

Impact of Psychological Empowerment on Job Satisfaction (A Case Study Of IT Companies In Mysore Districts)

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Abstract:

Now a days the role of human resource management is gaining much attention in this competitive environment . It has been considered as an important function of every organization. The main function of human resource management is to identify , attract , and recruiting the employees based on their potential abilities which helps the organization to reach the objectives. The purpose of the study to investigate the impact of psychological empowerment on job satisfaction and for the research 590 employees are selected who are working in IT companies in Mysore district and regression tool has been used for the analysis. The results reveals that there is a positive impact of psychological empowerment on job satisfaction.

Key words : Empowerment, creativity, autonomy .

Introduction

Employee Empowerment: Employee empowerment is a strategy and philosophy that enables employees to make decisions about their work roles. Employee empowerment helps employees own their work and take responsibility for their results. Empowerment is the process of enabling or authorizing an individual to think, behaves, take action, and control work and

decision making in autonomous ways. It is the state of feeling self-empowered to take control of one's own destiny and considered as a development HR strategy. Employee empowerment is a growing concern for an increasing number of organizations and employees across the globe. Employees have the potential to enhance the sustainable competition advantage . Empowerment has become a term which is widely used in a wide variety of work situations that deal with people and their problems Empowerment at the individual level of analysis can be seen broadly from two perspectives - Psychological and Structural

A. Psychological Empowerment:

Psychological empowerment focuses on the psychological feelings of the employees at the work spot . It's not about seeing the things physically it should be feel about the work role and how the employees experiences during the work .

The elements of psychological empowerment as follows

- Meaning
- Competence
- Self-determination
- Impact

Meaning :

The work relevance is a link between employees work role and beliefs,attitudes. If the employees feels the work is important that become meaningful work if he doesn't feel the work is meaningless

Competence:

In every organization employees are considered as a strategic asset . The high organizational productivity , efficiency can be done with the help of employees. If the employees are competent this will become very easy for the achievement of the organizational goals . Competent is refers to an ability of an employees to do the work .

Self – Determination

It's a form of autonomy for the employees to do the work in their own procedures. Every employees should have a sense of choice to perform their own work .

Impact

Its an outcome of all the dimensions of psychological empowerment . The empowerment will always give the employees a sense of belongingness and encourage them to participate in the decision making process. If one of the dimensions is fails its affects the entire empowerment and make the empowerment ineffective.

Statement of the problem

In India, there is a need of skilled employees to work in the competitive environment . It is become very difficult to the managers to maintain the consistency in the performance of the employees in the work place . Empowerment is a process which improves the efficiency of the employees by removing the formal organizational practices and implementing empowerment practices reduces the role ambiguity among the employees .

Review of literature:

Swarnalatha et.al., (2012) “a study on employee empowerment to motivate the employees in health care industry in a private multi speciality” in her paper briefly explains the benefits of the empowerment and obstacle of empowerment . In health care industry most of the employees feels that they are not independent they have to dependent on others and they need proper motivational techniques to boost their confidence”.

Islam and Ali (2013) in his paper satisfaction plays a significant role in the organization performance . For the employee satisfaction various factors should be considered such as work recognition, feedback , responsibility , recognition , rewards . Among all these factors achievement and work plays a prominent and shows positive impact on satissafction of employees.

Sujit Roy (2015) “ culture of empowerment in Insurance industry : A study on public sector corporation” the main aim of the study is to investigate the influence of cultural environment on empowerment . In insurance sector everyday employees has to interact with the clients and

solve the problems as early as possible but employees are not able to see the organizational goals as an individual's goals . This paper explains the empowerment dimensions from the employee perspective and still employees should know the benefits of empowerment which make them to come forward for the implementation of empowerment practices.

Objective of the study :

- To examine the impact of psychological empowerment dimensions on Job satisfaction of IT employees

Main hypothesis

H1 : The dimensions of Psychological Empowerment are positively related to Job satisfaction .

sub hypothesis :

Ha : “work relevance dimension of psychological empowerment is positively related to Job satisfaction”.

