

**Psychological empowerment and support for innovation
in Turkish manufacturing industry:
Relations with individual creativity and firm innovativeness***

*Hülya Gündüz Çekmecelioglu, Gönül Kaya Özbağ***

Creativity and innovation is generally considered to be one of the important factors in the competitiveness and success of organizations. The managers of an organization can positively affect individual creativity and firm innovativeness by supporting employees creative behaviour and also empowering employees. The current study, therefore, proposes and tests a structural model including four dimensions of psychological empowerment and support for innovation in predicting individual creativity and firm innovativeness. The model is tested on 181 managers at 48 Turkish manufacturing companies. The results suggest that support for innovation and all four of psychological empowerment dimensions have significant effects on employees which in turn increases firm innovativeness.

Key words: psychological empowerment, support for innovation, individual creativity, firm innovativeness (JEL: L20, O30, M12)

* Manuscript received: 20.02.2014, accepted: 11.12.2014 (2 revisions)

Acknowledgements: We would like to acknowledge the insightful comments and suggestions of two anonymous reviewers and the Chief Editor of JEEMS, Professor Thomas Steger on earlier versions of this paper.

** Hülya Gündüz Çekmecelioglu, Ph.D., Professor, Faculty of Economics and Administrative Sciences, Kocaeli University, Kocaeli, Turkey. E-mail: hulyacekmecelioglu@gmail.com.

Gönül Kaya Özbağ, Ph.D., Associate Professor, Faculty of Barbaros Shipping and Maritime, Kocaeli University, Kocaeli, Turkey. E-mail: gonulozbag@gmail.com.