

Employee Involvement and Organizational Culture

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Keywords:- Employee participation-involvement-attitude-functioning-culture- growth Growth, Development, Progress are the synonyms that are experienced through efforts and endeavor of the employees in any organization and this is possible with dynamic involvement of theirs at the work place. Generally employee participation is conceived to facilitate implementation of organizational change. Active involvement benefits not just organization but individual employee too. Employee participation is positively associated with employee work attitudes and well being at any point of time. This paper provides further evidence for the importance of participation in diverse processes of organizational change. It gives interesting insights in to the actual functioning between the employer and the employee.

As there is a need to understand and explore the definition of the term workplace democracy, the participation and involvement of employee has to be doubled. In doing so, the findings illustrate the focus to be given to the practices which are likely to be more or less embedded in different workplaces. There are forms of employee participation which are supported by specific characteristics. Organizational democracy is an essential tool that enriches a provisional and democratic behavior of employees and to solve opening and integration problems effectively.

The significance of culture in the organization is further understood and illustrated as the process of functioning at different levels and in different scenarios. Culture is technically defined as the way we do things around here. Evidently they keep changing procedures and functioning of life. Because organization in itself is individuals and individuals are interlinked with personal and professional lives. Hence the sum of individual knowledge, attitudes and behavior that constitute an organizations culture. Thus, this paper will provide an opportunity to look in to the deeper sections of thought of employees in organizations with the need to be attentive for strong culture that pays a good deal of employability.

I. INTRODUCTION

Any work that deserves serious consideration must be justified by a substantially critical analyzation and designed activities. Ideas, thoughts and opinions demand systematic and organized presentation. Habituated to perceive things beyond our personal knowledge and experience is inevitable for a consistent growth in any aspect, gives relatively better findings and conclusions. A form of exploration and discovery towards new mechanisms for intellectual and efficient results could be achieved nevertheless counseling problem oriented situations and challenging environs sometimes. When we are assigned a general problem it generates many kinds of responses that showcase both benefits and problems. Stillright approach getting views consolidated through discussions provide a healthy environment for desirable growth graph.

Nature and scope; employee involvement:

Presence – Participation – Involvement are the different words in terms of their meaning and interpretative understanding. These three words are three forms of commitment and are related yet distinguishable from one another and identified as indomitable for job satisfaction. In connection with the workplace, certain times and certain points of view take an employee's presence at the movement is necessary. This can be considered for action as instructions passed by the management or higher authorities. Then there are certain times and certain points of view take an employee's participation at the movement is necessary which are also considered for action as instructions passed by the management or higher authorities. Finally there are certain times and certain points of view take an employee's involvement at the movement is necessary, but this cannot be truly either at the orders or at the instructions of management or higher authorities. This is the strongest yet the most favorable for complete dedication that is triggered from the bottom of the interests of the employees and succumbs to the needs of the organizational development.

Nature and scope; Organizational culture:

Cultural designing is one of the key factors that influence employees' perceptions of involvements and its relationship with organizational climate. Because the organization which indeed wants to have ethically enriched performance and cognition from the employees, it should have culturally strong environment. The

most important dimensions and employee affective attitudes like job satisfaction, commitment and stress must be invariably checked by the organization and create supportive climates and predict employee involvement variables. Elaborative discussions help organizations for implicative research oriented consequences and formative practices and principles. Making an employee for his best participation with commitment and involvement leads to the empowerment of employee that is directly proportional to development of the parent organization. As for as this matter is concern, this kind of approach from the management sustain the growth of organization and establishes them a total quality management organization.

Objectives

Way back since Industrial Revolution, the history of research and writing on employee involvement and its effects on organizational performance has been notably encountering the following objectives to be fulfilled and to ensure organizational growth and commitment of employee which is associated with desirable outcomes. The following objectives actually work for both employee involvement and organizational culture.

1. Relationship
2. Planning and developing ownership culture
3. Socio-Moral atmosphere
4. Democratic behavioral orientations
5. Empowering employee and creating employee supportive environment
6. Team work
7. Flexibility for changes.

