**Introduction**

Interaction between authorities (management) and employees affect many facets within the business. Categorization of these relationships has been identified with Employee Involvement and Employee Empowerment and the resultant employee satisfaction among the more prominent.

In a business setting, it has been proved and accepted that success comes through people. The business organizations have understood what motivates people and thus have at their command designed these powerful tools for dealing with people and the resultant employee satisfaction which then enables them to get extraordinary results.

*Business success through these two tools works out in the following manner:*

**Employee involvement** is creating an environment in which people have an impact on decisions and actions that affect their jobs. Employee involvement is a management and leadership philosophy about how people are most enabled to contribute to continuous improvement and the ongoing success of their work organization.

It takes the form of regular participation of employees in

1. Deciding how their work is done,
2. Making suggestions for improvement,
3. Goal setting,
4. Planning and
5. Monitoring of their performance. Encouragement to employee involvement is based on the thinking that people involved in a process know it best, and on the observation that involved employees are more motivated to improve their performance

**Employee empowerment** is creating a working environment where an employee is allowed to make his own decisions in specific work-related situations. The decisions can be big or small, and the size and effect of the decision is up to the employer. The logic behind employee empowerment is to increase the employee's responsibility, to build employee morale and to
improve the quality of your employee's work life. Ideally, when an employee feels vested in an organization, he will be more productive, loyal and more confident.

Some employers tend to forget that their hired hands also have brains. By using the minds of their employees, organizations are able to meet projected goals and objectives a lot faster because there are more people working toward them. Being able to delegate certain responsibilities to your employees will allow you more time to focus on the areas of your organization where your attention might be needed more.

**These two tools together work towards the goal of achieving employee satisfaction which in effect would be:**

**Employee satisfaction** is the terminology used to describe whether employees are happy and contented and fulfilling their desires and needs at work. Many measures purport that employee satisfaction is a factor in employee motivation, employee goal achievement, and positive employee morale in the workplace.

Employee satisfaction, while generally a positive in your organization, can also be a downer if mediocre employees stay because they are satisfied with your work environment.

The other aspect is that, when Institutions/Organizations are effective in satisfying their employees, through these elements, employees stay longer, make a deeper commitment to the business, recommend ways to improve the company's products and services, and work harder to satisfy the customer

Since retaining and finding the best staff is becoming harder and harder, positively influencing through job satisfaction and employee satisfaction is one way to develop an environment and culture where people want to do their best and want to stay.

While considerable research has been done and literature has been created on employee involvement, and employee empowerment on and its contribution to employee satisfaction in a business setting, very little seems to have been on these aspects in the field of academics, especially with reference to B-Schools.
Accepting the fact that the human side of the enterprise is the most vital to its success, a thought needs to be spared for those institutions and its employees, who create the human resource for the successful businesses. The reference here is to the B-School and the teachers who are the employees of the B-Schools.

It needs to be examined whether the B-Schools have policies and the required actions in place for employee involvement and employee empowerment for their teachers and whether these have had an impact and relationship with employee satisfaction on them.
Rationale of the Research

The research on “An Empirical Study of Relationship and Effects of Teacher Satisfaction, Involvement and Empowerment in Selected B-Schools” focuses in determining the effects, if any, of teacher’s involvement, teacher’s empowerment on teacher’s satisfaction and teacher’s affiliation & loyalty.

The researcher will make an attempt in the present study about the elements like employee involvement and employee empowerment and the extent of impact of these elements on teacher’s satisfaction in B-schools and further investigation of the elements leading to employee satisfaction and consequent affiliation and loyalty.

1. Description of Process Perception and Job Type to be examined in this study :-
   The attempt will be to understand as to:
   - How the level of Teacher Involvement does affect the level of teacher’s empowerment.
   - How the level of teacher’s empowerment does affect the level of teacher’s satisfaction.
   - How does the level of teacher’s satisfaction affect the teacher’s affiliation and loyalty to the B-Schools?

2. The researcher aims to study and understand the positive aspects of Teacher’s Involvement :-
   The attempt will be made based on the following:
   - How does the level of information received by the Teachers affect the level of teacher’s involvement?
   - How does the level of power received by the Teachers affect the level of teacher’s involvement?
   - How does the level of knowledge received by the Teachers affect the level of teacher’s involvement?
• How does the level of rewards received by the Teachers affect the level of teacher’s involvement?

3. Further attempt will be made by the researcher to know the effects of the different aspects of teacher’s empowerment:

   The attempt shall be made on the following:

   • How does the level of Impact in a Teacher’s job affect the level of teacher’s empowerment?

   • How the level of Competence in a Teacher’s job does affects the level of teacher’s empowerment.

   • How the level of Choice in a Teacher’s job does affects the level of teacher’s empowerment.

   • How the level of Meaning in a Teacher’s job does affects the level of teacher’s empowerment.
Utility of the Study

Employee satisfaction and empowerment are vital elements to educational institutions like B-schools as in the business sector.

The utility of this study would be as follows:

1. It would help the Managements of B-schools to obtain a greater understanding about the elements of employee involvement, employee empowerment, levels of satisfaction in B-Schools.

2. It would help them gain an insight into the issues involved in empowerment, job satisfaction and employee satisfaction and result in consequent affiliation and loyalty.

3. It attempts to provide a roadmap/guidelines for strengthening their policies and actions in these areas.

4. It can eventually be treated as a user manual for B-Schools.