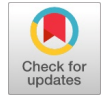


Acquiring Job Satisfaction and Empowerment: Indispensable Goal of all Members of Organizations



Radhika Kapur

Abstract: *The organizations are of different types. In all types of organizations, human resources are regarded as the assets. They are required to make use of their educational qualifications, skills and abilities in an effective manner. This will open the room for them for acquiring job satisfaction and empowerment. All the members, irrespective of their job positions in the hierarchy have one of the major goals of incurring the feeling of job satisfaction and acquiring empowerment. In order to achieve this goal, they need to be well-informed in terms of organizational goals and ways that are needed to achieve these. In addition, throughout one's jobs, one needs to be well-informed in terms of their job duties. Furthermore, all the members work in order to aspire empowerment opportunities. They are augmenting information in terms of different types of factors, which would be facilitating in acquiring empowerment opportunities. Furthermore, it is necessary for all members to inculcate the traits of diligence, resourcefulness and conscientiousness. In addition, acknowledgement of all these traits will be facilitating to the individuals in acquiring empowerment opportunities. Furthermore, all the members will incur the feeling of job satisfaction. As a consequence, they will be well-prepared towards retaining their jobs. Therefore, it is understood on a comprehensive basis that acquiring job satisfaction and empowerment is an indispensable goal of all members. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of job satisfaction and empowerment, objectives of promoting job satisfaction and empowerment and measures to be put into operation in promoting job satisfaction and empowerment.*

Keywords: *Empowerment, Human Resources, Job Duties, Job Satisfaction, Methodologies, Organizations, Progression, Skills, Well-organized Manner*

I. INTRODUCTION

The organizations are of different types, i.e. educational institutions of all levels, training centres, financial institutions, production and manufacturing organizations, services organizations, agencies, non-government organizations and so forth. In all types of organizations, individuals are employed in various job positions. The educational qualifications, competencies, abilities and aptitude are various factors that are taken into account. All the members have one of the major goals of acquiring the feeling of job satisfaction and empowerment (Powers, 2020).

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Job satisfaction is referred to being satisfied with one's jobs, whereas, empowerment is authorization. For this purpose, one needs to be well-equipped in terms of various factors. They need to put into practice communication processes in an effective manner. Furthermore, they need to be well-informed in terms of various factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. As a consequence of communicating with others in an effective manner, the feeling of job satisfaction and empowerment will be reinforced. Therefore, acknowledging and implementing these factors will be facilitating in honing communication skills and interactive abilities [1][2].

The individuals are different from each other in terms of number of factors, i.e. castes, creeds, races, religions, ethnicities, personality traits, educational qualifications, occupations, cultures, categories, communities and socio-economic backgrounds. In spite of these differences, they are required to work and deal with each other. There are some job duties and responsibilities, which are carried out on an individual basis, whereas, there are others, which are implemented through working in collaboration and integration with each other. Hence, it is necessary for individuals to augment information in terms of the factor that they need to form cordial and amiable terms and relationships with each other (Jenkinson, 2020). Furthermore, one will be able to obtain support and assistance from each other in doing well in their job duties. In addition, consultation with others is facilitating in augmenting information in terms of ways of overcoming all types of setbacks. Therefore, in order to incur the feeling of job satisfaction and acquire empowerment opportunities, it is necessary for individuals to form cordial and amiable terms and relationships with each other [3].

A. Understanding the Meaning and Significance of Job Satisfaction and Empowerment

The members, belonging to all job positions in the hierarchy of the organizations need to be well-informed in terms of different types of job duties and responsibilities. These are manageable as well as complicated, these are carried out on one's own or through promoting teamwork and these are put into operation in more amount of time or can be less time-consuming. Hence, throughout their jobs, one needs to be well-informed in terms of these. In addition, all the members need to put these into operation in an effective manner [4] [5].



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Furthermore, all the members need to inculcate the traits of morality, ethics, diligence and conscientiousness. As a consequence, one will render an important contribution in carrying out different types of tasks and activities in a well-organized and satisfactory manner.

