The Association between Psychological Empowerment and Employees’ Adaptive Performance: A Field Study in Suadi Arabia

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Abstract

This study explores the association between psychological empowerment and employee’s adaptive performance in Suadi businesses context. The researcher uses data from (388) employees working in large enterprises located at Riyadh city completed the twelve items of Spreitzer's (1995) instrument and twenty items of Charbonnier-Voirin and Roussel’s (2012) inventory to explore this association. The results show that psychological empowerment has a significant positive association with employee’s adaptive performance. Meaning, competence, self-determination, and impact- as psychological empowerment constructs- positively influence employee’s adaptive performance. The reseracher recommends that practitioners of human resource development can rely on the psychological empowerment and its constructs as a key determinant to improve and enhance the adaptive performance of their employess.

Key Words: psychological empowerment, employees’s adaptive performance, Saudi Arabia.