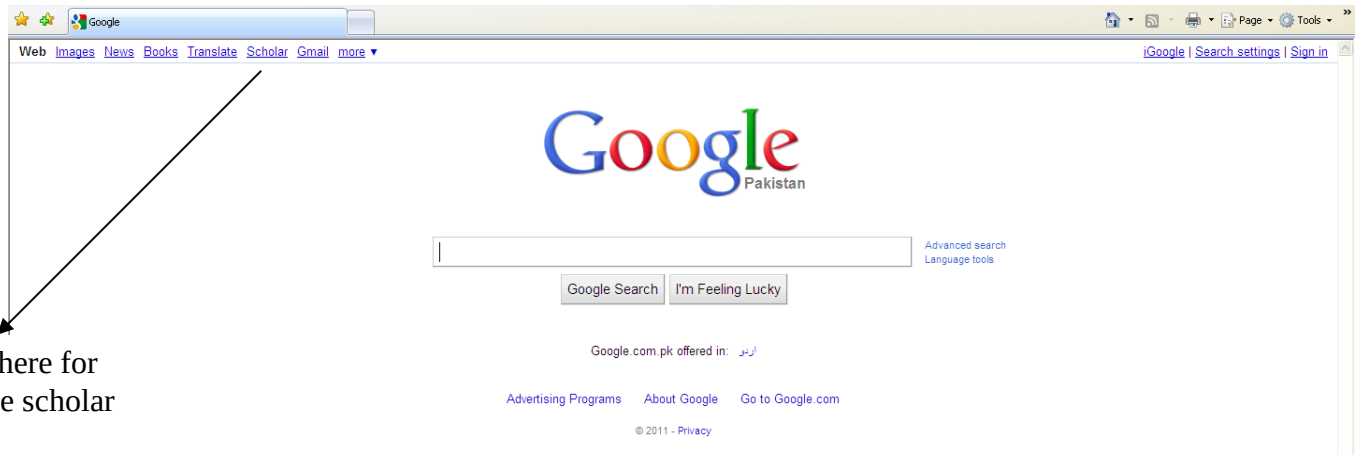
How to search articles:

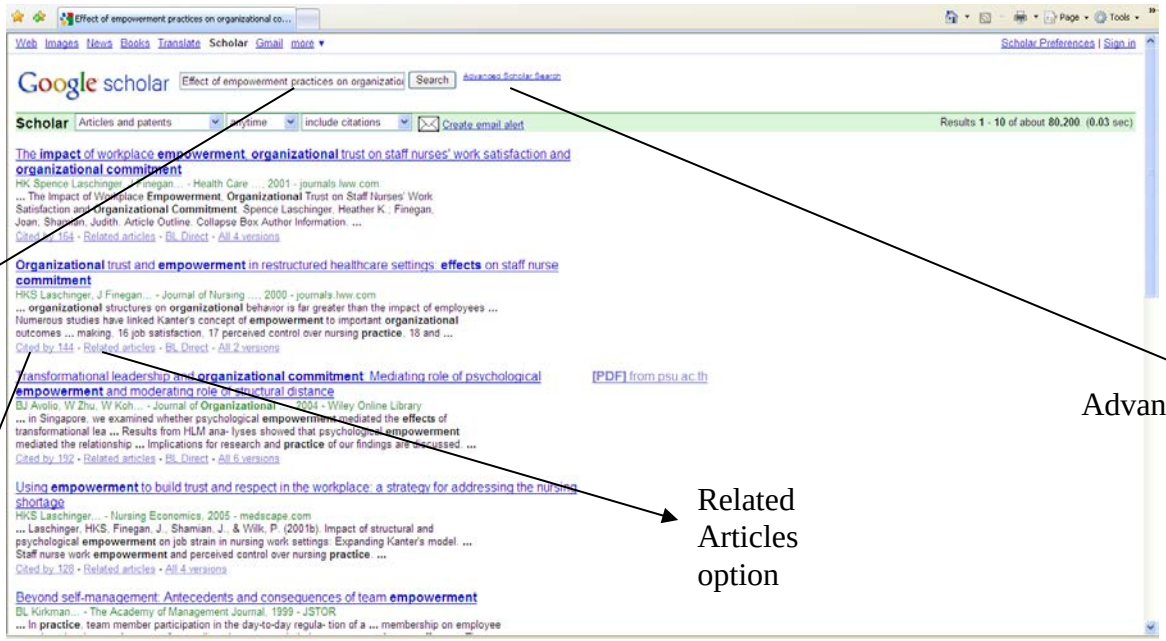
Use HEC Digital Library to search/ download articles.

