

Abstract

The concept of empowerment extends the concept of job enrichment. Empowerment is an important aspect of employee motivation at work and is an influence on employee outcomes such as performance, job satisfaction, commitment, and performance of professional employees. Moreover, empowerment has been related to health and well being of employees and has been related to occupational health and stress. There are thousands of articles published on the topic of empowerment, as well as numerous dissertations, conference papers, and unpublished papers in fields such as organizational behavior, nursing, education, and social work. In this study, we will meta-analyze over 300 articles published in this area to arrive at a quantitative and cross-disciplinary summary of the concept of employee empowerment. We will test hypotheses regarding antecedents and consequences of empowerment, conditions making empowerment more or less salient, and address measurement issues. Our study will contribute to the literature by taking stock of individual studies in the area and deriving conclusions that go beyond the limitations of individual studies, and by identifying remaining gaps in the literature.