

YANGON UNIVERSITY OF ECONOMICS
DEPARTMENT OF MANAGEMENT STUDIES
MSESI PROGRAMME

**THE EFFECTS OF EMPOWERMENT, TEAMWORK, AND
TRAINING ON ORGANIZATION COMMITMENT
AND ORGANIZATIONAL PERFORMANCE OF
SHWE LAMIN NAGAR COMPANY**

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MSESI II-20

MSESI 1st BATCH

NOVEMBER, 2024

YANGON UNIVERSITY OF ECONOMICS
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ACADEMIC YEAR (2022- 2024)

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“This Thesis is submitted to the Board of Examiners in partial fulfillment of the requirements for the degree of Master of Sustainable Entrepreneurship and Social Innovation (MSESI)”.

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ACCEPTANCE

This is to certify that the thesis entitled **“The Effects of Empowerment, Teamwork, and Training on Organization Commitment and Organizational Performance of Shwe Lamin Nagar Company”** has been accepted by the Examination Board for awarding a Master of Sustainable Entrepreneurship and Social Innovation (MSESI) degree.

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ABSTRACT

The purpose of the study is to analyze the effect of empowerment, teamwork, and training on organization commitment and organizational performance in Shwe Lamin Nagar Company. Both primary and secondary data are used in this study. The sample size is 141 out of 278 employees at Shwe Lamin Nagar Company using the Raosoft sample size calculator and a simple random sampling method is used to select the employees. The online survey method is used to collect the primary data. Secondary data are collected from the previous research papers, documents of Shwe Lamin Nagar Company, international journals, papers, articles, reports, and relevant websites. Descriptive statistics and regression analysis are applied to analyze the collected data. According to the regression analysis, empowerment, teamwork, and training have significant and positive effects on organization commitment. In addition, organization commitment has a positively significant effect on organizational performance. Therefore, the company provides continuous training, coaching, and mentorship programs aimed at developing leaders who can inspire, motivate, and empower their teams to reach high levels of performance. Additionally, the company encourages interdisciplinary projects, cross-training initiatives, and knowledge sharing among employees to leverage diverse perspectives and expertise. This approach fosters innovation and strengthens teamwork, further enhancing organizational commitment and performance.

ACKNOWLEDGEMENTS

First and foremost, I would like to express my deepest gratitude to Professor Dr. Tin Tin Htwe, Rector of the Yangon University of Economics, for allowing me to successfully accomplish the study.

I am also thankful to Professor Dr. Thin Nwe Oo, the Programme Director of Master of Sustainable Entrepreneurship & Social Innovation and Head of the Department of Management Studies at Yangon University of Economics, for her kind permission and enthusiasm support for this study.

Especially, I would like to thank my supervisor, Dr. Kay Thi Soe, Associate Professor of the Department of Management Studies, Yangon University of Economics for her patient guidance, encouragement, and useful advice during the planning and development of this research. I couldn't have finished this thesis without her support.

I would like to express my heartfelt gratitude to Dr. Hla Hla Mon, Dr. Than Thuzar, Dr. Khin Thet Htwe, and Dr. Myint Myint May, Professors of the Department of Management Studies at Yangon University of Economics and Dr. May Win Kyaw, Associate Professor of Department of Management Studies, Yangon University of Economics who provided supervision and help me achieve the goals set out for this study.

Additionally, I want to express my deepest gratitude to all the teachers who gave me guidance and support to achieve the goals of this study. I also appreciate the help from the faculty and staff in the Management Studies Department throughout my academic years.

Special thanks to the employees at Shwe Lamin Nagar Company for providing the necessary information for the study, as well as their time and assistance. I'm also grateful to my seniors and classmates from MSES I 1st Batch, for their helpful suggestions and warm friendship.

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LIST OF ABBREVIATIONS

HR	Human Resource
IT	Information Technology

CHAPTER 1

INTRODUCTION

In today's competitive world, organizations encounter new challenges in maintaining sustained productivity and fostering a committed workforce. The significance of commitment and organizational performance cannot be overstated, as they are vital for an organization's continued existence and success (Morrow, 2011). Commitment entails harnessing human energy, stimulating intellectual engagement, and ensuring the successful implementation of innovative ideas and initiatives (Thomas, 2009). Organizational performance is highly influenced by the commitment of its employees. Human resource systems can facilitate organizational competencies by eliciting employees' commitment to the organization. High-commitment human resource practices are known to increase organizational effectiveness by fostering a motivated and involved workforce (Andrew, 2017). Employee satisfaction and commitment are often low, leading to poor organizational performance. Understanding and enhancing employee commitment is therefore crucial for organizational success (Huey et al., 2009).

Empowerment refers to the process of giving employees the authority, resources, and capabilities to make decisions and take action in their roles (Spreitzer, 1995). Empowerment is the process of enabling employees to take initiative, make decisions, and solve problems within their roles (Bharadwaj, 2000). This sense of ownership and responsibility can enhance job satisfaction and loyalty, leading to greater commitment to the organization (Deshpandé et al., 1993). Empowered employees are more likely to be proactive, innovative, and dedicated to their work, which in turn boosts organizational performance (Chiang & Hsieh, 2012).

Teamwork refers to employees working collaboratively towards common goals. They share diverse perspectives, skills, and knowledge, which can lead to improved problem-solving and creativity, which is a vital component of organizational effectiveness (West & Hirst, 2005). Teamwork fosters a sense of belonging and mutual support, which enhances employees' commitment to the organization and drives performance improvements (Lampinen et al., 2018).

According to Elnaga and Imran (2013), training is essential for giving staff members the abilities and information they need to do their jobs effectively. Employee skills, knowledge, and competences can only be developed via training (Mayer et al., 1995). Opportunities for ongoing learning not only improve individual skills but also show that the company values the development of its workers. Employee loyalty to the company and desire to help it succeed may both rise as a result of this investment.

An employee's connection to a company is referred to as organizational commitment (Singh et al., 2007). An employee's engagement in carrying out his task with enthusiasm and passion is a sign of organizational commitment (Apriani & Darmayanti, 2023). It is distinct from other types of commitment, which emphasize values, careers, jobs, and unions, respectively. Examples of these are work ethic endorsement, career commitment, job engagement, and union commitment. Organizational commitment was defined by Park and Rainey (2007) as the diverse attachments and allegiances that people have to their organizations. Furthermore, the psychologically reassuring or beneficial factor that ties people to an organization-related course of action is organizational commitment (Tiwari, 2009). In today's cutthroat environment, no company can achieve its full potential unless every worker is dedicated to the company's goals and contributes effectively to the team.

The efficacy and efficiency with which an organization accomplishes its aims and objectives is referred to as organizational performance (Nduati & Wanyoike, 2022). A picture of an organization's efforts to accomplish objectives that are impacted by its resources is called organizational performance. The expansion and survival of the business are used to characterize organizational effectiveness (Hamann et al., 2013). According to Kumar and Pansari (2014), it includes a number of elements, including financial success, productivity, customer happiness, innovation, and staff engagement. Giving workers the freedom and ability to decide for themselves may empower them and increase their dedication and job satisfaction. By encouraging collaboration, companies establish a cooperative atmosphere where workers feel supported and included, which increases their dedication even more. Employees that get training are more confident and more devoted to the company since they are guaranteed to have the abilities and information needed to carry out their jobs well.

Shwe Lamin Nagar Company is a Myanmar-based importer and distributor of IT and solar products. Since 2002, it has imported and sold MSI IT products, followed by Acer in 2008 and HP products in 2012. Shwe Lamin Nagar Companies is an authorized distributor for major tech brands such as Acer, HP, MSI, Samsung, Gigabyte, and others. Since 2021, the company has expanded into the solar energy market, becoming an official distributor for global brands like Growatt, Deye, and EcoFlow. It supports Myanmar's renewable energy development by providing solar systems for rural and commercial use, and by partnering with local retailers to offer affordable solar products. Additionally, IT and solar products for service and maintenance centers have opened in Yangon and Mandalay to provide services to customers.

This study aims to explore the effects of empowerment, teamwork, and training on organizational commitment and organizational performance at Shwe Lamin Nagar Companies. By understanding these relationships, the company can implement strategies to enhance employee commitment, and ultimately improve organizational performance. The findings of this study will provide valuable insights and practical recommendations for the Shwe Lamin Nagar Group of Companies and contribute to the existing literature on organization commitment and organizational performance.

1.1 Rationale of the Study

The degree to which an organization accomplishes its duties in order to fulfill its purpose, vision, and objectives is referred to as organizational performance. Organizational performance is the work that workers do individually or as a team inside an organization after being empowered and held accountable for achieving the goals of the relevant organization. At Shwe Lamin Nagar Company, organizational performance is a crucial metric for assessing how well a company meets its goals, coordinates its strategy, and carries out its operational plans. Long-term success depends on understanding an organization's strengths and areas for development, which may be found via performance.

Employee commitment is closely correlated with the organization's success. Employees at various businesses are essential in putting theory into practice and accelerating business growth. There are a variety of mindsets in the working nowadays. Lifelong learning, the development of soft skills, and the expansion of human capital have

all received a lot of support. For Shwe Lamin Nagar Company, organizational commitment is essential because dedicated employees are more likely to work harder, match their own aims with those of the company, and foster a great work atmosphere. Strong business culture is crucial for luring and keeping talent, and it is also facilitated by high organizational commitment among staff members.

Giving workers the power, tools, and abilities they need to carry out their jobs efficiently and on their own is known as empowerment. It is thought that empowerment increases motivation, work satisfaction, and a feeling of empowerment, all of which may improve organizational commitment and performance. Employee commitment to the aims and objectives of the company is higher when they feel empowered. This dedication results in increased output, better work quality, and dedication, all of which enhance the organization's overall success. Employees at Shwe Lamin Nagar Company are more inclined to support the goals of the business when they are empowered to feel trusted and appreciated, which boosts output, improves job quality, and fortifies a feeling of accountability.

Teamwork is another critical component that significantly impacts organizational commitment and performance. Effective teamwork involves collaboration, communication, and the pooling of diverse skills and perspectives to achieve common goals. In a well-functioning team, members support each other, share responsibilities, and work towards shared objectives, which fosters a sense of unity and collective commitment. Fostering a culture of teamwork can lead to enhanced organizational commitment by promoting a sense of belonging and mutual support among employees. Shwe Lamin Nagar Company can create a supportive environment where employees feel connected and united in their efforts to achieve common goals. Teamwork fosters a sense of belonging and mutual respect, which strengthens employees' attachment to the organization. Teamwork encourages employees to engage more fully with their work, contribute their best efforts, and remain loyal to the organization. This collective effort can drive better problem-solving, innovation, and overall organizational performance.

