



## **A STUDY OF EMPLOYER EMPOWERMENT AND ITS IMPACT ON EMPLOYEE OF PUBLIC SECTOR ENTERPRISES IN DEHRADUN REGION**

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### **ABSTRACT**

The purpose of this study is to invest the Impact of employer empowerment on the employees. A total of (100) questionnaires were dispersed, it was returned constituting approximately (99%) from those distributed to targeted samples in public sector enterprises. Because of the fast thought about the business climate, empowering employees for extra raised levels of execution, commitment and thought is a fundamental point that should be tended to. Current organizations that nudge and sponsorship their employees will without a doubt accomplish most critical plausibility all through the association by and large, will empower them to be more responsive in the quickly changing business climate.

The results of the current study shows that employer empowerment dimensions like employee training, talent management, rewards and leadership style affect the employees.

### **KEYWORDS:**

Organizations, Employees, Empowerment

### **INTRODUCTION**

Organizations today exist in a climate that isn't unsurprising, there are tremendous winning organizations, and there are little organizations that are trying to display their abilities and wanting to make and extend, and several organizations that have neglected to battle and expected to leave the market. Subsequently, any difference in the outside climate no matter what its size influences the strategy for organizations and impacts its inside climate. In like manner, the connection and its supervisors should have adequate consideration and be good with every one of the groupings of the climate to manage any crisis cleverly and circumspectly.

Different foundations and organizations perceive its HR in the brightness of the quick changes and the goliath difficulties it faces, and to pursuit the alliance benefits. That accomplished conveying the interest in people working in the organizations through executing the empowerment approach as it has a reasonable effect in making trust between the association and the employees, adding to that fostering the responsibilities, and taking care of issues impeccably through game plan of educated authorities, as well as stimulating people to guide part in the independent bearing moving towards applying the chance of the decentralization really.

Right when an association embraces the empowerment system and approach, there should be a developments occurring in its continuous circumstance to work with the execution of this technique. The difference in the association and drive models is one of the essential achievement parts of the empowerment, keeping away from the standard occupation from the regulators side in managing the employees and making trust inside the affiliation, and supporting the employees in learning and making prompts the impression of person's commitment and relentlessness towards the connection.

Besides, training and directing him to the fundamentals of the work, and get to know the strategies and procedure of the association, rules, and rules of rousing powers, prizes, and excursions. In this way, get to know the attributes and culture of the alliance and its past accomplishments, and contingent courses of action.

Right when the association begins a drive to change, the fact is refreshing the show level. Subsequently, it ought to be thought about the worker's energy to perceive this development, and acclimate them with its significance, to draw in it to succeed. The reaction of laborers is a central part in the achievement or disappointment of this drive

Organizations need projects and enlightening plans created to acclimate to change, to profit from valuable outcomes, and to stay away from the inconveniences. Tragically, regardless of anything else the tremendous improvement that happens, and progress in the business climate, there are still bunches of organizations which have barraged in seeking after change and applying this drive on their employees.

## RESEARCH METHODOLOGY

This section manages the strategies and procedures of data collection and chooses the most fitting strategy for the examination in light of the strengths and weaknesses of every technique.

Research is a systematic and systematic relationship by which human knowledge is expanded and human life is improved and solid. Human pressure is also decreased through research work. Conditions are known in which unequivocal variables are dynamic and others are not, when those variables transmit an impression of being something essentially the equivalent.

### Research Design

The research design of the present investigation depends on the understanding that as a result of the scarcity of research on this specific theme it is an exploratory and descriptive examination using a blend of quantitative and subjective strategies. The design of this descriptive examination measures the current factors which measures the buying behavior of consumers. The respondents were given adaptability in denoting their preferences. Thus, this examination is both descriptive and exploratory.

### Sample Size

A total of 100 respondents were chosen from public sectors of Dehradun. We selected 100 employees working in different public companies in Dehradun region.

