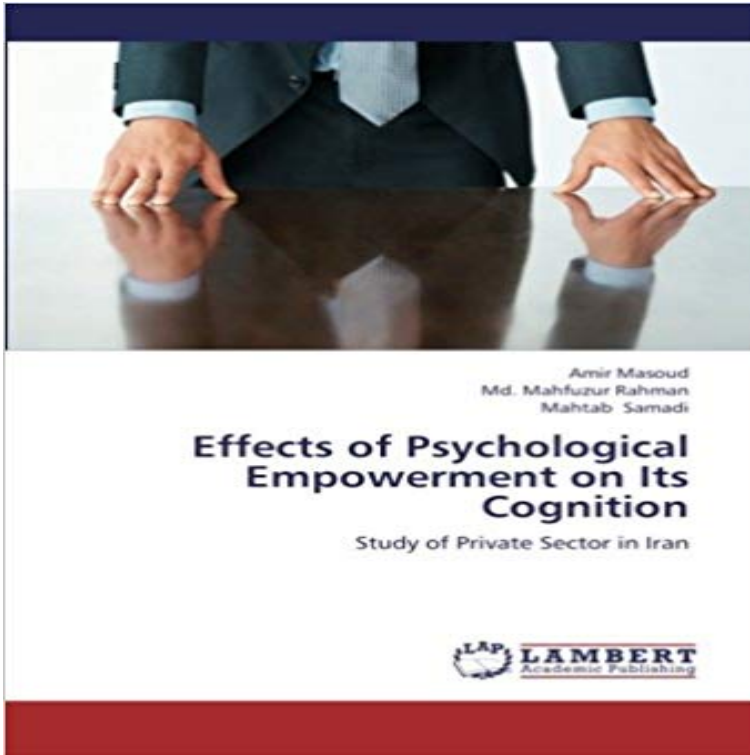


# Effects of Psychological Empowerment on Its Cognition: Study of Private Sector in Iran



This study tried to assess the effects of some antecedents of psychological empowerment (i.e. Locus of Control, Information about strategic goals of organization and performance, self-esteem, trust, recognition, contingent financial reward, job security, employee-supervisor relationship, skill-knowledge and relationship with co-workers) on four cognitions of psychological empowerment (i.e. Meaning, Self-determination, Impact and Competence). For collecting primary data, questionnaire (including 33 like rt scale questions) was distributed among 180 employees working in organization in private sector in different geographical location. For achieving more detailed results, each question for both dependent and independent variable was considered as a variable, then reliability and validity test was implemented and finally multiple regression analysis for each nine dependent variable was employed. Each antecedent showed different influence on each dimension of psychological empowerment; for instance locus of control affected the cognition of impact mostly then sense of meaning, self-determination and finally there was little correlation between locus of control and the sense of compete

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