

## **Impact of Organizational and Individual Antecedents on Employees Empowerment in Nigeria's Hospitality**

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**Abstract :** This study explored how certain organizational antecedents like work environment, and individual antecedents (e.g. job level and tenure) could affect employees empowerment in the hospitality industry. A total of 200 valid responses from a survey conducted in 10 hotels in Lagos Nigeria were received. Data were analyzed using frequency distribution and percentage analysis. Findings suggest that leadership, work environment, as well as tenure and level in the organization are reliable predictors of employees empowerment in Nigeria's hotel sector. Empowerment is a major factor which determines how employees feel about themselves and their jobs. The study concluded that organizations need to learn that an empowered employee will put in superior performance which would positively impact on the organization.

**Keywords :** employee empowerment, hospitality industry, individual-level antecedents, leadership, organizational antecedents

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