

# True Force to Nurture Employees

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**Abstract:** Organizations sluggish growth is due to unequal, unparalleled approach towards hierarchy authority and trainings. unparalleled approach into this leads to frustration, disown character, diminishing faiths, stagnancy, exclusive growth rather than inclusive if hierarchy rightly placed according to organizational need. hierarchy is packed with right authority, employees are backed up with some basic trainings with non-commercial approach than growth gears up, and work culture gets refined.

**Keywords:** Employees.

## 1. Introduction

Irrespective of the organization size, structure, area, standing and industry employees are the uncompromised key driving force for the growth of the organization. organizations put sincere efforts to upgrade their employees, keep them motivated and moving. even after series of efforts, motivation, investment results are not palely in thinking. results measured are far behind than desire. expectation result delivered by employee turn into two different believes.

1. Employees do not take protects targets sincerely.
2. Company expectations are unreal.

Both believes attack on the organizational culture which later on turns into stagnancy, less growth, high attrition level. For achieving the desired growth 3 factors are crucially important:

**Hierarchy**-From the start of industrialization hierarchy model came into existence. till date it has gone through tremendous changes. hierarchy model is known for better control, better guidance, specific answerability at micro and macro level. organizations promote hierarchy model only as reward and motivation. by looking on the work performed by the employees rather than considering required skills, organizational, organizational culture and micro macro balanced control.

Every step in hierarchy must be defined clearly on

- Role
- Control
- Skill Required

And how it will impact culture, processes, expansion, inclusive and inclusive growth. what matters clear, understandable model of the hierarchy not flat or vertical hierarchy structure?

**Authority:** Authority is the power to take decisions. the fellow who possess. the authority is called authoritarian. authoritarian does not have his own personal and individual authority. Authority is provided by the organization in which

authoritarian is supposed to perform. in there is no authority or overlapped authority provided by organization at every level of hierarchy. this gets converted into disputes; disown responsibilities, blames, and low performance. so the hierarchy structure must be placed with clear cut understandable authorities. to otherwise people (employees) break/violate discipline of organization. organizations gets converted into instructional and norm approached organizations.

## 2. Trainings

If the above two are placed rightly than third step is training: Organizations arrange motivational trainings, processes trainings, product trainings under different significant sub titles.

- Trainings are the foundation of growth. Hats why trainings happen frequently. Each and every time of training (discovered) by organization is essential. Results of trainings are very slow, sometimes frustrating.

This happens because the individuals are not placed in right domain to capture the context of training. Participants capture just content and forget after some days.

- Participants place trainings in commercial domain rather than learning approach.

Every employee goes through some basic trainings as follow: creativity-enhancing creativity-keep the employees free from frustration.

Right Asking-Whatever the improvement is made by world title date this is due to right asking.

Fundamental values- Love-trust-justice compassion - rest all values are derivatives of these.

Inventing purpose (Non Commercial Manner):

In two organizations pilot projects were conducted:

- Hierarchy was placed effectively.
- Authority was defined clearly.
- For three months “trainings were placed”.

Loyalty	Increased
Faith On Organization	Raised
Working Culture	Improved
Creativity	Aggression In Team
Responsibility Obeying Approach	Increased
Performance	Geared up even the non-performer started delivering raised performance
Acceptance of targets, projects	Increased

Total strength of 60 (fast management). Significant improvement in organization culture and growth was marked.

### **References**

- [1] <https://bthechange.com/5-steps-to-nurture-employee-growth-deb51e55cf2a>