

THE ROLE OF PSYCHOLOGICAL EMPOWERMENT IN WORKPLACE AND ITS RELATIONSHIP TO OCCUPATIONAL STRAINS: AN EXAMINATION OF THEORETICAL MODELS.

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Abstract

Organizational life constantly displays the demand for change and adaptation. These requirements may be perceived as positive or negative challenges depending on their options for dealing with them. Individual employees will react differently to the gradually changing characteristics of employment conditions. Perceived powerlessness and job insecurity in the workplace is detrimental to employee's well-being as it results in reduced psychological well-being characterized by factors such as strain related psychosomatic complaints, anxiety, irritation and depression.etc. Psychological Empowerment matters to both employees and the entire organization. Feelings of empowerment result in employees having more positive attitudes in terms of their satisfaction at work as well as their commitment. Workers who perceived themselves as empowered had increased work satisfaction and decreased likelihood to leave the organizations found that empowered employees also reported less job strain. Meaningful work may lead to positive feelings; as a result encourage employees to stay engaged in spite challenging work circumstances. This study aims to give a general theory picture based on the role of psychological empowerment in workplace and its relations to occupational stress. This study examines different organizational theories which also involve the role of environmental empowerment. Recommendations of what kind of strategies should be used are given based on the deduction from the analyzed theoretical models.

Key-words: *organizational life, employees, psychological empowerment, occupational strains,*