In this manner, individuals will be able to contribute efficiently in pleasing the individuals in leadership positions. Furthermore, one will acquire appreciation and reverence. This is regarded as the key in incurring the feelings of pleasure and contentment. As a consequence, one will be able to contribute efficiently in incurring the feeling of job satisfaction. Furthermore, one will be able to acquire empowerment opportunities. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of job satisfaction and empowerment, when they are augmenting information in terms of job duties and responsibilities.

In order to carry out different types of job duties and responsibilities in a well-organized manner, one needs to be well-informed in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties, achieving desired goals and objectives and leading to up-gradation of overall structure of the organizations. One of the important aspects is, individuals need to put these into operation in a positive manner. Furthermore, one needs to acquire an efficient understanding of the concepts. In addition, one needs to get engaged in regular practice. This is regarded as the key in augmenting information. Furthermore, it is of utmost significance for individuals to lead to up-gradation of confidence levels. In addition, all the members need to overcome the feelings of apprehensiveness and vulnerability.

The individuals in all job positions need to put in efforts to their best abilities in implementing methodologies and procedures in an effective manner. Furthermore, all these need to be implemented in a well-organized and satisfactory manner. The individuals need to make sure, they are promoting a normal mind-set. The honing of analytical, critical-thinking and problem-solving skills is facilitating in doing well in one's job duties and generating desired outcomes. Therefore, one is able to acquire an understanding of the meaning and significance of job satisfaction and empowerment, when they are generating information in terms of different types of methodologies and procedures.

With advancements taking place and with the advent of modernization and globalization, individuals, belonging to all job positions are required to make use of various types of modern, scientific and innovative methodologies and procedures. These are utilized in putting into operation different types of tasks and activities. The utilization of these would be facilitating in carrying out certain job duties in a well-organized and disciplined manner. The different types of these methods and materials are, utilization of graphs, charts, maps, pictures, images, tools, devices, machinery, equipment, apparatus and various types of technologies. Furthermore, one needs to acquire an efficient understanding of the concepts. In addition, one needs to get engaged in regular practice. This is regarded as the key in augmenting information. Furthermore, it is of utmost significance for individuals to lead to up-gradation of confidence levels.

The individuals in all job positions need to possess the abilities to work under stress in putting these into operation in an effective manner. In other words, one needs to ensure, they are inculcating the traits of morality, ethics, diligence and conscientiousness. Furthermore, all these need to be put into practice in a well-ordered and suitable manner. The individuals need to make sure, they are promoting a normal mind-set. The honing of analytical, critical-thinking and problem-solving skills is facilitating in doing well in one's job duties and generating desired outcomes. Therefore, an understanding of the meaning and significance of job satisfaction and empowerment is acquired, when modern, scientific and innovative methodologies and materials are implemented in a satisfactory manner.

B. Objectives of Promoting Job Satisfaction and Empowerment

All the members, employed in all types of organizations have one of the major goals of acquiring the feeling of job satisfaction and empowerment. Job satisfaction is referred to being satisfied with one's jobs. As a consequence of being satisfied with one's jobs, they will render an important contribution in leading to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. On the other hand, empowerment is referred to authorization. It is understood on a comprehensive basis that employees need to abide by the instructions of their supervisors and employers, but they aspire to acquire empowerment opportunities and promote enhancement of their career prospects (Patricia, 2015).

For incurring the feeling of job satisfaction and acquiring empowerment opportunities, one needs to be well-equipped in terms of various factors. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of factors. In addition, they need to put into practice communication processes in an effective manner. Furthermore, they need to be well-informed in terms of various types of subjects and concepts. When conducting research on job satisfaction and empowerment, it is necessary to be well-informed in terms of objectives of promoting job satisfaction and empowerment. These are stated as follows:

1. Implementing effective communication processes.
2. Being well-informed in terms of job duties and responsibilities.
3. Being well-equipped in terms of methodologies and procedures.
4. Inculcating the traits of morality and ethics.
5. Implementing the traits of diligence, resourcefulness and conscientiousness.
6. Conducting research through utilizing various sources.
7. Depicting the traits of helpfulness and co-operation.
8. Possessing an approachable nature and an amiable attitude.
9. Utilizing various types of modern, scientific and innovative methods and materials.
10. Forming cordial and amiable terms and relationships with other members.



