

Abstract

Now, in the existence of highly competitive business environment, employees do play an active role in accomplishment of organizational tasks and objectives according to management requirements. The concept of employee empowerment is not new for organization. This is the key reason that employee empowerment working particularly in the areas of human resources in order to ensure working employee's efficiency in terms of committed that leads towards the company's mission, values and goals for an increasing high competition all around the globe. Employee training are in practices of improved overall employee performance, increase employee satisfaction and morale, promotes the concepts of employee empowerment, addresses weakness, increased productivity to adherence quality standards and additional relevant activities performed in the ways to act and probing impact on organizational performance.

This research is based on the quantitative research methodology. Research has used the descriptive type of study for data evaluation. This descriptive research nature is extracted from quantitative research. Furthermore, primary information is used for the data gathering and SPSS business software is implemented for data gathering and generating of outcomes. The finding of this study is based on employee performance and their satisfaction is highly dependent upon effective use the concept of employee empowerment and training to accomplish organisational goals.

Keywords: Employee Empowerment, Employee Training, Employee performance and satisfaction

Table of Contents

Abstract	1
Chapter 1. Introduction.....	4
1.1 Background	5
1.2 Problem Statement	7
1.3 Research Gaps Analysis	7
1.4 Research Objectives	7
1.5 Research Questions	8
1.6 Significance of study	8
Chapter 2. Literature Review.....	9
2.1 Employee Empowerment	12
2.2 Employee Training	15
2.3 Employee Performance	18
2.4 Employee Satisfaction.....	21
2.5 Theoretical Framework model	23
2.5.1 Hypotheses.....	23
Chapter 3. Research Methodology	27
3.1 Population.....	29
3.2 Sampling Technique.....	30
3.3 Sample Size	30
3.4 Instruments	30
3.5 Scale	31
3.6 Data Collection Methods.....	31
3.7 Data Analysis	31
3.8 Reliability Statistics.....	32
Chapter 4. Data Analysis, Results and Interpretation.....	32
4.1 Demographic Information	34
4.2 Correlation Analysis.....	40
4.3 Hypotheses Calculation Summary	41
4.4 Multiple Regression Analysis Model	42
4.5 Chi Square test Analysis	44
4.5.1 Gender * Employee Empowerment	44
4.5.2 Gender * Employee Training.....	46
4.5.3 Gender * Employee Satisfaction.....	48

4.5.4	Gender * Employee Performance	50
Chapter 5.	Conclusion, Recommendation and Future Research	53
5.1	Conclusion.....	53
5.2	Recommendation.....	54
5.2.1	Future Research	55
References	.....	57
Appendix	.....	60
Part 1: Personal Information	.....	60
Part 2: Instructions	.....	60
Appendix (descriptive)	.....	64