

Empowerment is a journey not a Destination – A Study

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Abstract - Together, we have developed a 'Pathways way of working' that emphasizes principles of democracy, transparency and solidarity. Rather than commission individuals or institutions to carry out particular pieces of research, we have sought to build a network with multiple, horizontal links between partners. Each of the core partners acts as a 'regional hub', selecting their own partners and establishing agendas and activities appropriate to their region. In this paper study facets for successful library personnel, empowerment has become necessary, four dimensional of power. Etc.,

1. INTRODUCTION

Organizations that seek to align their workforce with organizations objectives and turn human capital into a competitive advantage, organizational learning and development will be a critical enabler. We included are practical ideas for making training more environmentally-friendly. Empowerment is a great resource for organizations looking to invest in their leadership development programs and offers advice on what should be considered when implementing programs to develop organizational leaders. For organizations to leverage learning to it is fullest potential. When learning strategy is linked with human capital strategy the results can be dramatic.

2. DEFINITION

2.1. Empower

According to OXFORD, empowers is to invest legally or formally with power or authority to authorize license to impart or bestow power to an end or for a purpose to enable, permit, to gain or to assume power over.

2.2. Empowerment:

"Empowerment refers to is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes." Empowerment refers to increasing the spiritual, political, social or economic strength of individuals and communities. It often involves the empowered developing confidence in their own capacities. Empowerment the process through which managers enable and help others to gain power and achieve influence within the organization. Effective leaders empower them with responsibility, authority and trust to

make decisions. Central to this process are actions which both build individual and collective assets, and improve the efficiency and fairness of the organizational and institutional context which govern the use of these assets. It is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. To get empowered it requires the willingness and interest of that person.

Empowerment=Education+ Willingness/Interest

3. FACETS FOR SUCCESSFUL LIBRARY PERSONNEL

- ✓ A successful Library Personnel is one whom others want to follow:
- ✓ Builds effective and responsive interpersonal relationships
- ✓ Communication is effectively in person, print and email.
- ✓ Builds the team and enables other staff to collaborate more effectively with each other.
- ✓ Understands the financial aspects of the business and sets goals and measures and documents staff progress and success
- ✓ Knows how to create an environment in which people experience positive morale and recognition and employees are motivated to work hard for the success.
- ✓ Leads by example and provides recognition when others do the same.
- ✓ Helps people grow and develop their skills and capabilities through education and on the job-learning.

4. FIVE OCCASIONS WHEN YOU MUST COMMUNICATE FACE TO FACE:

While speed of communication is critical there are some occasions where you must receive the forgotten art of face to face communication:

- ✓ Appreciating employees.
- ✓ Criticizing or providing feedback.
- ✓ Assigning control with clients.
- ✓ Resolving conflicts.
- ✓ Trying to resolve a conflict over phone or email is a bad idea.

5.FIVE PHASES OF LIBRARY ORGANIZATIONAL GROWTH

Each phases of the Library organizational process are guided by a few significant concentrated actions like:

- Co-ordination.
- Collaboration.
- Delegation.
- Direction.
- Creativity.

6.Three stages of the suggestion system in Library and Information Centres

The following keys are helps to successful management of Library and Information centres.

6.1.Encouragement.

In the first stage, management should make every effort to help the workers provide suggestions, no matter how primitive, for the betterment of the worker's job and the workshop. This will help the workers look at the way they are doing their jobs...

6.2.Keep people in the know.

Transformational leaders empower others by keeping them "in the know," by keeping them fully informed on everything that affects their jobs," says Brian Tracy. "People want and need to feel that they are "insiders," that they are aware of everything that is going on. There is nothing so demoralizing to a staff member than to be kept in the dark about their work and what is going on in the company."

6.3.Empowerment through coaching.

Coaching aims to enhance the learning ability and performance of others. "It involves providing feedback, but also uses other techniques such as motivation, effective questioning and consciously matching.

