

ABSTRACT

This study examined the relationship of empowerment at individual (manager, employee), team level (planning, decision making, and motivating) and teamwork (team structure, skill, commit to common purpose, and personal commitment), in Frank Films Company Limited.

The objectives of the study were first, to determine the perception of population on empowerment in Frank Films Company Ltd.; second, to determine the perceptions of population on teamwork in Frank Films Company Ltd.; third, to study the relationship between empowerment and teamwork in Frank Films Company Ltd.; and lastly, to study the relationship between demographic profiles and empowerment in Frank Films Company Ltd.

Two hypotheses tested in this study were firstly, the relationship between empowerment and teamwork; secondly, the relationship between demographic profile and empowerment.

One hundred and twenty three (123) questionnaires were distributed to all identified population in both management level and employee level in Frank Films Company Ltd.

The researcher used descriptive statistics (percentage and frequency distribution) for describing the demographic profile. Descriptive statistics (mean, standard deviation, and rating) were employed to describe perceptions on empowerment and teamwork. The findings on the perceptions of population toward overall empowerment and teamwork were rated at “agree level”. This implied that the population felt positive with the empowerment and teamwork in the company.

The inference statistics (Pearson Correlation) was used to find out the relationship between empowerment and teamwork. Overall, the findings showed that there was a significant relationship between empowerment at individual level, team level and teamwork.

The non-parametric statistics (Mann Whitney U Test and Kruskal Wallis Test) was employed to find out the relationship between demographic profile and empowerment. Overall, the findings indicated that there was no significant relationship between demographic profile and empowerment

The results of findings were a) there was a significant relationship between empowerment and teamwork b) there was no significant relationship between demographic profiles and empowerment. An OD Intervention program including management support, recommendation and further research were suggested in this study as well.

