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**THE IMPACT OF EMPLOYEE EMPOWERMENT ON
INDIVIDUAL EMPLOYEE PERFORMANCE IN THE IT
INDUSTRY**

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DECLARATION

I declare that this is my own work and this thesis/dissertation does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any other University or Institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text. I retain the right to use this content in whole or part in future works (such as articles or books).

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The above candidate has carried out research for the PhD/MPhil/Masters thesis/dissertation under my supervision. I confirm that the declaration made above by the student is true and correct.

.....
Prof.V.M Wickramasinghe

(Signature of Supervisor)

Date

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ABSTRACT

This study delves into how empowering employees impacts their performance examining the effects of empowerment practices employees empowerment levels and paternalistic leadership, on employee performance outcomes. The research is structured around goals. Uses a mix of primary and secondary data collection methods. The study aims to explore the impact of empowerment strategies, on employees' level of empowerment. It also looks at how paternalistic leadership plays a role in moderating these dynamics with a focus on the practices of empowerment. Through mediator analysis using Hayes PROCESS macro Model 14 in SPSS the study explores how organizational empowerment practices impact employee performance by considering the mediating role of employees' level of empowerment and the moderating effect of leadership. Regression analysis is utilized to gauge the impact of empowering practices on employee performance offering insights into growth strategies and leadership styles. Reliability analysis checks the consistency of measurement tools to ensure the reliability of research results. The study wraps up with recommendations, on enhancing employee empowerment and boosting employee performance through management strategies. These insights provide perspectives for organizations looking to increase productivity and job satisfaction through empowerment initiatives.

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LIST OF ABBREVIATIONS

Abbreviation	Description
IT	Information Technology
OEP	Organizational Empowerment Practices
ELE	Employee's levels' of Empowerment
IEP	Individual Employee Performance
PT	Paternalistic Leadership

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