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A STUDY ON EMPLOYEE EMPOWERMENT IN S.P APPARELS SPECIAL REFERENCE TO TIRUPPUR

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ABSTRACT:

The success of any organization depends on availability of committed human resources. Besides providing satisfaction on advanced concept in the current day human resource management discipline to increase the commitment, dedication, morale, belongingness positive attitude towards organization and innovation in the task performance and acceptance to any kind of change in empowerment. Empowerment of employees is the responsibility of top-level management. The major objectives of this study are to find out degree of empowerment existing in the organization and to analyse the role of management in promoting employee empowerment in the organization. It mainly deals with the employee's satisfactory level towards empowerment in the present organization, and how harmony presents in the organization.

Keywords: Employee -Empowerment – Trust - Performance

INTRODUCTION OF THE STUDY :

Employee empowerment is a management philosophy that enables employees to take ownership of their
work, make decisions, and act independently to achieve organizational goals. It involves giving employees the autonomy, authority, and resources needed to perform their jobs effectively and efficiently.

By empowering employees, organizations can improve productivity, enhance job satisfaction, increase innovation, and make better decisions. Empowered employees are more motivated, engaged, and committed to achieving organizational objectives, leading to increased job satisfaction and reduced turnover. When employees are given the freedom to make decisions and take actions, they are more likely to come up with creative solutions to problems and take ownership of their work.

Employee empowerment in a garment's organization is essential for fostering a dynamic and innovative workplace that drives both individual and organizational success. In an industry characterized by rapid changes in consumer preferences and market trends, empowering employees enables them to take ownership of their roles, make informed decisions, and contribute creatively to problem-solving. By cultivating a culture of trust and collaboration, organizations can harness the diverse skills and insights of their workforce, leading to improved productivity, higher job satisfaction, and enhanced quality of products.

REVIEW OF LITERATURE :

Spreitzer, G., & Porath, C. (2018): his study revisited the psychological empowerment theory, emphasizing the importance of meaning, competence, self-determination, and impact. It also introduced the concept of "employee flourishing", where empowered employees feel both competent and connected, thus enhancing their overall well-being and performance.

Seibert, S. E., Wang, G., & Courtright, S. H. (2018): Conducted a metanalysis and found that employee empowerment is positively related to job satisfaction, organizational commitment, and overall performance. They also differentiated between structural empowerment (autonomy, resources) and psychological empowerment (self-efficacy, meaning).

Liden, R. C., & Wayne, S. J. (2018): Expanded on the empowerment model by integrating social exchange theory, suggesting that leadership behaviours like trust and support enhance empowerment, which in turn increases job performance and employee engagement.

Thomas, K. W., & Velthouse, B. A. (2018): Reaffirmed the psychological framework of empowerment and introduced dynamic empowerment that emphasizes the temporal, situational, and interpersonal factors that impact empowerment perceptions.

Gibson, C. B., & Järvenpää, S. L. (2018): Focused on virtual empowerment in remote work environments, identifying that empowerment in virtual teams depends heavily on trust, autonomy, and the delegation of responsibility.

OBJECTIVES OF THE STUDY:

- To Analysis how employees are Motivated in Training and Development in S.P Apparels
- To study the Mental Ability of Employee and Effectiveness of Training & Development provide by the Organization
- To Measure how the employees are benefited through Training process • To Measure the Pre and Post Training Outcome

RESEARCH METHOLODY

The system of collecting data for research projects is known as research methodology. Research methodology represents the design of the research work. The system of collecting data for research projects is known as research methodology.

RESEARCH DESIGN

Research design is the arrangement of the conditions for the collection and analysis of data. This research comes under the **Descriptive research.**

POPULATION OF THE STUDY

The population of the study is finite (100)

SAMPLE SIZE

The sample size of this study is 80 respondents.

METHODS OF DATA COLLECTION

The data have been collected in two ways. Primary and secondary data collection. The primary data have been collected through a well-structured questionnaire. The secondary data collection is made through websites, articles, magazines,
journals, and books.

