

Autonomy in the Organization

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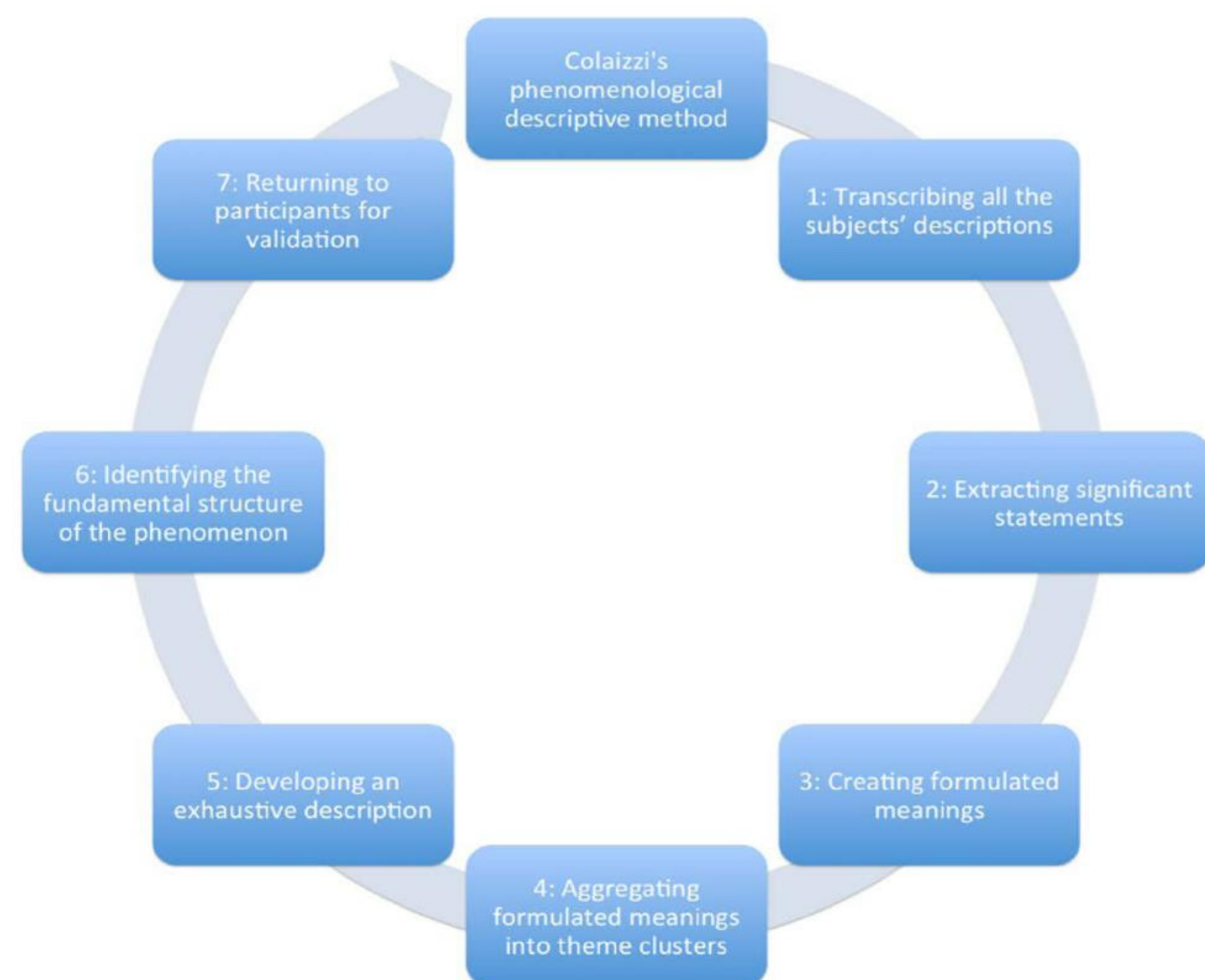
Human Dimensions of Organizations, The University of Texas at Austin

Introduction

An approach to management focused on autonomy empowers employees to execute their work freely and creatively, often resulting in increased retention and productivity. Management focused on autonomy optimizes employee development, intrinsic motivation and performance.

