

A STUDY ON EMPLOYEE EMPOWERMENT IN IT SECTOR

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ABSTRACT

The study tells that, employee empowerment increases productivity and innovation by giving workers freedom, giving them resources, and fostering a collaborative atmosphere. Establishing trust and advancing a vision that empowers staff members to take initiative and try out novel ideas are critical roles played by leaders. Teams with increased empowerment are active, driven, and engaged, which improves retention and job satisfaction. Effective communication and alignment with company goals are critical for the success of empowerment efforts, even in the face of obstacles like opposition to change. In conclusion, the key to realizing workers' full potential and promoting long-term growth in the IT industry is employee empowerment.

KEYWORDS: *Employee Employment, IT Sector, Human Resource Management, Organizational Culture, Decision-Making, Innovation, Job Satisfaction, Leadership, Communication, Problem-Solving, Development.*

Introduction

The evolution of human resource management has prompted managers to adopt various strategies aimed at maximizing the potential of their workforce. Among these strategies are concepts like industrial democracy and workers' participation in management, by involving workers in decision-making, organizations aim to create a more efficient and productive workforce. It refers to the delegation of authority and responsibility to employees. giving them the freedom to make decision and take ownership of their work. This approach fosters a culture of trust, accountability and innovation within an organization. Additionally, the success of these strategies may vary depending on factors such as organizational culture, leadership style, and the quality of the industry.

Objectives of the Study

- IT members inspire themselves to use their imaginations and devise original solutions to challenging issues.
- When IT professionals feel trusted and valued, they are more engaged and committed to their work.
- Promoting empowerment fosters an idea of responsibility and fulfilment in one's function as an engine for organizational success.
- To evaluate the current state of employee empowerment programs in IT company.
- To investigate the connection between empowering employees and the overall effectiveness of the organization.

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Literature Review

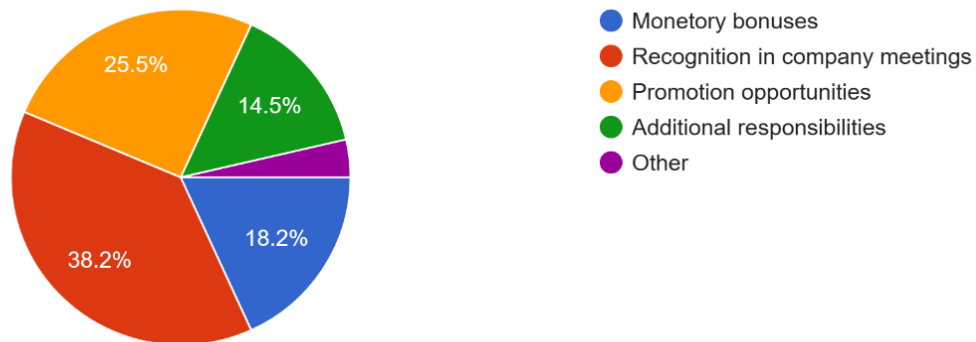
No.	Title of the Papers	Author	Objectives	Observations
1	Employee Engagement in the Gig Economy	Emi Salmah, et al (2024)	It emphasized that attaining work-life balance, organizational support, and job flexibility are crucial elements that significantly influence how engaged employees are.	This observation noted that better productivity, quality, job happiness, and stress management are all connected with higher performance of the worker engagement.
2	Eco-sustainable practices through strategic HRM: A review and framework for SMEs in the creative industries	Irunna Ejibe, et al (2024)	This paper provides a comprehensive analysis and strategy for integrating eco-sustainability into the strategic HRM plans of small and medium-sized businesses (SMEs) in the creative industries.	The observation tells that Selected candidates who share sustainability ideals are the result of effective recruitment. Employees with eco-friendly skills benefit from training. Performance management assesses contributions that are eco-sustainable. procedures. Selected candidates who share sustainability ideals are the result of effective recruitment. Employees with eco-friendly skills benefit from training.
3	Impact of Employer Branding on Employee Commitment: Employee Engagement as a Mediator	Asia Yousf et al (2024)	HR managers are enthralled with employer branding because of its influence on organizational success. In the face of fierce competition and market saturation, companies endeavour to cultivate employee loyalty via engagement programs, understanding the critical role that a committed staff plays in accomplishing strategic goals.	The observation tells that facts of company branding have an impact on employee engagement, according to a regression analysis using structural equation modelling (SEM). Furthermore, there is a favourable and strong correlation between corporate commitment and employee engagement.
4	Effectiveness of Organizational Change through Employee Involvement: Evidence from Telecommunications and Refinery Companies	Monhéséa Obrey Patrick Bah, et al (2024)	In today's dynamic environment, which is characterized by new technology, changing business ecosystems, and unanticipated emergencies like pandemics, adaptability is essential. To successfully manage these obstacles and grasp chances for expansion and innovation, organizations need to maintain their agility.	The study's conclusions and suggestions were developed using secondary data from interviewees. The results made it easier to create a strategic plan for better daily change adaptation. Limitations were noted, indicating potential avenues for further investigation in this field.
5	Work engagement among older workers: a systematic review	Koji Mori, et al (2023)	It is critical to sustain older workers' motivation and participation in light of demographic changes like population aging. We carried out a	The observation divided the fifty papers we chose for review into five groups: investigating the relationship between age and work engagement; analysing the

