

**“ The Effect of Organizational Factors on  
Psychological Empowerment of Employees at NIH ”**



**By:**

**Hira Qamar      01-222121-008**

**MBA**

**Supervisor:**

**Nasir Mahmood**

**Department of Management Sciences (GS)**

**Bahria University, Islamabad**

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Hira Qamar  
MBA  
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## **ABSTRACT**

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In today's era, there is strong need for employee development, retention and activation to extract the best out of every employee so that the organization can flourish and enhance its performance and productivity. In Pakistan, this need is even stronger due to traditional bureaucratic strict organizational cultures in many public sector organizations of Pakistan. This research study is conducted in order to study the effects of organizational factors on the psychological empowerment of employees at National Institute of Health (N.I.H) Islamabad. The organizational factors under study are access to information, communication with supervisor, reward system and teamwork. The four dimensions of psychological empowerment are studied also, which are meaning, competence, self-determination and impact. The literature was reviewed according to the research problem to find the relationships between the research variables. Single hypothesis has been generated to be tested for this research work. Data collection has been performed with quantitative research method from a sample of 75 employees at N.I.H. By the use of statistical software package data was analyzed. The statistical results of this research reveal that the organizational factors are having a positive moderate relationship with the psychological empowerment of employees at N.I.H but the level of impact is not significant on the employee psychological empowerment. In the end recommendations and suggestions for future research are also articulated.

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