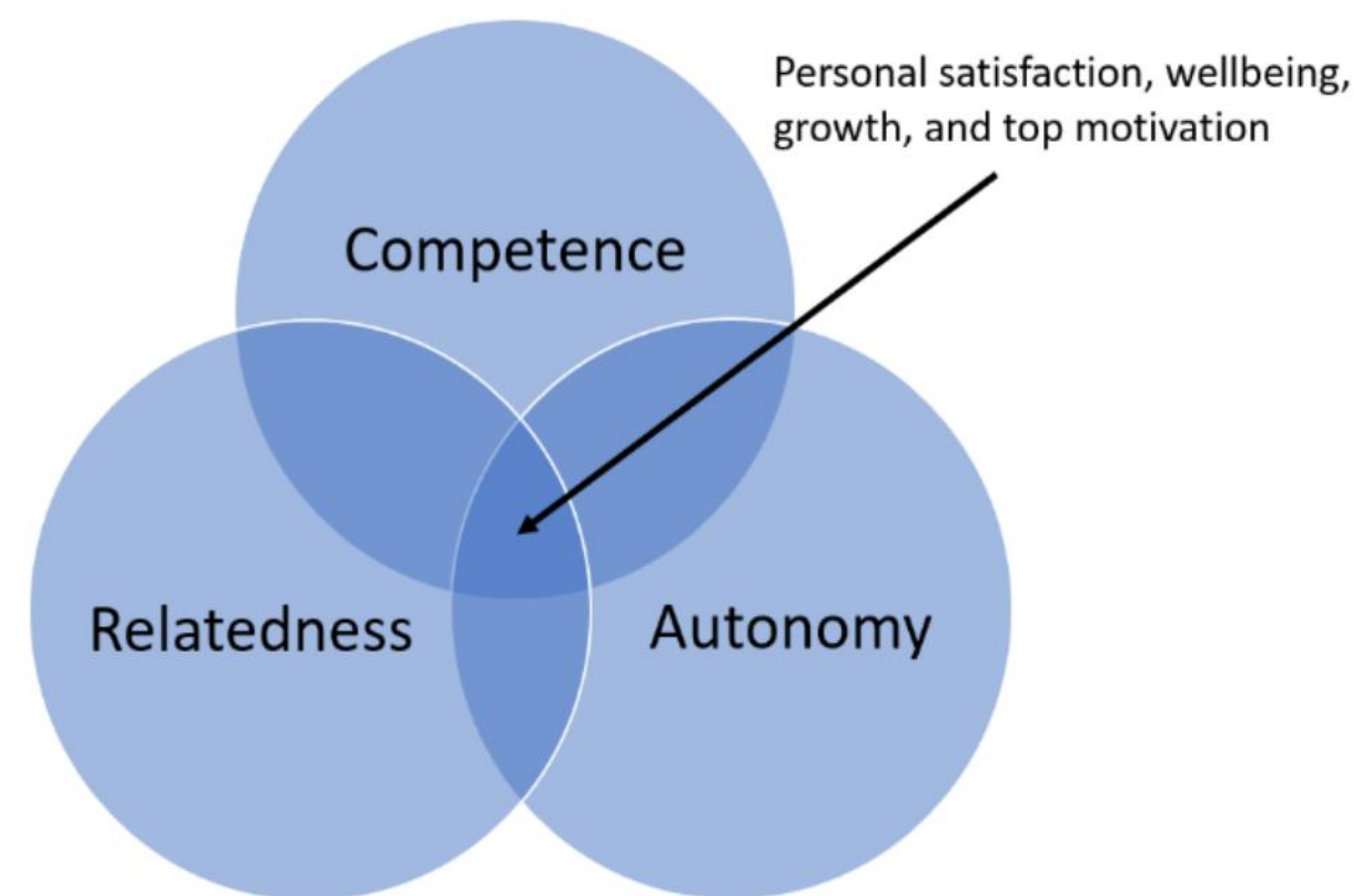
Analysis

P. F. Colaizzi's Descriptive Phenomenological Method used to perform data analysis - a distinctive seven-step process provided a rigorous analysis, ensuring close engagement with the data during each step of the process.