			comprehensive analysis to investigate the ways in which environmental and psychological factors impact work engagement within this population, taking into account any age-related changes.	moderating effect of age on psychological aspects of the job and the work environment on engagement; and contrasting the relationship between these characteristics and engagement in various age groups.
6	Impact of Leadership style on Employee Commitment in Public Sector	M. Padmavathy, et al (2024)	The relationship between organizational commitment and leadership styles is examined in this study. Good leaders are in demand for their ability to solve problems, provide direction, inspire motivation, and cultivate a sense of teamwork—all of which are essential for completing a task.	The observation indicates a positive partial link between leadership style and organizational commitment when frontline staff at Southern Railway is taken into account.
7	Empowering leadership and employee well-being: the role of psychological empowerment and time pressure	Toan Khanh Tran Pham (2022-2024)	By investigating the connection between empowering leadership (EL) and the well-being of public employees, this study seeks to close a research gap (EWB). It also looks at the moderating impacts of time pressure (TP) and the mediating influence of psychological empowerment (PE).	The observation show that psychological and leadership empowerment have a major positive influence on public employees' well-being. Additionally, the study validates that time pressure and collectivist orientation have a moderating effect on these dynamics
8	Employee empowerment and organizational commitment among employees of star-rated hotels in Ghana	Michael Kyei-Frimpong, et al (2024)	The purpose of the study is to determine how, in Ghana's hotel industry, employee empowerment and organizational commitment are influenced by perceived supervisor support.	The observation tells the important correlation between company commitment and employee empowerment has been observed. Furthermore, it was discovered that, but not for normative commitment, the connection between employee empowerment and affective and continuous commitment was moderated by perceived supervisor support.

Methodology

The study was collected from various secondary sources like journals, books, newspaper and articles. A study on employee empowerment in IT sector has been identified through google search.

SI. No	Particular	Percentage
1	Monitory bonuses	18.2%
2	Recognition in company meetings	38.2%
3	Promotion opportunities	25.5%
4	Additional responsibilities	14.5%
5	others	3.6%



Finding

The employee empowerment is a key performance improvement the creativity of the employees to lead the company to perform at higher level.

- The employees are very motivated by monetary bonuses which is given based on employee performance by the company.
- The workers have better recognition in the company meeting.
- In information technology the employee is promoted the employees frequently
- The employees often take on extra responsibilities such as leadership roles and contributing to the company's long-term goals.
- Others are like health benefits, Retirement benefits, Provident fund.

Suggestions

- Conduct in-depth case studies of IT organizations known for their successful employee empowerment initiatives. Analyze the strategies, challenges, and outcomes of these initiatives to extract valuable lessons and best practices.
- Examine the role of leadership in fostering employee empowerment in the IT sector. Compare different leadership styles and their impact on employee engagement, motivation, and empowerment.
- Explore the role of training and development programs in empowering IT professionals. Investigate how companies provide opportunities for skill enhancement, career advancement, and personal growth to foster employee empowerment.
- By exploring these suggestions, researchers can gain a deeper understanding of employee empowerment in the IT sector and contribute valuable insights to both academic literature and industry practices.

Conclusion

- The IT industry needs employee empowerment to develop a flexible and dynamic workforce. In the IT industry, employee empowerment usually results in higher job satisfaction, enhanced productivity, and increased innovation. In the end, it helps workers and the company by promoting a culture of accountability, ownership, and cooperation.
- Furthermore, empowered employees feel appreciated and driven to contribute to the success of the company, employee retention rates can be raised in the IT sector.
- When employees are given the freedom to take the initiative and make decisions that are consistent with the company's objectives and core values, this method also improves problem-solving skills at all organizational levels.
- Communication and collaboration, organizations can harness the full potential of their talent pool, driving innovation and staying competitive in a rapidly evolving industry landscape.

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