

International Journal of Management and Economics

Special Issue



**6th International Conference
on
Globalization:
Implications for 21st Century
(ICGI'19)**

Organized by
Department of Management Science
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad- 431004 (MS) INDIA

**Vol.-1, No-29
February 2019**

CHETAN PUBLICATIONS, AURANGABAD- INDIA

INDEX

1) Satisfaction of People towards the service Bangkurud Town Municipality Bangbuathong Nonthaburi Province	Dr. Arun Chainit Dr. Pawinee Meepadung Dr. Sanjay Aswale	1 10
2) Analytical Study of Post Globalization Socio-Economic and Political Impact		
3) Ways to Promote on Morality, Ethics and Good Governance Principles in Work Performance of Personnel in local Administrative Organization, Southern Region	Jintana Katakul Dr. Sanjay Salunke	14
4) Pattern and Performance of Local Governance in Thailand a Case study of Nakhon Si Thammarat Province	Phra Kraisor Sririphop Prof. Dr. Prashant Amrutkar	22
5) A study of Globalisation and Capital Market in India	Ameya Madhukar Rane Amruta Ratnakar Potdar Dr. Chhanwal I. L.	29 33
6) <u>Employee Empowerment in Global Era</u>	Ashwini Paraji Lokhande	36
7) Technical skills and employability of undergraduate engineers in IT industry With special reference to Aurangabad city		
8) A Study of Knowledge, Belief and Practice in Religious Teachings for Living together with Peace at Individual and Communal Level of New Generations Venerating Buddhism, Islam and Christianity	Prof. Dr Sansern Intharat, Prof. Sirima Suwansri, Prof. Dr. Titiya Netwong, Mr. Jukkrapan Kumkawe	47
9) The Challenges of Management to the Local Administrative Organizations in Thailand	Chaiwat Phuakkhong	56
10) RAMIS to revolutionize tax culture in Sri Lanka: The importance of change management	Dayananda Ambalangodage	61
11) Rhetoric Diffusion of Accrual Accounting and International Public Sector Accounting Standards (IPSASs) in the Public Sector of Emerging Economies: Evidence from Egypt, Nepal and Sri Lanka	Chamara Kuruppu Pawan Adhikari Dayananda Ambalangodage	79
12) Indian Education System and Globalization: Need for a paradigm shift	Dr. Santwana G. Mishra Dr. Sanjay Prasad	92
13) A Study of the Impact of Knowledge Management in Enhancing Creativity in Administrative Leadership (An Empirical Study on the Public Health and Population Of?ce, Hajjah Governorate, Republic of Yemen)	Hamid Shueai Alqadami Abhijeet Shelke	96
14) A comprehensive review and prospectus of employee engagement	Dr. Manik Waghmare Kalpana C. Gaikwad	96
15) <u>A Study of Production and Marketing of Cotton Crops in Marathwada Region</u>	Kamble P. B Dr. Chhanwal I. L.	112
16) RFID assisted automatic mechanism for self service passbook printing for banks customers	K. K. Misal	116
17) Optimal Mutual Fund Scheme Selection: A Study on Indian Market's Retail Investors	Khushboo Vora	119
18) Impact of HR Practices on Employee Satisfaction and Performance	Prof. M. A. Maroof	128
19) The Impact of Demonetization & GST Implementation in India	Dr Mangesh B. Wanegaonkar	133
20) Effective Skill Development Through Education and sustainability of Entrepreneurship capability in young Graduates (Empirical study in light of Globalization)	Ms Sarojini R. Pandit Dr. Satyaprem Ghumare	140
21) International Tourists' Behavior toward Creative Tourism: A case study of food activities with ?ve hidden gems cities in Thailand	Ms. Jenasama Srihirun Dr. Madhuri Sawant	146
22) Protection of Informal Labour Rights in the Agricultural Sector in Thailand	Ms. Siwattheep Jirahirantanakorn Dr. C. N. Kakate	158
23) The Study of Population Variance Equivalent	Phanya Khievboonchan	167

Employee Empowerment in Global Era

Ms.Amruta Ratnakar Potdar

Research & Scholar (MBA- HR, DLL)
Dept. Of Commerce & Management Sci.
Balbhim Arts, Sci & Commerce College Beed

Dr. Chhanwal I. L.

Research Guide,
Assistant Professor and Head
e-mail: Ishwarchhanwal2015@gmail.com

ABSTRACT :

Empowering employees' means giving them power to take decisions, instead of employees who follow only the procedures when they are working independently. Employee Empowerment has huge benefits for the employee, your team and the company bottom line. The aim behind studying this topic is to analyze the effect of empowerment strategies implemented by organization. This article . Application of Employee Empowerment is also discussed in this article taking the example of Automobile industries of Aurangabad region.

Keywords: Empowerment, Global Era, Worker's Participation.

INTRODUCTION

Human resource in the Manufacturing industry play more important role than in other organisations . Employee participation is the most important key to increase employee satisfaction in Automobile industries. There is a huge concern to achieve excellence in the particular organizations. Number of methods are practiced for higher job satisfaction and productivity. Most organisations introduce new technology and latest processes to achieve growth. The organisations having experienced, excellent, skilled, and dedicated manpower survive. It is essential that organisations should empower employees in the Global Era. Empowerment is very effective management practice to achieve the maximum potential of the employees.

RESEARCH DESIGN

Primary and Secondary data are used for this study.

- Sample Size
- Sample size: Data has been collected from 10 HR Managers of Automobile industries of Aurangabad region.
- Sampling Method
- Simple random sampling method is used for this study purpose.

Primary Source

Primary data has been collected from Questionnaire method.

Secondary Source

Data has been collected from both internal and external sources such as published articles, websites, web links and books etc.

Objectives

1. To study the importance of Employee Empowerment.
2. To study the benefits of Employee Empowerment.
3. To study the type of Participation implemented in organisations.

Scope

The present study of Employee Empowerment helps to know the importance & benefits of Employee Empowerment and to know the factors responsible for motivation and job satisfaction of employees of manufacturing industry.