
Empowering Employees to Organizational Commitment — Scrutinizing the Mediation Role of Transformational Leadership

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Abstract

A healthy relationship between leader and followers is necessary for employees' empowerment and commitment. Previous studies reveal the effectiveness of transformational leadership in bringing positive outcomes to the organization. The study's objective is to determine the relationship between employee empowerment and commitment and examine the mediation role of transformational leadership in this relationship. The study uses a quantitative method by using a survey collected from a sample of 151 in the selected Government Linked Companies (GLCs) in Kuala Terengganu, Malaysia. Findings show that there is a relationship between employee empowerment and employee commitment (Pearson Correlation, $r=0.577$), and transformational leadership mediates the relationship between employee empowerment and employee commitment (Sobel test shows $p<0.005$). Findings suggest that empowered employees result in commitment, and transformational leadership plays significant mediation in increasing empowerment through commitment. Transformational leadership should be practiced in empowering employees to organizational commitment.

Keywords: Empowerment, Commitment, Transformational leadership, Follower-leader relationship, Organizational effectiveness, Government Linked Companies (GLCs)