The other source for free articles is Google Scholar. Please follow the procedure given below to find articles on Google Scholar:



Click here for Google scholar

Write the topic or relevant factors



It will search the relevant material for you.

Advance Search

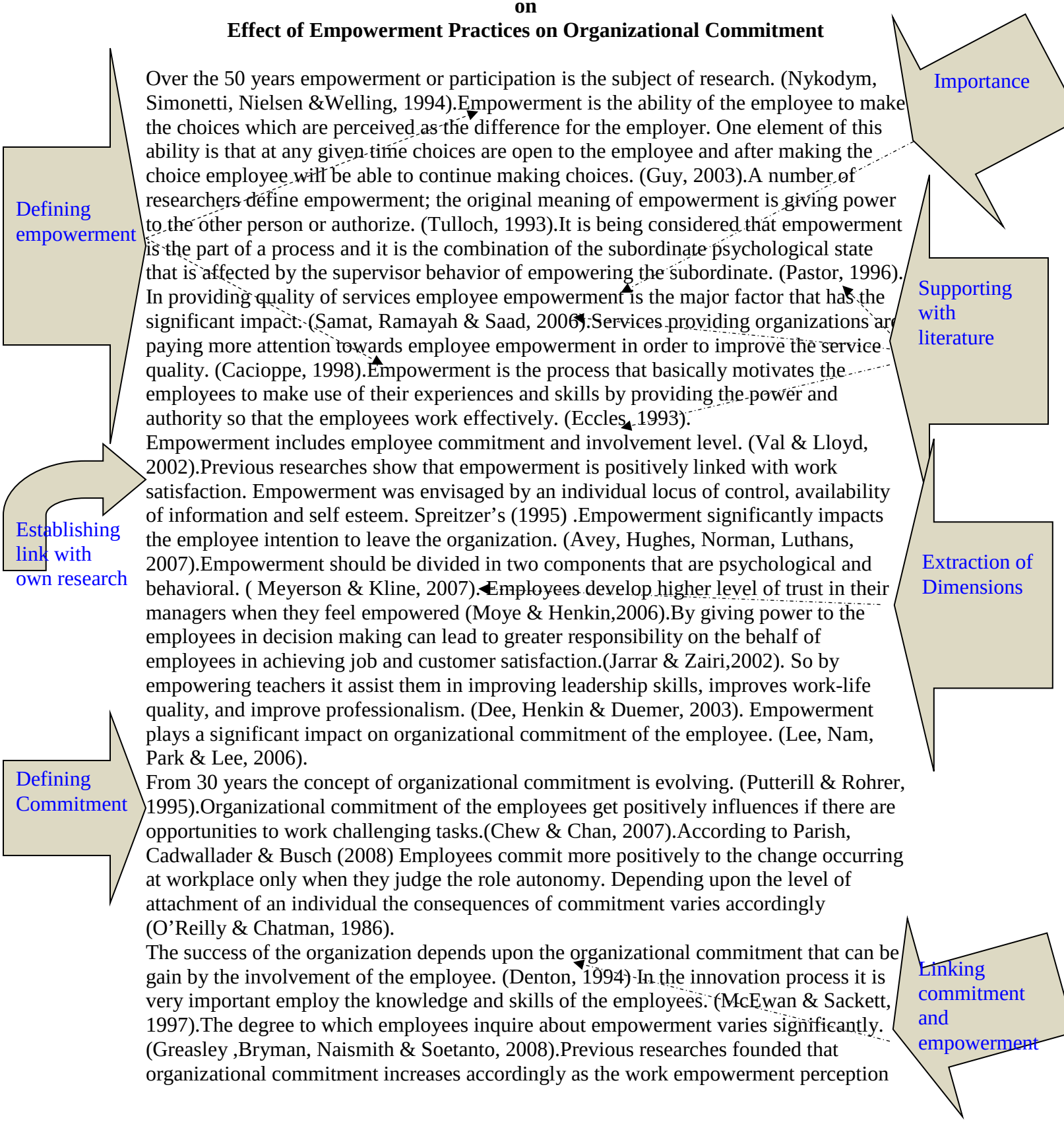
Related Articles option

Cited by option

Click the link you think is most appropriate and relevant to the topic given, save the material, read it and write by properly acknowledging and referring the author. Please follow the sample provided. You can also use advance search link to specify the options.

Using “cited by option” and “Related Article option” will help you in finding the articles in which that particular article has been cited/used and the related topic respectively. These options are also useful in finding the relevant material.

Model Literature Review
on
Effect of Empowerment Practices on Organizational Commitment



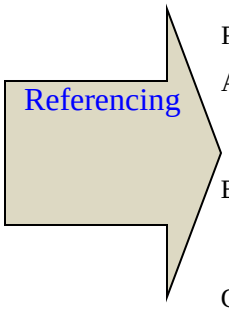
Over the 50 years empowerment or participation is the subject of research. (Nykodym, Simonetti, Nielsen &Welling, 1994).Empowerment is the ability of the employee to make the choices which are perceived as the difference for the employer. One element of this ability is that at any given time choices are open to the employee and after making the choice employee will be able to continue making choices. (Guy, 2003).A number of researchers define empowerment; the original meaning of empowerment is giving power to the other person or authorize. (Tulloch, 1993).It is being considered that empowerment is the part of a process and it is the combination of the subordinate psychological state that is affected by the supervisor behavior of empowering the subordinate. (Pastor, 1996). In providing quality of services employee empowerment is the major factor that has the significant impact. (Samat, Ramayah & Saad, 2006).Services providing organizations are paying more attention towards employee empowerment in order to improve the service quality. (Cacioppe, 1998).Empowerment is the process that basically motivates the employees to make use of their experiences and skills by providing the power and authority so that the employees work effectively. (Eccles, 1993).