Relationship:



As it is a big data management in Computer Science Engineering, maintaining smooth relationship is big picture management either for an employee or for an employer. It is a relationship of culture and engagement, rather a much strongly related engagement, that measures strengths and weaknesses of both and enable the leader managers understand and interpret their individual employee's perceptions for work and about their culture and its impact towards their work.

For a leader the most important objective is to make their employees well engaged in their job, because every organization predicts beneficial matrix such as profitability, growth, innovation, and quality and customer satisfaction for its development. So, here the engagement of employees towards this goal proportionately linked with healthy relationship with the leaders or the managers. It should be understood and never forgettable thing that leader may be the prime but he is one amongst the participants. To transfer employees from participating to involving, it is obvious to understand their emotions. When this operation is successfully done, the leader now can expect the desired results from the employees.

On the other hand the responsibility of the employee starts to achieve the predictive objectives discussed before such as profitability, growth, innovation, quality and customer satisfaction. Both employee individual level of growth and organizational level of growth are considered as key aspects to sustain a healthy organization.

Planning in developing ownership culture:



The vision and mission of the organization has to be strategized in such a way that should create excitement and motivation for employees. The vision should believe in empowering employees that gives positive impact for the growth of organization. The mission should give meaning and direction to the work. The planning has to meet the significant relationships of employee and employer. It should fulfill the requirement of understanding and analyzing core values and vision points beyond the more traditional understanding engagement to a comprehensive understanding of organizational practices.

To evaluate most desirable results and to gain an understanding of organizational context and culture, the crucial factor is to have a designed and activity based strategy. The employees can also be made partners to share the knowledge and get thoughtful consequences through their participation. It will have a greater impact on organizational growth when the employee has respect over the vision and mission of the organization and likewise. Feel of responsibility towards planned schedule will nurture the workmanship of the employee.

Pre-prepared schedules and planned memorandum will enhance employee participation and involvement for desired results within the stipulated time. Without an ambition and set goal either the employee or the organization can refrain from growth and development. Planning to choose the right path to know where we are going will have both an employee and organization without conflict and chaos. If otherwise both will tired of running in circles and in the course of time, they will lose the concept what they are working for. There is a scope to have their interpretations there by ignoring the purpose of what exactly required.

Socio-Moral atmosphere:



The employee spends most of his time at the organization and it is definitely less than what he spends at home excluding sleeping hours. Human resource, research and practice are the scientific works that ensures the employee involvement which is possible only when he has the atmosphere that inspires him to sustain with positive approach. It is the responsibility of the organization to create such culture to continue and deepen their scientific work. To increase the potential of an employee, employee job satisfaction is most important aspect. Job satisfaction and work motivation are the criterion to be practiced by the management.

As per studies and surveys- by increasing the employee's material participation in decision making that affect their autonomy and control over their work lives, they will become more motivated and more committed to the organization. The culture of the organization should deliver the ethics of the work by following organizational techniques. The morality lies in what leaders and managers preach. The pride and enthusiasm of employees should result in adoptability, involvement and consistency at the workplace. Social environment enhances social responsibility amongst the employees and the management as well. This social responsibility creates a bond between management and employee or between two employees. Understanding what social and moral responsibility is, the organization should create awareness among its employees for a better relationship. This will also lead to find out solutions permanently, intentionally and preferentially to solve opening and integration problems effectively.

Democratic Behavioral orientations:



Employees are human capital of any organization. Occupational commitment plays a vital role to extract the resources. Job satisfaction is the most strongest and favorable correlations for employee relevant outcomes. Decision making is considered as a crucial existence for organizational development. It is indispensable that ultimate decisions are being made by the managements but proper discussions held in the appointed committees will definitely help managements for proper decision making. When employees are made involved in these things, the employees will come out with democratic behavior remaining within the barriers of laws and principles of the organization.

The active participation of employees enables the management to pick out the employees with leadership qualities. This culture of engaging employees to behave democratically that allows them think rich regarding proposals to be submitted which will benefit for organizational growth. Evidently organizations with strong culture give healthy competition in the existential process of globalized and competitive world.

