

**THE RELATIONSHIP BETWEEN EPOWERMENT
FACTORS AND RECRUITMENT PROCESS IN
SMALL B2B LOGISTICS COMPANIES IN
QINGDAO, CHINA**

LIU HAO

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UMS
UNIVERSITI MALAYSIA SABAH

ABSTRACT

Empowerment is a type of management practice. Some researchers believed that those who are empowered are motivated employees. The objective of this research is to identify the implementation factors for all small B2B logistics companies in Qingdao and simplify the measurement of empowerment scale for small B2B logistics companies and the research also tries to identify the relationship between empowered organizational environment and recruitment. The literature review of the research proved that there is a research gap. So far, it rarely finds previous researches that focus on the relationship between empowerment and recruitment. Qualitative data was collected through telephone interview to 12 interviewees who are all employees of one small size B2B logistics company at Qingdao, China. The findings of the research are divided into two parts. First, the implementation part whereby several implementation factors were found. This part is to be concluded as a Backup system that has to be two ways. By creating an environment for employee to give their opinion fairly, treat employees fairly, and create a mass ubiquitous information exchange system. The information exchange system should not only include one-to-one information transfer channel but also has to have one-to-many information transfer channel and it is very difficult for "Organizational Structure", "Decision Making Process" and "Open Information" to work independently. Part two, is the relationship between empowerment and recruitment. Empowered environment is not necessary to help the company recruit better employee who is empowered and may serve the company longer and easier to be promoted.

