

## A STUDY ON EMPLOYEE EMPOWERMENT WITH SPECIEL REFERENCE TO RAJAGURU SPINNING MILLS (P) LTD, ERODE

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### ABSTRACT

The project begins by providing an overview of the theoretical foundations of employee empowerment, highlighting its key components such as autonomy, decision-making authority, skill development, and information sharing. It emphasizes the shift from traditional hierarchical structures towards more inclusive and participatory management approaches. The study employs Primary data is gathered through surveys, interviews, and focus group discussions, while secondary data is obtained from relevant scholarly articles, books, and industry reports. The quantitative analysis investigates the relationship between employee empowerment, organizational performance indicators (e.g., productivity, innovation, customer satisfaction), and employee engagement. This analysis utilizes statistical techniques, such as correlation and regression, to assess the strength and significance of these relationships. The qualitative analysis explores employees' perceptions and experiences of empowerment within the organization. Through interviews and focus group discussions, participants share their views on the effectiveness of empowerment initiatives, the impact on their job satisfaction, motivation, and professional growth, as well as any challenges or barriers they may encounter.. It highlights influence of empowerment on organizational performance and employee engagement, underscoring the importance of creating a supportive and empowering work environment.

### INTRODUCTION ABOUT THE STUDY

In the dynamic and ever-evolving world of business, organizations are increasingly recognizing the significance of employee empowerment as a strategic tool for achieving sustainable success. Empowering employees entails granting them the autonomy, authority, and resources to make decisions, take risks, and contribute to the overall growth and productivity of the organization. This concept has gained substantial attention due to its potential to foster a positive work environment, enhance job satisfaction, and promote innovation and creativity. This study aims to delve into the multifaceted dimensions of employee empowerment and its impact on organizational performance. By thoroughly examining the existing literature and conducting empirical research, this study aims to shed light on the various factors that influence employee empowerment and its subsequent effects on employee motivation, job satisfaction, and overall organizational effectiveness. The research will adopt and hierarchical levels. The quantitative surveys will gauge the employees' perceptions of their empowerment levels, while the qualitative interviews will provide in-depth insights into the factors contributing to or hindering their sense of empowerment. The finding of this study will contribute the existing body of knowledge providing practical implications for organizations seeking to foster a culture of employee empowerment. Furthermore, it will guide managers and leaders in formulating effective strategies and policies to promote employee empowerment, ultimately leading to improved job performance, increased employee engagement, and sustainable organizational growth in Rajaguru spinning Mills private limited company erode.

### OBJECTIVE OF THE STUDY

#### Primary objective:

1. The employee empowerment is to give employees the authority, responsibility.
2. To be autonomy to make decisions and take actions that impact their work and organization as a whole.

3. To Can lead to increased employee engagement, productivity, and innovation.

**Secondary objective:**

1. To analyse the impact of demographic factors on empowerment.
2. To determine the need of employee empowerment.
3. To examine the areas where companies is lagging behind.

**RESEARCH METHODOLOGY:**

**MEANING**

Research methodology for studying meaning can vary depending on the specific research question and field of study. However, here are some general steps and considerations that can be helpful in conducting research on meaning. Define the research question clearly articulate the specific aspect of meaning that you want to investigate. This could involve exploring the meaning of life, the meaning of work, the meaning of a particular event, or any other topic related to meaning.

**STATISTICAL TOOLS AND DATA ANALYSES:**

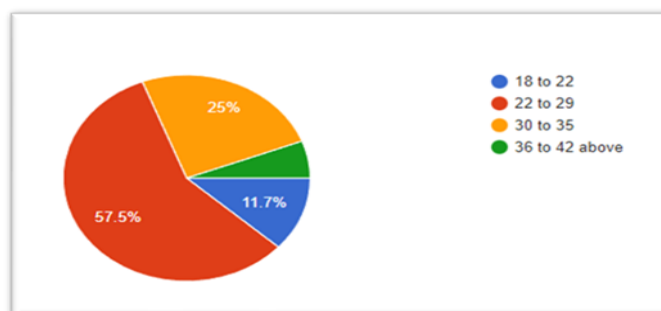
Data analysis will involve the use of statistical tool such as. Descriptive statistics such as frequencies and percentages will be used to analyses the data. Will be used to establish any relations hips between the variables. The data collected from employee through analyzed in various tools. They are apply in the study are

1. Percentage analysis
2. Chi-square analysis
3. Correlation analysis

**DATA ANALYSIS AND INTERPRETATION PERCENTAGE ANALYSIS**

**AGE OF THE RESPONDENTS**

AGE	NO RESPONDENTS	OF PERCENTAGE
18-22	14	11.70%
22-29	69	57.50%
30-35	30	25%
36-42 ABOVE	7	5.80%
<b>Total</b>	<b>120</b>	<b>100</b>



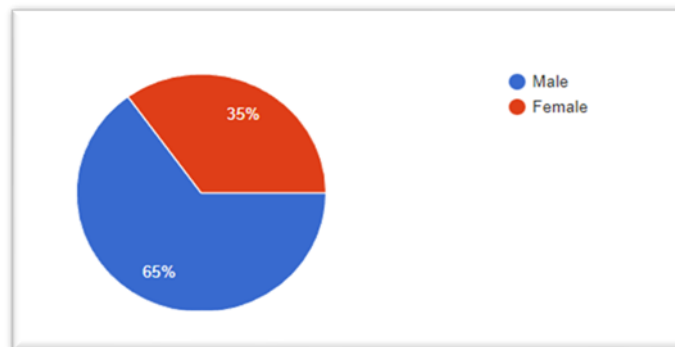
**INTERPETATION**

It is interpretation that out of 120 sample respondents initially respondents about the age group that they belong to. Form the gathered data, it has been shown that 57.5% of age the respondents

belonged to the 22-29 years, 25% of respondents were the group below 18-22 years, 11.7% respondents were in the group below 20 years, 5.8% of respondents it is the majority 57.5% of the respondent are the category of 22-29 years.

