



Psychological Empowerment of Women in Relation to its Psychological Correlates

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Abstract: Introduction: Psychological empowerment is one of the most important empowerment measures for women in society. There is a need to address the key psychological factors that are correlated to one another and are strongly associated with psychological empowerment. **Materials & methods:** In this cross-sectional study the standardized tools of WHO BREF-QOL for quality of life, Ryff's Psychological well-being scale, Rosenberg's self-esteem scale, Cohen's perceived stress scale, Tobin's coping strategy inventory, Leykin and DeRubeis Decision making style questionnaire and Big Five inventory for personality traits were used. A sample of 600 women in the age group of 25-45 years was included from the district of Amritsar, Punjab, India. **Results:** Quality of life, psychological well-being, coping strategy, decision-making style, and personality traits showed moderate to high levels and acted as positive factors affecting psychological empowerment in women. Results from the factor analysis revealed the major components underlying the psychological empowerment of these women. The results showed the highest factor loadings on personal growth subdivision of psychological well-being, social support, and social withdrawal coping strategies used to overcome stressful situations, environmental quality of life, anxious, avoidant, and spontaneous decision-making styles, and openness personality traits. These correlates thus pave the foundation of psychological empowerment in women of the present study. **Conclusion:** The psychological empowerment of women is thus affected by the type of environment, their social attitudes, their feeling of continued development, their sense of realizing their potential, their decision-making styles, and their curious and imaginative nature

Key Words: Coping strategies, decision-making styles, perceived stress, personality, psychological empowerment, psychological well-being, quality of life, self-esteem, women

INTRODUCTION

Women empowerment is a need of today's society and women worldwide have been under tremendous pressure because of the traditional gender roles they have to play. Due to the stereotypical thought processes women are not able to achieve their full potential in all areas of life. Women's empowerment has caught the interest of many researchers, along with many women's help organizations both government and non-government ones. United Nations has also started with a separate entity called UN Women which deals with the research, education, training, and helping many women in need of empowerment throughout the world.

In the past, several frameworks have been conceptualized to understand what indicators or variables affect the empowering of women and also to understand different views about the foundations of empowerment among women [1]-[5].

The psychological side of women's empowerment is still falling behind, despite progress in the areas of education, economics, work prospects, and labor equality. Women need to be mentally enabled to live a satisfied and stress-free life

for their true empowerment. Thus, one area of women's empowerment that requires careful study is psychological empowerment.

Psychological empowerment is a concoction of understanding and being aware of the self, such that self-esteem and self-efficacy along with self-confidence give rise to positivity in women's lives leading to well-being [6].

Menon has defined it as "a psychologically empowered state which is a cognitive state characterized by a series of perceived control, competence, and goal internalization" [7]. Tastan emphasized that an important feature of empowerment is that it is a process [8]. Thus, psychological empowerment is not just having self-esteem but a process of leading to better psychological well-being. Dr. Priyanka Rao also explained that the psychological empowerment of a woman includes autonomy, decision-making capacities, and positive self-evaluation as well as being in a position to direct her life as a person and not as a devised feminine identity of submissiveness [9].

According to Tastan, psychological empowerment has four dimensions that are significantly positively related to

psychological well-being states [8]. Furthermore, self-efficacy perception plays an important role in psychological empowerment and well-being. It was also proposed that there is a connection between empowerment and several psychological features that deal with the social aspects of mental well-being, the way a person thinks about oneself, how one recovers from stress, and how much control one has [10]. These features help in improving mental health and also being resilient while dealing with life troubles. Another aspect of women's empowerment is that self-esteem is directly related to the decision-making powers of women [11]. Psychological empowerment also has a negative relation with perceived stress and the three concepts i.e. empowerment, quality of life, and development are closely related, and for development we need happiness, and a better quality of life [12-13].

But again, this state of happiness and empowerment also depends upon the innate personality traits of women forwarding the idea that the psychological empowerment of women is directly related to their positive personality traits. As recognized by Gupta, the personality traits recognized by the Big Five personality inventory are important predictors of empowerment and are associated with women's empowerment [6].

