**ABSTRACT**

**Objective:** This research examined the relationship of perceived supervisor empowerment behaviors with important work and well-being outcomes in a sample of Egyptian managers and professionals. Relatively little research has been undertaken on human resource management in Egyptian organizations and even less during and following the Arab spring.

**Methodology:** Data were collected from 121 managerial and professional employees using anonymously completed questionnaires. Respondents were relatively young, had university educations, had short job and organizational tenures, and held lower level -management jobs. All measures used here had been used and validated previously by other researchers.

**Findings:** Work outcomes included job satisfaction, organizational commitment, work engagement, exhibiting voice behaviors, workplace learning opportunities, psychological well-being and intent to quit. Employee perceptions of supervisory empowering behaviors predicted their levels of psychological empowerment. And both perceived levels of supervisory/leader empowerment behaviors and self-reported feelings of empowerment had significant relationships with the majority of work and well-being outcomes.

**Value Added:** Relatively little research has been undertaken on human resource management in Egyptian organizations and even less during and following the Arab spring. This will add to the body of knowledge about Egyptian managers and other Arab regions.

**Recommendations:** Practical implications of these findings along with future research directions are offered. Practical applications include training supervisors on empowerment behaviors, and training all employees on the benefits of personal empowerment and efficacy and ways to increase them.