

ABSTRACT

Psychological empowerment can make employees feel competent and develop persistence toward their work in the highly competitive football industry. The purpose of this study was to investigate the mediating role of psychological empowerment on the relationships between organizational level factors, individual level factor and innovative behavior among Thai professional football team staff in Thailand.

This study employed a quantitative methodology. Data were collected through questionnaire surveys. A survey was conducted with football team staff in professional football clubs in Thailand. A self-administered questionnaire was used to elicit data from the football team staff. The structural equation modeling (SEM) statistical technique was utilized to analyze the data.

Results indicated that psychological empowerment mediated the cross-level relationships between organizational culture, management control, empowering leadership, job characteristics and innovative behavior, and the same-level relationship between core self-evaluation and innovative behavior.

In the football management context, organizational culture significantly and strongly affects team staff's psychological empowerment. Consequently, when team staff feel empowered, they are very likely to have innovative behavior toward their work roles.