

Psychological Empowerment and Organizational Commitment of Public Librarians of Alborz Province in Iran

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Received: 28th November 2015; Accepted: 4th April 2016

Abstract

Purpose: This study aims to investigate the relationship between psychological empowerment and organizational commitment in public librarians of Alborz Province. The research conducted in the winter of 1393.

Methodology: This study is a descriptive survey. Public libraries of Alborz Province can be categorized in three clusters: institutional, participatory and independent. Statistical population of the research includes all 93 librarians employed in institutional cluster of Alborz public libraries, and we selected a random sample of them for data gathering process. To collect data, we used two questionnaires: Spritzer's psychological empowerment questionnaire and Allen & Meyer's organizational commitment questionnaire. The reliability and validity of the tool tested and approved. We used one sample t-test and Pearson correlation test for data analysis.

Findings: Results showed that there is a significant correlation between psychological empowerment and organizational commitment of public librarians. Furthermore, all aspects of psychological commitment such as sense of effectiveness, sense of competency, sense of occupation in meaningful job, sense of independence and sense of confidence had direct and positive correlation with organizational commitment.

Originality/Value: We tried to show the importance of psychological empowerment of public librarians and its condition in a province of Iran. The importance of organizational learning emphasized according to the findings.

Keywords: Empowerment, Psychological Empowerment, Organizational Commitment, Public Libraries.