Training involves structured programs designed to enhance the capabilities of employees, ensuring they can perform their current roles more effectively and prepare for future responsibilities. Training can include various forms, such as on-the-job training, workshops, seminars, and formal education programs. Effective training programs ensure

that employees are well-equipped to meet the demands of their jobs, which boosts their confidence and job satisfaction. When employees see that the organization is investing in their personal and professional development, they are more likely to feel valued and committed to the company. Shwe Lamin Nagar Company demonstrates its commitment to its workforce, which in turn enhances employee satisfaction and loyalty. Trained employees are better equipped to handle job demands, leading to higher performance and a greater capacity to contribute to the company's goals.

The interplay between empowerment, teamwork, and training creates a synergistic effect that enhances organizational commitment and performance. Empowered employees who are trained effectively and work well in teams are likely to exhibit high levels of commitment to the organization. This commitment is reflected in their dedication, effort, and willingness to go above and beyond in their roles, which positively impacts organizational performance. This studies focuses on empowerment, teamwork, and training on organization commitment and organizational performance at Shwe Lamin Nagar Company.

1.2 Objectives of the Study

The objectives of this study are to analyze empowerment, teamwork, and training on organization commitment and organizational performance at Shwe Lamin Nagar Company. The specific objectives are:

1. To analyze the effect of empowerment, teamwork, and training on the organization commitment of the Shwe Lamin Nagar Company.
2. To analyze the effect of organization commitment on the organizational performance of the Shwe Lamin Nagar Company.

1.3 Scope and Method of the Study

Examining how empowerment, cooperation, and training affect organizational commitment and performance at Shwe Lamin Nagar Company is the aim of this study. Using the Raosoft sample size calculator, the sample size is 141 out of 278 workers, and the employees are chosen using a straightforward random sampling technique. To assess empowerment, collaboration, training, organizational commitment, and organizational

performance, a standardized questionnaire with a 5-point Likert scale is utilized in online surveys. The gathered data is examined using descriptive statistics and linear regression analytic techniques. Textbooks, foreign research, papers, articles, pertinent websites, and records and documents from the Shwe Lamin Nagar Company's human resources department are the sources of secondary data.

1.4 Organization of the Study

There were five chapters in this research. The study's justification, goals, scope, methodology, and structure are all covered in Chapter 1, which serves as an introduction. The concepts of employee commitment, organizational performance, teamwork, empowerment, training, and organizational performance development are all covered in Chapter 2, along with empirical research from earlier studies and conceptual frameworks derived from earlier research. The Shwe Lamin Nagar Company's profile, collaboration, empowerment, and training methods are presented in Chapter 3, along with the reliability analysis and responder demographics. The impact of training, collaboration, and empowerment on the organizational commitment and performance of Shwe Lamin Nagar Company is examined in Chapter 4. The results, comments, recommendations, and need for more study are all included in Chapter 5, which serves as the conclusion.

CHAPTER 2

THEORETICAL BACKGROUND

An analysis of pertinent literature on the study issue is presented in this chapter. The theoretical literature and empirical literature are the two primary portions of the review.

2.1 Empowerment

Unlocking each person's potential inside a company is known as empowerment (Wilkinson, 1998). It entails giving workers knowledge, incentives, and decision-making power so they may take charge, resolve issues, and improve performance and service. The foundation of empowerment is the idea that providing workers with opportunity, resources, skills, and responsibility increases their capacity and job satisfaction. Employee empowerment is critical to the organization's survival and success because it gives workers a sense of belonging and commitment, fosters trust, facilitates effective communication, increases organizational effectiveness, and improves employee wellbeing (Henry, 2009).

In every firm, empowerment is essential to success, output, and expansion (Akbar, 2023). By expanding the options for participation and engagement in decision-making, employee empowerment is seen as a motivating strategy that seeks to improve performance. Building motivation and trust, taking part in decision-making, and reducing barriers between upper management and staff are its primary goals (Meyerson, 2012). Giving workers the ability to decide for themselves is known as empowerment, and it's often linked to supervisors delegating responsibilities to other staff members (Ismail, 2014). Giving workers the authority to handle issues pertaining to their everyday work tasks was the previous definition of empowerment (Huxtable, 2005).

Employees will ultimately be able to increase their recognition and status as a result of the empowerment program's goal of giving them the power and authority to share responsibilities with supervisors. These workers prefer to think positively and do their hardest to accomplish effectively at work (Hills, 2016). Employee performance, job happiness, and organizational commitment are all directly impacted by employee empowerment, which is generally acknowledged as a crucial component of organizational success (Meyerson, 2012). According to earlier research, empowerment improved

organizational commitment and work satisfaction (Hanaysha, 2016). Additionally, Laschinger et al. (2002) showed that creating an atmosphere that enhances and promotes the use of empowerment in the workplace would increase employee commitment, which in turn increases organizational performance.

2.2 Teamwork

Teamwork is a unit of two or more people who interact and coordinate their work to accomplish a common goal for which they are committed and hold themselves mutually accountable (Sohmen, 2013). A group with a full set of complementary skills required to complete a task, job, or project is defined as a team. Hackman (1998) described a team as two or more people who work together to achieve the specified shared goals.

One of the main areas of organizational behavior that has drawn a lot of interest from academics and industry professionals is teamwork. A group of individuals cooperating to accomplish a shared objective is a popular definition of teamwork (Ooko, 2013). More team assignments are being given to staff members by managers in various businesses these days with the goal of strengthening their expertise and developing their professional abilities (Hartenian, 2003). Employees can collaborate, develop their own abilities, and provide helpful criticism while working in groups without escalating tensions between themselves (Jones, 2011).

Because team members improve their skills, knowledge, and talents via teamwork, which impacts organizational performance and effectiveness, teamwork is in fact a highly significant technique for streamlining the organization's operations (Manzoor, 2011). Compared to their colleagues, a person who collaborates with others in a team is probably more productive. It is generally acknowledged that cooperation is not only the cornerstone of effective management but also a crucial instrument for raising organizational productivity as a whole.

According to Kwofie et al. (2015), regeneration itself, sustainable growth, and performance in terms of outputs are all included. Three criteria are used by Mohamad et al. (2020) to define collaboration. The first measure of team performance is how well the group's output satisfies its clients. The degree to which teams rely on one another is known

as interdependent functioning. Third, the degree to which the team is content with its membership is known as team satisfaction.

Adu and Opawole (2020) assert that team performance, particularly when assessed after the fact, may be understood as the realization of a desired outcome via the execution of an activity. High-quality job outputs that surpass expectations are said to be produced via effective cooperation, which raises total productivity. Team effectiveness is defined by Cohen et al. (1996) as both excellent performance and employee quality of work life. This concept is based on socio-technical theory, which holds that productive teams must optimize both social and technological systems.

Teamwork boosts employee productivity and promotes corporate commitment, according to Gallie et al. (2009). Each worker would have the chance to teach others how to do a particular job well via cooperation. Additionally, the team setting gives workers the chance to learn from one another and share their experience, which boosts output and team performance as a whole. Therefore, it is thought that there will be more opportunities for shared learning and productivity if team members collaborate. Effective cooperation activities may boost organizational performance and job satisfaction, according to Musriha (2013). In particular, teamwork empowers workers and helps them become more independent. This is a major source of reduced stress and increased organizational commitment (Ooko, 2013).

2.3 Training

High organizational competition, globalization of the market, and technical innovation seem to define the modern business environment. Organizations must seek out potential means of establishing long-lasting competitive advantages in order to thrive in such difficult circumstances. In this regard, an organization's success, ability to compete globally, and ongoing growth all depend heavily on the knowledge and abilities of its workforce (Imran, 2013).

The discipline of inspiring, challenging, and motivating workers via training, seminars, coaching, mentoring, or other learning opportunities (Emil & Terje, 2012). An official training program is an endeavor on the part of the employer to provide the worker the chance to learn skills, attitudes, and information relevant to the job (Dorsett, 2011).

According to Picho (2014), training is any strategy to enhance present or future employee performance by boosting a worker's capacity to learn and perform, often by altering the worker's mindset or expanding their knowledge and abilities. A key component of improving an organization's success is training. In the current global economy, which entails the use of cutting-edge technology and a greater responsiveness to consumer requirements, Singh et al. (2007) characterized training as a critical component that plays a strategic role in the success and efficiency of any firm. By giving individuals and teams the skills, knowledge, and abilities required to boost an organization's productivity, efficiency, learning, and skills improvement while lowering waste, accidents, and employee absenteeism, training aimed to improve the competence and capability of employees.

Offering employees useful training and development programs is one method to help them grow and become better workers. This is due to the fact that the talents, expertise, and skills of skilled workers have been shown to be the primary factors influencing competitive advantage in international markets (Bose, 2007). The development of workers' knowledge, skills, and ability to perform successfully on the job is largely dependent on training programs, which assist all members of the business (Jaros, 1997).

The fundamentals of training place a strong emphasis on giving workers valuable advice based on pertinent ideas while also taking into account their individual uniqueness, effectiveness and efficiency, and ongoing growth (Ajlouni, 2015). Programs designed to provide staff members the knowledge and abilities they need to improve their chances for career advancement are referred to as employee training (Imran, 2013). The abilities that an employee should acquire to assist him in collaborating with others in an effort to accomplish organizational goals and objectives are referred to as training (Truitt, 2011). According to Sabir et al. (2014), training is the process of gaining information, skills, and abilities via professional growth. Employee training investments provide positive organizational benefits, according to Hanaysha (2016). Additionally, Dhar (2015) affirmed that staff training might result in positive work satisfaction and organizational commitment. According to Hanaysha and Tahir (2016), training is a continuous professional development process that is crucial for increasing organizational performance and dedication.

2.4 Organization Commitment

An employee's connection to a company is known as organization commitment (Scrima et al., 2015). According to Park and Rainey (2007), organization commitment is the sum of the many attachments and allegiances that people have to their organizations. An individual's responsibility for the organization increases with the level of organization commitment (Shen & Jiuhua, 2011). Organization commitment, according to Meyer and Herscovitch (2001), is a psychologically stabilizing or beneficial factor that ties people to a path of action associated with the organization. In today's cutthroat environment, no company can achieve its full potential unless every worker is dedicated to the company's goals and contributes effectively to the team.

It is distinct from other types of commitment, which emphasize values, careers, jobs, and unions, respectively. These include work ethic endorsement, career commitment, job engagement, and union commitment (Ambad, 2012). According to Park (2007), organization commitment is the sum of the many attachments and allegiances that people have to their organizations. An individual's responsibility for the organization increases with the level of organization commitment (Chen, 2007).

