

# **THE EFFECT OF EMPOWERMENT ON EMPLOYEES' MOTIVATION AT MEEZAN BANK LIMITED**

**By**

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A thesis presented to the Department of Management Sciences, Bahria University  
Karachi Campus, in partial fulfillment of the requirements  
of the MBA degree

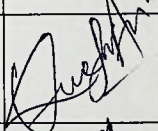
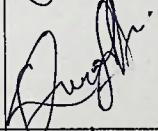
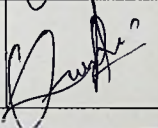


**FALL, 2015**

**Bahria University Karachi Campus**

**MBA Thesis**  
**2<sup>nd</sup> Half-semester Progress Report & Thesis Approval**

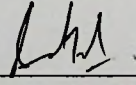
**Supervisor-Student Meeting Record**

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	8-APR-15	Faculty Lounge	Thesis topic + Submission of 3rd Chapter	
6	25-NOV-15	Room Syndicate - 1	Chapter No. 4 + SPSS	
7	16-DEC-15	Staff Room	Discussion about Results + Analysis	

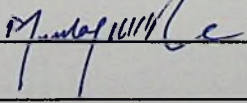
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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 5% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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### Abstract

**Purpose:** The purpose of this study is to examine the impact of Empowerment on Employees' Motivation at Head office of Meezan Bank Limited Karachi. Through Quantitative research design and method. This research provided a detailed understanding about the impact and relationship between different dimension of empowerment and motivation. In this study all managerial level employees were under examined.

**Approach:** A model was designed based on the literature, linking factors of employee empowerment with employee motivation. Four hypotheses were build based on the literature and the model were tested on the managerial level employees of Meezan Bank Limited.

**Methodology:** In this research the quantitative research methods were used which focuses on collection of data in the form of numbers and statistics. Using questionnaires to selected managers of Meezan Bank Limited and analyzing the data collected from their responses to the questionnaires. In this case, there were sample size of 132 managers out of a population of 210 managers and these managers were handed the questionnaires. As our aim through this research was to study and analyze whether the empowerment practices enhance the motivation level of employees. To examine the effect of empowerment on the motivation of all managerial level staff of Meezan Bank for regression analysis SPSS 2.0 is used.

**Finding:** The literature and studies concluded that factors of empowerment and recognition have positive effect on employee motivation. More the empowerment and recognition of employees in an organization is increased, more will their motivation to work will enhance and there exists a positive relationship between employee motivation and empowerment. The more the employees are motive to tasks accomplishment higher will the organizational performance and success.

**Practical implications:** This research is helpful for the management of banking industries and other corporate sectors regarding their employees' empowerment. This study focuses on the practice and observance of the four factors of empowerment for enhancing employee motivation which leads to organizational effectiveness. The organizations should design their rules, policies and organizational structures that give space to the employee to work well and appreciate them on their tasks fulfillment and achievements. This will surely lead to organizational growth.

**Keywords:** Empowerment, Recognition, Employees Motivation.

**Table of Contents**

Declaration of Authentication.....ii

List of Tables.....iii

List of Figures.....iv

Plagiarism Test.....v

Acknowledgment.....vi

Abstract.....vii

Table of Content.....ix

CHAPTER 1 ..... 4

    INTRODUCTION ..... 4

        1.1 Purpose and Significant of the Study ..... 4

        1.2 Problem Background ..... 5

        1.3 Problem Statement..... 5

        1.4 Research Questions..... 5

        1.5 Objectives of Study ..... 6

        1.6 Scope of the Research..... 6

        1.7 Limitation of this Study..... 7

        1.8 Organization of the Thesis..... 7

CHAPTER 2 ..... 8

    LITERATURE REVIEW ..... 8

        2.1 Significance of Motivation ..... 8

        2.2 Empowerment..... 8

        2.3 Significance of Empowerment ..... 9

        2.4 Three Perspectives on Empowerment in the Workplace..... 10

        2.5 Merit and Demerit of Employee Empowerment: ..... 12

2.6 Empowering Front Line Employees..... 12

2.7 Relationship and Impact of Empowerment on Employees' Motivation ..... 13

2.8 Factor of Empowerment relates with Employee Motivation..... 14

2.9 Variables to be studied ..... 16

2.10 Research Hypothesis: ..... 17

2.10.1 Summary of Hypothesis..... 17

2.11 Research Model..... 18

2.11.1 The Conceptual Framework: ..... 18

Chapter 3..... 19

RESEARCH METHODS ..... 19

3.1 Introduction ..... 19

3.2 Type of Research ..... 19

3.3 Sample Size ..... 19

3.4 Sampling Technique ..... 20

3.5 Method of Data Collection ..... 20

3.6 Data Collection Instrument..... 20

3.7 Statistical Technique/ Tools ..... 21

CHAPTER 4 ..... 22

ANALYSIS OF THE RESULT ..... 22

4.1 Graphical Representation of Data..... 22

4.1.1 Analysis of Variables ..... 26

4.1.1.1 Result of Self Determination..... 26

4.1.1.2 Result of Meaning ..... 27

4.1.1.3 Result of Impact ..... 28

4.1.1.4 Result of Competence ..... 29

4.1.1.5 Result of Motivation..... 30

4.2 Reliability and Validity ..... 31

4.2.1 Reliability Analysis of Questionnaire ..... 31

4.3 Regression Model:..... 31

4.4 Research Hypothesis Testing Result ..... 32

4.5 Explanation of Results:..... 32

CHAPTER 5 ..... 35

CRITICAL DEBATE ..... 35

CHAPTER 6 ..... 38

CONCLUSION AND RECCOMENDATIONS ..... 38

6.1 Conclusion:..... 38

6.2 Recommendations for Future Research..... 39

References:..... 40

Appendix..... 45