

The Impact of Subordinate's Trust in Supervisor and Felt Trust on Subordinate Psychological Empowerment: A Study with Reference to Polytex Garments Limited

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Empowering employees and building trust in close relationships become more vigorous consideration in organizations for surviving and competing in the business context. Hence, the purpose of this study was to assess the impact of subordinate's trust in supervisor and felt trust on subordinate overall psychological empowerment. To attain this research objective, we collected data from 56 staff employees and 38 executives who are working as subordinates in a reputed garment manufacturing company in Ja-Ela, Sri Lanka. We used survey method for data collection and used simple linear regression analysis for data analysis. The results of this study showed that the subordinate's trust in supervisor significantly and positively influence on subordinate overall psychological empowerment. Further, the results showed that subordinate's felt trust has significant positive effect on subordinate overall psychological empowerment. Based on these findings, we recommend to the management to ensure healthy relationships among supervisors and subordinates through effective communication and leadership practices in order to create a sense of empowerment within employees. However, this study based upon staff workers and executives in one garment manufacturing company in Sri Lanka, which hinder the generalizability of our findings.

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