11. Making wise and productive decisions.
12. Honing analytical and critical-thinking skills.
13. Taking out time for all types of job duties and responsibilities.
14. Coping with problems and challenging situations.
15. Being professional in one's conduct.
16. Reinforcing a constructive approach.
17. Putting in efforts to one's abilities.
18. Managing Resources in an effective manner.
19. Providing infrastructure, amenities and facilities.
20. Creating an amiable and pleasant environment within workplace.

C. Measures to be Put into Operation in Promoting Job Satisfaction and Empowerment

Getting engaged in employment opportunities is regarded as one of the major goals of individuals, belonging to all communities, categories and socio-economic backgrounds. The individuals need to put emphasis on looking for employment opportunities that are suitable to them. The individuals are required to hone their competencies, abilities and aptitude in order to get engaged in employment opportunities. In all types of employment settings, one needs to be satisfied with their jobs. Furthermore, one needs to ensure, they are well-prepared in order to carry these out in a well-ordered and satisfactory manner (Kamelia & Gulam, n.d.).

Furthermore, all the members need to be well-informed in terms of measures to be put into operation in promoting job satisfaction and empowerment. The measures are put into operation on one's own or through obtaining support and assistance from other individuals. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of measures. In other words, they are required to be put into operation in a moral and ethical manner. Furthermore, it needs to be ensured, these are advantageous to individuals and overall structure of the organizations. Therefore, measures to be put into operation in promoting job satisfaction and empowerment are stated as follows:

D. Implementing Effective Communication Processes

The members, belonging to all job positions in the hierarchy of the organizations need to put into operation effective communication processes. This is regarded as the key in augmenting information in terms of various subjects and concepts; exchanging different types of ideas and viewpoints; obtaining answers to all types of questions and clarifying doubts in terms of various subjects and concepts. Throughout one's jobs, one needs to put into practice communication processes in an effective manner. This is the key in leading to up-gradation of motivation and concentration levels towards putting into operation various types of tasks and activities.

Furthermore, they need to be well-informed in terms of various factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. As a consequence of communicating with others in an effective manner, the feeling of job satisfaction and empowerment will be

reinforced. Hence, acknowledging and implementing these factors will be facilitating in honing communication skills and interactive abilities. Therefore, implementing effective communication processes is regarded as one of the indispensable measures to be put into operation in promoting job satisfaction and empowerment.

II. REINFORCING A CONSTRUCTIVE APPROACH

All the members are required to reinforce a constructive approach. This is facilitating in forming positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Furthermore, one will be able to lead to up-gradation of motivation and concentration levels. There are some job duties and responsibilities, which are carried out on an individual basis, whereas, there are others, which are implemented through working in co-ordination with each other. Hence, reinforcement of a constructive approach will be facilitating in augmenting information in terms of various factors. Furthermore, one will reinforce pleasantness in terms and relationships with each other.

It is necessary for individuals to augment information in terms of the factor that they need to develop mutual understanding with each other. Furthermore, one will be able to obtain support and assistance from each other in doing well in their job duties. In addition, consultation with others is facilitating in augmenting information in terms of ways of overcoming all types of setbacks. Hence, in order to incur the feeling of job satisfaction and acquire empowerment opportunities, it is necessary for individuals to develop mutual understanding with each other. Therefore, reinforcing a constructive approach is one of the significant measures to be put into operation in promoting job satisfaction and empowerment.

