Abstract

In current organizational psychology there is a tendency to define empowerment as a motivational construct or as a relational construct. The present article analyzes the concept as a process of transition between the organization and the individual. The motivational and the relational approaches are considered incomplete. A revision is presented of the antecedents of empowerment and of the basic elements of self-regulation. The dichotomy of intrinsic and extrinsic motivation is also presented and discussed in detail.

Keywords

Empowerment, intrinsic motivation, extrinsic motivation, organizational psychology.