Employee Enlightenment: An Emerging Paradigm

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Abstract: **The key factor that determines the success of any business organization is undoubtedly the human factor. An enlightened employee is capable of radiating a positive energy among his peers and colleagues. The term enlightenment broadly means the acquisition of new wisdom or understanding, enabling clarity of perception. An enlightened employee balances both the needs of the organization and the employee. This paper aims to identify the major factors contributing employee enlightenment.**

Keywords: **Employees, Enlightenment, Perception, Positivity, Organization.**

1. Introduction

It can be stated that a committed employee with a spiritual as well as strategic mindset would be one who would be best suited to meet the ever growing challenges of the modern world. The present employee is educated, well informed, and has a better understanding (wisdom) of the situations. He is capable of assigning meanings to his relationships – on and off his work place. There is, as such a need to see all aspects in a new perspective. As the terminology 'spiritual' tends to sound irrational and seems to have a meaning not ideal for all situations and the same is substituted with a new terminology 'enlightenment'. An enlightened employee has the unique ability to view the human race as one species, with unqualified equality, and without any discrimination whatsoever. He views everyone equal without any bias and discrimination, and never believes in looking into the negative side of others.

An enlightened employee is one who has clarity of perception, provides utmost care and importance to the value system, who considers 'work as worship'. He is one who is well aware of job, its purpose and impact on the organization and society. His clarity of perception enables him to derive pleasure from what he does in his workplace. Enlightened employee has the wisdom and is focused on everything he does and sees his work and work place in a different perspective. He understands his position in the work place, his relationship with his work as well as with the organization; and his inner self. He is clear as to the reason and purpose of his efforts and his relationships.

2. Factors contributing Employee enlightenment

The major factors contributing employee enlightenment are;
- *Respect:* Besides the common courtesy that all people want in their workday, a much larger part of respect is being honest and caring. Regardless of the position, enlighten employees share a positive image of the place they work in and the industry they represent. The engaged employee is always recommending their company, their products, and the services they offer to others.
- *Transparency:* This is the sharing of pertinent details of what is happening in the business. Proper and clear communication will create a sense of belongingness in the minds of employees. These meetings include everyone from the front line salespeople to the back office staff. This type of communication is two-way and can be told by either the employee or the employer.
- *Instill Confidence:* Many leaders and staff do not know how well they perform their jobs. The action of purposefully acknowledging and appreciating the positive efforts of people will produce confidence. Share their successes and applaud their actions. Publicly recognize the individual's efforts in a way that lets the public and industry peers know about these accomplishments with a press release or a company Facebook post. Even if the release is limited in distribution, the emotion and bond that is created by putting thoughtful words of appreciation out for all to see is a huge confidence-builder.
- *Satisfaction to Enlightenment:* Satisfaction alone does not create an "enlighten employee." Just because an employee is satisfied with his/her job does mean that they are "enlightened" in the fullest sense. Employee Satisfaction is considered to be "the level of acceptance" a person has with their job and working environment. Regardless of the position, enlighten employees share a positive image of the place they work in and the industry they represent.
- *Trust:* Trust can be implanted in the minds of employees through the absence of micromanaging. Allowing employees to operate with a level of autonomy that is equal to their position builds trust. By doing so, management is trusting that the delegated work will be completed appropriately. When trust is given, the employees must also take responsibility for their actions.
- *Communication:* Communication is critical for creating an environment that fosters engagement. The same care and thought that is put into creating customer communications must be put into employee communications.

Communication must be scheduled and consistent. There should never be any workplace surprises when it comes to a new a marketing initiative, sharing of the business climate, or a product launch. This type of interactions encourages the employees to take pride and ownership. Enlightened employees need a sense of meaning, purpose, and empowerment.

- *Acknowledgement:* In every human being there is a thirst for recognition. Acknowledgement means an expression of appreciation that permits value to be created between the employee and employer. Letting employees know that employer is aware of their efforts will make a huge impact on their productivity. In this digital era, employer can acknowledge through tweets, share it on the company face book page, or on LinkedIn

- *Personal Development:* Personal development is another major contributor for employee enlightenment. Providing staff members of all levels with internal growth and development opportunities is one of the most important ways to foster employee retention. People thrive on learning new skills and being stimulated to learn. Employees who are effectively trained and communicated became better at their work and are less likely to leave the company they work.

3. Conclusion

The social, economic and behavioral changes experienced around the world. In this era where the need of the hour is enlightenment. Enlightened employee has the wisdom and is focused on everything he does and sees his work and work place in a different perspective, who understands his position in the work place, relationship with his work as well as his inner self. The employee is clear about the reason and purpose of his efforts and relationships. An enlightened employee is capable of radiating a positive energy among his peers and colleagues. He creates not only a better surrounding but also better humans for tomorrow, not just limiting to commitment or engagement.

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