INFLUENCE ON EMPOWERMENT AND JOB SATISFACTION ON EMPLOYEE'S AFFECTIVE COMMITMENT TO THE ORGANIZATION

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Abstract

Empowered employees trust that their task are significant, they have considerable freedom in deciding how to command and control organization and they each handle an entire distinguishes bit of work. Both primary and secondary data were utilized for this research. Primary data was gathered to assess the level of empowerment and the level of job satisfaction of the respondents. Secondary data was gathered from various sources. The strategy utilized for primary data gathering is through questionnaires. Findings of this paper demonstrates that employee empowerment in an employee has exceptionally solid relationship to trigger employee satisfaction in them. Taken together these findings affirm the solid impact of the dimensions of employee empowerment on employee job satisfaction.

Keywords: Empowerment, job satisfaction, employee, work, etc.

1. INTRODUCTION

"Employee empowerment" is a term that is used to express the courses in which non-managerial staff people can settle on decisions without advising their bosses or managers. These decisions can be close to nothing or broad, dependent upon the dimension of energy with which the organization wishes to contribute employees in overall organizations. Employee empowerment can begin with getting ready and changing over a gathering overall to an empowerment show. Then again, it might basically mean enabling employees to settle on a couple of decisions in solitude. Employee empowerment has been portrayed from numerous perspectives anyway by and impressive methods the route toward empowering employees to have data and authority over their work, and the limit proposals and musings with respect to their work and the organization all things considered.

Empowered employees in India are given, loyal and fair. They are restless to share musings and can fill in as strong representatives for their organizations. Various managers feel that by empowering employees, they surrender the obligation to lead and control the organization. This isn't the circumstance. Empowerment is a flawlessness of much contemplation and principles of employee fulfillment. Drawn in employees in India are not just happy for their work they are more excruciating than their crippled accomplices. When in doubt, they are moreover progressively satisfied, so they get more business by making customers increasingly upbeat, which changes over into increasingly essential advantages. This remaining parts steady in both the individual and total recognizes. From a cash related perspective, employee empowerment is an incredible business. Various mediations have been used to achieve empowerment in the workplace. These fuse attentive decision and enlistment of employees, recognizing proof of shared targets, giving top management support, open

communication, responsibility, collaboration, investment in fundamental authority, getting ready, training, instructing and improvement of remuneration frameworks which manufacture "win-win" rather than "win-lose" manners. In organizations that empower their family, the pioneers work for their kinfolk, keeping them advancing pleasantly, supporting them, and giving them the open entryways and assets to add to the whole deal accomplishment of the organizations.

Job satisfaction is a mind boggling and important idea for human asset managers to understand most employees don't trust their work is being appropriately rewarded. Nor do they trust that their companies are doing enough to attract high quality performers, train them, or manage them successfully. Since Herzberg's 1959 work on satisfiers and dissatisfies in the work place, job satisfaction has habitually been held up as means of improving employee motivation. With the improvement come increasing individual productivity, job life span and organizational effectiveness. The salience of the idea of job satisfaction has turned out to be so ingrained in thinking about jobs and employees that its importance is currently taken for granted, as however it is a tenant of managerial faith. Today human asset managers want to realize how to have satisfied employees, not why employees ought to be satisfied. In truth, employees and managers may have various reasons for wanting organizational conditions that encourage job satisfaction

2. OBJECTIVES

- To assess the job satisfaction of employees by considering employee empowerment.

- To assess the relationship between Job satisfaction and employee empowerment.