Hb : “Competence dimension of psychological empowerment is positively related to Job satisfaction”.

Hc : “ self – determination dimension of psychological empowerment is positively related to Job satisfaction”.

Hd : “ Impact dimension of psychological empowerment is positively related to Job satisfaction”.

Scope of the study

Empowerment has become a powerful tool for the organizations to achieve the goals . Every organization both psychological and structural empowerment are important to make the employee satisfies but this research paper examines only on psychological empowerment factors i.e meaning, competence, self-determination and impact on Job satisfaction . For the study total 590 employees are selected who are working in different IT companies in Mysore districts.

Research methodology

This chapter describes methodological process that adopted by the researcher in collecting relevant information on the research topic. Research paper requires both primary data as well as secondary data . For the collection of data a well structured questionnaire were used and back alpha is .878.

Analysis and interpretation

Descriptive Statistics						
		Statistic	Bootstrap ^a			
			Bias	Std. Error	95% Confidence Interval	
					Lower	Upper
Meaning	Mean	23.9373	-.0109	.2970	23.3495	24.5439
	Std. Deviation	7.21754	-.01360	.17097	6.86409	7.54098
	N	590	0	0	590	590
Competence	Mean	24.0949	.0012	.3269	23.4102	24.7301
	Std. Deviation	7.89475	-.00104	.19999	7.49157	8.27923
	N	590	0	0	590	590
Self Determination	Mean	24.4237	-.0029	.2902	23.8458	24.9762
	Std. Deviation	7.06675	-.01334	.15942	6.73449	7.35143
	N	590	0	0	590	590
Impact	Mean	24.8898	-.0001	.2880	24.2814	25.4457
	Std. Deviation	7.17899	-.00538	.18235	6.80045	7.52545
	N	590	0	0	590	590
Job Satisfaction	Mean	18.5864	.0105	.3040	17.9763	19.2033
	Std. Deviation	7.47390	-.00579	.18020	7.12201	7.82994
	N	590	0	0	590	590

a. Unless otherwise noted, bootstrap results are based on 1000 bootstrap samples

Correlations						
Control Variables			Work Relevance	Competence	Self Determination	Impact
Job Satisfaction	Meaning	Correlation	1.000	.098	.028	.202
		Significance (2-tailed)	.	.017	.499	.000
		Df	0	587	587	587
	Competence	Correlation	.098	1.000	.472	.223
		Significance (2-tailed)	.017	.	.000	.000
		Df	587	0	587	587
	Self Determination	Correlation	.028	.472	1.000	.328
		Significance (2-tailed)	.499	.000	.	.000
		Df	587	587	0	587
	Impact	Correlation	.202	.223	.328	1.000
		Significance (2-tailed)	.000	.000	.000	.
		Df	587	587	587	0

(Source : Primary Data)

Analysis and interpretation:

From the above correlation table we can say that the meaning dimension has correlated with other dimension competence(.017) and impact(.00) ,the competence dimension has correlated with other dimension meaning(.017) , self – determination(.000) and impact(.000) .Self – determination correlated with the competence(.000) and impact(.000) , lastly the impact dimension correlated with the all the dimensions (.000) of psychological empowerment with Job satisfaction . Hence we can conclude that there is a positive impact of psychological empowerment on job satisfaction

Conclusion

In this competitive environment technology is fast changing and every day employees has to cope up with the new advancements .IT employees has to update with the recent technological advancements to deals with their clients in efficient manner . Hence it become very necessary to make the employees to be empowered . IT companies should encourages the employees to participate in the decision making process . For that various empowerment techniques should be implement for the success of the organization. In IT sector employee satisfaction is very important because employee attrition rate is very high .If the employees are not satisfied the employees may be quit the organization .To avoid these kinds of problems empowerment is the technique which helps the organization retain the employees .

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