

Perception of Empowerment Instrument

(PEI)

December 28, 2016



Description	The Perception of Empowerment Instrument measures three dimensions of empowerment – autonomy, participation, and responsibility. Autonomy refers to an individual’s perception of the level of freedom and personal control that he or she possesses and is able to exercise in performing job tasks. Participation measures perceptions of influence in producing job outcomes and the degree to which employees feel they have input into organizational goals and processes. Responsibility measures the psychological investment an individual feels toward his/her job and the commitment he/she brings to the job.
Measure	Subscales (1) Autonomy (2) Responsibility (3) Participation
Administration	Survey Administration (1) Paper and pencil (2) 5-10 minutes (3) 15 questions (4) 5-point Likert scale (strongly agree to strongly disagree) Readability Flesch-Kincaid: 4.6
Scoring	(1) Simple calculations (2) Subscale score = Sum of items on the subscale (Range 4-30, depending on subscale) (3) Higher scores indicate higher perceptions of empowerment
Availability	Permission has been granted
Reliability	Internal consistency ranges from .80 to .87 for the subscales.
Validity	Criterion-related validity reported as .82; however, specific criterion used is unclear.
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Survey Items

Key to Which Questions Fall into Which Subscales

- A = Autonomy subscale (5 items)
- R = Responsibility subscale (4 items)
- P = Participation subscales (6 items)

Provide your reaction to each of the following by putting a number from the scale below in the column to the right of the statement.

- 5 = Strongly Agree
 4 = Agree
 3 = Neutral
 2 = Disagree
 1 = Strongly Disagree

	ITEM #	ITEM	RESPONSE
A	1	I have the freedom to decide how to do my job.	
P	2	I am often involved when changes are planned.	
A	3	I can be creative in finding solutions to problems on the job.	
P	4	I am involved in determining organizational goals.	
R	5	I am responsible for the results of my decisions.	
P	6	My input is solicited in planning changes.	
R	7	I take responsibility for what I do.	
R	8	I am responsible for the outcomes of my actions.	
A	9	I have a lot of autonomy in my job.	
R	10	I am personally responsible for the work I do.	
P	11	I am involved in decisions that affect me on the job.	
A	12	I make my own decisions about how to do my work.	
A	13	I am my own boss most of the time.	
P	14	I am involved in creating our vision of the future.	
P	15	My ideas and inputs are valued at work.	