3. LITERATURE REVIEW

Billy Gumbang, NorazahMohdSuki and NorbayahMohdSuki (2010) dissected the two people have diverse level of job Satisfaction. Finding in this investigation is steady with different researches. One common clarification for the diverse level of work satisfaction revealed in certain investigations for people is that ladies have various desires as to work than men. An employee has higher or lower levels of job satisfaction since they have lower or higher desires and more noteworthy or less capacity to satisfy them. From this point of view, job satisfaction apparently is a passionate reaction coming about because of the collaboration of work rewards and work esteems. The more prominent the apparent coinciding among remunerations and qualities, the more noteworthy the job satisfaction; the more noteworthy the apparent inconsistency, the less the satisfaction

Avinash G Mulky (2011) considered that individual job fit has a positive and huge relationship with job satisfaction. This discovering bolsters that when there is likeness between an employee and the organization as far as qualities, objectives, needs and procedures, identity and atmosphere, the employee may see a superior fit with the organization and thus be increasingly pleasing to apply significant endeavors in the interest of the organization. Prior research has discovered a positive relationship between job satisfaction and commitment and negative relationship between job satisfaction and affinity to leave the organization. Comparable outcomes were found in this investigation.

SuliemanIbraheemShelash Al-Hawary et al, (2013) inspected the effect of interior marketing in its four measurements; training and improvement, inspiration, communication and empowerment on job satisfaction in the commercial bank in Jordan. H1a Motivation is decidedly identified with employee's job satisfaction. One of the research discoveries that can be closed from the measurements gave above is that inspiration is decidedly identified with employee's job satisfaction in the commercial banks in Jordan. Inspiring employees ought to be one of the primary jobs of the manager in the organization; a manager must recognize that his/her employees are the most significant resource they have so as to have a particular yield whether it is an unmistakable item or an elusive service-and expenses of putting resources into this advantage will dependably be to serve the organization.

Mamorena Margaret Moeletsi (2013) in an investigation concentrated on the relationship of these four constructs psychological empowerment, job satisfaction, organizational commitment and job insecurity to different factors like gender, age, length of service, years in present place of employment position and level. A correlation design was utilized to decide the relationship between the constructs of psychological empowerment, job satisfaction, organizational commitment and job insecurity. Information from the example population of employees at the bundling business (n=119) was assembled and clarified regarding unmistakable measurements (means and standard deviations). A critical relationship was secured between position satisfaction and sub-measurements of psychological empowerment. Practically importance and factual hugeness correlations were found between psychological empowerment and organizational commitment.

ZainalAriffin (2016) Ahmad consider, it centers around the effect of empowerment and teamwork rehearses on employees working in five Malaysian public and private organizations that have actualized some level of TQM rehearses. The aftereffects of this investigation uncover that in organizations that training some degree of empowerment and teamwork, their employees experience increments in job satisfaction, organizational commitment, career satisfaction and job contribution. The more noteworthy the degree of E&T rehearses, the more prominent the employees' job satisfaction, organizational commitment, career satisfaction and job contribution. In the interim, trust in the organization contributes straightforwardly to huge job satisfaction, organizational commitment and career satisfaction.

4. RESEACH METHODOLOGY

a.   **Pilot Study:** The Pilot study is to determine the impact of employee empowerment on job satisfaction. To serve this purpose, empowerment is taken into consideration as two dimensions – the effect of employee empowerment on the level of job satisfaction was examined by taking these two dimensions into consideration as a whole and separately.

b.   **Research Design And Strategies** This study will cover title of the study, significance of the study, aims and objectives of the study, research hypothesis and research design. This research has designed based upon descriptive study as it aims to identify the impact of

empowerment to enhance job satisfaction in hotel industry. For this research following strategies will be used for the data collection:

- **Primary data Collection:** Primary source is a source from where we collect first-hand information or original data on a topic. Primary data collected was given the most elevated need in examined as it was restricted distributed material regarding this matter under examination..

- **Secondary data collection:** We will collect secondary data from the published financial statements of the firms, newspaper and articles. This is the minor part of this research but important as well. In this part data would be collected from the websites, HR manuals, magazines, journals, books, published articles, and records of an organization. This type of data have been collected and recorded by another person or organization, sometimes for altogether different purposes.

c. **Sampling:** This research uses three techniques of sampling what may define the research and its objectives. Those techniques of sampling are as illustrated below:

- **Random Sampling:**The whole procedure of sampling is done in a solitary advance with each subject chose freely of alternate individuals from the populace.

- **Purposive Sampling:**A purposive sample is a non-probability sample that is chosen in view of attributes of a populace and the objective of the investigation.

