

# Empowerment Practices

Is a psychological concept: four dimensions

(1)- self-determination

(2)- meaning

(3)- competence

(4)- impact of their role in the organization

McShane, S. and Travaglione, T(2008)

# Empowerment Practices(Continued)

## (1) Self-determination

- Empowered employees feel that they have freedom, independence and discretion over their work activities.

## (2) Meaning

- Employees who feel empowered care about their work and believe that what they are doing is important.

## (3) Competence

- Empowered people are confident about their ability to perform the work well and have a capacity to grow with new challenges.

# Empowerment Practices(Continued)

## (4) Impact

- Empowered employees view themselves as active participants in the organization; that is, their decisions and actions have an influence on the company's success.

McShane, S. and Travaglione, T(2008)

# Stress Management

What is stress??

- Stress is an adaptive response to a situation that is perceived as challenging or threatening to the person's well-being.

McShane, S. and Travaglione, T(2008)

# Stress Management(Continued)

## The Causes of Stress(Stressors)

- Interpersonal Stressors
- Workplace violence
- Psychological and sexual harassment
- Role-related stress
- Work overloaded

McShane, S. and Travaglione, T(2008)

# Stress Management(Continued)

## Alarm reaction

- A threat or challenge activates the physiological stress responses noted earlier like increased respiration rate, blood pressure, heartbeat and muscle tension.

## Resistance

- The ability of the person to cope with the environmental demand rises above the normal stage.

# Stress Management(Continued)

## Exhaustion

- People have a limited resistance capacity, so eventually they move to the exhaustion stage.

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# Team Roles

- All work teams and informal groups have various roles necessary to coordinate the team's task and functioning.

Role:

- A set of behaviour that people are expected to perform.

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# The Trouble with Teams

- Sometimes, a quick and decisive action by one person is more appropriate.
- Some tasks are easily performed by only one person.
- Team in which everybody is working with everybody on everything is a disappointment(Peter Drucker).

McShane, S. and Travaglione, T(2008)

# Team Roles(Continued)

## Social loafing

- A situation in which people exert less effort(and usually perform at lower level) when working in groups than working alone.

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# Brainstorming

- A freewheeling face to face meeting

Rules of Brainstorming:

(1) Speak freely

(2) Don't criticize

(3) Provide as many ideas as possible

(4) Build on the ideas of others

McShane, S. and Travaglione, T(2008)