TOOLS USED FOR DATA ANALYSIS

Simple percentage methods and chi-square

SIMPLE PERCENTAGE ANALYSIS:

Formula: Simple Percentage Analysis = No of respondents / Total no of respondents *100

CHI-SQUARE ANALYSIS:

The Chi-Square statistic is commonly used for testing relationships between categorical values.
    Chi-Square value $\chi^2 = \Sigma \, (O - E)^2 / E$

 * O = Observed frequency

 * E = Expected frequency

 * Σ = Summation * χ^2 = Chi-Square value

Data interpretation and analysis Chi square analysis

Age group	Rarely	Sometimes	Often	Always	total
Between 18-25 years	1	20	18	5	44
Between 25-35 years	1	10	8	3	22
Between 35-45 years	1	3	6	2	12

Between 35-45 years	0	2	1	0	2
total	3	35	33	9	80

Null Hypothesis (H₀):

There is no significant relationship between gender and working with the company.

Alternative Hypothesis (H₁): There is a significant relationship between gender and working with the

company.

INTERPRETATION:

From the analysis, the Table value (16.919) is greater than calculated value (4.18) so, we accept the null hypothesis and reject the alternative hypothesis. Therefore, there is no significant relationship between the age of the respondent and do you feel skills and abilities utilized effectively.

VALUE CALCULATION:

0	E	O-E	$(O-E)^2$	$(O-E)^2/E$
1	1.65	0.65	0.42	0.25
20	19.25	0.75	0.56	0.08
18	18.15	-0.15	0.02	0
5	4.95	0.05	0	0
1	0.83	0.17	0.02	0.02
10	9.63	0.37	0.13	0.01
8	9.08	-1.08	1.16	0.12
3	2.48	0.52	0.27	0.10
1	0.45	0.55	0.30	0.66
3	5.25	-2.25	5.06	0.96
6	4.95	1.05	1.10	0.02
2	1.35	0.65	0.42	0.31
0	0.08	-0.08	0	0
2	0.88	1.12	1.25	1.42
1	0.83	0.17	0.02	0.02
0	0.23	-0.23	0.05	0.21
				4.18

DEGREES OF FREEDOM:

$(4-1) \times (4-1) = 9(16.919)$

Level of Significance at 5%:

Calculated Value: 4.18

Tabulated Value: 16.919

Since the calculated value (4.18) is less than the tabulated value (16.919), we fail to reject the null hypothesis at the 5% significance level. It is significant relationship between gender and working with the company

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FINDINGS

value (4.18) > 0.05, we fail to reject the null hypothesis (H₀). This means there is no statistically significant relationship between Gender and working with the company.

Tabulated Value > Calculated Value

There is no significant relationship between Gender and working with the company.

SUGGESTIONS

1. Organization should identify the Employee performance in Monthly once.
2. Each Training program should be helpful for organization development and Betterment of the Employees.
3. In the Training period give some Time for the employees to understand concept and Techniques.
4. In the Training period trainers should motivate Employee by giving Rewards like Certifications.
5. In the Training period Trainers should teach how to Handel Emotional Intelligence in certain Situations. 6) In the Training period Trainers should give effective Feedback about Individual Employee so they can Change themselves.

CONCLUSION

The study on the impact of social media on college students in Coimbatore reveals both positive and negative effects. While social media serves as a valuable tool for academic research and information gathering, it also contributes to procrastination and distractions. The Chi-Square analysis indicates no significant association between age and the impact of social media on study habits, suggesting that students across different age groups experience similar effects. To maximize the benefits of social media while minimizing its drawbacks, students should adopt responsible usage habits, educational institutions should integrate social media into learning, and awareness programs on cybersecurity, mental health, and digital detoxes should be encouraged. Future research can further explore long-term impacts and gender-based differences in social media usage among students .

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