The extent to which an employee feels a sense of belonging to their company is known as organization commitment (AlHamaqi, 2011). Employees develop this sentiment by consistently participating in various organizational activities. Finding significant ideas from team members, paying attention to their concerns, and progressively including them in the organizational decision-making process are the normal ways to ensure continuous engagement. Employees would feel valued and involved in the company if this were done. Affective or emotional commitment, which emphasizes employee connection to a company by supporting its ideals and wanting to maintain the relationship with it, is the most well-known kind of commitment (Kumar, 2014). Loyalty, accountability, perseverance, and confidence in the organization are some of the aspects of organizational commitment (Ajlouni, 2015).

According to Allen and Meyer (1990), work experiences that meet workers' needs for comfort and enhance their sense of competence in their roles will mostly lead to organizational commitment. According to Jaros and Culpepper (2014), people who connect with, participate in, and enjoy belonging to their organization have strong emotional

organization commitment. According to Nduati (2004), job experience increases commitment and is likely to provide favorable consequences with regard to work behaviors including attendance, task completion, and improved organizational performance.

According to Shahid (2013), one of the key elements influencing a company's performance is its level of organizational commitment. According to Gangai (2016), organizational commitment is the degree to which an employee can identify with the organization's ideals and the relationship they have with the company they work for. Because of their dedication to the firm, employees with high organizational commitment may be rewarded by being given more power. Furthermore, a lack of corporate commitment may lead to complaints, objections, and rumors, all of which can hurt the business itself, erode consumer trust, and result in losses (Schumacker, 2014).

2.5 Organizational Performance

The achievement of organizational objectives in the pursuit of business strategies that result in long-term competitive advantages is known as organizational performance (Porter, 2008). Efficiency is defined as "assessing and evaluating how the resources of an organization are economically utilized through the accomplishment of functions to achieve its objectives," while customer expectations and requirements are met to the greatest degree possible by functions (Jenatabadi, 2015).

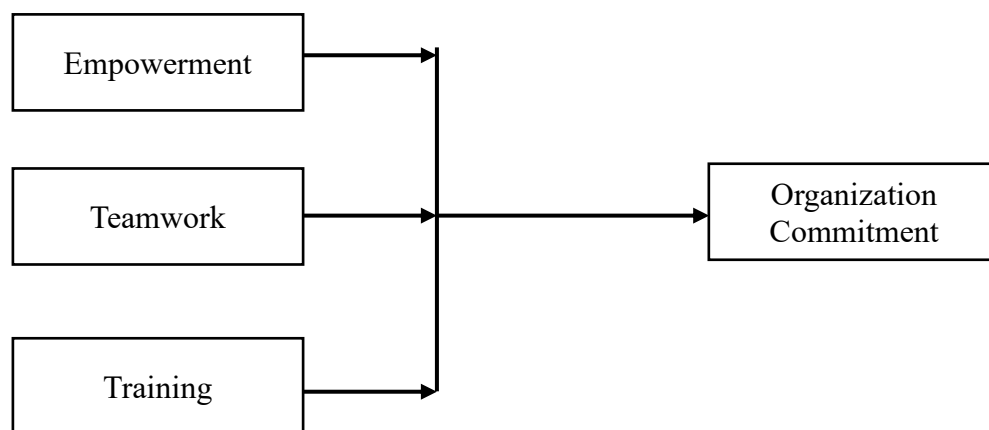
Organizational performance is closely tied to leaders' ability to foster a cooperative working environment and guide their teams effectively (Kozlowski & Ilgen, 2006). Achieving successful outcomes requires emotional engagement and empathy from team members as they collaborate to solve issues professionally. How well an organization uses its human, financial, and informational resources to position itself competitively in the business market is referred to as organizational performance. Individual employee performance may have a big influence on the organization's overall success, either favorably or adversely over the short, medium, or long term. Professional abilities, behavioral competencies, and accessible resources all affect how well a person or organization performs (Sohoni, 2010). In every career, whether it be technical, financial, human resources, quality, supply chain, or another important field, professional expertise is the work and the subject matter.

Performance encompasses both what individuals do and how they accomplish it. Reaching organizational objectives and tasks requires high performance. For both the employees and the corporation as a whole, performance is crucial. To accomplish their objectives, provide the goods and services they specialize in, and ultimately gain a competitive edge, organizations need high-performing personnel. Taylor and Armstrong (2006).

2.6 Previous Studies

The earlier research on how employee empowerment, collaboration, and training affect organizational commitment is presented in this section. In the Malaysian higher education industry, Hanaysha (2016) investigated the impact of employee empowerment, collaboration, and training on organizational commitment. The purpose of this exploratory research was to investigate how organizational commitment is affected by three elements in the setting of Malaysian higher education: employee empowerment, collaboration, and employee training. Additionally, it was shown that cooperation had a favorable and statistically significant impact on organizational commitment. Lastly, the results demonstrated that organizational commitment is significantly enhanced by staff training. The conceptual structure of the study by Hanaysha (2016) is shown in Figure (2.1).

Figure (2.1) Conceptual Model of Hanaysha



Sources: Hanaysha (2016)

The purpose of the above framework is to clearly illustrate how independent factors affect dependent variables. According to these studies, training, cooperation, and empowerment all significantly and favorably impact organizational commitment.

According to the findings of Suma's (2013) research, organizational commitment not only enhances organizational performance but also has an impact on employee job satisfaction, making job satisfaction a mediating variable. This study sample of 137 respondents—the Head of Department, Head of Body, and Head—from the City Government of Bekasi was examined by Suma (2013). Figure (2.2) displays Suma (2013)'s research model.

Figure (2.1) Conceptual Model of Suma



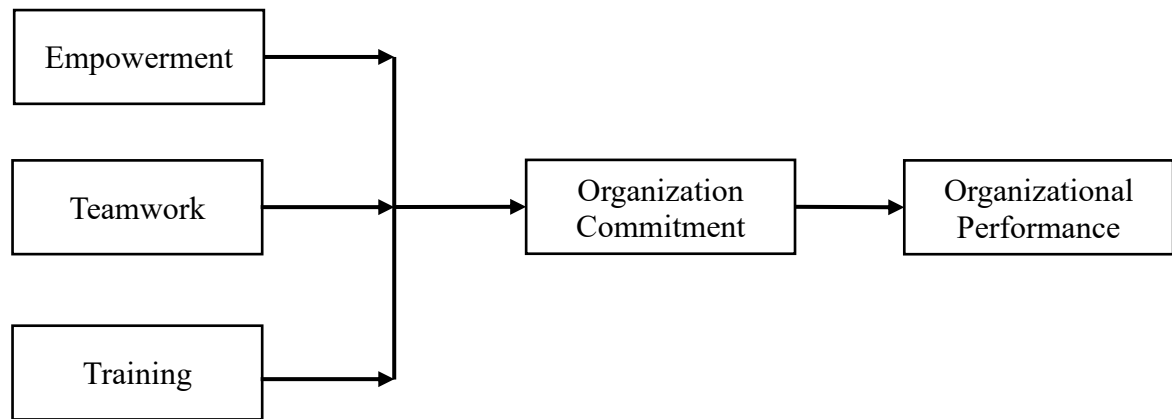
Sources: Suma (2013)

Suma (2013) investigated the relationship between organizational commitment and performance. The study found that organizational commitment may affect work satisfaction as an intervening variable, which in turn can affect organizational performance. Better organizational performance of the Bekasi City Government was impacted by the study of the organization's dedication to providing work happiness to its employees.

2.7 Conceptual Framework of the Study

The conceptual framework of the study was developed based on relevant ideas and earlier research. The study's conceptual framework is shown in Figure (2.3). The purpose of the framework is to comprehend the relationship between independent and dependent variables. The following independent variables are associated with dependent variables: empowerment, collaboration, and training factors Organizational performance and dedication.

Figure (2.3) Conceptual Framework of the Study



Source: Own Compilation (2024)

The impact of training, collaboration, and empowerment on organizational commitment is the main emphasis of this research. There are two components to this framework. Organizational commitment is the dependent variable in the first section, whereas empowerment, collaboration, and training are independent factors. In the second part, the effect of organizational commitment on organizational performance is explored. This conceptual framework is combined with empowerment, teamwork, and training on organizational performance from the paper of Hanaysha (2016). Organizational commitment and organizational performance are developed by Suma (2013).

CHAPTER 3

PROFILE, EMPOWERMENT, TEAMWORK, AND TRAINING PRACTICES OF SHWE LAMIN NAGAR COMPANY

This chapter is arranged into four sections. The first section introduces the background of Shwe Lamin Nagar Company, the vision, mission, and objectives of Shwe Lamin Nagar Company, and the organizational structure of the Department. The second section explains the empowerment, teamwork, and training practices of Shwe Lamin Nagar Company. The third component looks at the respondents' demographic profile, which is shown together with the percentage and quantity of respondents. Reliability analysis and respondent demographics are provided in the last part.

3.1 Profile of Shwe Lamin Nagar Company

Shwe Lamin Nagar Company is a company that imports and distributes IT products and Solar products in Myanmar. Since 2002, the company has been importing and selling Micro-Star International (MSI) IT products to Myanmar, and in 2008, it became the first company to import Acer IT products to Myanmar. Then in 2012, it became a company that officially imports and sells HP IT products and other IT accessories. The company has earned a reputation as an authorized distributor for some of the most renowned brands in the tech industry, including Acer, Transcend, Gamdias, Gigabyte, Steelseries, Samsung, D-Link, Rivacase, Dahua, Cisco, Haier, Solar, Micro-Star International (MSI), HP, ADATA, AMD, HPE, Aruba, Intel, and Asustor products. As a company, it is participating at the top in the development of Myanmar's IT and is engaged in the provision of necessary technical equipment for public schools and universities.

Since 2021, Shwe Lamin Nagar Company has been importing and selling solar-related products in Myanmar. The company has become an official distributor of world-renowned brands such as Growatt, Deye, MUST, LVTOPSUN, EcoFlow, Smart Solar, Jinko, and Trina. Additionally, the company has contributed to the country's renewable energy sector by addressing Myanmar's energy needs. It plays a key role in providing solar energy systems for rural electrification and commercial use. Shwe Lamin Dragon also

collaborates with local retailers to offer affordable solar products, making it easier for customers to access these energy solutions.

Shwe Lamin Nagar Company not only imports and sells IT and Solar products into Myanmar, but also provides customer service centers in Yangon, Mandalay, Taunggyi, and Nay Pyi Taw cities. In Yangon, they have dedicated service centers for each brand and provide services. The first service center that repairs hybrid solar inverters and lithium batteries is opened in Yangon and Mandalay.

The vision of Shwe Lamin Nagar Company is " Customer First Provide The Best Service Participate And Drive The Technical Skills In Myanmar. Be The Competitive Technology Leader Improve Life Standard & Environment By Technology."