A. Being well-informed in terms of Job Duties and Responsibilities

The members, belonging to all job positions in the hierarchy of the organizations need to be well-informed in terms of different types of job duties and responsibilities. These are manageable as well as complicated, these are carried out on one's own or through promoting group-work and these are put into operation in more amount of time or can be less time-consuming. Hence, throughout their jobs, one needs to be well-informed in terms of these. In addition, all the members need to put these into operation in a satisfactory manner. Furthermore, all the members need to inculcate the traits of morality, ethics, diligence and conscientiousness. As a consequence, one will render an important contribution in carrying out different types of tasks and activities in a well-ordered and agreeable manner.

In this manner, individuals will be able to contribute efficiently in pleasing the individuals in leadership positions. Furthermore, one will acquire appreciation and reverence. This is regarded as fundamental in incurring the feelings of pleasure and contentment. As a consequence, one will be able to contribute efficiently in incurring the feeling of job satisfaction. Furthermore, one will be able to acquire empowerment opportunities.



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Therefore, being well-informed in terms of job duties and responsibilities is an expedient measure to be put into operation in promoting job satisfaction and empowerment.

B. Being well-equipped Regarding Methodologies and Procedures

In order to carry out different types of job duties and responsibilities in a satisfactory manner, one needs to be well-informed in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties, achieving desired goals and objectives and leading to up-gradation of overall structure of the organizations. One of the important aspects is, individuals need to put these into operation in a positive manner. Furthermore, one needs to acquire an efficient understanding of the concepts. In addition, one needs to get engaged in regular practice. This is regarded as the key in augmenting information. Furthermore, it is of utmost significance for individuals to lead to up-gradation of confidence levels. In addition, all the members need to overcome the feelings of apprehensiveness and vulnerability.

The individuals in all job positions need to put in efforts to their best abilities in implementing methodologies and procedures in an effective manner. Furthermore, all these need to be implemented in a well-organized and satisfactory manner. The individuals need to make sure, they are well-prepared regarding various factors. The honing of analytical, critical-thinking and problem-solving skills is facilitating in doing well in one's job duties and achieving desired goals. Therefore, being well-equipped regarding methodologies and procedures is an eminent measure to be put into operation in promoting job satisfaction and empowerment.

C. Utilizing Pioneering Methods and Materials

With the advent of modernization and globalization, individuals, belonging to all job positions are required to make use of various types of pioneering methods and materials. These are utilized in putting into operation different types of tasks and activities. The utilization of these would be facilitating in carrying out certain job duties in a well-organized and disciplined manner. The different types of these methods and materials are, utilization of graphs, charts, maps, pictures, images, tools, devices, machinery, equipment, apparatus and various types of technologies. Furthermore, one needs to acquire an efficient understanding of the concepts. In addition, one needs to get engaged in regular practice. This is regarded as the key in augmenting information. Furthermore, it is of utmost significance for individuals to lead to up-gradation of confidence levels.

The individuals in all job positions need to possess the abilities to work under stress in putting these into operation in an efficacious manner. In other words, one needs to ensure, they are inculcating the traits of morality, ethics, diligence and conscientiousness. Furthermore, all these need to be put into practice in a regimented and suitable manner. The individuals need to make sure, they are promoting a normal mind-set. The honing of analytical, critical-thinking and problem-solving skills is facilitating in doing well in one's job duties and generating desired outcomes. Therefore, utilizing pioneering methods and materials is a renowned measure to be put into operation in promoting job satisfaction and empowerment.

III. MAKING WISE AND PRODUCTIVE DECISIONS

The decision-making processes are regarded as an integral part of the lives of the individuals. Within all types of employment settings, the individuals are required to make decisions in terms of different areas, i.e. job duties, responsibilities, methodologies, procedures, techniques, approaches, training and development programs, recruitment and selection methods, infrastructure, amenities, facilities, resources, and overall environmental conditions. The individuals in leadership positions are vested with the authority and responsibility of making decisions in terms of various areas. Furthermore, they need to ensure, these are facilitating in achieving organizational goals and leading to up-gradation of overall structure of the organizations. One of the important aspects that needs to be taken into account is, these need to be facilitating in promoting well-being of human resources and promoting enhancement of organizational structure. In putting into practice, the decision-making processes, one needs to conduct the analysis of the options and alternatives that are available. After the analysis is conducted, selection is made of the most suitable and worthwhile alternative or option. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking. Hence, these skills are facilitating in putting into operation decision-making processes in an effective manner. Therefore, making wise and productive decisions is a noteworthy measure to be put into operation in promoting job satisfaction and empowerment.

