

DOES EMPLOYEE EMPOWERMENT IMPACT JOB PERFORMANCE EXPLORATORY STUDY ON THE MINISTRY OF LABOR IN THE KINGDOM OF BAHRAIN

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ABSTRACT

This research attempts to investigate how empowerment impact job performance of the employees working at the ministry of labor in the Kingdom of Bahrain Due to that traditional practices in terms of routine and centralization might hamper a smooth work flow in business organizations, it was crucial important to address this problem and to gauge the power of employees through a multidimensional model that covers tasks, power, commitment and culture as main facets of employee empowerment.

The research was adopted through the use of the analytical descriptive approach, utilizing questionnaire to identify the impact of employee empowerment on job performance. The selected sample was 128 employees working at the ministry of labor.

The research concluded that there is a positive and significant relationship between empowerment and job performance of those employees as the value of the correlation coefficient was 0.677 while the multiple regression coefficient revealed that the employee empowerment in terms of tasks, capacity, commitment and culture dimensions influence the job performance by 55.2%. The results had also indicated that there are statistical differences in terms of demographic variables such as (gender, age, qualifications, and job title).

KEYWORDS: Empowerment, Tasks, Power, Commitment, Culture, Job Performance

Received: Dec 18, 2015; **Accepted:** Dec 30, 2015; **Published:** Jan 18, 2016; **Paper Id.:** IJHRMRFEB20162