7.A COMMUNICATION STRATEGY TO TAKE AN EMPOWERING APPROACH LIBRARIES

In order for a communication strategy to take an empowering approach, one should look not only at employing top-down methods such as mass media like newspaper or television, but also bottom-up or interactive methods such as town hall meetings. Both media plans and interpersonal communications should play a complementary role in the process. Verzosa refers to this as a "dialogical process" which implies integrating upstream and downstream communications. Successful communication strategies are to

- ❖ Focus on monitoring and evaluation of behavior change
- ❖ articulate needed behavior changes for a successful project, starting early in the project cycle,
- ❖ view communications as a management conducive to behavior change, and responsibility to create an environment
- ❖ Create partnerships with NGOs, private sector, and government.
- ❖ Communication and information strategies can come in many forms, and they offer room for creativity and ingenuity. Above and beyond the written word, information dissemination can include group discussions, poetry, storytelling, debates, street theater, and soap operas-among other culturally appropriate forms-and uses a variety of media including radio, television, and the internet.

8.EMPOWERMENT HAS BECOME NECESSARY DUE TO THE FOLLOWING REASONS

- Library Personnel must make many decisions.
- There is great-untapped potential.
- Time to respond is much shorter today.
- Library Personnel feel more control over their lives.
- Empowered people do not feel like victims.

9.LIBRARY PERSONNEL EMPOWERMENT CAN BE DONE

- ✓ Encouraging sharing of resource and information
- ✓ Seeking advice from employees.
- ✓ Facilitating employees to try their ideas of their ownThese. are listed here:
- ✓ Encouraging employees to examine their values and belief systems concerning authority and behavior.
- ✓ Improving the communication skills of employee.

10.PRE-REQUISITES FOR LIBRARY PERSONNEL

Library Personnel empowerment provides people the responsibility and authority to make decisions. Library Personnel empowerment requires the following pre-requisites:

- ❖ Involvement.
- ❖ Quick decision-making.
- ❖ Solving complex problems.

11.THE STEPS OF LIBRARY PERSONNEL EMPOWERMENT PROCESS ARE DEPICTED BELOW

The following steps are helping to improve Library.

- Personnel through empowerment.
- Identifying reasons for empowerment.
- Changing behavior of senior management.
- Determining impact of employee decisions.
- Establishing work teams.
- Sharing information.
- Selecting the right employees.
- Providing training.
- Communicating expectations.

12.WAYS TO EMPOWER LIBRARY PERSONNEL

Library Personnel empowerment can be brought about by many ways as depicted below:

- ❖ Increasing approval authority at all levels.
- ❖ Optimizing the rules.
- ❖ Assigning development work.
- ❖ Allowing independent decision-making.
- ❖ Redefining the jobs as projects.
- ❖ Allowing more access to resources.
- ❖ Providing more freedom of access to people.
- ❖ Optimizing procedural steps of approval.

13.EMPOWERING VARIABLES

- ✓ Some of the variables are available related to the empowerment of Library Professional (subordinates).
- ✓ Commitment requirement (How important the subordinates commitment to the decisions).
- ✓ Commitment probability (The changes of subordinate committed to your decision).
- ✓ Goal (on grunge subordinate commitment to the organization goal).
- ✓ Subordinate information (Do subordinates have sufficient information).
- ✓ Motivation development (Importance attached to the development of subordinates).

14.FOUR DIMENSIONS OF POWER

Library empowerment needs some of dimensions of owner like various resources to influence the outcome of decision-making; controlling access to those processes; through hegemonic process to legitimize power through culture and norms; and determining the limits of power.

15.CONCLUSION

Empowerment giver people greater control over their destiny. When people have authority, resources, information and accountability they feel responsible and act responsibly. Empowerment promises to in still in and out. Institutional life has the same values of individual freedom, dignity and self-governance that library personnel embrace as a society.

Empowerment also includes encouraging, and developing the skills for, self-sufficiency, with a focus on eliminating the future need for charity or welfare in the individuals of the group. This process can be difficult to start and to implement effectively. In libraries empowerment does not have an end, but it takes ones heart to do it sincerely and dedicatedly to accomplish the required task.

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