Shwe Lamin Nagar Company's mission is "To bring our customers the latest and most innovative technology, ensuring they receive top-quality products and exceptional service. As the trusted distribution partner in Myanmar, they are dedicated to delivering reliable and cutting-edge solutions to meet the diverse needs of businesses and consumers alike. They strive to enhance the digital experience of our community."

The objectives of Shwe Lamin Nagar Company are:

- i. Deliver exceptional service and top-quality products to meet customer needs, aiming for customer satisfaction.
- ii. Introduce cutting-edge technologies to the Myanmar market by staying ahead of industry trends and offering the latest solutions to businesses and consumers.
- iii. Implement training and development programs to upskill local talent, aiming to increase technical expertise in the community and within the company.
- iv. Prioritize environmentally responsible products and practices, contributing to sustainability goals and improving the standard of living through eco-friendly technology.
- v. Grow the company's presence in Myanmar by expanding the distribution network.

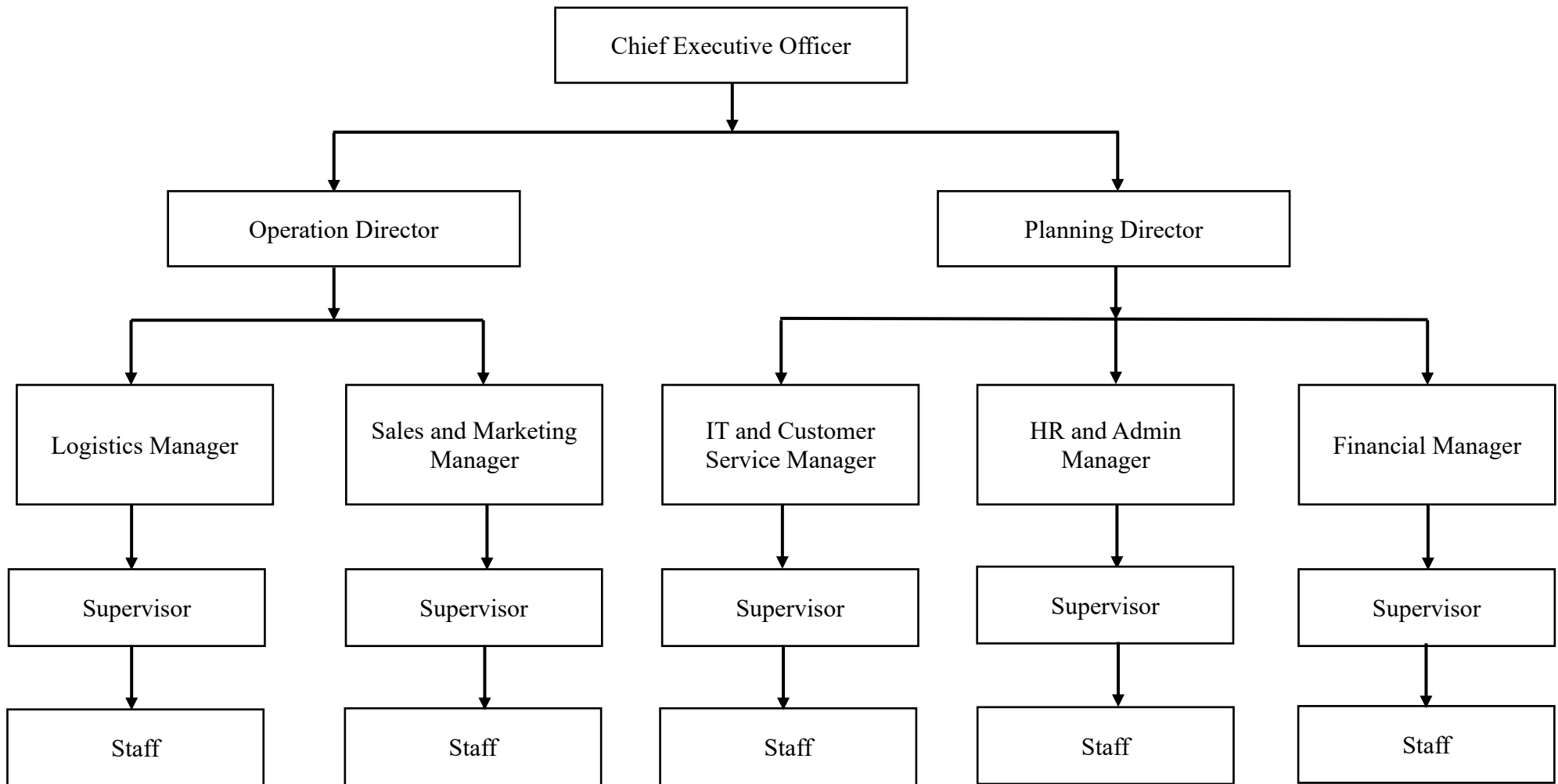
The vision, mission, and objectives of Shwe Lamin Nagar Company focus on leadership in the technology market, customer satisfaction, and contributing to the development of Myanmar's digital ecosystem.

3.2 Organization Structure of Shwe Lamin Nagar Company

Shwe Lamin Nagar Company operates with a streamlined organizational structure comprising five essential departments. The Chief Executive officer is crucial for guiding the company's strategic direction and ensuring cohesive management across all areas. The operation director manages the logistics, sales, and marketing departments. The planning director manages the IT and customer service, financial, HR, and admin departments.

The roles and responsibilities of various departments in Shwe Lamin Nagar Company are crucial for efficient operation and successful job execution. The first department, the logistics department mainly responds to ordering materials, shipping, licensing, storing materials, delivering to customers, and taking possession. Using proactive tactics that include direct sales, marketing campaigns, telemarketing, direct mail campaigns, appointment calls, and market visits, the second department, sales and marketing, is in charge of boosting corporate development. The IT and customer service department is mainly accountable for system management, technical support, customer service and support, data management and analysis, and digital transformation. The Admin & HR department is mainly responsible for recruitment and staffing, employee relations, compliance and legal, administrative support, and performance management. The Finance department is mainly accountable for financial planning and budgeting, accounting, and reporting, cost management, funding and investment, and tax compliance. Figure (3.1) displays the organizational chart of Shwe Lamin Nagar Company.

Figure (3.1) The Organization Chart of Shwe Lamin Nagar Company



Source: Shwe Lamin Nagar Company (2024)

With management included, Shwe Lamin Nagar Company employs 278 people in total. The following is how the staff is split up among the departments: There are three senior management staff, fifty-six logistical staff, eighty-three sales and marketing staff, eighty-nine IT and customer support staff, fifteen HR and administrative staff, and thirty-two finance staff. Table (3.1) details the number of workers in each department.

Table (3.1) Number of Employees in Shwe Lamin Nagar Company

Department	Number of Employees	Percentage
Chief Executive Officer	1	0.3
Director	2	0.7
Logistics Department	56	20.2
Sales and Marketing Department	83	29.8
IT and Customer Service	89	32.0
HR and Admin Department	15	5.4
Financial Department	32	11.6
Total	278	100 .0

Source: Shwe Lamin Nagar Company (2024)

Shwe Lamin Nagar company has five departments to operate efficiently. These are the logistics department, sales and marketing department, IT and Customer Service department, HR and admin department, and financial department. By offering a clear organizational structure, giving its workers the right authority to carry out their duties, and providing clear rules, the firm allocates proportionate obligations to the whole organization.

(a) Logistics Department

Shipments are ensured to be seamless from start to finish by an operations department. To schedule shipments both in and out, the Operations department must coordinate closely with overseas suppliers and clients, much as the Global Trade department does. It arranges trucks, applies for import and export permits, and plans shipments.

The department is responsible for inspecting product quality to ensure that only high-quality goods reach the customers. It also manages proper storage of products and operates under a fast-in, fast-out system to provide efficient service. Additionally, the department is tasked with delivering products to customers and handling warranty-related returns and exchanges.

It also keeps in regular contact with the customs clearing agency about export cargo paperwork and shipping processes. Effective communication is essential since the department deals with international suppliers. Additionally, maintaining friendly relationships with pertinent government organizations, shipping firms, customers, suppliers, and all other pertinent parties is the responsibility of this department.

(b) Sales and Marketing Department

The Shwe Lamin Nagar organization's sales and marketing department is in charge of boosting corporate expansion via aggressive tactics including direct sales, marketing campaigns, telemarketing, direct mail campaigns, appointment calls, and market visits. To maximize the efficacy of the sales force, this department finds performance areas that might need better and suggests tools and sales training courses.

Through a variety of media, including radio, social media, online media, and in-person contacts, the sales and marketing department runs promotional and advertising campaigns. By creating initiatives to raise occupancy rates, the sales and marketing manager in the technology industry plays a crucial part in maximizing income.

Coordination of marketing and promotional efforts, guaranteeing alignment with customer expectations, and tracking customer satisfaction with the company's facilities and services are all part of the sales and marketing department's responsibilities. The company's operations depend heavily on promotional development, especially when it comes to increasing occupancy during slow booking times. The department also organizes special days like 11:11 sale specials and major events like the Traditional Festival. Additionally, the manager keeps an eye on the variables affecting the technology sectors and makes an effort to understand the requirements and mindsets of clients.

(c) IT and Customer Service Department

The IT and customer service department at Shwe Lamin Nagar Company plays a pivotal role in ensuring the smooth functioning of all technological operations, aligning with the company's mission to deliver cutting-edge IT and solar products to Myanmar. This department is responsible for maintaining and improving the IT infrastructure, managing product quality control, providing technical support, and handling the repair services for all technical products distributed by the company.

The IT and customer service department consistently studies and adapts to the continuous advancements and changes in technology, while also sharing knowledge and conducting training sessions on the latest developments. In addition, the department collaborates with the Sales and Marketing Department to discuss and select products to be imported and launched in Myanmar, providing recommendations for these products as well. The department is also responsible for resolving customer issues using modern and innovative service methods. Additionally, it provides technical support and shares knowledge through social media channels.

Overseeing the company's internal IT systems, including servers, network security, and cloud services. Ensuring the quality of all IT and solar products distributed, providing quality checks, and adhering to international standards. Offering customer support for any technical issues and maintaining service centers for product repairs in cities like Yangon, Mandalay, Taunggyi, and Nay Pyi Taw. Keeping up with technological trends to introduce innovative products and solutions, especially focusing on solar technology and sustainable energy solutions.

(d) HR and Admin Department

The Human Resource (HR) department plays a critical role in the company's performance, especially in service-oriented businesses with a workforce of around 100 people. An effective human resource management system is essential for managing a large staff. Within the hotel, the HR department is responsible for several vital tasks, including compliance with labor laws, record-keeping, recruiting, training, pay administration, employee relations, and addressing particular performance concerns.

