

Impact of Employees' Empowerment, Participation & Socialization on Organizational Success

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Abstract

The success of organizations demands various contributing factors/elements from the employees among which the Empowerment, Participation and Socialization come at the helm. In the literature, the theoretical foundations of the employee's empowerment were examined thus providing a sound framework about the subject. The related literature on the empowerment has been primarily through the relational or motivational approach. The relational approach, based on management practices, focuses on the decision making authority and delegation of power. The cognizance of the employees' participation advantages in refining working environment is so strong among the circles and institutions recognized to support the work quality that is suggested as a crucial part of a professional health and safety. For the newcomer, new employment is a challenge, because they faces new situations and is in need of obtaining skills and knowledge. For the organization, new employment is also a challenge as there is a liability headed for the improved mobility among the employees. The organizational socialization is critical in facilitating the new employees to get up to speed and to contribute.

Keywords: Empowerment, Participation, Socialization, Employees

1. INTRODUCTION

The empowerment is a kind of process which can be explained under the heads of cultural empowerment, sharing of information, enhancement of competency level, vesting autonomy to an extent, provision of resources and betterment of supportive measures. The benefits of employee's empowerment were being categorized and the constraints in this regard as well (Kaid, Kamal, Nawawi & Asma, 2012). In the literature, the theoretical foundations of the employee's empowerment were examined thus providing a sound framework about the subject. The focus of this study is to conclude that on the part of the employee, his/her empowerment is a key towards innovation, competency and modernization in the contemporary corporate culture. The employers of the both public and the private sectors do aspire to bring about certain changes in the working format of their employees (Mahmood & Fereydoon, 2013). Still, the phenomenon of empowerment is hindered by the vested interests of the employers and other stakeholders around.

The literature revealed that the employees' participation may affect the job satisfaction the employees, employee's loyalty, employees' productivity and all of them can build reasonable advantage for the institution. The cognizance of the employees' participation advantages in refining working environment is so strong among the circles and institutions recognized to support the work quality that is suggested as a crucial part of a professional health and safety (Komal & Tahir, 2007). The institution is giving utmost importance to the employee's participation in management. The institution has been seen to practice sound participative mechanism. The employees seem to understand and co-operate with each other in the institution. The employee's participation in management may increase personal fulfillment of employees or may reduce alienation. It also influences efficiency in various indirect and direct ways (Ursula & Stefan, 2010). Obviously employees' participation is a continuing process, which demands especial attention from both the employees and the management.

Due to its lasting effects and rapid influence, the socialization is vital for the organizations. Ranging from the individual to organizational levels, the augmented regularity of workplace changes and interventions, all these have need further socialization of employees as they are inclusionary limitations, cross-functional and hierarchical (Robert, 2009). The socialization is the process by which an employee in the organization acquires the skills and social knowledge to accept the organizational standards, learning the culture and values, expected behavior and abilities. Through socialization, the employees learn new knowledge about the organization and turn out to be completely integrated with the insiders (Helena, Cooper & Neil, 2010). The socialization helps new employee to familiarize with the working environment through enabling their tuning to the norms and values of the organization and by illustrative their role. Indeed, employee socialization probably happens when an employee joins a new work organization, acquires a new supervisor or trains a new employee (Judeh, 2011). Therefore, the socialization does not comprise only the new employee, but it is prolonged to include any changes occur in the workplace or position of the employees.

1.1 The Employees Empowerment

The related literature on the empowerment has been primarily through the relational or motivational approach.

The relational approach, based on management practices, focuses on the decision making authority and delegation of power. Agreeing to this approach, the empowerment was based upon the movement of authority down institutions' hierarchy where the sources of power could be normative, legal, remunerative, coercive and knowledge/expertise (Akhsanu & Sufean, 2013). In the motivational approach, the psychological enabling, strained as the leading cause for an individuals' emotional state of empowerment. The operational and conceptual meanings of empowerment frequently differ from literature to literature. The following two approaches of empowerment, psychological enabling and the relational, did not lead to dissimilar ways in defining and determining the empowerment (Amir & Fatemeh, 2014). To date, much of the research has been problematic to understand as what was measured and may not have been reliable with the conceptual approach of the researchers as there is not a measure of environmental and psychological empowerment.

1.2 The Employees Participation

The employees' empowerment is essential for improving their motivation and morale, promoting a sense of responsibility, increasing levels of job satisfaction and commitment to the institutional development and success. Focus on concerted decision making, new ways of institutional management that promote high performance workplace practices and synergistic creativity (Sima & Pourreza, 2013). Since participation has emerged as a channel for development, it should be assessed base on participation in problem identification, planning process, program implementation, and monitoring /evaluation, while taking cognizance of timing and factors that promote the participation. This is where participation reflects to be a means and its outcome becomes the end (Jasmin, Sarafidou & Georgios, 2013). The decision making refers to different aspects of institutional life, from instructional co-ordination and curriculum to the students' discipline and attendance and from personnel issues and staff development to the general administration and allocation of resources (Nwaiwu, Haninah & Asnarulkhadi, 2014).

