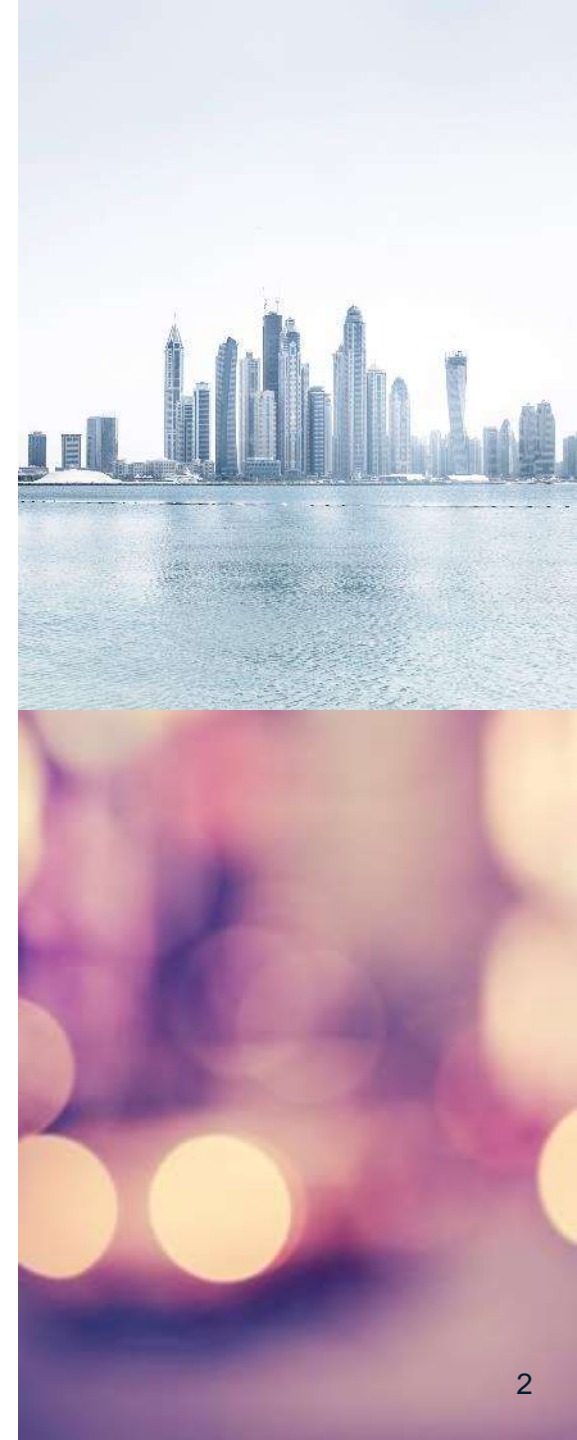


AUTONOMY AT WORK



AGENDA

1. What is autonomy ?
2. The factor related to autonomy
3. Benefits



1. WHAT IS AUTONOMY AT WORK ?

- Definition
- Type of autonomy
- How does it differ from personal autonomy, passivity, dependence and control ?
- Example



A photograph of a modern glass skyscraper with multiple balconies, viewed from a low angle looking up. The building's facade is composed of large glass panels and dark structural elements.

Definition

Autonomy at work means giving employees **the freedom to work** in a way that suits them. Specifically, it relates to the pace at which work is completed, its order of completion, and a person's freedom to work:

- whether that's deciding the pace of their work
- the order of task completion and having more control over job tasks
- the freedom to decide when and where they do their work.
-

So long as the work gets done on time and to the expected standard.



TYPE OF AUTONOMY

- Timing: Employees can decide when they work, as long as they meet deadlines and goals.
- Location: Employees can decide where they work, as long as they can connect with colleagues and customers.
- Tasks: Employees can decide to do what they like or are interested in, as long as they contribute to the organization's strategy and goals.
- Method: Employees can decide to work in the way they think is most effective, as long as they comply with quality principles and standards.
- Decision making: Employees can make decisions about matters related to their work, as long as they have enough information and responsibility.
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HOW DOES WORKPLACE AUTONOMY DIFFER FROM PERSONAL AUTONOMY?

	Personal autonomy	Workplace autonomy
Definition	relate to the freedom and control that individuals have over their own actions	having the freedom to make decisions about your work without having to go through a hierarchical chain of command
Limit	unlimited by any external factors	the boundaries of the team and the organization that you are a part of
Formed based on	the trust and responsibility that you have earned from your employer	your own values and goals
Goal	free to decide on a goal and apply various	the goal is decided together, as a team, and

HOW DOES WORKPLACE AUTONOMY DIFFER FROM PASSIVITY, DEPENDENCE, OR CONTROL?