Using a variety of sources, including employment agencies, internet job boards, job vacancy journals, and employee recommendations, the HR department is essential to staff replacement and hiring for open jobs. The goal is to match people with the appropriate responsibilities by selecting the best applicants for each position. The HR division arranges orientation and induction training for newly hired staff members to acquaint them with the hotel's procedures and rules.

The HR division is in charge of determining the requirement for training and then delivering the necessary training courses in accordance with performance reviews. Employee performance may be thoroughly evaluated via performance reviews, which are carried out by the HR division as well as department leaders. The HR manager implements programs for recognition based on individual performance results after performance reviews. The HR department's many duties highlight how important it is to the smooth operation of the business and the best possible performance of its employees.

(e) Financial Department

In order to accomplish corporate goals, financial management entails effectively controlling revenue and spending. Daily transactions and government reporting are handled by the accounting and finance department, which is an essential component of the business. It is essential because it prepares budgets and fund summaries, implements year-end closure processes, and gives other department managers timely and accurate financial reports.

The manager of the department is responsible for carrying out audits to guarantee financial viability and plays a crucial part in the decision-making process by upper management, which depends on the information provided by the finance department. Throughout the year, the accounting and finance staff works with managers from several departments to develop forecasts, budgets, and progress reports. Strategic planning for growth, asset acquisition, employment, and cash needs is guided by data from the accounting and finance department. The department also oversees the processing of paychecks and keeps track of contracts, insurance plans, tax returns, and expenditures. It is stressed that no commercial firm can completely achieve its development and expansion potential without appropriate administration and efficient cash use.

3.3 Empowerment of Shwe Lamin Nagar Company

Leaders and the management team at Shwe Lamin Nagar Company strive to ensure that employees understand the significance of their work and align their values and beliefs with the company's mission. The operation director and planning director facilitate inclusive weekly consultation meetings where employees at all levels, including junior staff, can actively participate.

This involvement consents them to contribute ideas for marketing, sales, technical, and customer service and provides a platform for their voices to be heard and valued in company development. Along with their team manager, workers are also given the authority to work with outside expert consultants, allowing them to supervise and monitor the progress of consultant work in order to fulfill deadlines.

This empowerment guarantees that workers find their responsibilities within the organization important and have a personal connection to their work objectives. As a result, the firm grants its employees autonomy, and workers fully comprehend the value and significance of their employment with the company for their professional careers. Without their team supervisors interfering, salespeople and customer support representatives are free to bargain with customers on their own.

Every employee has the authority to handle and settle work-related concerns independently, particularly when delays arise because of client concerns. Their supervisors also urge students to attend customer meetings, take part in discussions, and solve issues on their own. Leaders respect and take into account how staff members solve problems and value the job they do. Employees participate in decision-making alongside their leaders, and responsible leaders provide constructive criticism and recommendations based on their accomplishments. the capacity to establish both professional and personal objectives, the availability of chances for further education and growth, and a creative and innovative work atmosphere. Workers are urged to accept responsibility for their job, cooperate with others, and look for novel challenges. The business encourages candid communication and openness to make sure staff members feel appreciated and heard.

Employee empowerment at work affects the company's ability to fulfill its objectives. Workers also persuade themselves that they are capable of doing what is beneficial for the company. Workers have the power to affect operational results at work.

According to the corporation, when workers at all levels are given the ability to engage in the relevant operation procedures, get professional training and seminars, and make choices about workplace issues, their influence on the organization is clearly visible. Employee performance may also be improved in order to increase the organization's recognition and enhance Shwe Lamin Nagar Company's organizational results. Employees thus feel that their contributions to the workplace have a stronger impact on the commercial success of the organization.

3.4 Teamwork of Shwe Lamin Nagar Company

At Shwe Lamin Nagar Company, teamwork is not merely a tool for collaboration; it is deeply ingrained in the company's operations and culture. Teamwork enhances problem-solving, fosters creativity, and strengthens employee commitment, making it a key element in driving the company's success. Shwe Lamin Nagar Company, teamwork practices harness the diverse skills, perspectives, and experiences of employees across various departments. When employees work together, they can approach problems from multiple angles, leading to innovative solutions and improved performance.

Shwe Lamin Nagar company contributes to better communication and a stronger sense of unity among employees. Teamwork leads to greater organizational commitment, which is crucial for maintaining a motivated and engaged workforce. This is particularly important in the context of the company's operations, where coordination between sales, technical, and customer service departments is essential for delivering high-quality products and services to customers.

In 2016, Shwe Lamin Nagar Company launched the Future Leader Development Program aimed at enhancing teamwork among employees and improving workplace performance. As part of the program, employees were divided into nine teams, where they participated in team-based activities and training sessions. Additionally, the program encouraged involvement in CSR activities, as well as team-based service and sales projects within the office. Through this training, teamwork and employee performance were significantly improved.

Employees are given the opportunity to collaborate with these professionals, allowing them to broaden their understanding of different business areas while developing new skills. This not only enhances their individual capabilities but also strengthens the

overall team's performance. One of the most notable teamwork practices at Shwe Lamin Nagar Company is the inclusion of employees at all levels in the decision-making process. Weekly consultation meetings are held, where employees, including junior staff, are invited to share their ideas, feedback, and concerns.

This inclusive approach ensures every employee feels valued and involved in the company's development. Such inclusive decision-making improves employee satisfaction and leads to better decisions. When employees from different levels and departments contribute their insights, the company benefits from a wide range of perspectives, leading to more effective and innovative solutions.

3.5 Training of Shwe Lamin Nagar Company

At Shwe Lamin Nagar Company, most employees possess the necessary skills and abilities for their roles. The company offers various training programs tailored to employee needs, including workshops, speculative design training, and group workshops. Additionally, marketing, sales, and customer service technician coordinators receive training on updated software for enhanced work efficiency. Collaborating with the IT team, the company conducts training on user-friendly e-document software to streamline construction document management. The company also conducts assessments to evaluate the skills and experiences gained from these training programs.

Shwe Lamin Nagar Company offers educational programs and pertinent training sessions targeted at improving workers' knowledge and abilities in order to promote ongoing growth. By supporting workers' further education in their fields, the organization promotes professional progression. Throughout the year, regular development plans are given for both new hiring and the ongoing professional development of current employees. Different business areas provide career advancement opportunities, enabling staff members to develop a range of abilities for a variety of roles.

Regular monthly training sessions are held, and skill evaluations are carried out in accordance with organizational requirements. It is impossible to overestimate the significance of problem-solving abilities in the field of technician, especially in fault detecting and troubleshooting. Technicians deal with complex technical issues on a daily basis, and maintaining the operation of IT hardware, software, electrical systems, and other

components requires the ability to solve problems effectively. Solar and IT workers may systematically diagnose problems, identify underlying causes, and apply focused remedies by using the methodical approach taught in problem-solving skill training.

To enhance organizational performance, personnel should be trained in the practical application of knowledge and information on the job and encouraged to share knowledge with one another. To help trainers and learners understand the training, a variety of delivery modalities are used. Depending on the circumstances, Shwe Lamin Nagar Company uses appropriate training methods such classroom instruction, simulated instruction, audio-visual instruction, and online instruction. As a result, employees are well-equipped to meet client requirements effectively, provide solutions, and engage with client needs confidently. Their continually improving skills are integral to their success and contribution to the company.

Table (3.2) Training of Shwe Lamin Nagar Company

Sr.No.	Training Program(s)	Training Design	Facilities
1	Orientation Training	Lecture, group discussion, Job Instruction	Documents, papers, computer, slide projector, video file, and stationeries for each trainee.
2	System and Apps Training	Lecture, individual exercise and the assignments	Documents, papers, computer, slide projector, video file, and stationeries for each trainee.
3	Sales Training	Lecture, group discussion, small group discussion individual exercise, brainstorming, role play and game.	Documents, papers, computer, slide projector, video file, and stationeries for each trainee.
4	Customer Service Training	Lecture, group discussion, small group discussion individual exercise, brainstorming, role play and game.	Documents, papers, computer, slide projector, video file, and stationeries for each trainee.
5	Personal Development Training	Lecture, group discussion, small group discussion individual exercise, brainstorming, role play and game.	Documents, papers, computer, slide projector, video file, and stationeries for each trainee.

Source: Shwe Lamin Nagar Company (2024)

Training guarantees a deeper comprehension of the material and successful application of training to actual work situations. Shwe Lamin Nagar Company's most well-liked training consists of lectures, brainstorming sessions, role plays, individual and small group discussions, and games. To maximize staff performance, Shwe Lamin Nagar Company's training uses a variety of techniques, including as lectures, role plays, group discussions, individual exercises, and games. Orientation, system and app, sales, customer service, and personal development are all covered in training programs, which use a variety of learning-enhancing strategies. Documents, laptops, projectors, and stationery are among the amenities offered. For learning and growth to be successful, it is crucial to comprehend the training's goals and design.

With a variety of training programs and first-rate facilities, the company offered its workers exceptional training design. Employees received training from the company from both internal and external trainers. Thus, the employees in Shwe Lamin Nagar Company understand the training is crucial for effective learning and development initiatives.

3.6 Reliability Test

The investigation that establishes if the scale yields consistent findings and aids in evaluating the scale's quality is known as reliability analysis. The internal consistency of the variables in this research is assessed using Cronbach's Alpha. The confidence coefficient used to evaluate internal consistency in scales with several items is called Cronbach's Alpha. The dependability of the scale, which adds up a number of components to get the final score, is assessed using reliability analysis. The alpha value from Cronbach's Alpha may be used to characterize internal consistency. Sekaran and Bougie (2017) state that it usually produces results in the range of 0.80 to almost 0.95, which indicates a high degree of dependability. Good reliability is indicated by values between 0.70 and 0.80, whilst moderate reliability is indicated by values between 0.60 and 0.70. Poor dependability is indicated when the coefficient is less than 0.60, and it is deemed unsatisfactory if it is less than 0.50. In order to ensure internal coherence, values over 0.6 are often regarded as acceptable. Cronbach's Alpha spans from 0.1 to 1.0. Table (3.3) displays the results of the reliability test.

Table (3.3) Reliability Analysis

Sr. No.	Factors	No. of Items	Cronbach's Alpha Level	Remark
1	Empowerment	6	0.672	Moderate
2	Teamwork	6	0.763	Good
3	Training	6	0.859	High
4	Organization Commitment	6	0.831	High
5	Organizational Performance	6	0.876	High

Source: Survey Data (2024)

The Cronbach's Alpha values for the chosen variables—training, organization commitment, and organization performance—are 0.859, 0.831, and 0.876, respectively, as

shown in Table (3.3). These factors are thus very reliable. Teamwork has a Cronbach's Alpha rating of 0.763, indicating strong dependability. Teamwork has a modest level of dependability with a Cronbach's Alpha rating of 0.672. Consequently, this study's variables are dependable and constant.