**GENDER OF THE RESPONDENTS**

<b>GENDER</b>	<b>NO RESPONDENTS</b>	<b>OF</b>	<b>PERCENTAGE</b>
MALE	78		65%
FEMALE	42		35%
TOTAL	120		100



**INTERPRETATION**

The above table shows that the classification of the respondents on the basis of gender. Out of the 120 respondents, 65% of the respondents are in the male and 35% of the respondents were selected as female.

It is found that the majority of the respondents are in the category of male.

**AGE AND VARIOUS METHODS RAJAGURU SPINNING MILLS PRIVATE LIMITED**

**(Two-way classification)**

<b>Case Processing Summary</b>						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * Various Methods Raja guru Spinning Mills	120	100.0%	0	0.0%	120	100.0%

Age * Various Methods Raja guru Spinning Mills Cross tabulation						
Count						
		Various Methods Raja guru Spinning Mills				Total
		By Providing Authority	By Sharing Information	By Providing Responsibility	Any Other Method	
Age	18 to 22	7	4	2	1	14
	22 to 29	21	30	15	3	69
	30 to 35	12	11	6	1	30
	36 to 42 years	3	2	2	0	7
Total		43	47	25	5	120

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.735 <sup>a</sup>	9	.928
Likelihood Ratio	3.978	9	.913
Linear-by-Linear Association	.021	1	.885
N of Valid Cases	120		
a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .29.			

**Null Hypothesis Ho:** There is no significant difference between age and various methods raja guru spinning mills private limited.

**Alternative Hypothesis H1:** There is a significant difference between age and various methods raja guru spinning mills private limited.

**Significance level:** 5%

**Interpretation:**

Since the table value is  $0.928 < 0.05$  So we rejected accepted the null hypothesis and we accept the alternative hypothesis .There is significance difference between age and various methods raja guru spinning mills private limited

**The table shows that the difference between age and various methods Raja guru spinning Mills private limited used for this purpose?**

X	Y	x <sup>2</sup>	y <sup>2</sup>	XY
7	56	49	3136	392
87	39	7569	1521	3393
18	20	324	400	360

6	4	36	16	24
2	1	4	1	2
$\Sigma x = 120$	$\Sigma y = 120$	$\Sigma x^2 = 7982$	$\Sigma y^2 = 5074$	$\Sigma xy = 4171$

$$\begin{aligned}
 r &= \frac{\Sigma xy}{\sqrt{(\Sigma x^2)(\Sigma y^2)}} \\
 &= \frac{4171}{\sqrt{(7982)(5074)}} \\
 &= \frac{4171}{\sqrt{40500668}} \\
 &= \frac{4171}{6364.01}
 \end{aligned}$$

**r=0.655**

**Result:**

This is positive correlation. There are difference between age and Raja guru spinning Mills private limited used for this purpose.

**FINDINGS, SUGGESTIONS AND CONCLUSION SIMPLE PERCENTAGE METHOD**

- It is that the majority 57.5% of the respondent are the category of 21-30 years.
- It is found that the majority of the respondents are in the category of male.

**CHI-SQUARE ANALYSIS**

- Since the table value is  $0.928 < 0.05$  so we rejected accepted the null hypothesis and we accept the alternative hypothesis .This is significance difference between age and various methods raja guru spinning mills private limited.

**CORRELATION ANALYSIS**

- This is positive correlation. There are difference between age there are difference between age and **Raja guru spinning Mills private limited** used for this purpose.

**SUGGESTIONS**

Establish regular meetings, feedback sessions, and suggestion boxes to allow employees to voice their ideas, concerns, and suggestions freely. Training and Skill Development Invest in regular training programs to enhance the skills and knowledge of employees. Provide opportunities for both technical and soft skills development to empower them to take on new responsibilities and grow within the organization. Empower employees by delegating decision-making authority at appropriate levels. Allow them to make decisions related to their work, enabling them to take ownership and feel valued. This can be done through clear guidelines and empowerment frameworks. Implement a system for recognizing and rewarding employee contributions. Recognize and appreciate their efforts publicly, whether through verbal recognition, awards, or incentives. This motivates employees, boosts morale, and reinforces a sense of empowerment. Encourage cross-functional collaboration and teamwork among employees. Assign projects that involve employees from different departments, allowing them to share their expertise and learn from one another. This promotes a sense of empowerment and collective problem-solving.

**CONCLUSION**

The study has put forth and analyses the various efforts by RAJA GURU SPINNING MILLS

ERODE in empowering their employees. The employee empowerment project aimed to enhance employee engagement productivity and overall job stratification within the organization. We invested in employee training and development programs providing opportunities for growth development. organization employee participation in the Concludes that employee empowerment.

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