	Workplace autonomy	Passivity	Dependence	Control
Definition	freedom to make decisions without having to go through a hierarchical chain of command	not being proactive, not being creative, not having your own opinions, not having aspirations or goals	dependence on others, inability to be independent, make decisions, and solve problems on your own.	management, administration, and supervision of the employer over the employee
Decision making	High	Low	Low	Low
Develop yourself	achieve personal goals of satisfaction, success, and career growth	No creativity, no own opinions, no aspirations or goals	Inability to be independent, make decisions, and solve problems on your own	reduces employee creativity and motivation

EXAMPLES

EX1: You're a salesperson working from home. Team's goal is to increase sales by X% this quarter. You are given a list of leads and it's up to you to decide how you want to follow up with them. You may decide to call some, email others, and meet with a few in person. But it's up to you to decide how you want to approach each lead.

EX2: Designers can decide for themselves how they will create creative products, such as what design style to choose, what tools and techniques to use, and what message to convey.

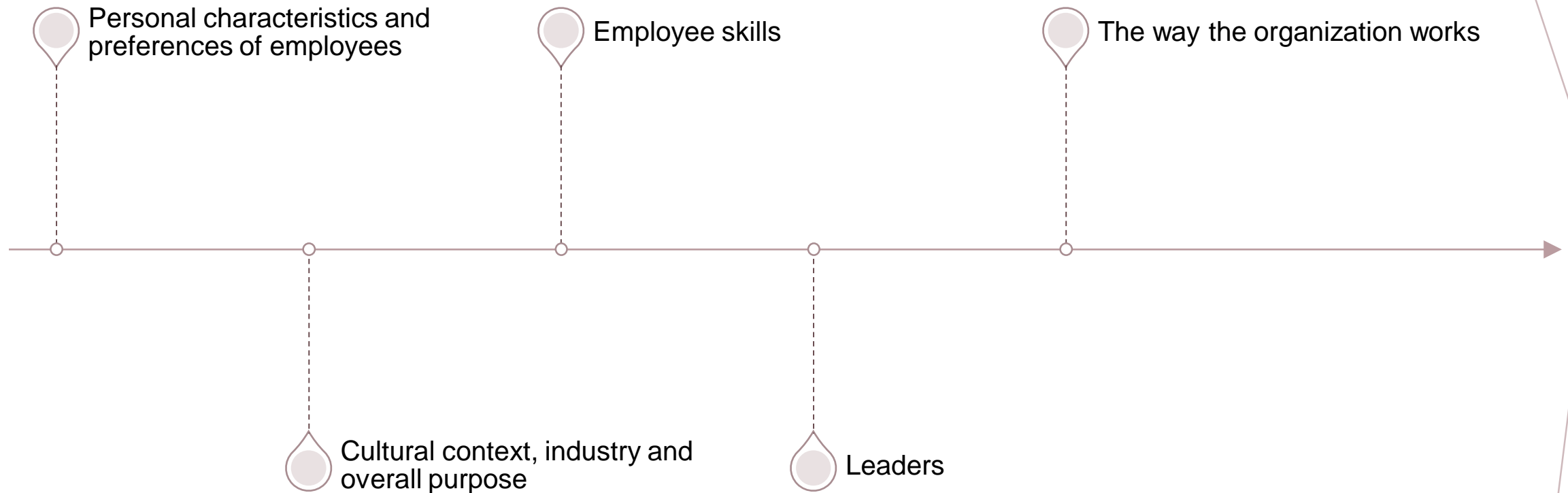


2. THE FACTOR RELATED TO AUTONOMY

- Factors
- How to improve



FACTORS AFFECTING AUTONOMY AT WORK





How to improve autonomy at work

The organization

- **Provide a flexible work environment and working hours**
- **Build a culture of experimentation and innovation**
- **Allow employees to manage their own workloads**
- **Reward autonomous work and behaviors**

The employee

- **Build skills and experience**
- **Build relationships**
- **Determine clear goals and work plans**
- **Show confidence, initiative and responsibility at work**

3. BENEFITS





BENEFITS OF AUTONOMY AT WORK

Advantages of workplace autonomy for employees:

- Increased happiness.
- Better work-life balance.
- Increased [well-being](#).
- More time for creativity.
- Increased job satisfaction.



BENEFITS OF AUTONOMY AT WORK

Advantages of workplace autonomy for the organization:

- **Employees are more engaged.**
- **Increased creativity and innovation.**
- **Better decision-making and improved customer service.**
- **Better productivity**

A photograph of a modern glass skyscraper with multiple balconies, partially visible on the left side of the slide. The building's facade is composed of large glass panels and dark structural elements.

