

ABSTRACT

The main purpose of the thesis was to examine the perceived level of the Academic Department on Teamwork and Empowerment.

The objectives of the study were:

1. To examine and describe the current situations and conditions in the areas of Teamwork and Empowerment.
2. To statistically find out the perception level of the employees who work in the academic department.
3. To develop a set of recommendations for ODI based on key findings.

There were quantitative and qualitative data, which the researcher collected for data analysis. The researcher distributed questionnaires to all the members available on the academic department. The survey questionnaires were sent to all the 13 target respondents plus 7 more people from two other departments who were collaboration so the researcher could apply reliability test. For qualitative data the researcher analyzed interview guide, focus group and observation guide for the 13 members of the sample.

Based on the findings, the results of the questionnaire show ups and downs. Communication for instance is low, but in general, answers are even. But for the qualitative data though, differences are more marked and it is more evident what the position of the respondents is.

The researcher is making a list of recommendations and will provide the Director and Academic Director with a seminar as part as the proposed OD intervention, so they can support and train the staff.