Relationship Between the organizational factors and empowerment practices

Parminder Singh, Research Scholar, Faculty of Commerce & Management, Tantia University, Sri Ganganagar (Rajasthan)
Dr. Rajan Maidan, Research Supervisor, Faculty of Commerce & Management, Tantia University, Sri Ganganagar (Rajasthan)

Introduction

The term "organizational efficacy" is used to describe an organization's success in producing the required results and accomplishing its objectives. It's a way to evaluate how well a company or other group plans for the future, allocates its resources, and carries out its daily operations in order to achieve its goals.

Productivity, performance, and effectiveness are typically cited as indicators of organizational efficacy. It entails making the most of inputs like money, people, machines, and knowledge to get the results you want.

Having well-defined goals and objectives that are in line with the organization's purpose and vision is essential. Having well-defined objectives gives an organization focus, and motivates its members to work together to achieve them. Organizational effectiveness depends on procedures that are both streamlined and efficient. Workflow inefficiencies, bottlenecks, and extraneous processes must be identified and removed. Process automation, reengineering, and other forms of constant improvement fall under this category. Strong and efficient leadership is essential for a business to succeed. Leaders are responsible for creating a healthy and productive work environment by setting an example, guiding people, and providing assistance. They should also make smart choices, be efficient with their resource management, and encourage people to work together. Organizational effectiveness is dependent on a knowledgeable and skilled personnel. To get the most out of your workforce, make sure you're hiring smart, investing in their professional growth, and keeping them engaged and motivated.

Communication and teamwork: Productive internal communication and teamwork are cornerstones of every successful firm. Sharing information, coordinating efforts, and resolving problems more quickly all benefit from channels of communication that are easy to understand and use. Measuring and providing feedback on performance is crucial for keeping tabs on how things are going and pinpointing where changes need to be made. Performance may be driven and organizational effectiveness improved via the use of key performance indicators (KPIs), assessments, and feedback. The term "organizational efficacy" refers to the overall success of a business or other group. Aligning resources, processes, and people to most effectively and efficiently achieve goals is the goal of this management technique.

Components of Organisational Efficiency

There are many factors that may make or break an organization, but they all have a role in how successful it is as a whole. The structure, methods, and people that make up an organization are all included here. Strategic planning is essential because it establishes measurable targets that are in line with the organization's overarching purpose (Cao et al., 2020). A clear strategy helps a business prioritize its efforts and direct its resources toward the tasks that will have the greatest impact on its bottom line. Another important factor is having capable leaders at the helm. Leaders who can motivate and drive their teams to achieve their goals are invaluable (Shams &Hasan, 2020). They encourage teamwork and fresh ideas, and help everyone feel like they can give their best at work. Leadership determines the culture of a business and impacts workers' willingness to put in extra effort (Ekinci&Sakiz, 2019).The success of every business depends on its ability to implement efficient and well-thought-out procedures. The company is able to run efficiently with no

hiccups because of its streamlined procedures, optimal resource allocation, and efficient communication channels (Browne et al., 2019). Process reengineering and automation are two examples of continuous improvement strategies that raise output rates. The efficiency of every organization relies heavily on its staff's level of knowledge and ability. Employee engagement and productivity may be improved via strategic hiring, development programs, and a growth-oriented work environment. It is more probable that employees will contribute to the company's success if they are skilled and invested in their job. The success of every organization depends on its members' ability to work together and exchange information efficiently. Teams are more productive when they are able to communicate effectively, plan their work in advance, and work together to attain their objectives (Kao, 2018). Exchange of ideas, problem-solving, and invention are all aided by open communication channels and a culture that welcomes cooperation. Organizational effectiveness is greatly aided by measurement and feedback procedures. Feedback loops, key performance indicators (KPIs), and regular performance reviews all work together to keep everyone on the same page and ensure that everyone is working toward the same objectives (Günzel-Jensen et al., 2018). Organizations can make better decisions and deploy resources more efficiently when they are data-driven. Effectiveness in an organization is the result of several moving parts that must all function in harmony. Organizational effectiveness and efficiency may be improved via the deliberate use of the following practices: strategic planning; effective leadership; efficient procedures; a competent staff; cooperation; and performance assessment (E. M. Kravchenko, 2018).

