



THE IMPACT OF THE DELEGATION OF AUTHORITY ON EMPLOYEES

Prof. Danish H. Sange

Dept of Commerce, D. G. Tatkare Mahavidyalay Mangaon Raigad

Abstract

The study aimed at identifying the impact of the delegation of authority on employees. It has constructed on measuring the impact of delegation on efficiency, effectiveness and empowerment. Sample of the study represented by employees in which they are embedded in central and executive management through a random sampling reached to employee's. The sample was used as a tool for achieving the results. The results of the study have shown that there is a statically significant for delegation of authority on efficiency, effectiveness and empowerment of employees' performance. Moreover, improving administrative delegation of authority in which effect on employees' satisfaction, employees' empowerment to implement tasks individually without asking high management. This method will save time and effort. It will also offer service for customers rapidly and directly.



Scholarly Research Journal's is licensed Based on a work at www.srjis.com

Introduction

Delegation of authority is one of modern trends practiced by managers. Its function stands out contributing and increasing the level of motivation of employees and achieving positive returns for (an organization with a manager) and (an employee with a customer) both. On the level of an organization, it achieves competitive advantage, knowledge inventory, increases the level of productivity and speed in finalizing tasks effectively. On the level of manager, it alleviates functional burdens, gains employees' satisfaction and builds cooperation and trust between manager and employees giving a chance for manager to have full-time for realization more important work. So, it reduces physical and intellectual efforts exerted by manager and other employees. On the level of an employee, it works on achieving functional empowerment, constructing alternative and administrative leadership, making employees feel self-confidence and motivation for Excellency in performance. On the level of customer, it meets the needs of customers rapidly, delivering or providing the service will not be delayed due to delegation authority. Giving the customer a higher level of care and attention, building customers perceived and creating loyalty and mutual respect for an organization and production in which the organization produced.

It can be said that method of delegation authority becomes inevitable issue for every organization whether in public or private sector. It is not optional due to many reasons has connected and brought developments and changes to the organizations including that (increasing its size and diversity of its products, multiplicity of its products and spread of its branches in different geographical zones and different local, regional and international levels. Managers have been imposed for the necessity to have a way for helping them in facilitating business affairs and alleviating the burdens in which they aren't tolerated, implemented and controlled by a manger. From other hand, different social and environmental transformations at organization have been changed since of classical school that was differentiated by centralism and subjecting to orders of mangers without reluctance. Implementing processes and procedures become more flexible, and free due to employees. The results of applying this principle has helped employees to be enhanced, imposed different functional rights for them, and necessity to transform from dictatorship to democracy associates with modern trends of management and employees' desires and wishes. In addition, managers will be able to maintain their job position and preserve the process of facilitating business affairs, employees' loyalty, enabling to be remained and achieving performance efficiency.

Statement of the Problem

It stands out reality of phenomenon of delay in delivery of services to citizens, reviewers and routines from perspective of researchers based on thoughts of customers in order to obtain variety services, functional job methods and technical tasks done by employees which leads the capacity to absorb a long time with customers and reviewers to obtain the required services. The results will be accumulation of business affairs on citizens and wasting time and effort of employees and customers. The question of what is the impact of authority delegation on employees' performance due to efficiency, effectiveness and empowerment has been emerged.

Objectives of the Study

The present study aims at identifying the impact of the delegation of authority on employees' performance it has constructed on measuring the impact of delegation on efficiency, effectiveness and empowerment.

Importance of the Study

It lies on the importance of the topic related to delegation authority from high management to lower managerial levels of employees. Studying such phenomenon discovers the level of centralism and decentralism applied in management of municipality affairs in which a lot of work and different services are implemented for local community and citizens due to

increasing the level of service, performance and speed. This matter is going to achieve a higher level of satisfaction and loyalty to customers. Delegation authority reflects positive returns achieving efficiency, effectiveness and empowerment. In addition creating alternative leadership, trust, cooperation between functional high and medium levels or between employer and employees.

Study Hypothesizes

Three hypothesizes were included:

1. There is no statically significant for the method of delegation authority on functional efficiency of employees.
2. There is no statically significant for the method of delegation authority on functional effectiveness performance of employees.
3. There is no statically significant for the method of delegation authority on functional

Methodology

Study Method: Descriptive approach was applied depending on empirical method through process of data collection.

Study Sources (references): Two sources have been applied in data collection and they were:

- Secondary: They were collected from relevant references and depending on traditional and electronic libraries, getting benefits form contents such as textbooks, literature review (previous studies) and journals.
- Primary: A questionnaire designed for the purposes of the study in which it corresponds its variables for data collection related to employees.

