

The Effect of Psychological Empowerment on Organizational Silence in Hotels

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Abstract

The aim of this study is to determine whether psychological empowerment (PE) is related with or have any effects on organizational silence (OS) in hotel enterprises. Relevant data was collected via questionnaire forms from 348 employees of five star hotels operating in Antalya. To test the hypothesis of the study Correlation and Regression Analyses were performed. Findings of the study basically indicate that PE applications have relatively weak effect on OS. The results show that only self-determination dimension of PE has a significant effect on OS, while the other dimensions have no effect on OS.

Keywords: Psychological Empowerment, Organizational Silence, Voice Behaviour.