

## WOMEN EMPOWERMENT –PSYCHOLOGICAL ASPECTS AT WORK PLACE

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### **ABSTRACT**

*The research paper shows the psychological aspects of women empowerment. The main objective of this research is to discover the importance of importance of psychological components of women empowerment. The purpose of this research is to study and analyse the barriers of hinders in the work and productivity of women in workplace and how it affects their mental health. Through this study awareness has been created that how psychological wellbeing self-esteem self-determination plays important role, not only in women personal life but also increases the productivity of organisation where she is working. The paper thus conclude with the some suggestions so that proper attentions must be paid to psychological aspects which plays a very important role in empowering in working women.*

### **Keywords:**

- *Psychological Empowerment*
- *Well-being*
- *Self-esteem*
- *Self-determination*

### **INTRODUCTION**

The term empowerment refers to measure designed to increase the degree of autonomy and self-determination in people and in communities and in order to enable them to represents their interests in a responsible and self-determined way acting on their own authority. It is a process of becoming stronger and more confident especially in controlling one's life and claiming one's rights.

Women empowerment is a process in which women elaborates and recreate what it is that they can be, do, accomplish in the circumstances that they previously were denied. It has become a significant topic of development and economics. It can also point out towards the approaches regarding others trivialised genders in a particular political and social context.

Scholars have defined two forms of empowerment:

Economic Empowerment which refers to the ability to enjoy their rights to control and benefit from resources assets, income, their own time as well as the ability to manage the risks and improve their economics status and wellbeing.

Political Empowerment supports creating policies that would best support Gender equality and Agency for Women in both the public and private affairs.

It also allocate responsibilities to them that normally belongs to men. It is a way for other to see them as equal members of society. This will not only be helpful to women social status, quality of life of family but will provide support in total productivity of nation.

**Women empowerment has five components:**

1. Women sense of self-worth.
2. Their right to have and determine choices
3. Their right to have access to opportunities and resources.
4. Their right to have power to control their own lives both within and outside the home.
5. Their ability to influence the direction of social change to create a more just social and economic order nationally and internationally.

**Objectives of the Study:**

1. To access the awareness of the Psychological empowerment of working women.
2. To study the need and analysed the importance of Psychological Empowerment at workplace.
3. To identify the barriers of Psychological environment of working women.

**RESEARCH METHODOLOGIES:**

This paper is descriptive and analytical in nature attempt has been made to analyse the psychological empowerment of women at workplace in India. The secondary sources are used in paper for studies.

**What is Psychological Empowerment?**

The focus of this paper is on Psychological Empowerment which is operational at Individual Cognitive States characterized by a sense of perceive control competence and goal internalisation.

**Why Psychological Empowerment?**

There have been different economic and social empowerment programme that have failed to yield the expected results most probability because the Psychological make-up of the people who are being empowered as not being put into consideration. Without Psychological Empowerment wrong attitude and behaviour may be executed by the masses which may eventually hamper good government policies.

Development will be enhanced when people are Psychological empower there will be changed in attitude cognition and behaviour. It will lead to positive change and value orientation improved self-esteem, self-efficacy, self-consciousness, as well as better Psychological wellbeing which will culminate in a peaceful and developing society.

When people are thus empowerment they are better off in the sense that they have better self-efficacy because they will believe more in themselves and their ability, improved self-esteem because they now see themselves as participating in governance and rightly motivated and well-adjusted and with the possibilities of high life satisfaction. Their ample of research and studies available that has emphasis on all five components of empowerment especially the psychological components of women empowerment at workplace. A women who is Psychologically empowered i.e. self-determination, positive thinking, self-esteem, self-confidence, leading to wellbeing and happiness as a capacity to increase self-image, and conquers stigma and discrimination when a women has given right to skills and knowledge can cope it stress and trauma.

Thomas and Velt House's 1990 Model developed empirically measure of Psychological empowerment in a workplace he defines as intresensive motivation manifested in four cognition reflecting and individual and orientation to his / her work role.

#### **The Four Cognition are:**

- Meaning refers to sense of purpose to work
- Competence reflects individuals' beliefs that they have skills and ability perform their work.
- Impact refers to belief that individual can influence the system in which they are embedded.
- Self-determination refers to a sense of freedom about how individual do their work.

Quinn & Spreitzer's states that Impact is the accomplishment one feels in achieving goals. Employees fear and tend to avoid situation that they believe exceed skills wherever they get involved in activities and behaves confidentially. When they judge themselves capable of handling situations that would otherwise be intermediating psychological empowerment has been positively correlated with the managerial effectiveness increase level of jobs satisfaction and decrease level of jobs strain.

#### **Need of Psychological Empowerment**

Psychological empowerment is the need of present society and in this competitive world. Increases employees since of personal control and motivates them to engage in work which gives positive results.

Through increase self-image they can take appropriate decisions and it plays a significant role overall growth and development which affects the organisational commitment, Organisational variable like jobs

satisfactions, productively etc.

FOOK and his fellows found a significant responsibilities and motivation. Women are at a greater risk for developing dependency of substances if they have history of trauma, or a partner or family member who abused substances or have affective emotion or have psychological disorders. Empowerment gives a degree of control and authority whereas Psychological empowerment influences jobs satisfaction as well as work efforts. Women who are psychological empowerment make innovative strategies and various careers satisfaction and growth and are able to influence the workplace and their decisions. Studies and researches shows there is increase in productivity higher job satisfactions lowered burn out and reduced strains.

**BARRIERS** in Psychological empowerment of women:

There are various psychological barriers that create hindrance in women empowerment such as fear, isle, lack of self-esteem, self-confidence, fear of failure, etc. Recent studies showed that women face more barrier in the work place than do men .gender related barriers involve sexual harassment, unfair hiring career progression, unequal pay for the same job .Many women struggle with what is called “pregnancy penalty”. The probability of having a baby can be enough for employees to push women back from their line. Therefore women are put in position where they need to make the decision of whether to maintain in the work force or have children. However, despite struggle for equal pay the Tech industries has made progressive helping encourage equal pay across gender in March 2016

{Safia Samee Ali 2016 –April –NBC NEWS}Motherhood penalty can affect women who never even had a child. Role ambiguity, job stress, lack of autonomy in decision making are the biggest barrier or obstacle ibn the path of psychological empowerment.

## **SUGGESTIONS**

The organization must provide training to their employees at workplace that can increase psychological empowerment. Women should be given right to take give their inputs in decision making .Appreciation by the organization can also empower the minds of the workforce. Organizations should also provide psychologists or a counsellor to listen and sort out the mental problems women are facing at workplace. This will not only decrease their stress but will increase the productivity of the organization. As quoted by our prime minister Pandit Jawaharlal Nehru also that “You can tell the conditions of a nation by looking at the status of its Women”.

## **CONCLUSION**

On the basis of studies and research reviews it can be concluded that meaning, self-determination, self-confidence and self-esteem and self-efficacy are the major contributors in psychological empowerment. Psychological empowerment increases the job satisfaction among the employees .work related stress of the

employees is not positively related with psychological empowerment which means higher the psychological empowerment lead the work related stress.

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