

Abstract

Employee Empowerment in Palestinian Public Universities of West bank An Overview of the Managerial Employees

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The Purpose of this Study was to explore the Employee Empowerment in Palestinian Public Universities; for this purpose the Empowerment was studied by the perspective of Psychological aspect, and the Administrative aspect. The study also aimed to examine the relation between Psychological aspect and Administrative aspect, and to focus on the Barriers that faced implementing empowerment for employees in West Bank Universities.

The dependent variables were (Age, Sex, Academic qualification, years of experience, and university working at), The independent variables were the Physiological empowerment dimensions consist of (meaning, competence, self-determination, and impact), and the Administrative Empowerment consist of (Delegation, Team Work, Clarity of Purpose, Decision Making, Information flow, Effective Communication, Reward and Recognition, Incentives, Motivations, Development, Training and Creativity).

The population of this study was composed of all managerial employees in six Public Universities in west bank. Sample of the study consisted of 226 employee (196 employee responded), Sample represented (35%) of the study population members, chosen by the Stratified random sampling method, the researcher used the questionnaire as study instrument to achieve the study objective.

Result of this study showed that the level of Empowerment was high in General, but the psychological empowerment degree was higher than the administrative empowerment degree for those respondents. The study also showed that is no differences of the empowerment related to the (Sex, Age, and Academic Qualification), while there is significant difference related to (Years of Experience and University). Also this study represent that there is a positive relation between both of Psychological Empowerment and Administrative Empowerment which was moderate at (59.9%). The Study also represents the greatest barriers faced implementing empowerment from managerial employees point of view.

Based on the result of this study, the researcher represents some recommendations that it is necessary from the management to create a good work environment that supporting empowerment; by caring about incentives both moral and monetary, focus on the rewards upon Performance. Encourage working as a team, believe of sharing responsibilities between leaders, and subordinate. Encourage Communication methods of the universities and to make sure that employee get knowledge and information flow more easily, to assure that every employee knows the purpose of the university and the department working at, and to implement empowerment in gradual way not in one-step.