

Empowerment Practices

Is a psychological concept: four dimensions

(1)- self-determination

(2)- meaning

(3)- competence

(4)- impact of their role in the organization

McShane, S. and Travaglione, T(2008)

Empowerment Practices(Continued)

(1) Self-determination

- Empowered employees feel that they have freedom, independence and discretion over their work activities.

(2) Meaning

- Employees who feel empowered care about their work and believe that what they are doing is important.

(3) Competence

- Empowered people are confident about their ability to perform the work well and have a capacity to grow with new challenges.

Empowerment Practices(Continued)

(4) Impact

- Empowered employees view themselves as active participants in the organization; that is, their decisions and actions have an influence on the company's success.

McShane, S. and Travaglione, T(2008)

Stress Management

What is stress??

- Stress is an adaptive response to a situation that is perceived as challenging or threatening to the person's well-being.

McShane, S. and Travaglione, T(2008)

Stress Management(Continued)

The Causes of Stress(Stressors)

- Interpersonal Stressors
 - Workplace violence
 - Psychological and sexual harassment
 - Role-related stress
 - Work overloaded

McShane, S. and Travaglione, T(2008)

