

TITLE: A Study of Leadership Practices. Empowerment: The Significant Practice of Enabling Others.

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OBJECTIVE: The major objective of the study was to determine which leadership practices have the most impact on an organization. In particular, whether the leadership practice of empowerment (enabling others to act) would have more impact than the other leadership practices?

METHODOLOGY: The sample consisted of 77 managers from a midwestern manufacturing firm. First line supervisors comprised the majority of the sample, with 34% middle level managers and 5% staff level managers. The sample was predominantly male (91%). Respondents completed the LPI-Self and also completed the LPI-Other regarding their immediate supervisor.

KEY FINDINGS: Results of the study were inconclusive. Enabling Others to Act had the highest mean score on the LPI-Self and second highest score on the LPI-Other. Managers reported engaging in this practice significantly more than the other four leadership practices. For the LPI-Other Enabling scores were significantly higher than those reported for Inspiring and Encouraging.

The third hypothesis examined the same relationship as the second except that it looked at the sub-scales of the LPI-Other. The third hypothesis was not supported. Only two of four t-tests were significant when comparing Enabling Others to Act with the other four practices.