

Abstract

The Study of “The Relationship between Work Empowerment, Job Involvement, and Organizational Commitment: A Case Study of a Seed Company” was conducted with all 95 regular employees of a seed company to investigate the relationships between their work empowerment and organizational commitment, job involvement and organizational commitment, and work empowerment and job involvement.

The questionnaire contained 4 separate parts: demographic information, work empowerment, job involvement, and organizational commitment measures. Frequency, percentage, means, standard deviation, and Pearson's Product Moment Correlation were the statistics used in analyzing data. The findings were as follows:

1. The levels of employees' work empowerment, job involvement, and organizational commitment were high with a mean score of 3.84, 3.87, and 4.11, respectively.
2. Work empowerment positively correlated with organizational commitment at the 0.01 significance level ($r = .348$).
3. The meaning and competence dimensions of work empowerment had a positive relationship with organizational commitment at the 0.01 significance level ($r = .475$ and $r = .477$, respectively).
4. Job involvement positively correlated with organization commitment at the 0.01 significance level ($r = .607$).
5. Work empowerment positively correlated with job involvement at the 0.01 significance level ($r = .497$).

The results of this study serve as guideline to the organization to improve their human resources policies to enhance employees' empowerment perceptions, job involvement, and organizational commitment. They may also be applied in any future

research on the relationships between work empowerment, job involvement, and organizational commitment.