3.7 Demographic Profile of Respondents

The demographic characteristics of the respondents are categorized into five groups based on the survey data: gender, age group, education level, experience, and marital status. The following table discusses each of these subjects. The information is shown in Table (3.4) below according to the quantity and proportion of responders.

Table (3.4) Demographic Factors of Respondents

Demographic Factors	Description	No. of Respondents	Percentage
Total		141	100
Gender	Male	66	46.8
	Female	75	53.2
Age (Year)	Under 21 years	7	5.0
	21 – 30 years	70	49.6
	31- 40 years	50	35.5
	40 – 50 years	9	6.4
	Above 51 years	5	3.5
Education	High School	16	11.3
	Undergraduate	25	17.7
	Graduate	94	66.7
	Master	6	4.3
Work Experience	1 year and less than	28	19.9
	2 to 5 years	38	27.0
	More than 5	75	53.2
Marital Status	Married	56	39.7
	Single	85	60.3

Source: Survey Data (2024)

The results of Table (3.4) indicate that, of the 141 sample, there are more females than males because professions involving distribution and customer service are more suited for women than for men. Additionally, this study indicates that men are more patient than women while responding to survey questions.

The data in Table (3.4) show that the biggest group is between the ages of 21 and 30. because the majority of the workforce, particularly in the distribution and service sectors, is made up of younger, fresher workers. because they actively pursue new information and use their theoretical understanding in the workplace. With 35.5% of the responses, the majority of workers are between the ages of 21 and 40. This is because, at this age, they have had enough work experience, are capable of handling any task that is thrown at them by coworkers, and are able to utilize critical thinking to tackle any unexpected issue.

According to the study, the majority of respondents attended high school (11.3%), undergrad (17.7%), and graduate school (66.7%). 4.3% of them had master's degrees. This indicates that the majority of responders have a good education. Employees from Shwe Lamin Nagar Company are well educated and might succeed in their positions.

The duration of the interviewees' employment at Shwe Lamin Nagar Company was also examined in the research. According to the number of years they had served, they were split up into three categories. 53.2% of the largest group had been employed for more than five years. The last group served for less than a year, whereas the second group served for two to five years. The majority of those with more than five years of experience in the distribution and service sector remained with the company for an extended period of time, presumably due to their commitment to it. The workers of Shwe Lamin Nagar Company consider their place of employment to be a second home, and they take pleasure in it. They are devoted and devoted to their jobs.

CHAPTER 4

ANALYSIS ON THE EFFECT OF EMPOWERMENT, TEAMWORK, AND TRAINING ON ORGANIZATION COMMITMENT AND ORGANIZATIONAL PERFORMANCE OF SHWE LAMIN NAGAR COMPANY

This chapter examines the effects of cooperation, empowerment, and training on organizational performance and commitment. The Shwe Lamin Nagar Company's mean values for organizational commitment, training, collaboration, empowerment, and organizational performance make up the first section. The impact of training, collaboration, and empowerment on the organizational commitment of Shwe Lamin Nagar Company is examined in the second section. The impact of organizational commitment on Shwe Lamin Nagar Company's organizational performance is examined in the third section.

4.1 Perception on Empowerment, Teamwork, Training, Organization Commitment, and Organizational Performance of Shwe Lamin Nagar Company

In this research, organizational commitment and performance are the dependent factors, whereas empowerment, collaboration, and training are considered the independent variables. A five-point Likert scale is used in a structured questionnaire to gather data from 141 Shwe Lamin Nagar Company workers (1: Strongly Disagree, 2: Disagree, 3: Neutral, 4: Agree, and 5: Strongly Agree) is used in the structured questionnaire. Data are displayed by analyzed the mean value and standard deviation for each dimension. According to Best (1977), the mean values of five-point Likert scale items are interpreted as follows:

The score among 1.00-1.80 means strongly disagree.

The score among 1.81-2.60 means disagrees.

The score among 2.61-3.40 means neutral.

The score among 3.41-4.20 means agrees.

The score among 4.21-5.00 means strongly agree.

These interpreted scales are used in order to decide the mean value of survey results.

4.1.1 Empowerment

Perception of empowerment in Shwe Lamin Nagar Company is explored in this section. Empowerment includes 6 questions, and all the questionnaires are designed with five-point Likert scales. Each statement's mean score is determined and analyzed. The descriptive technique is used in this research to examine empowerment. Employee impression of empowerment is described by six items. Table (4.1) displays the mean value for each statement as well as the overall mean value.

Table (4.1) Empowerment

Sr. No.	Description	Mean Score
1	Sufficient freedom and authority to do the current work.	3.55
2	Have confidence in their abilities and skills to do the job.	4.49
3	Supervisors support them when they make independent decisions.	3.90
4	Being empowered at work improves overall job satisfaction.	3.73
5	Being empowered improves performance at work.	3.89
6	Some policies or organizational structures feel like they limit the ability to do so.	3.42
	Overall Mean	3.83

Source: Survey Data (2024)

According to Table (4.1), the mean values of five statements between the competence of empowerment ranging between 3.41 and 4.20 signify an agree level. Respondents generally agree with empowerment at Shwe Lamin Nagar Company. Respondents generally agree with sufficient freedom and authority to do the current work, the supervisor supports them when making independent decisions, being empowered at work improves overall job satisfaction, being empowered improves performance at work, and feeling that certain policies or organizational structures limit our empowerment.

The remaining mean value falls between 4.21 and 5.00 at strongly agree level. Respondents strongly agree with the confidence in capabilities and skills to do the job. This shows that the respondents can take off their work responsibilities and have confidence in their jobs.

4.1.2 Teamwork

Perception of teamwork in Shwe Lamin Nagar Company is explored in this section. Teamwork includes 6 questions, and all the questionnaires are designed with five-point Likert scales. Each statement's mean score is determined and analyzed. The descriptive technique is used in this research to examine collaboration. Employee view of collaboration is described by six items. Table (4.2) displays the mean value for each statement as well as the overall mean value.

Table (4.2) Teamwork

Sr. No.	Description	Mean Score
1	The team members tolerate other members' mistakes.	3.47
2	The team members can debate about difficult problems and subjects.	4.21
3	The team members in the department to help each other to get the work done.	4.43
4	The members of the team really respect each other.	4.12
5	The members of the team encourage each other to succeed when performing the task.	4.13
6	Team members appreciate one another's unique capabilities.	3.99
	Overall Mean	4.06

Source: Survey Data (2024)

Table (4.2) indicates that an agree level is indicated by the mean values of four assertions pertaining to collaborative competency, which range from 3.41 to 4.20. The majority of respondents support collaboration at Shwe Lamin Nagar Company. The majority of respondents agree that team members respect one another, encourage one another to succeed in completing the work, accept one another's faults, and value each other's individual talents.

At the highly agree level, the remaining two mean values fall between 4.21 and 5.00. The majority of respondents firmly believe that team members in the department support one another in completing tasks and that team members really appreciate one another. This demonstrates the responders' ability to cooperate, respect, and strive toward objectives.

4.1.3 Training

Perception of training in Shwe Lamin Nagar Company is explored in this section. Training includes 6 questions, and all the questionnaires are designed with five-point Likert scales. Each statement's mean score is determined and analyzed. The descriptive technique is used in this research to examine training. Employee perspective of training is described by six items. Table (4.3) displays the mean value for each statement as well as the overall mean value.

Table (4.3) Training

Sr. No.	Description	Mean Score
1	The department provides learning/training opportunities to meet the changing needs of the workplace.	3.84
2	The on-the-job training received applies to the current job.	3.77
3	Training providers to be good team building and working with the team.	3.94
4	Training upgraded skills to give feedback to subordinates and report back to top management.	3.80
5	Training programs in the company are well-planned.	3.41
6	The training needs of employees are assessed based on their performance appraisal.	3.53
	Overall Mean	3.72

Source: Survey Data (2024)

Table (4.3) indicates that an agree level is indicated by the mean values, which include an overall mean value for training competence range between 3.41 and 4.20. The majority of respondents support Shwe Lamin Nagar Company's training. The majority of respondents concur that the department offers learning and training opportunities to address the evolving needs of the workplace, that on-the-job training is applicable to the current position, that training providers are good at team building and working with the team, that training programs are well-planned, and that employees' training needs are evaluated based on their performance reviews.

4.1.4 Organization Commitment

Organization commitment in Shwe Lamin Nagar Company is explored in this section. Organization commitment includes 6 questions, and all the questionnaires are designed with five-point Likert scales. Each statement's mean score is determined and analyzed. The descriptive approach is used in this research to examine the commitment of the organization. Organization perspective in terms of organization commitment is described by six items. Table (4.4) displays the mean value for each statement as well as the mean value overall.

Table (4.4) Organization Commitment

Sr. No.	Description	Mean Score
1	They are willing to put in high effort to help this institution be successful.	4.35
2	Talk positively about this institution to others.	3.66
3	Proud to tell others that in part of this institution.	3.89
4	This is one of the best institutions for which to work.	3.79
5	This organization really inspires the very best in the way of job performance.	3.73
6	Planning to stay at a present job for as long as possible.	3.60
	Overall Mean	3.84

Source: Survey Data (2024)

A degree of agreement is indicated by the mean values of five assertions pertaining to the competency of organization commitment, which range from 3.41 to 4.20, as shown in Table (4.4). In general, respondents support the organization's dedication to Shwe Lamin Nagar Company. The majority of respondents concur that they speak well of this organization to others and are proud to inform them that it is among the greatest places to work. This organization truly encourages the best work performance and plans to remain at a current position for as long as possible.

At the highly agree level, the remaining mean value ranges from 4.21 to 5.00. The respondents overwhelmingly agree that they are prepared to work hard to support the success of this organization. This demonstrates how driven and committed the responders are to helping the company succeed.

4.1.5 Organizational Performance

Organizational performance in Shwe Lamin Nagar Company is explored in this section. Organizational performance includes 6 questions, and all the questionnaires are designed with five-point Likert scales. Each statement's mean score is determined and analyzed. The descriptive approach is used in this research to examine the performance of the organization. Six elements are used to characterize how an organization is seen in relation to its performance. Table (4.5) displays the mean value for each statement as well as the overall mean value.