### Objectives:

1. To study the impact of employee training on employer empowerment in public sector enterprises in Dehradun.
2. To study the impact of talent management on employer empowerment in public sector enterprises in Dehradun.
3. To study the impact of rewards on employer empowerment in public sector enterprises in Dehradun.
4. To study the impact of leadership style on employer empowerment in public sector enterprises in Dehradun.

### Hypothesis:

H1-1: Employee training has significant impact on employees.

H1-2: Talent management has significant impact on employees.

H1-3: leadership style has significant impact on employees.

H1-4: Rewards has significant impact on employees.

## Data Analysis

### Regional Distribution of Respondents

**Table No.- 1**

#### Regional Distribution of Respondents (Employees)

S. No.	Area Name	No. of Respondents
1.	Dehradun	100
	<b>Total</b>	<b>100</b>

### Analysis -

The above table shows the regional details of the respondents. For the study, a total of 100 employees working in different companies of Dehradun were selected.

### Age

**Table no. 2**

#### Age-wise Classification of Selected Employees

S.No.	Age-Group	Employees	
		No.	Percentage
1.	20-30	27	27
2.	31-40	58	58
3.	above 40	15	15
	<b>Total</b>	<b>100</b>	<b>100</b>

### Analysis:

It is clear from above Table no. 2 that out of total 100 employees from Dehradun, the age group between 20-30 years were 27 (27 percent) and No. of employees with age group 31-40 years were 58 (58 percent). On the other hand, there were 15 respondents with age higher than 40.

**Interpretation-**

The above chart shows the age percentage of employees in Dehradun. According to which, the percentage of employees in the age group of 20-30 years is 27 and the percentage of age group 31-40 years is 58. While there were 15% respondents in the age-group of above 40.

**Table no. 3**

**Gender Classification of Selected Employees**

S.No.	Gender	Employees	
		No.	Percentage
1.	Male	67	67
2.	Female	33	33
	<b>Total</b>	<b>100</b>	<b>100</b>

**Analysis:**

It is clear from above Table no. 3 that out of total 100 employees from Dehradun, 67 were male and 33 were females.

**Interpretation-**

The above chart shows the gender percentage of selected employees in Dehradun. According to which, the percentage of male employees is 67 and the female ones is 33.

**Table 4**

**Analysis of Employees on the basis of working in their respective organization**

S. No.	Since how many years have you been working with this organization?	No.	Percentage
1.	0-5 Yrs.	16	16
2.	5-10 Yrs.	47	47
3.	10-15 Yrs.	23	23
5.	More than 15 Yrs.	14	14
	<b>Total</b>	<b>100</b>	<b>100</b>

**Analysis:**

From above table no. 4, it is clear that out of total 100 selected employees from Dehradun, 16 were working in their current organizations from last 0-5 years. There were 47 and 23 respondents respectively who were working in their respective firms from last 5-10 and 10-15 years. On the other hand, there were only 14 respondents who were working in their respective forms from more than 15 years.

**Interpretation-**

The above chart shows the analysis of employees on the basis of working in their respective organization. According to which, majority of the respondents i.e. 47% were working in their corresponding organizations from last 5-10 years. On the other hand, minority of the respondents i.e. 14% were working in their corresponding firms from last more than 15 years.

**Table 5**  
**Analysis of Employees on the basis of impact of Employee training on Employer Empowerment**

S. No.	Do you think that Employee training affects employer empowerment?	No.	Percentage
1.	Agree	24	24
2.	Strongly Agree	33	33
3.	Disagree	23	23
5.	Strongly Disagree	17	17
5.	Neutral	3	3
	<b>Total</b>	<b>100</b>	<b>100</b>

**Analysis:**

From above table no. 5, it is clear that out of total 100 employees from Dehradun, 24 employees agreed that Employee training affects employer empowerment while 33 respondents were strongly agreed with this statement.

On the other hand, 23 and 17 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the effectiveness of Employee training on employer empowerment. While 3 respondents were neutral about this feedback.

