

Abstract

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Differentiating work autonomy facets in non-Western context.

Differentiating work autonomy facets in a non-Western context 1. Eugene Sadler-Smith^{1,*}, 2. Ghada El-Kot² and 3. Mike Leat¹ Article first published online: 12 AUG 2003 DOI: 10.1002/job.200 Copyright © 2003 John Wiley & Sons, Ltd. Issue Journal of Organizational Behavior Volume 24, Issue 6, pages 709–731, September 2003 Abstract Work autonomy is one important component of job design theory which in recent decades has been elaborated upon by a number of researchers who have argued that it may be disaggregated into separate work method, work schedule and work criterion autonomy facets. Breugh (1985) developed the Work Autonomy Scales as measures of each of these. This article reports the results of two studies carried out in Egypt that explored the validity of Breugh's scales in relation to job design theory. In Study 1, in which Breugh's scales were administered to 534 employees in two large Egyptian organizations, the Work Autonomy Scales' three-factor structure was verified using exploratory and confirmatory factor analyses. In Study 2, using a sample of 120 managers from four organizations, the associations between the three facets of work autonomy and other variables with which they would be expected to correlate, along with their relationships with a number of outcome variables, were explored. Statistically significant correlations were observed between certain of the work autonomy scales and task interdependence, Hackman and Oldham's autonomy scale and job complexity. In terms of outcomes, work schedule autonomy was associated with job commitment, while work criterion autonomy was associated with job satisfaction. The results are discussed in the light of previous findings and some suggestions for future research are offered. Copyright © 2003 John Wiley & Sons, Ltd.