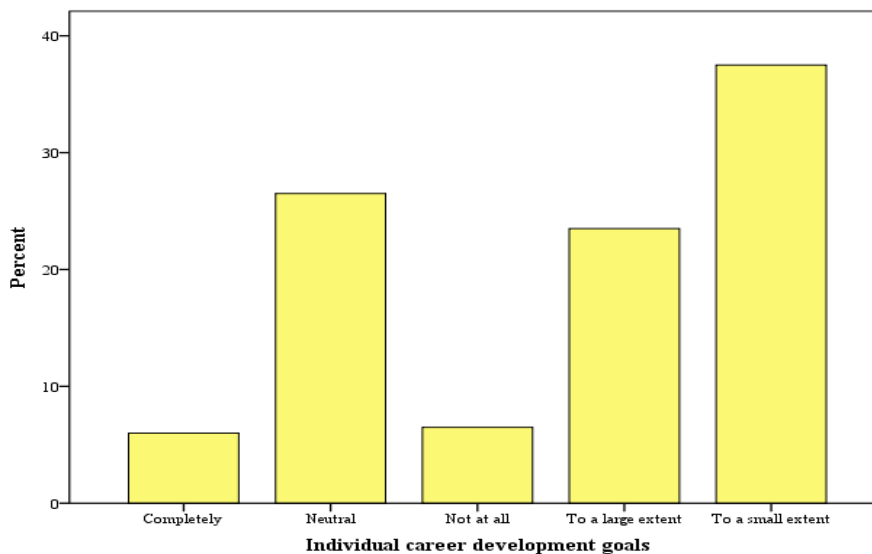
Particulars	Frequency	Percent
Clear	119	59.5
Neutral	50	25
Somewhat unclear	13	6.5
Unclear	10	5
Very clear	8	4
<b>Total</b>	<b>200</b>	<b>100</b>

**Figure No.1.1 Empowered program****Inference**

From the above table, it is inferred that 59.5% of the respondents are Clear, 25% of them are Neutral, 6.5% of them are Somewhat unclear, 5% of them are Unclear, 4% of them are very clear.

**Individual career development goals****Table No.4.2 Individual career development goals**

Particulars	Frequency	Percent
Completely	12	6
Neutral	53	26.5
Not at all	13	6.5
To a large extent	47	23.5
To a small extent	75	37.5
<b>Total</b>	<b>200</b>	<b>100</b>



**Figure No.1.2 Individual career development goals**

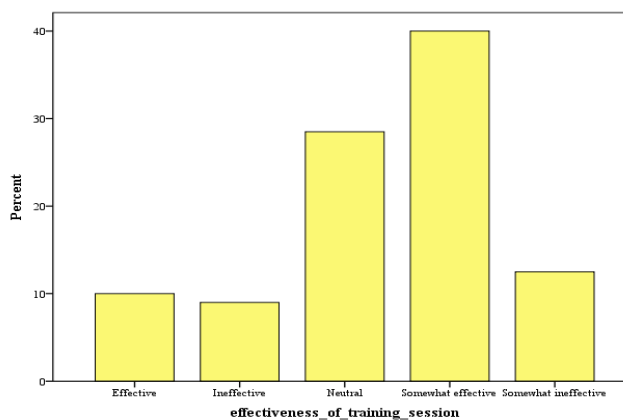
**Inference**

From the above table, it is inferred that 37.5% of the respondents are To a small extent, 26.5% of them are Neutral, 23.5% of them are To a large extent, 6.5% of them are Not at all, 6% of them are Completely.

**Effectiveness of training session**

**Table No.4.3 Effectiveness of training session**

Particular	Frequency	Percent
Effective	20	10
Ineffective	18	9
Neutral	57	28.5
Somewhat effective	80	40
Somewhat ineffective	25	12.5
<b>Total</b>	<b>200</b>	<b>100</b>



**Figure No.4.3 Effectiveness of training session**



Opportunity for enhance skill and knowledge * colleague based on experience	200	100	0	0	200	100
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**Table no.4.6 Test Statistic**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	28.333 <sup>a</sup>	16	.029
Likelihood Ratio	27.685	16	.034
N of Valid Cases	200		

**Inference**

From the above table 4.37, the significant value is  $p=.029$  which is less than 0.05. so, null hypothesis is accepted, it reveals that there is no significant association between the enhance skill and based on experience.

**Correlation****Null hypothesis**

H0: There is no significant association between the leadership guidance and direction and recognize and reward employees.

**Alternative hypothesis**

H1: There is significant association between the leadership guidance and direction and recognize and reward employees.

**Table no.4.7 Correlation**

Correlation values		Leadership guidance and direction	Recognize and reward employees
Leadership guidance and direction	Pearson Correlation	1	.095
	Sig. (2-tailed)		.181
	N	200	200
Recognize and reward employees	Pearson Correlation	.095	1
	Sig. (2-tailed)	.181	
	N	200	200

**Inference**

From the above table 4.38, it is inferred that,  $r=.095$  ( $r$  value lies between -1 to +1), hence it is clear that there is negative correlation relationship between the leadership guidance and direction & recognize and reward employees. So, null hypothesis is accepted, this reveals that there is no significant relationship between the leadership guidance and direction & recognize and reward employees.

**1.7 Suggestions****1. Establish Clear Goals and Expectations:**

- Clearly define organizational goals and individual roles to provide direction and purpose.
- Ensure employees understand how their contributions align with the broader organizational objectives.

**2. Foster Open Communication:**

- Encourage open and transparent communication channels.

- Regularly solicit feedback from employees and act on their suggestions.

### **3. Provide Training and Development Opportunities:**

- Invest in continuous learning and professional development programs.
- Equip employees with the necessary skills and knowledge to make informed decisions.

### **4. Delegate Authority and Responsibility:**

- Trust employees by delegating authority and giving them the responsibility to make decisions within their roles.
- Avoid micromanagement; allow employees the freedom to take ownership of their tasks.

### **5. Recognize and Reward Contributions:**

- Implement a recognition and rewards system to acknowledge employee efforts and achievements.
- Celebrate both individual and team successes to boost morale and motivation.

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## **Conclusion**

Employee empowerment is essential for modern organizations looking to succeed sustainably, not only as a trendy management practice. Organizations may build a strong, creative, and driven team that is able to provide outstanding performance results by investing in the empowerment of their workforce. The trend towards a workforce that is more empowered is in line with the changing nature of business, where flexibility, inventiveness, and employee involvement are critical. Improved organizational performance is the result of the combined benefits of higher productivity, greater innovation, higher job satisfaction, and

lower turnover. Businesses that give their staff more autonomy frequently witness gains in their bottom line, competitive positioning, and long-term viability. Employee empowerment is a strategic approach that organizations use to improve performance by giving workers the freedom, tools, and self-assurance to take initiative and make valuable contributions to their roles. The conclusion of how employee empowerment affects organizational effectiveness.

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