Theoretical framework

Delegation of authority is a must in succeeding the operations of the management to grantee the outcomes. So, in this case high management authorizes some of its responsibility to executives in the fields of human resources. Furthermore, necessity of authority delegation has appeared due to the reasons of development in technology, its reflection to managerial developing, and business diversity of an organization. Also, it is hard to implement all tasks and whole business by employees without taking support and encouragement from high management. In this case authority delegation is considered a response for requirements of democratic system allowing to managers in all levels to participate in decision-making to perform managerial business and division of work.

Perhaps the most important point should be taken into consideration is that administrative work focuses on defining the responsibility of an employee before the employer while using

authority delegation. An employer cannot evade his responsibility related to organizational activities despite of Responsibility isn't able to be authorized

Terms of Authorization

1. Authorization shall be partly not total for all kinds of authority whether the multiplicity of commissioner.
2. Authorization decision shall be declared.
3. Authorization shall not be occurred with delegated authorized.
4. Authorization shall be expressed as situated by the law, if not authorization may be expressed verbally or by telephone.

Principles of authorization

1. Tasks and duties authorized shall be determined, particular, clear, and explicit. In addition, authorizations are able to achieve the outcomes.
2. Effectiveness of communications means between employee and employer by keeping means online among them.
3. Selecting the employee correctly. Ability and sufficient of an employee are considered the requests of effective authorization.
4. Not to criticize employees, Criticism makes subordinate resist accepting authorization for additional work. If error has occurred, the imbalance should be explained in the same way that improves performance in long-run outcomes.
5. Granting an employee sufficient power and authority to perform these duties, as well as giving him the right to make decisions and issue instructions to carry out the duties and tasks.
6. Be aware from transforming work between employee and employer.

Types of authorization

There are different types for the authority such as

- Delegated Authorization: it means transmitting the power from high authority to low authority. In addition, disgorged powers from among the elements of authorization. Either the party or the authorized person to exercise powers delegated to the other throughout the duration of the authorization gives the center Position of the higher authority to the lowest power regardless of the incumbent or the supreme authority or minimum.

- Signature authorization: it is commissioned by the authority of the supreme authority lower than the signing of some business or administrative decisions on its behalf. Delegation of signature does not mean giving up the powers.

Elements of Authorization

- Tasks and duties: the manager authorizes a person or a group particular duties and tasks. These tasks may be as image of an activity in which an individual assigned or objectives have to be achieved by employees. These tasks are established by the manager in order to authorize the work perfectly.
- Authority: the legal right in issuing commands to be achieved and carried out by employees.
- Responsibility: Vowing and commitment of the employee to carry out specific tasks and duties.

Advantages of Authorization

- Authorization achieves significant return of the organization with little cost. It saves time in all management levels, achieves speed in performing managerial work, managerial flexibility, adopting with different conditions and develop entrepreneurship of the employees. It also brings new idea and creates wider area of thinking where the more than one level takes place in achieving business collectively. So, the outcomes will be improved.
- Preparing future leaders to motivate the employees authorized on objective reasoning, comparing and showing results and outcomes. It allows selecting future managers by conducting appropriate level test for a job vacancy.
- Equity and social justice where authorization one of factors of achieving social justice in which power becomes an element of democracy

Literature Review

The study has reached that there is a statistical significant between availability of structural empowerment representing by delegation authority, Personality development, participation and Development innovative behavior on achieving psychological empowerment representing by one's awareness that he holds an important and meaningful job position, feeling effective, independence and capability to be effective.

The role of delegation of authority in achieving the objectives of organizing. The study has reached that delegation of authority has played a basic role in achieving business fast. It

raises the morale among workers. It allows the chance for building employees and enables them to alternative leadership and ability to manage organizations.

Conclusion

The most important results of the study are:

1. There is a statically significant for authority delegation on developing employees. Delegation develops positive relations among employees capability of delegation to upgrade level of employee's performance
2. There is a statically significant for authority delegation on developing employees' performance efficiency .Extent of employees, Extent of delegation improves the perspective from employer to employee
3. There is a statically significant for authority delegation on employees' empowerment Extent of delegation eliminates the central authority in decision-making extent of delegation contributes not to business.

Reference

The scientific journal of the Faculty of Economics
Manager in delegation of authority guide
Management: Function & Challenges (Sheath Publication S.Y.B.Com)