

ANALYZING AND EVALUATING THE EMPOWERMENT FACTOR IN AN ORGANIZATION

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Abstract

Attrition is a serious problem, more commonly seen in IT Industry. Many companies have been grappling with this problem today. The attrition rate in India is found to be between 20 – 25 percent. Some companies are even with an attrition of 30 percent. Boom in the job market high salaries and perks that is offered, career advancement opportunities etc. are some of the reasons for the high attrition rate. High attrition rate is quite disastrous for any organization. This is what the organizations should realize. If proper action is not taken, they will lose their most talented assets. Retention of Human resources is important. It is also very important that every organization realizes the importance of employee retention.

This paper deals with such a perspective. It delves into various factors that help to retain the human resource. Gone are the days when people used to switch over the jobs only for a higher pay. But now situation is different. The present situation demands a strong mutual trust between employees and the employer. This can be achieved only when the working environment is conducive and healthy. A healthy and conducive working environment speaks of many latent factors. By providing such an environment the company would be able to achieve its best. One of the factors contributing to a conducive working environment is empowerment. It is of late, that this concept has gained importance in India, while the western countries have already started reaping the fruits of empowerment. Empowerment provides a means of managing people effectively and efficiently.

Keywords: Empowerment, Organizational climate, Human resources.