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The Role of Empowerment on Job Satisfaction among Employees in Local Governments: A Case Study of Sironko District

The purpose of this study was to examine the role of Employee Empowerment (EE) and its three (3) dimensions (autonomy, information sharing and self-directed work teams) on Employee Job Satisfaction (EJB) in Sironko district. The objectives were: to examine the effects of autonomy on job satisfaction among employees in Sironko Local Government, to find out the relationship between information sharing and employee job satisfaction among employees, to establish the relationship between self-directed work teams and employee job satisfaction among employees in Sironko Local Government and lastly, to determine the overall relationship between empowerment and employee job satisfaction among employees. The study used a descriptive research design. The questionnaire was the main tool used to gather accurate, less biased, and better quality of data collected (Sekaran, 2003). The questionnaires were sent to 52 respondents. The participating respondents represented a return rate of 100% of the questionnaires sent to 52 respondents. Exploratory research method consisted of the use of the combined primary and secondary research methods. Descriptive statistical tools such as mean and standard deviation at stratified data level as well as aggregate level along with correlation were used for analysing the data. The findings were that Sironko district employed more males (67.3%) compared to females who constituted 32.7%. Secondly the majority of employees were graduates (69.2%). It was also noted that 44.2% of the employees were above 41 years of age. The findings also indicated that employees in Sironko generally agree that empowerment influences job satisfaction. There is significant correlation between the dimensions of empowerment and job satisfaction. Results further indicated that when employees are empowered with autonomy, information and opportunities to work as teams with provisions to influence decision making in their jobs, they are satisfied and motivated to perform even better. Based on the findings, it is concluded that much as results indicated that there was a positive and significant impact of empowerment on job satisfaction, employment in Sironko in terms of gender is not balanced; but in terms of education levels, the District has a comparative advantage because the officers are qualified for the jobs. General unhappiness over pay and promotions may lead to labour turnover. The researcher recommends that employees should be empowered at all levels because it is through empowerment that an organisation like Sironko District Local Government will be able to survive, compete favourably and face challenges associated with globalisation with confidence. In addition, the District should give equal opportunities of employment to both male and female employees. Lastly, the District should start planning for the retirement of the officers above 41 years of age (44.2%) in terms of terminal benefits and replacement.

Key words: Satisfaction, Job, Empowerment, Government, Local