

The Role of Psychological Empowerment and Work Flow in Professional Commitment: Testing the Mediating and Moderating Role of Job Satisfaction

The current study aimed to examine the direct effects of both psychological empowerment and work flow in both job satisfaction and professional commitment. In addition, the study aimed to explore the mediating role of job satisfaction in the relationships between psychological empowerment, work flow, and professional commitment. Moreover, it aimed to explore the moderating role of job satisfaction for the direction and the effect size of the relationships between study variables. The study included (247) special education teachers. The two researchers prepared four scales for measuring psychological empowerment, work flow, job satisfaction and professional commitment. The study used the descriptive method as it was suitable for investigating the direct and indirect effects between study variables, and the mediating and moderating role of job satisfaction in professional commitment.

By using meditational analysis and moderational analysis based on PROCESS macro (Model 1) in SPSS by Andrew Hayes (2013), the study results revealed that there was a direct positive statistically significant effect of psychological empowerment in job satisfaction, a positive statistically significant effect of psychological empowerment in work flow, and a positive statistically significant effect of work flow in professional commitment. Moreover, there was a direct positive statistically significant effect of job satisfaction in professional commitment.

In addition, job satisfaction had a mediating effect in the relationship between psychological empowerment and work flow and professional commitment. This result meant that there was indirect effect of psychological empowerment in professional commitment. Moreover, the results showed that there was not a statistically significant moderating effect of job satisfaction as the effect of psychological empowerment in commitment didn't depend on the different levels of job satisfaction.

Key Words: Psychological Empowerment - Work Flow -Job Satisfaction - professional Commitment – Mediating and Moderating Role