Review of Literature

Giorgidze (2016) on the one hand, highlighted the relationship between employee empowerment and employee satisfaction, and on the other hand, a correlation between employee empowerment and job satisfaction is being investigated, which leads to total quality management on academic and administrative staff in a selected private university in Georgia. The sample size was set at 158, and the data was analyzed using the co-relation technique with the help of SPSS. Kendall's tau and Spearman's rho were also used to determine the relationship between the variables. According to the data, there is a link between employee empowerment and job happiness. The study's shortcoming was that it was only carried out in onegovernment-funded higher education institution. The study should also be conducted in private institutions to fill the research deficit.

Hanaysha, J., and Tahir, P. R. (2016) investigated the impacts of employee empowerment, teamwork, and employee training on job satisfaction in the higher education sector. Staff empowerment, teamwork, and employee training all have a considerable beneficial effect on job satisfaction, according to the data.

Kokila.P (2016) investigated the influence of employee empowerment on work satisfaction in the banking sector with a focus on Chennai with 513 respondents. For the objective of this study, both primary and secondary data were gathered. Minnesota The questionnaire was created using the Satisfaction Questionnaire. The numerous statistical tools used to generalize the data include the correlation coefficient, multiple regression analysis, and structural equation model. Employee empowerment and job happiness have a strong association, according to correlation tests. Employee self-esteem, employee leadership, employee power, and employee reward are all components shown by multiple regression analysis; employee knowledge has an esteem influence on employee empowerment. Employee knowledge, according to the Structural Equation Model, is one of the most impacting factors for employee empowerment and satisfaction.

Kabir, Bhuiyan (2017) disclosed the level of job satisfaction of public and private university instructors. According to the statistics, work satisfaction is higher in public universities. The author has only presented percentage generalizations based on data acquired from a

Bangladeshi university. The study's goal is to determine what factors contribute to satisfaction or dissatisfaction among public and private university teachers, as well as who is more satisfied or dissatisfied in each group. To generalize the data based on a 5-point Likert scale, the central tendency was used. The fundamental issue is that no other statistical method is used to determine the data's dependability. Several suggestions have been made.

H. K. Kiplangat, M. Momanyi, and N. S. Kangethe (2017) described how academic employees in Kenya's Rift Valley Region (RVR) might achieve high levels of job satisfaction. The study's main goal is to define managerial leadership practices in relation to academic staff at Kenyan universities. The total number of respondents was 605, and they were chosen at random and in a systematic manner. Questionnaires, interviews, and document analysis were used to collect quantitative and qualitative data, which was then examined. SPSSS was used to apply various statistical tools such as the Pearson correlation coefficient, independent-samples t-test, One-way ANOVA, and regression coefficients. Many leadership practices were found to be beneficial to job satisfaction, including leading and supervising, teamwork, innovation, planning, following instructions and procedures, communication and conflict management, change management, developing others, emotional awareness, self-control, achievement drive, persistence, and organizing the work environment.

Kohli, A., and Sharma, A. (2017) in a study looked at the link between employee empowerment and job satisfaction in industries like hospitality, BPO, banking, and education. Theoretical concepts are being examined in order to improve psychological empowerment by considering factors such as meaning, competence, self-determination, and influence. Quality of Work Life, Productivity, and Collaboration are three factors that positively influence empowerment. Empowerment is harmed by turnover, operational costs, retention costs, and absenteeism. Pay, promotion, coworkers, and organizational justice all have a positive impact on job satisfaction, whereas work stress and emotional exhaustion have a negative impact. According to the data, there is a link between employee empowerment and job happiness.

Ravisha, B., and Pakkerappa, P. (2017) investigated the relationship between employee empowerment and performance, as well as the true meaning of employee empowerment. A total of 43 respondents from the Karnataka steel industry were surveyed. With the use of the Chi square and tabulations, conclusions were drawn that there is no substantial difference between employee empowerment and employee performance.

Sankar R. (2018) referred to a study of employee empowerment, work performance, and various factors associated with it, which was based on a survey of 100 women working in Puducherry's schools, divided into teaching and non-teaching staff. The study's data were extracted using techniques such as Multiple Regression Analysis and Pearson Inter correlation. Organizational Factors, Organizational Culture, Workplace Relationships, Work-Life Balance, Job Satisfaction, and Work Performance are some of the variables that are considered. Employee empowerment is negatively correlated and the least influencing factor when it comes to an organization's employees' work performance, according to the study.

