

Impact of Psychological Empowerment on Organizational Commitment

Kanchanamala, R. M. H.¹ and Sangarandeniya, Y. M. S. W. V.²

Highly committed employees are required for the organizations which want to have a sustained competitive advantage in the product and labor market. Hence, psychological empowerment is the new fuel for the growing and booming workplace. The purpose of this study was investigating that how psychological empowerment impact on organizational commitment of machine operators working in a selected apparel firm in Sri Lanka. This study was carried out as a cross sectional field study among a sample of 169 machine operators in the selected apparel firm. Simple random sampling technique was used to select the sample and primary data were collected using a standard questionnaire. Descriptive statistics, inferential statistics, regression analysis, and correlation analysis were mainly used to analyze the data. It is found that there is a significant impact of psychological empowerment on organizational commitment of machine operators working in the selected organization. Further, it is expected that the findings of the study are very important for the organizations enhancing employee commitment of their workforce. Further, it is recommended for future researchers to conduct studies in the same area in different industries and different cultures and that will add more insights on the changes in nature of the effect of employee empowerment on employee commitment in different contexts.

Keywords: *Psychological Empowerment, Organizational Commitment*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [hansanai97@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [sangarandeniya@kln.ac.lk]