A. Honing Analytical and Critical-Thinking Skills

Within the course of putting into operation various types of job duties and responsibilities, one needs to put emphasis on honing analytical and critical-thinking skills. Analytical skills are facilitating in conduct the analysis of the options and alternatives that are available. After the analysis is conducted, selection is made of the most suitable and worthwhile alternative or option. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking. Hence, these skills are facilitating in putting into operation decision-making processes in an effective manner. Furthermore, individuals will be able to put into practice different tasks and activities in a satisfactory manner. It is apparently understood that individuals are overwhelmed by different types of problems and challenging situations. The different areas in terms of which these are experienced are, job duties, responsibilities, methodologies, procedures, techniques, approaches, infrastructure, amenities, facilities, resources, and overall environmental conditions. Hence, the up-gradation of these skills is facilitating in coping with these in a satisfactory manner. Furthermore, the up-gradation of these skills will be facilitating in doing well in one's job duties and generating desired outcomes. In addition, one will render an important contribution in meeting the expectations of individuals in leadership positions. Therefore, honing analytical and critical-thinking skills is a notable measure to be put into operation in promoting job satisfaction and empowerment.



B. Taking out Time for all Tasks and Activities

All the members are vested with number of job duties and responsibilities. These are put into operation in more amount of time or can be less time-consuming. Hence, it is necessary for individuals to be well-equipped in terms of time-management skills. These are the skills that are facilitating in taking out sufficient amount of time for all tasks and activities. The individuals assign priorities to the tasks. The ones, which are more important are carried out first, whereas, the ones, which are less important are carried out after the completion of more important ones. Procrastination is avoided. Hence, all the members need to ensure, they are able to take out time for all tasks and activities.

The major benefit of time-management skills is, individuals will be able to complete all types of tasks and activities within the stipulated time-frame. In this manner, one will be able to render an important contribution in promoting enhancement of their career prospects. Hence, the up-gradation of these skills is facilitating in coping with challenging situations in a satisfactory manner. Furthermore, the up-gradation of these skills will be facilitating in doing well in one's job duties and generating desired outcomes. In addition, one will render an important contribution in meeting the expectations of individuals in leadership positions. This will open the room for individuals to incur the feeling of job satisfaction and acquire empowerment opportunities. Therefore, taking out time for all tasks and activities is a productive measure to be put into operation in promoting job satisfaction and empowerment.

C. Coping with Problems and Challenging Situations

It is understood on a comprehensive basis that individuals, belonging to all job positions in the hierarchy of the organizations are overwhelmed by different types of problems and challenging situations. The different areas in terms of which these are experienced are, job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, unawareness in terms of various factors, infrastructure, amenities, facilities, resources, and overall environmental conditions.

The up-gradation of different types of competencies and abilities is facilitating in coping with these in a satisfactory manner. Furthermore, these need to be prevented from giving rise to impediments within the course of generation of desired outcomes. In addition, one will be able to do well in one's job duties and achieve professional goals. As a consequence, one will render an important contribution in meeting the expectations of individuals in leadership positions. In other words, they will be satisfied with the job performance of their employees. This will open the room for individuals to incur the feeling of job satisfaction and acquire empowerment opportunities. Therefore, coping with problems and challenging situations is a prolific measure to be put into operation in promoting job satisfaction and empowerment.

