

A STUDY ON THE IMPACT OF EMPOWERMENT ON EMPLOYEE  
PERFORMANCE

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## ABSTRACT

This study focus on the impact of empowerment on employee performance in *Bahagian Pembangunan &PengurusanFasilitiat* UiTM Perak. This research is undertaken to find out the relationship between empowerment and employee performance . It focus on four factors that could give impact to the performance. The factors are meaningful, competence, self determination and impact. This study also conducted to assist in enhancing the information and knowledge on employee empowerment among respondents.The findings of this study will provide additional knowledge to bridge the gap in relation to the existing information and employee empowerment among respondents.

Keywords : Empowerment, meaningful, competence, self determination, impact, employee performance

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## CHAPTER 1

### INTRODUCTION

#### BACKGROUND OF STUDY

Empowerment can be described in various dimensions. It has a wide scope of context and can be considered as an encouragement to the employees to participate in decision making that covered and will affect all the job duties. When the supervisor gives the authority and abilities of the employee and let them to make any decision, it can enhance the quality of employees and their job performance. By sharing information and power with an employee, they would take it as an advantage to improve the performance and solve the problem.

Empowerment also can be described as put more responsibility and accountability to employees in term of authority, resources, skills and opportunity that will lead to working satisfaction and competency. Ongori, (2008) defines that empowerment is the cognitive model that includes choice, provide employees with real job enrichment and opportunities to have their voice heard, having real power to control and influence over work processes, which makes employees to be confident in discharging their duties.