

Empowering Leadership in Management

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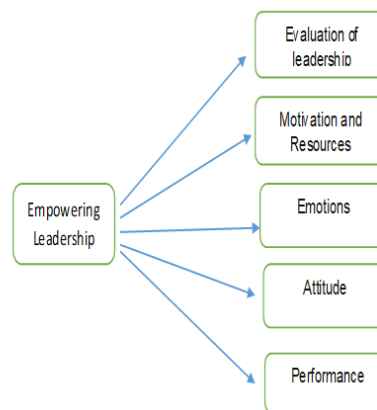
Abstract- Basically the research is about the power and delegate authority to their employees and increase motivation by giving them more responsibility and autonomy in their work. Here in the management, while taking some decision or providing or giving the authority to some people for some assigned work or a project, the top level management leaders foster trust-based relationships with subordinates, communicate a compelling vision to their employees, facilitate participative decision-making, coach subordinates to be more self-reliant, and show concern for their employees'.

Indexed Terms- Empowering Leadership, Key roles, management orientation.

I. INTRODUCTION

Empowering leadership involves sharing power to enhance employees' Motivation and investment in the work. It is the process of implementing conditions that enable sharing power with an employee by delineating the significance of the employee's job, providing greater decision-making autonomy, demonstrating trust in the employee's capabilities, and providing employees with the freedom to act as flexible. Different from traditional leadership style, empowerment leadership emphasized the process of subordinates self-influence instead of level control. This definition implies two characteristics of power controlling others and be independence of others in order to achieve their goals.

II. ELABORATIVE APPROACH



Source: Empowering Leadership, researchgate.net

- Evaluation of leadership: To gather a complete picture, this should include pre planning, feedback survey, data analysis, and finally the formal evaluation meeting.
- Motivation and Resources: Empowering motivation in the workplace isn't about what you do for your employees it is about the work you empower your employees to do for you like many managers you may assume that motivating employees means doing things for them, such as paying bonus, rewarding them, etc.
- Emotions: It is the ability to recognize, understand and use emotional information about oneself that leads to or cause effective or superior performance. It understands the relationship among emotional intelligence of supervisor creativity and empowering leadership.
- Attitude: Empowerment is based on the belief, that employees have the ability and want to take on more responsibility Managers can easily relate to this experience.
- Performance: Empowering leadership has both direct and indirect impact on job performance. It means that when leaders exhibit empowering behaviors, employees experience high level of

psychological empowerment which in turn improve their level of job performance.

• 3 Levels of Empowerment in the Workplace

It is important to understand that empowerment can be developed at 3 levels:

1. Organizational Level

An organization that cultivates employee empowerment can better:

- Embrace change such as digital transformation
- Recognize employees' contribution to the business
- Reward responsible ownership in the workplace
- Support collaboration, including cross-departmental collaboration in the workplace
- Foster a culture of employee engagement
- Retain top talent.

2. Managerial Level

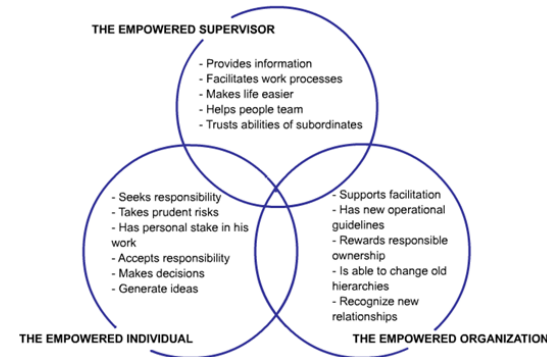
Empowered team leaders can:

- Better support the team and help each team member reach their targets
- Provide the information the teams need when they need it
- Inspire and motivate employees
- Help better connect employees, including the ones working remotely
- Facilitate work processes
- Spread team spirit in the workplace
- Better communicate the business goals and long-term vision
- Make the teams more successful

3. Individual Level

When employees feel empowered and trusted, they:

- Are more willing to go the extra mile for the team and the business
- Take ownership over their work
- Generate ideas
- Know how to take prudent risks to take the business to the next level
- Find meaning and purpose at work
- Feel proud of the company they're working at
- Feel more motivated and engaged
- workplace-empowerment-levels



Source: Empowerment at workplace, blog.smarp.in

Empowerment on the organizational and managerial levels should exist by default. However, achieving individual empowerment requires much more work and effort and it involves several functions in the organization.

III. FINDINGS

Psychologically empowered employees believe

- 1) Their work is personally important,
- 2) They have the ability to successfully perform tasks,
- 3) They have the freedom to choose how to initiate and carry out tasks,
- 4) Their personal behavior at work contributes to important outcomes. (Spreitzer, 1995).

This sense of meaning, competence, self-determination, and impact enables employees to perform their work with initiative and persistence.

An exceptional recent study published in the Academy of Management Journal showed that psychological empowerment had a significant effect on employee creativity. Empowered employees demonstrated higher intrinsic motivation and were also more engaged in the creative process of identifying problems, searching for information, and generating unique ideas to solve problems.

Some would argue that not all jobs require creativity. But all jobs encounter problems, and when those problems inevitably occur, it's both more efficient and more effective to rely on the creativity of your employees to help plan and implement the solutions. Empowered employees improve your ability to excel as a leader.

But some employees want to be empowered more than others, a finding supported by this study. This study demonstrated that when an employee's identification with empowerment is low, the empowering leader can help employees in four ways:

1. Enhance the meaningfulness of work
 - Help employees understand the purpose, goals, and objectives of the company
 - Help employees understand the importance of their work to the overall effectiveness of the company
2. Foster participation in decision making
 - Consult employees on decisions that affect them
 - Share decision making responsibility with employees
3. Express confidence in high performance
 - Let employees know you believe they have the ability to improve even when they make mistakes
 - Let employees know you believe they can handle demanding tasks
4. Provide autonomy from bureaucratic constraints
 - Allow employees to make important decisions quickly to satisfy customer needs
 - Keep rules and regulations simple and allow employees freedom in the way they perform the job

Empowering leadership starts between your ears. The assumptions you make about your employees drive your behavior toward them. Behave toward them in ways that will change their assumptions about your role and their personal role in the work that they do. Help them behave in ways that conform to these new and more empowered assumptions.

Empowering leadership can create empowered employees, and empowered employees can create better solutions to your shared problems. Give yourself permission to make your job easier and your organization more successful by changing the way you think about your employees and your role as a leader.

CONCLUSION

The present study discusses why and when empowering leadership has different effects on

employee work performance, including task performance and creative performance. The findings reveal that empowering leadership has positive indirect effects on employee task performance and a negative indirect influence on employee task leadership and employee work performance. When differentiated empowering leadership is low and among followers whose power orientation is high.

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APPENDIX

Diagram: 1.1, 1.2.

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