Manomani (2019) aimed to establish a link between employee empowerment and job satisfaction in Thanjavur District's banking sector. For the research's foundation, a pilot survey was conducted with a total of 513 frontline banking employees as the target population. SPSS was used to analyze data using reliability analysis and the chi square test. According to the findings, there is a link between employee empowerment and employee satisfaction. According to the objectives, it was discovered that employees with low levels of

empowerment have lower levels of employee satisfaction, whereas employees with moderate and high levels of empowerment have higher levels of satisfaction.

Aldaihani, S. G. (2019) supporting the previous findings, concentrated on the level of administrative empowerment and work satisfaction among Kuwait University personnel. Participation in decision-making, group work, and self-motivation were all linked to empowerment, as was its relationship with job satisfaction. A total of 115 faculty members were picked from Kuwait's several universities. The questionnaire was created using a Likert scale, and statistical tools such as Cronbach's Alpha for data reliability and structural equation modelling were used to make generalizations. All of these indicators have a high, positive, and substantial relationship with job satisfaction, according to the study. The conclusions of the study revealed that a proper centralized educational system is required, and that some actions must be done to develop administrative reforms in the higher education sector.

Research Objective:

The objective of the present study is to analyse the relationship between the organisational factors and empowerment practices.

Research Hypothesis:

H_{01}: There is no significant difference between the relationship between the organisational factors and empowerment practices.

Research Methodology

The present study include both primary and secondary data. Primary data was collected from the employees selected by convenience sampling with the help of structured questionnaire and secondary data was extracted from book, online journals, websites, newspapers, magazines etc.Our study's sample size, 870 people, reflects the cautious approach we took in order to guarantee its robustness and dependability.Cronbach's Alpha, a measure of internal consistency, was computed and reported at.960. This extremely high result shows a high degree of reliability among the survey's items, pointing to a reliable and consistent metric of the construct being measured.

To study the relationship between the organizational factors and empowerment practices

Table 1: Descriptive Statistics: Correlation

		Statistic	Bootstrap[a]			
			Bias	Std. Error	95% Confidence Interval	
					Lower	Upper
Leadership_Support	Mean	4.8552	-.0003	.0452	4.7621	4.9414
	Std. Deviation	1.31896	-.00185	.02793	1.26259	1.37187
	N	870	0	0	870	870
Culture_in_Organisation	Mean	4.9552	.0006	.0418	4.8736	5.0390
	Std. Deviation	1.26348	-.00174	.02568	1.21151	1.31250
	N	870	0	0	870	870
Communication_Channels	Mean	4.8655	.0005	.0435	4.7839	4.9539

	Std. Deviation	1.31612	-.00274	.02901	1.25506	1.37045
	N	870	0	0	870	870
Training	Mean	5.1000	-.0007	.0377	5.0287	5.1713
	Std. Deviation	1.13034	-.00160	.02693	1.07832	1.18433
	N	870	0	0	870	870
Decision_Making_Autonomy	Mean	4.7069	.0004	.0468	4.6172	4.7976
	Std. Deviation	1.35277	-.00173	.03239	1.28719	1.41432
	N	870	0	0	870	870
Performance_Feedback	Mean	4.5586	.0004	.0496	4.4632	4.6529
	Std. Deviation	1.52256	-.00376	.03750	1.44116	1.58935
	N	870	0	0	870	870
Rewards	Mean	4.6138	.0006	.0485	4.5172	4.7115
	Std. Deviation	1.46153	-.00323	.03359	1.39152	1.52654
	N	870	0	0	870	870
Organizational_Structure	Mean	4.7724	.0006	.0440	4.6862	4.8586
	Std. Deviation	1.30456	-.00348	.03282	1.23386	1.36613
	N	870	0	0	870	870
Performance_Evaluation	Mean	4.8862	-.0010	.0426	4.7989	4.9678
	Std. Deviation	1.25088	-.00186	.03272	1.18618	1.31355
	N	870	0	0	870	870
Workload_Balance	Mean	5.0448	.0021	.0488	4.9506	5.1402
	Std. Deviation	1.45641	-.00448	.03747	1.37441	1.52551
	N	870	0	0	870	870
Conflict_Resolution_Mechanisms	Mean	5.2034	.0010	.0523	5.1034	5.3046
	Std. Deviation	1.49683	-.00397	.03725	1.42264	1.56772
	N	870	0	0	870	870
Inclusive_Decision_Making	Mean	4.6586	.0013	.0406	4.5759	4.7391
	Std. Deviation	1.20299	-.00207	.03009	1.13704	1.26078
	N	870	0	0	870	870