1.3 The Employees Socialization

Due to its lasting effects and rapid influence, the socialization is vital for the organizations. Ranging from the individual to organizational levels, the augmented regularity of workplace changes and interventions, all these have need further socialization of employees as they are inclusionary limitations, cross-functional and hierarchical (Robert, 2009). The socialization is the process by which an employee in the organization acquires the skills and social knowledge to accept the organizational standards, learning the culture and values, expected behavior and abilities. Through socialization, the employees learn new knowledge about the organization and turn out to be completely integrated with the insiders (Helena, Cooper & Neil, 2010). The socialization helps new employee to familiarize with the working environment through enabling their tuning to the norms and values of the organization and by illustrative their role. Indeed, employee socialization probably happens when an employee joins a new work organization, acquires a new supervisor or trains a new employee (Judeh, 2011). Therefore, the socialization does not comprise only the new employee, but it is prolonged to include any changes occur in the workplace or position of the employees.

2. DISCUSSIONS

Lack of investment in the human resources, in the developing countries is the core issue which has hit the socio-economic sectors to an extent. Consequently, there is dearth of the competent and high profile human capital in the production sector (Mahdie, 2014). The empowerment is like a tonic which empowers the employees' psychologically, socially and financially. It promotes a kind of contentment, job satisfaction and loyalty among them. It results in personal growth, elated feelings, confidence and self-control which lead to a soft relationship between employer and the employee (Gulsah, 2014). Moreover, it makes the employees utilize their knowledge and skills, professional autonomy, potentials and capabilities thus enabling them to withstand their decisions, assume risks and taking appropriate actions. The empowerment not only benefits the institution but it is also followed by the high loyalty on the part of the employees (Alejandro & Yolanda, 2014). It will yield not only high output rather there will be a significant improvement in the academic standard as well.

From rapidly developing process of globalization, different institutions, despite the economic importance, suffer from diversity of institutional and structural weaknesses which have forced their capability to yield complete benefit. To implement these processes the in institutions, the participatory management has to be introduced in which power is shared and all the individuals are giving opportunities to participate, share and utilize their knowledge and experience (Badariah, 2011). The literature revealed that the participatory management is concentrated on its impact on institutional outputs such as work outputs and institutional performance, including the employee's loyalty, job satisfaction, product quality, productivity and the absenteeism. To improve productivity, the best way is by determined for the mutual objectives of employees and the high ups (Arif, Nadeem, Faiza, & Farzana, 2012). By developing the vision and the mission statement, determining perks and privileges and establishing the procedures and policies can develop the communication

and increase the loyalty and morale of the employees. In the same line, the employee's participation put emphasis in relation to the employee's loyalty and job satisfaction (Rathnakar, 2012). The related literature showed that employee participation is positively related to productivity, satisfaction, performance and the employee's loyalty.

The employees' socialization is an endless process which is essential for an individual during his/her tenure in the institution. In response to the institutional development, regardless of their position, all employees are in need to adapt and learn the culture of socialization (Razzaq & Malik, 2012). There are two diverse role orientations, individualized and institutionalized. "An institutionalized orientation encourages obedience and conformity to norms and rules. An individualized role orientation results when individuals are taught to respond to a new context in the same way that existing institutional members respond to it" (Ziaadini & Hashemi, 2013). An individualized role orientation results when individuals are encouraged to be creative and to experiment with changing values and norms so that an institution can better achieve its values. "There were two aspects of socialization; the first aspect concerned role-related learning which involved knowledge-base, mission and strategy, while the second one concerns learning culture" (Hosseini & Shirin, 2014). Through the socialization, the employees do learn about the institution's values, cultural, beliefs and norms, however, little is known about the processes by which such learning takes place.

3. CONCLUSION

For the newcomer, new employment is a challenge, because they faces new situations and is in need of obtaining skills and knowledge. For the organization, new employment is also a challenge as there is a liability headed for the improved mobility among the employees. The organizational socialization is critical in facilitating the new employees to get up to speed and to contribute. It is essential to facilitate new employees to recognize whatever performance standards are needed and feel that how they can contribute, along with confirming that their coworkers have the same perception. New employees need to learn in what way to function in their organization which needs knowledge and learning about the resource networks, norms, values and politics of the organization. The extent to which the newcomer is socialized, learning is the core of organizational socialization. Therefore, for organizational socialization, there are a number of models that emphasis upon the evidence that new employee need to learn to become a socialized employee. The social unity links the individuals in the organization and concentrated on the norms, behaviors, values, attitudes that support the mutual relationships and encourage a shared understanding of organizational aims and objectives.

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