Since the organizational performance is ultimate, it has to be understood, the democratic thinking from the bottom level and to rationalize with the thinking at the top level is necessary for attaining appropriation in decision making.

Empowering Employees:



Strengths and weaknesses are the two sides of the coin. Understanding the strengths and weaknesses within the context of employee and organizational performance as well, is as necessary as understanding employee engagement. Generally research and development department and sales department will look after these criteria by framing policies and designing formulae. Since it has been sensed, employee is the organizational human capital, formation of policies that empower them is mandatory. Right at its primary level when vision is being framed the organization should evaluate core values that measures capabilities of employees for ensuring development which will lead to ultimate success.

Empowerment and capability development indexes are significant predictors for a capturing yet analytical functioning, adoptability and consistency of work. The engagement of employees to a more comprehensive understanding to enrich them with thoughtful ideas and get them feel that their presence is as necessary as anything else is what we call the best practice for overall effectiveness.

Creating employee supportive environment and allowing them to work with flexibility is one such methodical activity through which employees can empower themselves because it creates confidence within the work place. The encouragement provided by masters and get involved the people at lower levels in the process of decision making is also one of the methods of empowering the employees. In fact, it is a skill brooded by the leaders that set a clear direction and reinforcing of the set ideology.

As a case study, a director of a call centre employs over 650 telecommunication specialists. Managers from companies around the world visit this because it embarks the venue at its best. What makes this centre so special?

The no-obligatory notion is that the employees, who work, designed the principles for themselves. This has happened only with the support and encouragement of the management that shouldered responsibility for making ongoing processes in a better way.

On the other hand it is an undeniable fact that the employees' co-operation by understanding the barriers to the extent the management has to work for a fruitful collaboration and stellar corporate performance.

Team work:



Facilitating employees for a diversified work environment is considered as one of the committable and behavioral culture on part of organizations. The emotional aspects of human attitude have to be suppressed as much as it is possible. Working in a team is not a simple process whilst individuals are accredited with several such obligations, though they are at the work place. Hence creating supportive environment to renovating the importance of team work for a successful graph indicating growth is essential for organizations. Building a culture where everyone is part of team expeditiously, from bottom-line is inevitable for long term achievements. The internal conflicts of an organization may have bad effects because the managements often ignore these problematic zones and that they should least bother about personal issues of employees. But amazingly they will affect the employees from being united and exist as an obstacle for team work.

Announcement of rewards for best team performance enhances the attitude of teamwork among the employees. Throwing spontaneous parties and incentives for best projected team will establish organizations as a star performer. CEO of the organization would lead credible work for an appropriate framework and prepare

policies that initiate and increase teamwork capabilities among employees, departments, suppliers, customers and stakeholders.

Flexibility for changes:



It is exceptionally understood and commented by philosophers and psychologists that individuals, organizations or states either could keep growing when they clinch to accept changes and being flexible for changes. Convictions outdated can drop out growth graph and especially when there is no more adoptability for changes and modifications. To prepare employees fundamentally active and to strive for responsibility, the organizations should work for bringing rejuvenated ideas which is considered obviously a shift to new environment, new culture that suits new generation.

Several factors influence employees that change their attitude towards work culture in organizations. Erko Martins introduces the concept of organizational culture of participation and involvement will be effective when it uses forms of participation according to present day requirements that preferentially solve problems effectively and sustainably. Nevertheless, multiple cultures and traditions of employees working at an organization however need modifications so that employees are united and work in a team.

Preparing a formidable action plan keeping the changing trends in view is highly important in the context of organizational growth. In a survey of fourteen companies held, the companies were respected for their exceptional cultures that tried to change policies and regulations through amendments in view of changing globalized scenario through a sophisticated research design.

Thus, by adopting different ways to enrich and ensure both employee satisfaction for a better involvement and overall development of organization, enjoying rich cultural concerns being reinforced by organizations.

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