
The Journal of Information Systems Security is a publication of the Information Institute. The JISSec's mission is to significantly expand the domain of information system security research to a wide and eclectic audience of academics, consultants and executives who are involved in the management of security and generally maintaining the integrity of the business operations.

Editor-in-Chief
Gurpreet Dhillon
University of North Texas, USA

Managing Editor
Filipe de Sá-Soares
University of Minho, Portugal

Publishing Manager
Mark Crathorne
ISEG, Universidade de Lisboa, Portugal

Print ISSN: 1551-0123
Online ISSN: 1551-0808
Volume 20, Issue 3

www.jissec.org

Gurpreet Dhillon

University of North Texas, USA

Abstract

When people feel empowered, they're unstoppable! With autonomy, resources, and support, individuals become motivated, creative, and resilient - leading to job satisfaction, reduced turnover rates, and increased productivity! But what about the role of AI in empowering employees? By providing access to training, support systems, and AI literacy, we can unlock human potential like never before. Psychological empowerment takes it a step further, allowing people to take ownership of their actions and decisions related to AI. Welcome to Empowerment 2.0!

Keywords: Structural Empowerment, Psychological Empowerment, Cybersecurity.

Introduction

Empowerment is a concept that has gained significant attention in recent years, particularly in the context of employee development and organizational success. At its core, empowerment refers to the process by which individuals are given the autonomy, resources, and support necessary to make decisions and take action. When people feel empowered, they possess a profound sense of confidence and freedom that enables them to make decisions, take action, and assert control over their lives.

This sense of empowerment can have far-reaching implications for individual behavior and decision-making processes. Empowered individuals are more likely to be motivated, creative, and resilient, as they pursue their goals and overcome obstacles with determination and enthusiasm. Moreover, empowerment has a significant impact on mental health, leading to improved job satisfaction, reduced turnover rates, and increased productivity.

However, the consequences of low empowerment in the workplace can be devastating. Disengaged employees may neglect cybersecurity protocols, leading to poor security practices, misuse of resources, and resistance to change. This highlights the importance of both structural and psychological empowerment in shaping individual behavior and decision-making processes.

Structural empowerment refers to the environment or framework that supports individual empowerment. This might include access to resources, information, and opportunities for growth and development. In contrast, psychological empowerment is an internal feeling of control over one's life and ability to influence their surroundings. Both types are crucial in shaping cybersecurity behavior, as they provide individuals with the necessary tools and motivation to adopt secure practices.

Enter AI

The role of artificial intelligence (AI) also cannot be overstated. Empowerment plays a significant role in addressing the negative aspects of AI, by providing employees with access to resources, training, and support systems that enable them to understand and manage AI technologies. Psychological empowerment enables individuals to take ownership of their actions and decisions related to AI, making them more vigilant about identifying and addressing issues such as algorithmic bias and data privacy concerns.

Empowerment is a critical factor in shaping individual behavior and decision-making processes. By providing both structural and psychological empowerment, organizations can create an environment where employees feel capable, confident, and motivated to take charge of their lives. This has far-reaching implications for cybersecurity, AI ethics, and overall well-being.

It's time to rethink our approach to employee empowerment and create a culture that values, supports, and trusts its people. By doing so, we can unlock the full potential of our employees, foster a positive and innovative work environment, and drive success in today's fast-paced digital landscape.

What are your thoughts on employee empowerment? Share your experiences and insights! Let's continue to explore the power of empowerment and its impact on individual behavior, decision-making processes, and overall well-being.

References

A research article on this topic is available at: Dhillon, G., Abdul Talib, Y. Y. and Picoto, W. N. (2020). The mediating role of psychological empowerment in information security compliance intentions. *Journal of the Association for Information Systems*, 21(1), 5.

Gurpreet Dhillon holds the G. Brint Ryan Endowed Chair of Artificial Intelligence and Cybersecurity at the University of North Texas, USA. He also holds honorary appointments at the University of KwaZulu-Natal, South Africa and Universidade de Lisboa (University of Lisbon), Portugal. Gurpreet earned a Ph.D. from the London School of Economics. He received an Honorary Doctorate from Örebro University, Sweden in 2019. Several of his research papers have been published in FT50 journals. Additionally, he has been featured in the Wall Street Journal, the New York Times, USA Today, Business Week, CNN, NBC News, and NPR.