- **Cluster Sampling:**With cluster sampling, the analyst partitions the populace into particular gatherings, called clusters.

The sample size would be considered for this research 200 employees. The age of the respondents would be between 25 to 55 Years.

d. **Hypothesis** H_1: The Employee Empowerment is positively related to Job Satisfaction.

5. RESULT AND ANALYSIS

Analysis and interpretation are focal strides in the research process. The point of the analysis is to sort out, arrange and afterward, outline the gathered information so they can be better understood and deciphered to offer answers to the inquiries that set off the research. Interpretation is the scan for the more extensive significance of discoveries. Analysis isn't satisfied without interpretation; and interpretation can't continue without analysis. In this way, both are entomb subordinate.

a. **Level of employee Satisfaction**

Table 1: Frequency Distribution of Level of Employee Satisfaction of Bank Employees

Level of Satisfaction	Frequency	Percentage

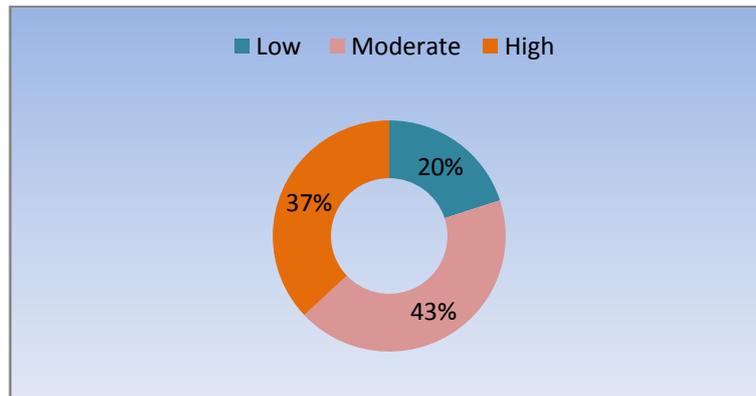| Low	40	20%
Moderate	86	43%
High	74	37%
Total	200	100.0

Figure 1: Frequency Distribution of Level of Employee Satisfaction of Bank Employees

JOB SATISFACTION

a. **Ability to improve skill and knowledge from job**

Table 2: Ability to improve skill and knowledge from job

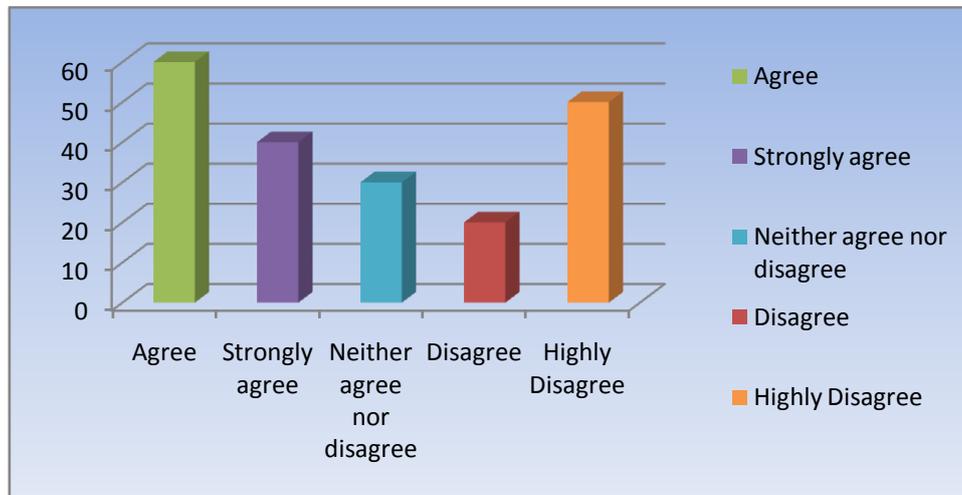| Statement	Frequency	Percentage
Agree	60	30%
Strongly agree	40	20%
Neither agree nor disagree	30	15%
Disagree	20	10%
Highly Disagree	50	25%
TOTAL	200	100%

Figure 2: Ability to improve skill and knowledge from job

Out of total 200 respondents 20% respondents marked on 'strongly agree', 30% respondents marked on 'agree 'option on the questionnaire whereas, 10% respondents marked on 'disagree' and only 25% respondents marked on 'strongly disagree' option on the questionnaire showing that there is ability to improve skill and knowledge from job.

