

The Impact of Employees Initiative on Prevalent Employee-ship Culture in Indian Organizations

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Abstract

The present study attempts to investigate the association between employee initiative and employee-ship culture. The enthusiasm among employees to take initiatives has been examined on the aspects like: existence of democratic environment, relations and quality in the organization to take initiative to improve productivity; implementation of initiative taken by the employees; coordinating initiative with goals of the organization; acceptance of creative mistakes and readiness of management and employees to take risk for initiative; availability of information for taking initiatives; management's effort to motivate employees to use their talent; and overall employees enthusiasm for taking initiative to make the organization innovative. For the purpose of the study, three hundred respondents from twelve sampled organizations of five different categories were surveyed and the results reveal that employee initiative and employee-ship culture are positively associated and that employee initiative plays an essential role in achieving and enhancing the organizational performance.

Key Words: Employee initiative, employee-ship, organizations

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