

ഊർജ്ജ സംരക്ഷണം ശീലമാക്കുക.

വൈകുന്നേരം 6 മുതൽ 10 വരെ വൈദ്യുതി ഏറ്റവും കരുതലോടെ ഉപയോഗിക്കുക.

LABHAPRABHA

Kerala State Electricity Board (KSEB) launched a comprehensive campaign that aims to improve demand-side management through an incentive scheme in order to ensure public participation. Labhaprabha, will run from March 23 to May 31. Those who wish to join the programme need to register by texting information such as consumer number, name of the electrical section in the format **KSEB SECTION_CODE CONSUMER_NO** to 9287088808. Please avoid the digits after “-” the consumer number.

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Members are requested to give articles to the Power Scene either to the Editor or the Area Representatives. Articles from family members are most welcome. Articles may also be mailed to ksebeakottayam@gmail.com

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K.S.E.B. ENGINEERS' ASSOCIATION, KOTTAYAM UNIT

Volume I

No. 6

Empowerment of Employees for Organisational Uplift and Performance

(Contd from Apr 2013 issue)

M. Anil

STRATEGIES FOR EMPOWERMENT

The strategies for empowerment are three fold . They are

1. Feedback
2. Team formation and development
3. Learning

1) Feedback: Providing feedback and analysing feedback is central to increasing self-awareness at individual level and effective utilisation of the feedback knowledge is central to conflict resolution and better management in an organisational context. Feedback on competencies can be a price-less tool for self-examination and for cultivating change and growth. Feedback, if effectively used can become a developmental tool. Often, a common mistake is simply devoting too little time to the feedback process. When feedback is given poorly, it may demoralise and demotivate people. Feedback enhances relationship building and sustenance of business as well as interpersonal relationship.

Annual General Body Meeting – MAY 19th

60th Annual General Body Meeting of our association will be held on 19.05.2013 (Sunday) at Fine Arts Hall, Ernakulam. All members are requested to participate.

At a personal level learning from feedback and listening to feedback entail in enhanced knowledge of self. As suggested by JOHARI window by Joseph and Haris in explaining personality , the open window pane of JOHARI window gets enlarged with increased interpersonal skill and relationship.

Enhancement of performance level also is possible with provision of feedback between management level hierarchy and supervisory personnel. Standards of performance can be set by the supervisory personnel from the feedback obtained from this messages and the direct labour force are motivated to achieve the set target.

2)Team formation and development

Team formation and development is probably the most obvious of the principal strategies for empowerment. This is a growing body of knowledge which clearly documents how team are preferred way of making use of the mental resources of people for giving them the opportunity for demonstrating competent influence.

Team Work

Where the work of individuals is inter-dependent, they act as a task team and seek to develop a cooperative state called TEAM WORK. A task team is cooperative small group in regular contact that is engaged in coordinated action. Team monitor their own work, the members are given training in mutual problem solving methods, share leadership responsibilities

internally, accept and even encourage conflict and measured on the basis of their collective outputs.

Life Cycle of a team:

It includes

Forming: Members share personnel information,start to get know and accept one another and begin turning their attention toward the groups tasks. An aura of courtesy prevails and interactions are often cautious.

Storming: Members compete for status ,jealousy for positions of relative control, and argue about appropriate direction for the group. External pressures interfere with the group, tension rise between individuals as they assist themselves.

Norming: The group begins moving together in a cooperative fashion and a tentative balance among competing forces is struck. Group norms emerge to guide individual behaviour and cooperative feelings are increasingly evident.

Performing: The group matures and learns to handle complex challenges. Functional roles are performed and friendly exchanges as needed and tasks are efficiently accomplished.

Adjourning: Even the most successful work groups ,communities and project teams disband sooner or later. Their breakup is called adjournment, which requires dissolving intense social relations and returning to permanent assignments.

TEAMS provide a structure that can eliminate the requirement of management. They provide a structure for delivering the whole project and for managing processes from end to end. Team perform functions that only they can perform. The growing consensus among organisations determined to compete and reengineer themselves to meet the demand of the future is that teams are the single best way to achieve the following aims:

- Integrate tasks
- Integrate information
- Maximize competence
- Manage performance
- Manage uncertainty
- Manage resources
- Increase enjoyment and reduce stress
- TQM and continuous improvement

TEAMS exist anywhere within an organisation; whenever and wherever two or more people decide to be a team. Teams vary in size,structure and purpose. A typical set of team that exist in organisation is as follows:

- ♦ Intact work teams
- ♦ Sub team of work teams
- ♦ Management teams
- ♦ Interface teams
- ♦ Customer supplier teams
- ♦ Supplier-customer teams
- ♦ Project teams
- ♦ Special improvement teams
- ♦ Network teams
- ♦ Committees and councils

(to be contd in the next issue)

Difference between Team and Group

Dimensions for comparison	Group	Team
Work products	Individual	Collective
Performance monitoring source	External	Internal
Focus of activity	Efficient task performance	Problem solving
Leadership	Single	Shared
View of conflict	Dysfunctional and discouraged	Encouraged
Organisational Hierarchy	Strict compliance	Not at all strict