

## PARADIGM OF EMPLOYEES EMPOWERMENT: PROPOSAL FOR BUSINESS ACTORS IN ACEH PROVINCE

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### ABSTRACT

Employee Empowerment must be managed with an approach of human resources characteristic which is in accordance to characteristics of job. The main purpose of employee empowerment is for the supply of products and services that can generate value for customers by utilizing smart technology optimally. Employee empowerment will be successful if executed through the establishment of proper mindset, both within managers and employees. The manager needs to be embedded with basic belief that: (1) employee is human, (2) people are basically good, (3) bureaucracy kills initiative (4) manager's task is to provide training, technology, and support for employees. The employees need to be embedded with basic belief that: (1) employees empowerment is only manifested by growing belief within managers towards employees, (2) managers trust on employees grows because of the competence and character built inside employees. Furthermore, values need to be instilled inside managers and employees, such as: honesty, courage, Abundant Mentality, patience in achieving the vision.

**Keywords:** Paradigm, Employee empowerment, Mindset, Basic Beliefs, Basic Value.