LT: Motivation and Empowerment Paper

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**Components of Empowerment**

 In an organisational setting, empowerment is related to the employee's sense of being productive, influential and in control. Employees are given power in a positive work environment to do their jobs successfully. According to latest theory of work motivation, known as the progress principle, employees are much happier at their workplace when they get this feeling of productivity, contentment and advancement towards the important goals (Lamm, Tosti-Kharas, & King, 2015). There are various components related to the sense of empowerment in employees, i.e., autonomy, clarity, support. They are discussed one by one as follows:

**Autonomy**

The autonomy is related to empowerment as it is the power or controls the employees need to have for accomplishing their tasks at work. When an employee gets to know about their job like what is expected of them to do, and they have all the essentials and requirements for completing the task, along with the support, the best thing a leader or supervisor should do is to stop dictating them and let them do their job. It creates a productive and creates employment force at the workplace. It also prevails the sense of trust and faith in the employee which creates the loyalty and confidence in them making them more responsible and hardworking (Li, Liu, Han, & Zhang, 2016). If autonomy is not provided to the employee, it might have its repercussions, thus harming the productivity of the employee which will ultimately affect the whole organisational development.

**Clarity**

 Clarity of expectations and goals of an organisation is the most critical step of empowering the employee. This clears the goals and aims of an employee's workplace, making him more aware and informed about the needs and wants of the company. If an employee gets a clear idea of about what is expected of him, it will lead to the progression in his creativity, thus affecting the performance of the employee, which in turn will affect the yield of the worker and organisation (Hahn, 2016).

Due to empowerment, the manager’s role will shift from supervising the employees very close to being held accountable for the company’s outcomes. This puts a manager in a place where he is required to define and clarify the expected results and communicate the employees about the company’s policies and strategies frequently to all the employees, so they learn their responsibilities. If the instructions about the work and organisation are ambiguous to the employee, it will directly affect his understanding regarding the work, therefore, decreasing work efficiency and motivation.

**Support**

Support is required by every new or old employee to function their progress in an organisation. It is the necessary step for a leader or supervisor to empower the employees by supporting them through providing the needs and resources which are essential for them to succeed; also the manager is expected at this stage to remove any hurdles that are hindering the progress (Jose, & Mampilly, 2015). Most probably by fulfilling the needs and wants of the employee only a leader can support its employees; however, it is also possible through providing them emotional, physical and financial support.

The productivity is affected along with the loyalty when an employee does not get any support by their higher-ups. It takes away the trust and confidence they have in the organisation. This not only requires the resources, time, and back-up essential for completing the tasks and goals, but it also actively requires the supervisor or higher-ups to fulfil there all needs whether it is emotional, financial or physical. This support means a lot to a loyal employee; it increases their retention rate and decreases the turn-over.

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