

Investigating and Analysis of Factors Affecting Human Resources Empowerment in Qazvin Province Water and Wastewater Company

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Empowerment means granting the authorization, agency or legal strength to a person. A process that upgraded people belief about their effectiveness. Empowerment means more responsible of employee for the smooth functioning of the organization. In view of the fact that all employees and organizations are not similarly empowered, it is necessary to consider different aspects to empower each organization. Perhaps today the most fundamental questions that managers should respond is how can enhance human resource capabilities and what factors affect manpower potentials . Therefore, knowing factors affecting empowerment is very important, of which managers must consider in their collections. This study was to identify the factors in Water and Wastewater Company in Qazvin. Present study is practical by purpose and the method is analytical and descriptive. The population of this study consisted of all Qazvin Province Water and Wastewater Company employees. The study period is 1394. The population was 195 cases of which 120 subjects were ed as sample based on Cochran formula. Questionnaires were used to collect information for analysis and hypothesis testing. The results of testing the hypothesis of the research showed that 5 factors affect employees' psychological empowerment Also, these factors were prioritized by Shannon entropy.

Keywords : Keywords: empowerment, Water and Wastewater Company, prioritization, Shannon entropy

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