Empowerment includes employee commitment and involvement level. (Val & Lloyd, 2002).Previous researches show that empowerment is positively linked with work satisfaction. Empowerment was envisaged by an individual locus of control, availability of information and self esteem. Spreitzer's (1995) .Empowerment significantly impacts the employee intention to leave the organization. (Avey, Hughes, Norman, Luthans, 2007).Empowerment should be divided in two components that are psychological and behavioral. (Meyerson & Kline, 2007). Employees develop higher level of trust in their managers when they feel empowered (Moye & Henkin,2006).By giving power to the employees in decision making can lead to greater responsibility on the behalf of employees in achieving job and customer satisfaction.(Jarrar & Zairi,2002). So by empowering teachers it assist them in improving leadership skills, improves work-life quality, and improve professionalism. (Dee, Henkin & Duemer, 2003). Empowerment plays a significant impact on organizational commitment of the employee. (Lee, Nam, Park & Lee, 2006).

From 30 years the concept of organizational commitment is evolving. (Putterill & Rohrer, 1995).Organizational commitment of the employees get positively influences if there are opportunities to work challenging tasks.(Chew & Chan, 2007).According to Parish, Cadwallader & Busch (2008) Employees commit more positively to the change occurring at workplace only when they judge the role autonomy. Depending upon the level of attachment of an individual the consequences of commitment varies accordingly (O'Reilly & Chatman, 1986).

The success of the organization depends upon the organizational commitment that can be gain by the involvement of the employee. (Denton, 1994) In the innovation process it is very important employ the knowledge and skills of the employees. (McEwan & Sackett, 1997).The degree to which employees inquire about empowerment varies significantly. (Greasley ,Bryman, Naismith & Soetanto, 2008).Previous researches founded that organizational commitment increases accordingly as the work empowerment perception

increase.(Liu ,Chiu &Fellows, 2007).organizational learning is facilitated by the empowerment which ultimately enhances the commitment level. (Bhatnagar, 2007).



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