HOW TO DEVELOP INITIATIVE TAKING SKILLS IN EMPLOYEES OF MULTI-NATIONAL COMPANIES

Daggubati Vasanth Choudary
Assistant Professor and Soft-skills Trainer, Aurora Scientific, Technological and Research Academy, Hyderabad, India
Email: daggubativasanth@gmail.com

Gummidelli Mahender
Assistant Professor and Life-Skills Trainer, Vignan’s Institute of Technology and Aeronautical Engineering, Hyderabad, India
Email: mahienglish52@gmail.com

Afreen Hasan
Assistant Professor, Aurora Scientific, Technological and Research Academy, Hyderabad, India
Email: afreenhsn@yahoo.com

Praveen Kumar Dalmalka
Assistant Professor, Aurora Scientific, Technological and Research Academy, Hyderabad, India
Email: dalmalkapraveen@gmail.com

ABSTRACT
Developing nations are filled with people who lack initiative taking skills, one of the important Life-skill for success of Multi-national companies. They look for the Job aspirants having Employability skills and Soft-skills such as initiative taking Skills to add value to the organization. We often come across the employees having negative attitude of saying “it is not my job”. It is clear fact that Employees who lack initiative taking skills will never put in effort, neither to develop them nor to develop the organization. Initiative taking by the employees helps business organization to improve productivity, increase profits, business development, and new product development, problem solving and cost reduction

Keywords: Skills; Employees; Managers; Motivation

INTRODUCTION
Initiative taking is the capability of taking action proactively instead of being reactive. It is the ability to take action in before the action is required. Managers having poor initiative taking skills are the source of de-motivation in the business organization. They hinder the development and growth of the employees working under them especially in multi-national companies. Initiative taking skills involves being Proactive which means being ready before something happens. Initiative taking skills without proper thinking skills and knowledge calls for unwanted risk and loss for the business organization. Every corporate employee needs thinking skills, communication skills, hard skills, initiative taking skills and life skills to be professionally successful. The meaning of initiative taking skill can be best understood by looking into case studies and examples in real life.
OBJECTIVE
To develop initiative taking skills in Employees of Multi-national companies

DATA ANALYSIS
A survey on how to develop initiative taking skills in business organization was conducted using questionnaire and interview, the respondents are the following:

2. Group B - Research scholars, Teachers, Administrative staff, teaching faculties of business management department working for Aurora Scientific, Technological and Research Academy.
5. Group E – Managers and soft-skills trainers working in Wipro, Wells Fargo, Birla Cements, TV-5.

How to Develop Initiative Taking Skills

Initiative taking skills can be developed by having belief in attentive effort, being proactive, influential and having positive relationship with others at work place.

Every business organization must ensure that employees are aware of what the initiative taking skills, its uses and why they are needed. Motivate to take up new task with positive attitude and opportunity. Employees must encourage co-workers to contribute innovative ideas, opinions and feedback to increase productivity and profits of the organization. Employers should never excessively criticize, abuse, undervalue, under-compensate employees; it could lead to organization failure, poor performance and productivity. Reactive is the opposite of proactive. Reactive people often hold a belief that they have no control over a situation. It could relate to the behavior of an unreasonable stakeholder or the issues that arise during a project. They surrender and wait until a potential problem has become a burning issue before they take action. Line managers and staff managers must spend time with subordinate employees to discuss in order to foresee which things could go wrong in the organization. Every employee must be motivated to take initiative to share their individual perception, view, feedback separately with the management and immediate superiors, regarding what is preventing them to be professionally effective and productive. Line and staff Managers must take initiative to ensure activities that promote motivation, knowledge sharing, and team effort to improve morale in the organization. Employers have to create climate to motivate employees. Line and staff managers or leaders must inspire the team, rather than just give orders to be a role model in the organization. Every employee must be allowed to take initiative at workplace in certain limits without previous consent from their superiors. Line and staff Managers must see that team members are always creative and efforts are recognized even if they fail.

Recognition for taking initiative must be rewarded as it leads to motivation. Managers have to inspire the team members to take initiative in doing the things in creative ways, be more proactive and initiative at work. Employees must be motivated to be productive and perform more than required. Business organizations must take initiative to ensure employees believe that corporate prosperity leads to personal prosperity. Business and staff managers must be a role model in initiative taking skills by themselves. Every employee must be alert and innovative to make the things work better by assuming the given task as an opportunity in the organization. Understand that taking initiative not only makes the task more interesting but also gives a sense of pride and increased level of confidence. If employees voluntarily take initiative and perform more than expected, then it leads to organizational
development and growth.

CONCLUSION
By developing initiative taking skills, employees can grow professionally and lead the organizational success in Multinational Companies. Having the ability to take initiative is something an employee could contribute to the employer by being more productive. It involves active participation with valuable, thoughtful contribution to the professional success in business organization.

REFERENCES