Table (4.5) Organizational Performance

Sr. No.	Description	Mean Score
1	The goal attainment is very high in the current organization.	3.78
2	The department has strong collaborations with other departments to solve service problems promptly.	4.06
3	The quantity of services in the organization has increased.	3.89
4	Overall, the quality of work performed has increased.	3.97
5	The quality of work performed has increased in the current organization.	3.89
6	The organization can provide reliable and assured service to the customer.	4.29
	Overall Mean	3.98

Source: Survey Data (2024)

The mean values of five assertions pertaining to organizational performance competence, which range from 3.41 to 4.20, indicate an agree level, as shown in Table (4.4). The majority of respondents are in agreement with Shwe Lamin Nagar Company's organizational performance. The majority of respondents concur that the department has

excellent departmental collaborations to quickly resolve service issues, that the current organization has achieved very high goal attainment, that the quantity of services provided has increased, and that the quality of work performed has increased.

At the highly agree level, the remaining mean value ranges from 4.21 to 5.00. Respondents overwhelmingly agree that the company can provide customers dependable and guaranteed service. This demonstrates that the responder has a high degree of faith in the organization's capacity to continuously exceed customer expectations and that the organization's dependability may increase customer satisfaction and loyalty.

4.2 Analyze the Effect of Empowerment, Teamwork, and Training on the Organization Commitment of the Shwe Lamin Nagar Company.

This section examines the impact of training, collaboration, and empowerment on Shwe Lamin Nagar Company's organizational commitment. The impact of the independent variables (training, collaboration, and empowerment) on the dependent variable (commitment to the organization) is examined using multiple regression analysis. Table (4.6) displays the multiple regression analysis's findings.

Table (4.6) Effect of Empowerment, Teamwork, and Training on the Organization Commitment

Variable	Unstandardized Coefficients		β	t	Sig
	B	Std. Error			
(Constant)	0.347	0.343		1.010	.314
Empowerment	0.290 ***	0.067	0.290	4.303	0.000
Teamwork	0.327 ***	0.075	0.295	4.358	0.000
Training	0.284 ***	0.058	0.338	4.896	0.000
R	0.674				
R Square	0.454				
Adjusted R Square	0.443				
F Value	38.046 ***				
Durbin-Watson	2.381				

Source: Survey Data (2024)

Notes: ***Significant at 1% level, **Significant at 5% level, *Significant at 10% level.

Based on the result of Table (4.6), the independent variable (empowerment) in the study had a P-value of 0.005, which is less than a 0.01 significant level, implying that this variable is significant in predicting the organization commitment of the Shwe Lamin Nagar Company. The coefficient value of 0.290 at a 1% significance level strongly indicates a positive relationship between empowerment and organization commitment. This means the model is valid.

Employees at Shwe Lamin Nagar Company are able to prioritize tasks, manage their time, and decide what is important for their roles because they are empowered to make their own decisions without fear of criticism from their superiors. This suggests that empowerment has a positive and significant impact on employees' organizational commitment. Employee creativity is encouraged by this autonomy, which enables them to come up with fresh concepts and ideas that improve the productivity and efficacy of the business. To sum up, empowerment has shown noteworthy and advantageous impacts on organizational commitment.

The study's independent variable, collaboration, has a P-value of 0.005, which is less than a 0.01 significant threshold, according to Table (4.6). This suggests that the

variable is significant in predicting the Shwe Lamin Nagar Company's organizational commitment. At a 1% significance level, the correlation value of 0.327 clearly shows that collaboration and organizational commitment are positively correlated. This indicates the validity of the model.

Because workers at Shwe Lamin Nagar Company have the opportunity to manage their time and job priorities and may decide what is vital for their jobs, this suggests that collaboration helps to increase organizational commitment to the employees. Employees freely choose their own work-related choices and work together. As a result, it promotes workers' creative and conversational behavior. They may come up with fresh concepts and ways of working that also help the business execute its job more effectively. To sum up, cooperation significantly and favorably affects organizational commitment.

Based on the result of Table (4.6), the independent variable (training) in the study had a P-value of 0.005 which is less than 0.01 significant level implying that this variable is significant in predicting the organization commitment of the Shwe Lamin Nagar Company. The coefficient value of 0.284 at a 1% significance level indicates a positive effect of teamwork on organization commitment.

This indicates that training contributes to increasing the continuance organization commitment of the employees in Shwe Lamin Nagar Company because training aims to provide employees with theoretical knowledge, practical skills, and the right mindset for their roles. Various techniques, including lectures, group discussions, and role plays, are customized for different training programs, ensuring a dynamic learning experience. Training focuses on creativity and innovation, going beyond traditional methods to foster a transformative mindset among employees. In conclusion, training has shown significant and positive effects on organization commitment.

Based on the result of Table (4.6), the independent variable (empowerment, teamwork, and training) in the study had a P-value of 0.005 which is less than 0.01 significance level implying that this variable is significant in predicting the organization commitment of the Shwe Lamin Nagar Company. The coefficient value of empowerment is 0.290, teamwork is 0.327, and training is 0.284 at all 1% significance levels strongly indicates a positive relationship between teamwork and organization commitment. This means the model is valid. The Durbin-Watson value is 2.381, which falls within an acceptable range (between 1.5 and 2.5).

This indicates that empowerment, teamwork, and training contribute to increasing the continuance organization commitment of the employees in Shwe Lamin Nagar Company because these factors foster a supportive work environment that enhances employee satisfaction and loyalty. Empowerment employees to feel valued and trusted, leading to greater job satisfaction and a sense of ownership over their work. When employees are empowered, they are more likely to commit to the organization, they perceive their roles to be integral to its success. Teamwork encourages collaboration and communication among employees, which can strengthen interpersonal relationships and create a sense of belonging. A cohesive team dynamic not only improves overall productivity but also cultivates a supportive environment where employees are more inclined to stay with the organization. Training provides employees with the necessary skills and knowledge to perform their roles effectively, which can lead to increased confidence and job competence. When employees feel adequately trained and prepared, they are less likely to seek opportunities elsewhere, further enhancing their commitment to the organization. These factors create a workplace culture that values employee contributions and supports their professional development, ultimately leading to a higher level of commitment in organizations.

4.3 Analysis on the Effect of Organization Commitment on the Organizational Performance of the Shwe Lamin Nagar Company

The impact of organizational commitment on Shwe Lamin Nagar Company's organizational performance is examined in this section. The impact of the independent variable (organizational commitment) on the dependent variable (organizational performance) is examined using multiple regression analysis. Table (4.7) displays the multiple regression analysis's findings.

Table (4.7) Effect of Organization Commitment on Organizational Performance

Variable	Unstandardized Coefficients		β	t	Sig
	B	Std. Error			
(Constant)	1.190	0.255		4.657	0.000
Organization Commitment	0.728 ***	0.066	0.684	11.055	0.000
R	0.684				
R Square	0.468				
Adjusted R Square	0.464				
F Value	122.212 ***				
Durbin-Watson	1.444				

Source: Survey Data (2024)

Notes: ***Significant at 1% level, **Significant at 5% level, *Significant at 10% level.

According to Table (4.7), the study's independent variable, organization commitment, had a P-value of 0.005, or less than the 0.01 significance threshold, suggesting that it is a significant predictor of the Shwe Lamin Nagar Company's organizational performance. At a 1% significance level, the correlation value of 0.728 clearly shows that organizational success and commitment are positively correlated. This indicates the validity of the model. The acceptable range (between 1.5 and 2.5) is occupied by the Durbin-Watson value of 1.444.

The rise that Shwe Lamin Nagar Company experiences as a consequence of the work is a measure of the work's benefit. This implies that workers who are more committed to the company will perform better since they strive to continue working according to their expertise and are motivated to do so. Effective and intimate communication inside the

company is a result of high devotion. Teams with higher levels of mental and physical engagement are more focused and engaged at work. Employees who are more dedicated work harder and accomplish more objectives.

CHAPTER 5

CONCLUSION

An analysis of the findings and a discussion of their consequences are presented in this chapter, along with recommendations and ideas derived from the study of how training, collaboration, and empowerment affect organizational commitment and performance. It also talks about the study's shortcomings and the necessity for further investigation.

5.1 Findings and Discussions

The goal of this research is to determine Shwe Lamin Nagar's training and development, as well as the impact that empowerment, collaboration, and training have on the company's organizational performance and commitment. A systematic questionnaire was used to gather information from 141 of the 278 officials of the Shwe Lamin Nagar Company.

The majority of respondents from Shwe Lamin Nagar Company are female in similar roles, with a larger proportion of females than men, according to the demographic characteristics survey results. As a result, there are more women than men at the Shwe Lamin Nagar Company. The majority of respondents were young, and many of them had a bachelor's degree. Regarding the length of time they have worked for the firm, the majority have been there for more than five years. Workers seem content with their positions and are sticking with the business. Additionally, a lot of workers are empowered, collaborate with others, and get training, and Shwe Lamin Nagar Company provides them with fantastic prospects.

From the analysis on empowerment, the employees at Shwe Lamin Nagar Company generally agree on sufficient freedom and authority to do the current work; the supervisor supports them when making independent decisions, being empowered at work improves overall job satisfaction, being empowered improves performance at work, and feeling that certain policies or organizational structures limit our empowerment, while they strongly agree with the confidence in capabilities and skills to do the job. Therefore, it can be discussed that the empowerment of the Shwe Lamin Nagar Company has a positive effect on all factors that can lead to more organizational commitment.

According to the teamwork analysis, the employees of Shwe Lamin Nagar Company largely concur that the team members respect one another, tolerate one another's mistakes, support one another in completing tasks, and value each other's individual talents. Employees of Shwe Lamin Nagar Company firmly believe that team members in the department support one another in completing tasks and that they really respect one another. This demonstrates that the responders are able to cooperate, show respect, and strive toward their objectives.

According to the training analysis, the employees of Shwe Lamin Nagar Company largely concur that the department offers learning and training opportunities to meet the evolving needs of the workplace, that the on-the-job training received is applicable to the current job, that the company's training programs are well-planned, that the training needs of employees are evaluated based on their performance appraisal, and that the training providers are trained to be good at team building and working with the team.

According to the organization commitment study, the staff members at Shwe Lamin Nagar Company mostly concur that they speak well of the company to others and are pleased to inform them that it is among the greatest places to work. They firmly agree on the beneficial influence of their work and are eager to put in a lot of effort to assist this institution succeed. This company really inspires the best in terms of job performance and plans to remain at a current employment for as long as feasible.

Employees at Shwe Lamin Nagar Company generally concur, according to the analysis of organizational performance, that the department has strong collaborations with other departments to solve service problems promptly, that the quantity of services provided in the organization has increased, that the quality of work performed has increased, and that the organization can provide customers with dependable and assured service. They also strongly agree that the department's goal attainment is very high.