Delegating_Decision_Making_Authority	Mean	4.2345	.0024	.0525	4.1265	4.3368
	Std. Deviation	1.58755	-.00157	.03228	1.51996	1.64607
	N	870	0	0	870	870
Autonomous_Work_Teams	Mean	4.5310	-.0001	.0445	4.4460	4.6161
	Std. Deviation	1.30091	-.00162	.03153	1.23594	1.36265
	N	870	0	0	870	870
Open_Communication	Mean	4.0724	-.0004	.0511	3.9690	4.1736
	Std. Deviation	1.50199	-.00150	.03093	1.43950	1.56046
	N	870	0	0	870	870
Training_and_Skill_Development	Mean	4.1276	.0007	.0280	4.0736	4.1828
	Std. Deviation	.83151	-.00055	.01988	.79167	.87100
	N	870	0	0	870	870
Performance_Feedback_and_Recognition	Mean	4.3379	.0009	.0301	4.2793	4.3977
	Std. Deviation	.87324	-.00088	.02042	.83352	.91030
	N	870	0	0	870	870
Flexible_Work_Arrangements	Mean	4.2414	.0015	.0295	4.1885	4.3000
	Std. Deviation	.88934	-.00025	.02054	.84905	.92945
	N	870	0	0	870	870
Goal_Setting_and_Ownership	Mean	4.7414	-.0002	.0468	4.6449	4.8276
	Std. Deviation	1.35725	-.00359	.03233	1.28996	1.41699
	N	870	0	0	870	870
Resource_Access	Mean	5.2655	.0016	.0427	5.1793	5.3494
	Std. Deviation	1.25544	-.00243	.03351	1.18966	1.31658
	N	870	0	0	870	870
Participative_Decision_Making	Mean	5.2103	-.0008	.0472	5.1127	5.2966
	Std. Deviation	1.34776	-.00130	.03412	1.27670	1.41111
	N	870	0	0	870	870
Problem_Solving_Initiatives	Mean	4.9724	.0010	.0457	4.8839	5.0621

	Std. Deviation	1.35747	-.00273	.03380	1.29089	1.41994
	N	870	0	0	870	870
Continuous_Learning_Opportunities	Mean	5.0207	.0002	.0412	4.9333	5.0966
	Std. Deviation	1.22949	-.00171	.02911	1.17180	1.28276
	N	870	0	0	870	870
Cross_Functional_Collaboration	Mean	5.2621	.0010	.0427	5.1782	5.3437
	Std. Deviation	1.27391	-.00118	.02818	1.21822	1.32783
	N	870	0	0	870	870
Feedback_Mechanisms	Mean	5.3586	.0009	.0378	5.2828	5.4276
	Std. Deviation	1.10032	-.00134	.02768	1.04536	1.15247
	N	870	0	0	870	870
Celebrating_Innovation_and_Risk_Taking	Mean	5.3000	.0019	.0405	5.2207	5.3851
	Std. Deviation	1.19391	-.00258	.03099	1.13098	1.25310
	N	870	0	0	870	870
Leadership	Mean	4.8552	-.0003	.0452	4.7621	4.9414
	Std. Deviation	1.31896	-.00185	.02793	1.26259	1.37187
	N	870	0	0	870	870
Business_Culture	Mean	4.9552	.0006	.0418	4.8736	5.0390
	Std. Deviation	1.26348	-.00174	.02568	1.21151	1.31250

	N	870	0	0	870	870
Employee_Skills_and_Engagement	Mean	4.8655	.0005	.0435	4.7839	4.9539
	Std. Deviation	1.31612	-.00274	.02901	1.25506	1.37045
	N	870	0	0	870	870
Communication	Mean	5.1000	-.0007	.0377	5.0287	5.1713
	Std. Deviation	1.13034	-.00160	.02693	1.07832	1.18433
	N	870	0	0	870	870
Resources_and_Technology	Mean	4.7069	.0004	.0468	4.6172	4.7976
	Std. Deviation	1.35277	-.00173	.03239	1.28719	1.41432
	N	870	0	0	870	870