BENEFITS OF AUTONOMY AT WORK BUT...

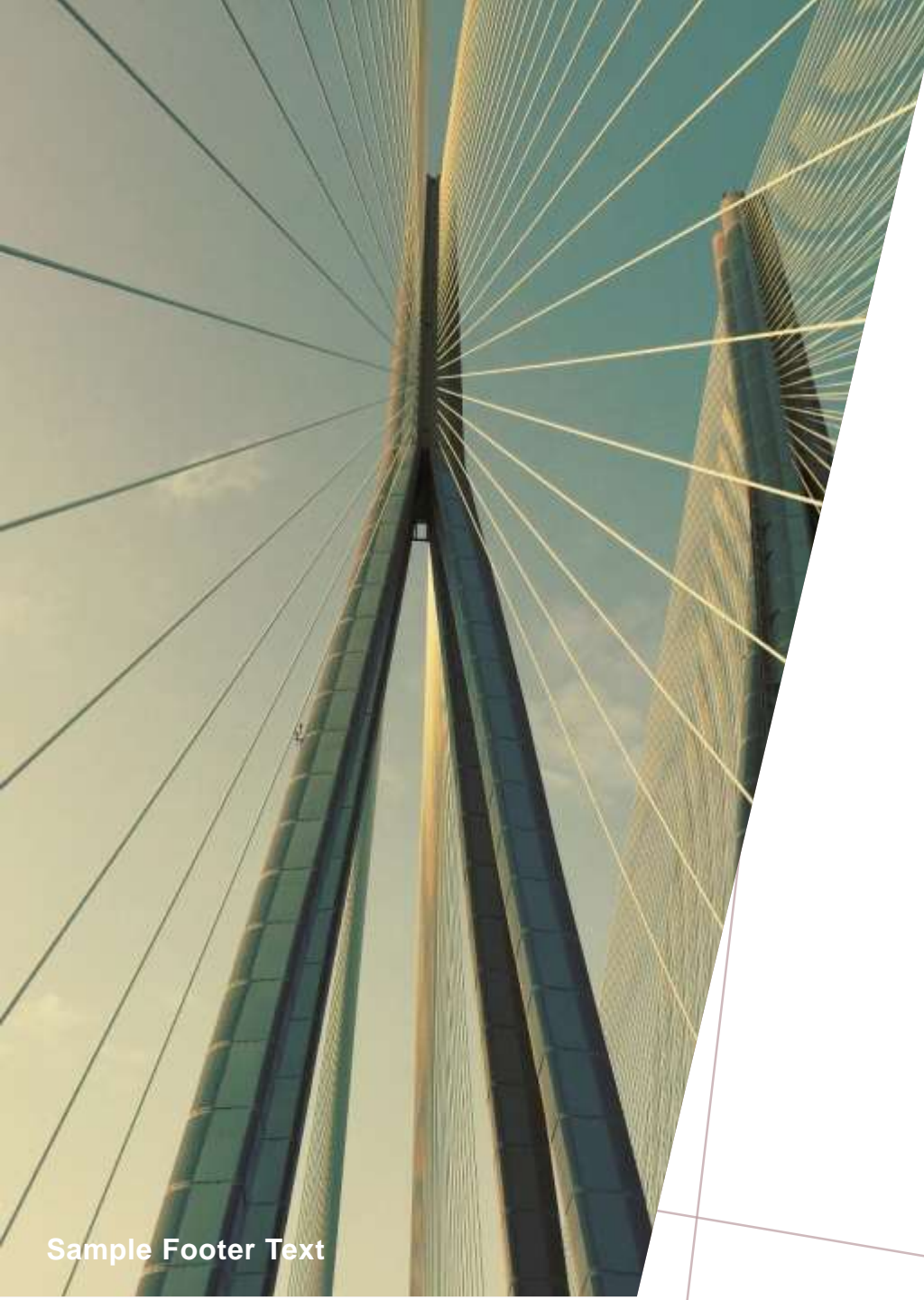
Autonomy at work can also have harmful effects if not properly managed and balanced:

- Lack of supervision
- Overload and stress
- Lack of coordination
- Lack of feedback

SUMMARY

It's clear that autonomy in the workplace can bring huge benefits to both employees and organizations. There are many factors that affect it such as skills, interests,... of employees or structure, goals,... of the organization. Therefore, it needs to be managed appropriately to avoid causing harmful effects.





THANK YOU