Training, cooperation, and empowerment all have a favorable and substantial impact on organizational commitment, as shown by multiple regression analysis. This suggests that training, cooperation, and empowerment all help to increase the workers' continuous organization commitment at Shwe Lamin Nagar Company because they create a positive work atmosphere that raises employee loyalty and happiness. Employees who are empowered feel appreciated and trusted, which improves job satisfaction and gives them a feeling of pride in their work. Employee cooperation and communication are

fostered via teamwork, which may improve interpersonal ties and foster a feeling of community. Employees who get training gain the abilities and information needed to carry out their jobs well, which may boost their self-esteem and competence.

Regression analysis has been used to demonstrate that organizational commitment affects the Shwe Lamin Nagar Company's ability to improve organizational performance. The study's findings suggest that improving organizational performance at Shwe Lamin Nagar Company would be impacted by having the will to consistently do better job. Because they will strive to continue working according to their expertise and will be motivated to do so, workers who are more committed will perform better for the company.

5.2 Suggestions and Recommendations

Given the importance of human resource management in every business, the research recommends that Shwe Lamin Nagar Company should consistently empower methods to preserve or boost workers' organizational commitment. Based on the empowerment, Shwe Lamin Nagar should utilize the talents possessed by the employees within the team to the organization more effectively.

Shwe Lamin Nagar Company should implement formal and informal recognition programs to celebrate employees' achievements and contributions which include awards, and personalized thank-you notes to increase empowerment more than before. According to the study, Shwe Lamin Nagar Company should use an empowerment approach to read the needs of its employees, build personal relationships with them, and provide services by giving them the impression that their work matters, that they are capable, that they have a lot of power, that their tasks affect the results, and so forth.

An organization's success and project performance may be bolstered and enhanced by teamwork. In addition to providing leadership, the majority of firms are eager to educate leaders who can help develop individual teamwork. Living alone or on your own is difficult. Therefore, in today's business, talents must function as a family or team.

The integration of state-of-the-art e-learning modules is a huge potential to improve the training activities. Even while workers are generally satisfied with the way training is delivered, there is always room to maximize the impact of educational opportunities. As a result, the business should spend money on cutting-edge e-learning tools and curriculum

creation to enable staff members to learn and use critical management skills more effectively in their jobs.

Fostering an environment where workers feel inspired, involved, and supportive of the organization's objectives is essential to a commitment to organizational performance. By establishing clear expectations, offering the required tools and assistance, and rewarding people for their deeds and accomplishments, Shwe Lamin Nagar Company should keep its personnel accountable for their performance and results. Employees that perform exceptionally well, support the organization's growth, and uphold its ideals should be honored.

A comprehensive strategy that takes into account many facets of operations, management, and culture is necessary for optimal organizational performance. In addition to encouraging cooperation and coordination across departments, Shwe Lamin Nagar should advance a culture of shared responsibility and objectives. Delivering top-notch goods, services, and experiences that either match or surpass client expectations should be Shwe Lamin Nagar Company's top priority in order to foster customer loyalty and satisfaction. In order to create leaders who can inspire, encourage, and enable teams to perform at a high level, it should provide coaching, mentoring, and training. It should promote information exchange, cross-training programs, and multidisciplinary projects in order to take advantage of different viewpoints and levels of competence.

5.3 Needs for Further Research

This study contributed to the conversation around teamwork, empowerment, and training about organizational commitment and performance at Shwe Lamin Nagar Company. The opinions of the team members of Shwe Lamin Nagar Company are the main subject of this investigation. Future research might perhaps look at a few of these topics. Additionally, self-administered questionnaires are used in this study, and the majority of the questions use a self-rating Likert scale to be quantitative. The next research should contain open-ended questions. Interviewing techniques or focus group discussions should be included for more study in order to examine other courses of empowerment, collaboration, and training on organizational commitment and performance.

Analyzing the effect of empowerment, teamwork, and training on different demographic groups can reveal important nuances and potential disparities. By considering

the intersection of these factors, researchers can identify specific needs and tailor interventions to address the unique challenges faced by different employee groups. The role of organizational culture in shaping employee commitment and performance should be explored further. A strong and supportive culture can amplify the positive effects of empowerment, teamwork, and training. Understanding the cultural norms and values within the organization can provide insights into how to optimize these practices.

Lastly, examining the specific effect of organizational commitment on different aspects of organizational performance would provide a more granular understanding of this relationship. While the current study demonstrates a positive link between commitment and overall performance, future research could explore how commitment affects specific performance metrics such as innovation, customer satisfaction, financial performance, and employee productivity. This would help organizations pinpoint the areas where fostering commitment can yield the most significant benefits.

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APPENDIX -I

QUESTIONNAIRE

Questionnaire for Effect of Empowerment, Teamwork, and Training on Organization Commitment and Organizational Performance of Shwe Lamin Nagar Company

Dear Shwe Lamin Nagar Company Team Members,

My name is Pyae Phyo Lwin, as an MSESI student at the Yangon University of Economics, I am surveying for the thesis “ The Effects of Empowerment, Teamwork, and Training on Organization Commitment and Organizational Performance of Shwe Lamin Nagar Company”. The purpose of this research is to analyze the effect of empowerment, teamwork, and training on organization commitment and organizational performance in Shwe Lamin Nagar Company. I highly appreciated your time spent participating in this survey.

Section A: Demographic information

Instruction: Please choose the most relevant answer by ticking (P) only one of the boxes provided for each question.

A1. What is your gender?

- ☐ Male
- ☐ Female

A2. What is your age group?

- ☐ Under 21 years
- ☐ 21 – 30 years
- ☐ 31- 40 years
- ☐ 40 – 50 years
- ☐ Above 51 years

A3. What is your education level?

- ☐ High School
- ☐ Under Graduate
- ☐ Graduate
- ☐ Master

A4. Work experience in the present job (Years)

- ☐ 1 year and less than
- ☐ 2 to 5 years
- ☐ More than 5

A5. Marital status

- ☐ Married
- ☐ Single

Section B: Factors of Empowerment at Shwe Lamin Nagar Company

Instruction: Based on the scale below, please tick (P) the number of your choice to indicate the extent you agree or disagree with the statement.

(Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, Strongly Agree = 5)

Empowerment						
No.	Statement	1	2	3	4	5
1	I have sufficient freedom and authority to do my area of work.					
2	I am confident about my capabilities and skills to do my job.					
3	My supervisor supports me when I make independent decisions.					
4	Being empowered at work improves my overall job satisfaction.					
5	I believe that being empowered improves our performance at work.					
6	I feel that certain policies or organizational structures limit our empowerment.					

Section C: Factors of Teamwork at Shwe Lamin Nagar Company

Instruction: Based on the scale below, please tick (P) the number of your choice to indicate the extent you agree or disagree with the statement.

(Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, Strongly Agree = 5)

Teamwork						
No.	Statement	1	2	3	4	5
1	My team members tolerate other member's mistakes.					
2	My team members are able to debate about difficult problems and subjects.					
3	The team members in my department help each other to get the work done.					
4	The members of my team really respect each other.					
5	The members of my team encourage each other to succeed when performing the task.					
6	Team members appreciate one another's unique capabilities.					

Section D: Factors of Training at Shwe Lamin Nagar Company

Instruction: Based on the scale below, please tick (P) the number of your choice to indicate the extent you agree or disagree with the statement.

(Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, Strongly Agree = 5)

Training						
No.	Statement	1	2	3	4	5
1	My department provides learning/training opportunities to meet the changing needs of the workplace.					
2	The on-the-job training I receive is applicable to my job.					
3	Training provides me to be good in team building and working with team.					
4	Training upgraded my skills to give feedback to subordinates and report back to top management.					
5	Training programs in our company are well planned.					
6	The training needs of employees are assessed based on their performance appraisal.					

Section E: Factors of Organization Commitment at Shwe Lamin Nagar Company

Instruction: Based on the scale below, please tick (P) the number of your choice to indicate the extent you agree or disagree with the statement.

(Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, Strongly Agree = 5)

Organization Commitment						
No.	Statement	1	2	3	4	5
1	I am willing to put high effort in order to help this institution be successful.					
2	I talk positively about this institution to others.					
3	I am proud to tell others that I am part of this institution.					
4	For me, this is one of the best institutions for which to work.					
5	This organization really inspires the very best in me in the way of job performance.					
6	I plan to work at my present job for as long as possible.					

Section F: Factors of Organizational Performance at Shwe Lamin Nagar Company

Instruction: Based on the scale below, please tick (P) the number of your choice to indicate the extent you agree or disagree with the statement.

(Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, Strongly Agree = 5)

Organizational Performance						
No.	Statement	1	2	3	4	5
1	The goal attainment is very high in my organization.					
2	My department has strong collaborations with other departments to solve service problems promptly.					
3	The quantity of service in my organization has increased.					
4	Overall, the quality of work performed is increased.					
5	The quality of work performed is increased in our organization.					
6	Our organization can provide reliable and assured service to the customer.					

APPENDIX II

STATISTICAL OUTPUT

The Effect of Empowerment, Teamwork, and Training on The Organization Commitment of The Shwe Lamin Nagar Company

Model Summary^b

Model R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Sig. Change	Durbin-Watson
				R Square Change	F Change	df1	df2			
1	.674 ^a	.454	.443	.435	.454	38.046	3	137	.000	2.381

a. Predictors: (Constant), Mean Tr, MeanEP, Mean TW

b. Dependent Variable: Mean OC

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.662	3	7.221	38.046	.000 ^b
	Residual	26.001	137	.190		
	Total	47.664	140			

a. Dependent Variable: Mean OC

b. Predictors: (Constant), Mean Tr, MeanEP, Mean TW

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error				Lower Bound	Upper Bound
1 (Constant)	.347	.343		1.010	.314	-.332	1.025
MeanEP	.290	.067	.290	4.303	.000	.157	.423
Mean TW	.327	.075	.295	4.358	.000	.178	.475
Mean Tr	.284	.058	.338	4.896	.000	.169	.399

a. Dependent Variable: Mean OC

Analysis on the Effect of Organization Commitment on the Organizational Performance of the Shwe Lamin Nagar Company

Model Summary^b

		R	Adjusted	Std. Error of	Change Statistics					Durbin-
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.684 ^a	.468	.464	.454	.468	122.212	1	139	.000	1.444

a. Predictors: (Constant), Mean OC

b. Dependent Variable: Mean OP

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	25.231	1	25.231	122.212	.000 ^b
Residual	28.697	139	.206		
Total	53.928	140			

a. Dependent Variable: Mean OP

b. Predictors: (Constant), Mean OC

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	1.190	.255		4.657	.000	.685	1.695
Mean OC	.728	.066	.684	11.055	.000	.597	.858

a. Dependent Variable: Mean OP