IV. MANAGING RESOURCES

The members are required to utilize different types of resources, i.e. financial, human, technical, material and

information. The financial resources are the monetary resources. These are utilized to fulfil all types of needs and requirements and bring about changes in various factors of the organizations. The human resources are the personnel. They are required to make use of their educational qualifications, competencies and abilities in an effective manner. The technical resources are various types of technologies, i.e. computers, lap-tops, I pads, scanners, printers, photo-copiers, audio-visual aids and so forth. Material resources are, tools, devices, machines, equipment, apparatus and gear. Information resources are, books, articles, reports, newspapers, magazines, other reading materials and internet. All the members are required to utilize the resources in an effective manner and prevent wastage.

The individuals in leadership positions are required to formulate certain laws and rules, which are related to utilization of resources (Nicotera, 2020). All the members, belonging to all job positions in the hierarchy of the organizations are required to abide by the norms and rules. The supervisors are vested with the authority and responsibility to make sure, all the members follow the laws and rules in an effective manner. In this manner, all the members will be satisfied with their jobs. Furthermore, one will be able to acquire empowerment opportunities. Therefore, managing resources is a lucrative measure to be put into operation in promoting job satisfaction and empowerment.

A. Carrying out Job Duties in a Well-organized Manner

Carrying out job duties in a well-organized manner is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy of the organizations. In order to achieve this goal, they are required to be well-informed in terms of various factors. Furthermore, they need to be well-prepared. The up-gradation of different types of competencies and abilities is facilitating in the achievement of this goal. These will be facilitating in leading to up-gradation of motivation and concentration levels towards putting into operation various tasks and activities. In addition, one will be able to cope with different types of dilemmas and challenging situations in a satisfactory manner.

Furthermore, these need to be prevented from giving rise to impediments within the course of generation of desired outcomes. In addition, one will be able to do well in one's job duties and achieve different types of professional goals. As a consequence, one will render an important contribution in meeting the expectations of individuals in leadership positions. In other words, all the members will be able to put in efforts to their best abilities in carrying out job duties in a well-organized manner. In this manner, all the members will be satisfied with their jobs. Furthermore, one will be able to acquire empowerment opportunities. Therefore, carrying out job duties in a well-organized manner is a favourable measure to be put into operation in promoting job satisfaction and empowerment.

B. Creating an Amiable and Pleasant Environment within Workplace

Creating an amiable and pleasant environment within workplace is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy of the organizations. In order to achieve this goal, they are required to be well-informed in terms of various factors. The different types of factors are, implementing effective communication processes; being well-informed in terms of job duties and responsibilities; being well-equipped in terms of methodologies and procedures; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; utilizing different types of modern, scientific and innovative methods and materials; forming cordial and amiable terms and relationships with others; making wise and productive decisions; honing analytical and critical-thinking skills; taking out time for all types of tasks and activities; coping with problems and challenging situations and creating an amiable and pleasant environment within workplace. All the members throughout their jobs need to acknowledge and implement these factors. Furthermore, these need to be put into operation in a well-organized and regimented manner. As a consequence, all the members will render an important contribution in promoting well-being and goodwill of other members within workplace and community members. Furthermore, they will enhance organizational culture and lead to up-gradation of overall structure of the organizations. In this manner, one will be satisfied with their jobs and acquire empowerment opportunities. Therefore, creating an amiable and pleasant environment within workplace is an advantageous measure to be put into operation in promoting job satisfaction and empowerment.

V. CONCLUSION

Job satisfaction is referred to being satisfied with one’s jobs, whereas, empowerment is authorization. Measures to be put into operation in promoting job satisfaction and empowerment are, implementing effective communication processes, reinforcing a constructive approach, being well-informed in terms of job duties and responsibilities, being well-equipped regarding methodologies and procedures, utilizing pioneering methods and materials, making wise and productive decisions, honing analytical and critical-thinking skills, taking out time for all tasks and activities, coping with problems and challenging situations, managing resources, carrying out job duties in a well-organized manner and creating an amiable and pleasant environment within workplace. Finally, it can be stated, promoting job satisfaction and empowerment is facilitating in leading to progression of human resources.

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