Goal_Alignment	Mean	4.7667	.0000	.0442	4.6839	4.8528
	Std. Deviation	1.31103	-.00251	.03066	1.25098	1.37048
	N	870	0	0	870	870
Structure_of_Organisation	Mean	4.9713	-.0011	.0486	4.8782	5.0713
	Std. Deviation	1.43292	-.00240	.03622	1.35789	1.50451
	N	870	0	0	870	870
Adaptability_and_Innovation	Mean	5.0954	.0002	.0495	4.9954	5.1919
	Std. Deviation	1.49147	-.00250	.03544	1.42123	1.56017
	N	870	0	0	870	870
Performance_Measurement_and_Feedback	Mean	4.8310	-.0004	.0451	4.7449	4.9195
	Std. Deviation	1.36036	-.00211	.03420	1.29123	1.42698
	N	870	0	0	870	870
External_Environment	Mean	4.6586	-.0015	.0556	4.5368	4.7655
	Std. Deviation	1.64922	-.00288	.03567	1.57684	1.71488
	N	870	0	0	870	870
Organisational_Leadership	Mean	4.8023	.0022	.0487	4.7103	4.8965
	Std. Deviation	1.46301	-.00285	.03539	1.39133	1.52977
	N	870	0	0	870	870

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

The correlation between a wide range of organizational variables and empowerment programs is broken out in detail in Table 1. The descriptive data offered provide light on the commonalities and differences present in each consideration and method. The average value is represented by the mean, while dispersion around the mean is measured by the standard deviation. The table also provides an introduction to bootstrap statistics, a resampling method that increases the confidence in our findings. Having the bias and standard error numbers included clarifies where the data may have been skewed and how much variation there is in the descriptive statistics. Within the bounds of the 95% confidence intervals, we may be certain that the real population parameters fall. Researchers may learn about the usual value and amount of variability in the dataset by looking at the mean and standard deviation of each

element. There is considerable dispersion around the mean for most of the characteristics we considered; for example, "Leadership Support" and "Culture in Organization" have moderate means and standard deviations. On the other side, "Delegating Decision-Making Authority" and "External Environment" show more unpredictability, as shown by their larger means and standard deviations. Understanding the organizational landscape in relation to empowerment techniques is made much easier with the help of these insights. Calculating correlation coefficients from this data would provide even more light on the degree and direction of links between organizational characteristics and empowerment methods. If there is a positive connection between two variables, it means that more of that variable is related with more empowerment practices, and vice versa if the correlation is negative. In conclusion, scholars interested in examining the complex relationship between organizational characteristics and empowerment practices will find Table 1 to be an indispensable starting point. A comprehensive picture of how various organizational factors contribute to the introduction and effectiveness of empowerment programs within the examined environment is provided by the combination of descriptive statistics, bootstrap findings, and possible correlation coefficients.

Conclusion

Results from the ANOVA and regression analyses highlight the significance of certain organizational characteristics in motivating employee agency. Leadership endorsement, a positive company culture, open lines of communication, and adequate training all play important roles in raising the bar on empowerment methods. In order to successfully empower their staff, managers should cultivate supportive leadership characteristics, create a welcoming and cooperative work environment, and guarantee open lines of communication. Employees' buy-in to their responsibilities and the performance of the company are bolstered by investments in training and skill development. It's obvious that several barriers may prevent empowerment initiatives from being effectively implemented.

Notable difficulties were people's reluctance to change, the absence of backing from upper management, and a scarcity of available resources. Managers should take the initiative to solve these limitations by coordinating change management techniques, securing support from upper management, and providing sufficient resources to equip workers with the tools they need to do their jobs effectively. This helps companies reduce friction and make room for empowerment. Furthermore, the correlation analysis sheds light on the interrelationships between various organizational elements. This necessitates taking a comprehensive strategy, whereby empowerment initiatives are embedded in all facets of the business. Leadership, culture, communication, and training programs should all be in sync, thus managers should

take a holistic approach. This holistic method guarantees that all components are working in tandem to motivate people to take initiative and take pride in their job.

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