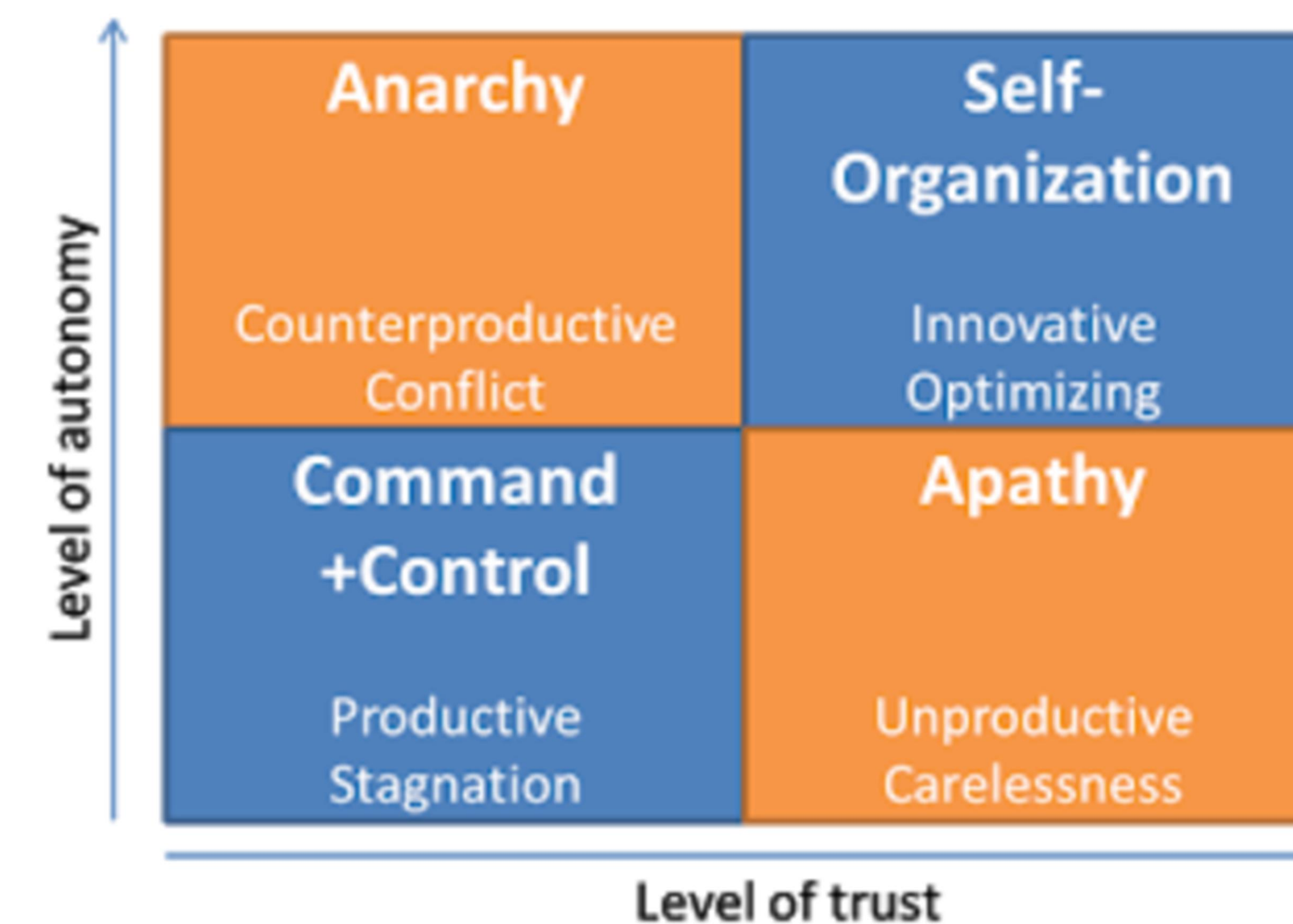
Employee Motivation

Basic human needs which are essential to personal satisfaction, well-being, growth and peak motivation: Autonomy, Relatedness (shared goals and values) and Competence.



Autonomy and Trust

Employee Self-Organization as an ideal state – it happens when a high level of autonomy and trust exist and are strengthened through action. There are two central requirements to Self-Organization: Employees must be able to work autonomously, and there must be a high level of trust from management.



Conclusions

Incorporating elements of employee **autonomy** grounded on employee development and **trust** may be implemented as a method to improve the employee experience and productivity. Managerial **Direction** and **control** over employee daily responsibilities can negatively impact an employee's ability to use discretion and can inhibit their ability to further develop professionally.

A non-autonomous working environment can also negatively impact employee creativity, and **intrinsic motivation**. The inability for employees to self-regulate limits employee contribution and can result in an apathetic approach to meeting personal and organizational goals and objectives.

Acknowledgments

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