EMPLOYEE EMPOWERMENT

a. **Empowerment to employ temporary staff during emergency**

Table 3: Empowerment to employ temporary staff during emergency

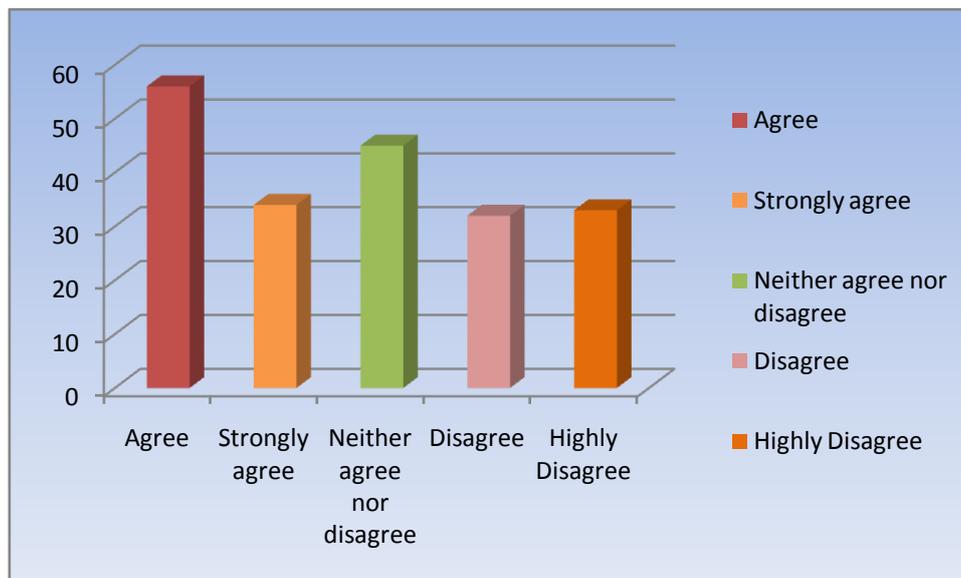| Statement	Frequency	Percentage
Agree	56	28%
Strongly agree	34	17%
Neither agree nor disagree	45	22%
Disagree	32	16%
Highly Disagree	33	17%
TOTAL	200	100%

Figure 3: Empowerment to employ temporary staff during emergency

Out of 200 respondents almost 22 percent teachers took a neutral approach towards this. The proportion of teachers who are disagreeing with this is also more than 33% percent. Only 45% of the respondents show their agreement on this.

Hypothesis testing

H$_1$: The Employee Empowerment is positively related to Job Satisfaction.

Table 4: Correlation between Empowerment and Job Satisfaction

		Job satisfaction	Empowerment
Job satisfaction	**Pearson correlation**	1	310**
	Sig.(2-tailed)	-	.000
	N	200	200

** Correlation is significant at the 0.01 level (2-tailed).

Table 4Results show that, the correlation between empowerment and job satisfaction is 0.310 which indicates that there exists a positive relationship between empowerment and job satisfaction at 0.01 level of significance On the basis of above result the null hypothesis is rejected (i.e. There is no significant relationship between empowerment and job satisfaction of the employees)

6. CONCLUSION

The employee empowerment and satisfaction poll can be utilized to acquire constant input from employees in regards to the conditions of the organization. Given such data, the bank can choose new organizational needs and drop or improve inadequate projects. The findings of the investigation give quantitative help for the need of adaptable work hours, work life balance, rests in the middle of, giving powerful materials, extraordinary thought for female work power, so bothersome workplaces may not result. The aftereffects of the analysis of the information show that few connections exist between leadership styles of the managers/team leaders, employee reward, employee power to their job, word related self-regarded sentiments of the employees, employee data in business related exercises, employee learning about their organization, employee satisfaction

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