



ROLE OF EMPLOYEES IN AN ORGANIZATION

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ABSTRACT :

Organisations can't be shaped in the best possible manner, without their employees playing a major role in the process. For them to play this role as change-makers effectively, they need to possess certain qualities. At the same time, employees need to be empowered by their organisations in a manner that would make it easy for them to slip into this role.

KEYWORDS : Organisations , possess certain qualities , social system.

INTRODUCTION

So, based on this, there are two categories to look at - what employers expect of their employees and vice versa.

WHAT EMPLOYERS WANT

Be a leader

Leadership doesn't always mean leading people; it's also about how we lead ourselves in achieving our goals and objectives. What organisations should be looking for is how individuals bring in their experience, perspective and drive to get things done. This also means how they interact with various stakeholders and manage the social system within an organisation. Leadership includes an individual's ability to work with diverse teams and influence the outcomes for the growth of the organisation. And in this sense, leadership applies to employees at every level within the organisation.

Be versatile

The market today is extremely dynamic. Every known industry is getting disrupted and being digitised at scale. Given this context, it's important for all of us to be versatile. What does this mean? Besides being focussed on our key performance areas, we may have to guide and mentor a colleague; or, we may have to represent our organisation at external forums; or it may even be a case of having to represent our own team within the organisation at various events.

Be a team player

As clichéd as it sounds, it's extremely important to be aligned with each other and drive forward as a team. Differences may arise but once a collective decision is taken, it's the team that works on realising that decision. And the value of a cohesive team is unparalleled.

Stay motivated

It's important to stay engaged with organisational goals at all times. Spending one's discretionary time on learning new skills and applying them at work is a sure-shot way to develop and grow within an organisation. A motivated and engaged employee is more likely to find a seat at the table, where there is enough opportunities to influence outcomes.

Stay curious

The phrase "stay curious, stay hungry" is extremely relevant to career building. Staying curious and forever learning from our surroundings, colleagues and external ecosystem helps bring about transformation in the way we do things — whether it's the way we work, learn or collaborate. Take risks by doing something different within the organisation.

WHAT EMPLOYEES WANT

While organisations look for candidates who can script their success stories, employees also have tangible and intangible expectations, none of which can be overlooked or dismissed as a whim.

And organisations have to give a lot of thought to answering this question: What inspires employees to go above and beyond the call of duty?

Be an empowerer

Every individual with aspiration expects some form of empowerment by the organisation; be it working in a certain manner or being allowed to take decisions at their level.

Be a groomer

As much as an organisation may expects their employees to be curious, it's important for an organisation to provide best-in-class learning opportunities to its employees. This can include a variety of training programmes to help them perform better in their roles.

Promote collaboration

Culture is by far the most important aspect of an organisation. It's very important to have an ethical, transparent and communicative culture. An employee needs to feel that they are heard and that they can do their jobs without any hindrances or fear. A culture of collaboration, openness and constant communication go a long way towards making an employee feel engaged and motivated to walk into office every day.

Enable rotations

Every employee wants to leave a mark in their respective areas of work. An organisation needs to make sure that its employees get good work and a chance to work on areas they are interested in. This can be helped by enabling rotations within the organisation and helping employees transition into roles that excite and challenge them adequately.

Recognise good work

Small or big, contributions made by each individual needs to be recognised and rewarded appropriately. While rewarding results is important, it's equally important to reward behaviours that help drive the culture, collaboration and growth at the organisation.

Be inclusive

Diversity & Inclusion is a business imperative for any organisation aspiring to delight its employees and customers. Working in a diverse environment makes us adept at driving a collaborative work culture.