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FACTSHEET

**JOB AUTONOMY AND EMPLOYEE
JOB PERFORMANCE IN
GHANA, 2024**

***This factsheet analyse job autonomy and
employee job performance in Ghana***

Introduction

Job autonomy signifies employees' independence and discretion in making decisions about their work responsibilities and methods.

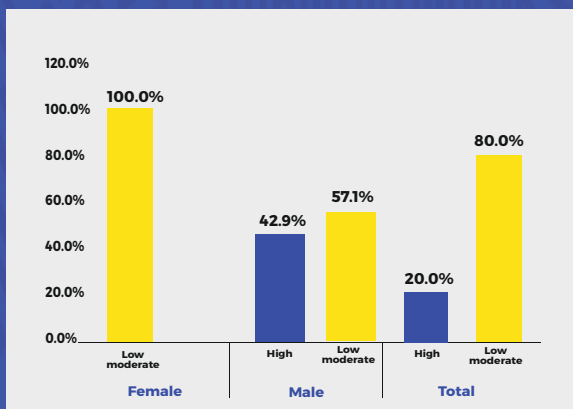
This factsheet outlines:

- the benefits of granting employees job autonomy in decision-making and task execution,
- highlighting its positive impact on productivity, job satisfaction, and organisational commitment

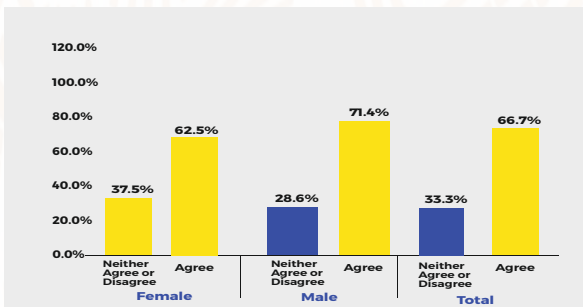
The factsheet provides practical recommendations for employers to enhance job autonomy, including delegation of authority, fostering a supportive work environment, and empowering employees through training and development initiatives to improve overall workplace performance in the Ghanaian context

Graphs

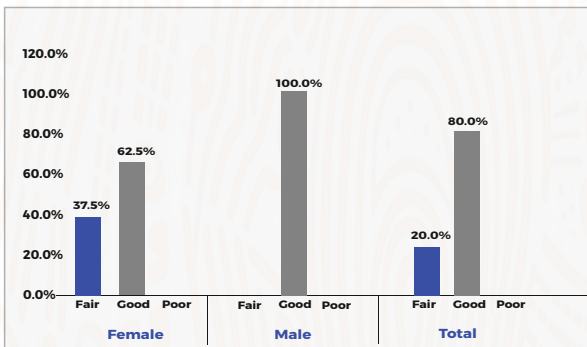
■ Autonomy in current role and high employee job performance



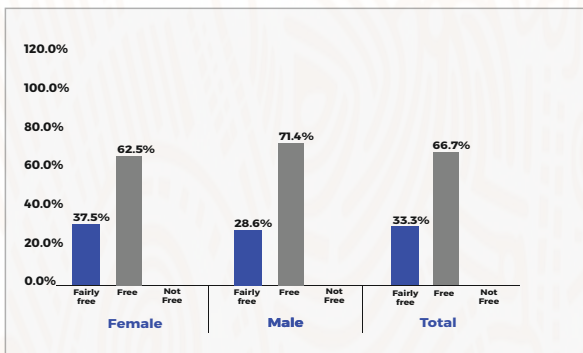
■ More job autonomy and positive impact on high employee job performance



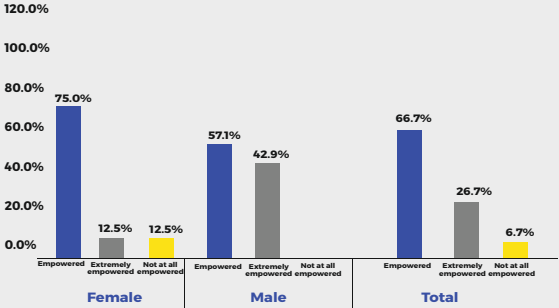
■ Communication and collaboration within team and High Employee job Performance



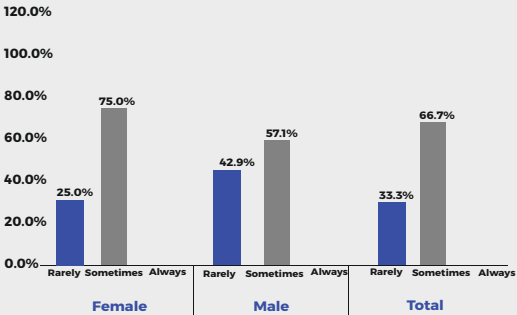
■ Free are you to take initiatives and high employee job performance



■ Communication and collaboration within team and High Employee job Performance



■ Challenges in exercising job Autonomy due to organisational policies or restrictions and high employee job performance



Why job Autonomy?



Enhance performance



Gender equality



Employee empowerment



Improved collaboration



Organizational success



Recommendations

Organisations should consider the following;



Gender-sensitive autonomy policies



Comprehensive training and support



Encourage open communication



Empower initiatives



Policy review and revision

Conclusion

A significant relationship between job autonomy and performance was observed, particularly notable among females who exhibit 100% job performance with high autonomy, compared to 42.9% among males. While autonomy positively influences job performance, other factors also play a role.

Effective team communication and empowerment further enhance performance, underscoring the need for gender-sensitive policies that support autonomy and collaboration while addressing organisational challenges to optimise performance outcomes for all genders.

Acknowledgement

EPL Ghana would like to thank esteemed partners and stakeholders across the public and private sectors, non-governmental organisations, and civil society organisations for their unwavering support in facilitating the Workplace Dynamics and Employee Job Performance survey in Ghana.

Collaborative efforts have been instrumental in ensuring the success and credibility of this initiative. EPL Ghana gathered invaluable insights through expertise and networks that will inform policies, interventions, and best practices to enhance work environments and optimise employee performance.

Acronyms

EPL Ghana: Emerging Public Leaders of Ghana

FWH: Flexible working hours

Data source: EPL Ghana, Fieldwork 2024

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