**Interpretation**

The above chart shows the analysis of employees on the basis of impact of Employee training on Employer Empowerment. According to which, the percentage of employees who disagree that Employee training affects employer empowerment is 24 percent and those who strongly disagree with this statement are sharing the percentage of 33.

**Table 6**

**Analysis of Employees on the basis of impact of talent management on Employer Empowerment**

S. No.	Do you think that talent management affects employer empowerment?	No.	Percentage
1.	Agree	65	65
2.	Strongly Agree	28	28
3.	Disagree	4	4
5.	Strongly Disagree	2	2
5.	Neutral	1	1
	<b>Total</b>	<b>100</b>	<b>100</b>

**Analysis:**

From above table no. 6, it is clear that out of total 100 employees from Dehradun, 65 employees agreed that talent management affects employer empowerment while 28 respondents were strongly agreed with it.

On the other hand, 4 and 2 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the effectiveness of talent management on employer empowerment. While 1 respondent was neutral about this feedback.

**Interpretation-**

The above chart shows the analysis of employees on the basis of impact of talent management on Employer Empowerment. According to which, the percentage of employees who agree that talent management affects employer empowerment is 65 percent and those who strongly agree with this statement are sharing the percentage of 28.

**Table 7**

**Analysis of Employees on the basis of impact of Rewards on Employer Empowerment**

S. No.	Do you think that Reward affects employer empowerment?	No.	Percentage
1.	Agree	41	41
2.	Strongly Agree	26	26
3.	Disagree	19	19
5.	Strongly Disagree	12	12
5.	Neutral	2	2
	<b>Total</b>	<b>100</b>	<b>100</b>

**Analysis:**

From above table no. 7, it is clear that out of total 100 employees from Dehradun, 41 employees agreed that Reward affects employer empowerment while 26 respondents were strongly agreed with this statement.

On the other hand, 19 and 12 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the effectiveness of Reward on employer empowerment. While 2 respondents were neutral about this feedback.

**Interpretation**

The above chart shows the analysis of employees on the basis of impact of Rewards on Employer Empowerment. According to which, the percentage of employees who disagree that Reward affects employer empowerment is 41 percent and those who strongly disagree with this statement are sharing the percentage of 26.

**Table 8**  
**Analysis of Employees on the basis of impact of leadership style on Employer Empowerment**

S. No.	Do you think that leadership style affects employer empowerment?	No.	Percentage
1.	Agree	53	53
2.	Strongly Agree	28	28
3.	Disagree	14	14
5.	Strongly Disagree	4	4
5.	Neutral	1	1
	<b>Total</b>	<b>100</b>	<b>100</b>

**Analysis:**

From above table no. 8, it is clear that out of total 100 employees from Dehradun, 53 employees agreed that leadership style affects employer empowerment while 28 respondents were strongly agreed with this statement.

On the other hand, 14 and 4 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the leadership style affects employer empowerment.

**Interpretation-**

The above chart shows the analysis of employees on the basis of impact of leadership style on Employer Empowerment. According to which, the percentage of employees who agree that leadership style affects employer empowerment is 53 percent and those who strongly agree with this statement are sharing the percentage of 28.

**Table 9: Multiple Regression:**

Variables	Model summary		ANOVA		Coefficients		
	R	R <sup>2</sup>	F	Sig.	β	T	sig
Talent management	.617	.365	24.021	.000	.335	4.631	.000
Leadership style					.009	.567	.897
Employee training					.038	.750	.635
Rewards					.406	6.372	.000

The ANOVA table shows that  $F = 24.021$  and  $p\text{-value} = 0.000$  less than 0.05 (the level of significance). However, the null hypothesis is accepted at  $P > 0.05$  and is rejected at  $P < 0.05$ . Hence, the null hypothesis was rejected. Thus, there is significant impact of employer empowerment dimensions (i.e. talent management, leadership style, employee training and rewards) on the employees.

## CONCLUSION

The results of the current study shows that employer empowerment dimensions like employee training, talent management, rewards and leadership style affect the employees.

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