Review of literature

Empowerment and women

Empowerment is a process of changes in consciousness and power and it is something that cannot be granted by others but it is a structural change to be brought by an individual in self. As for it being the ultimate goal it will be false to say that it is a fixed state and rather is a process. Empowerment is the process of taking control if we look at power as the exercise of control. Thus, it is a multiplex but inverse connection between recognition of the self [14] and the ability to assert one's identity [15]. In this context empowering one area of life will not automatically translate into another part of life.

For women's empowerment, a shift in consciousness is needed such that women come out of the cultural and social walls and work on finding an equal pedestal as that of men. Women need to come together and try to change their thought processes about where they stand and realize what needs to be changed.

Economic empowerment may provide security to women but stereotyping of women to female sexuality affects the empowerment. Media is an important form of communication that can change the stereotypical picture of women. It needs to be understood that economic independence does not mean that women are not able to manage and balance their other responsibilities but for this family and society need to give full support [16]. Thus, material success is insufficient for empowerment, women need social help to come out of the past ideologies about the roles women play. Formal education and occupation are not sufficient as the patriarchal society of India is a major hindrance to empowerment. Women need to have the power to bring about changes in their lives [17].

To fully reflect the multidimensionality of women's empowerment the indicators facilitating it need to be specified and measured. The important pre-conditions of a framework

given by Bayissa, et al. are the individual characteristics that can be fixed or flexible [18]. Empowerment thus needs to be talked about at the cognitive level [19]. Many Government and Non-government schemes have been started but despite these measures, women are being deprived and degraded. Although different types of empowerments have been discussed in the past, psychological empowerment needs to be at the forefront. Through Psychological empowerment, women have not only gone beyond the traditional, patriarchal, and social norms, but they have also changed their self-cognitions and perceptions [5].

Psychological Empowerment

Conger and Kanungo defined empowerment and understood it from the psychological outlook and perceived it as increasing self-efficacy [20]. It is a form of personal empowerment [21] such that it empowers the internal and is experienced at the personal level, with close relationships and within groups. Decision-making power is another important factor underlying psychological empowerment. It is an individual's decision-making capability and control over personal life [22].

According to Oladipo, Psychological empowerment is multifaceted such that it requires an understanding of the socio-political environment, a positive perception of control, and includes a change in the way a community thinks, and also the improvement in the capacity of a person [23]. Self-esteem is another factor that gives a strong foundation to psychological empowerment [24]. Participation in programs to increase self-esteem can improve psychological empowerment.

Furthermore, another facet of psychological empowerment is psychological well-being which contains domains of psychological well-being that directly influence empowerment levels [25]. Especially the positive emotions indicate the importance of psychological well-being [26]. Thus, psychological empowerment is not just one factor but an umbrella term where all the psychological factors affecting empowerment need to be studied. These factors have been discussed differently by various previous studies.

There is a plethora of research indicating the psychological parameters that positively or negatively influence psychological empowerment. The psychological empowerment of women is an essential essence of a happy, equal, and strong society. To achieve this, women need to have a good quality of life, high self-esteem, good psychological well-being, inculcate good decision-making styles, have positive personality traits, and be able to cope realistically with personal/professional stress [27]. The said indicators of women's psychological empowerment have yet not been collectively looked upon in a single framework thus paving the foundation of the present study's objectives.

The study aimed to measure the levels of the indicators of psychological empowerment in women, namely quality of life, psychological well-being, self-esteem, perceived stress, coping strategies, decision-making style, and personality traits and their intercorrelation. Furthermore, the study aims to detect the major indicators that are playing a significant role in enhancing the empowerment levels of women, especially on the psychological front.

MATERIALS AND METHODS

Study Design and Participants

This research is a cross-sectional and correlative study. The population included women in Amritsar district, India with a total sample of 600. Women from all criteria of life were selected with married, unmarried, working, and non-working falling in the age group of 25-45 years.

Tools for Data Collection

To collect data from the participants the researchers used standardized questionnaires to measure the factors that were considered by the researchers as correlates of psychological empowerment. The indicators included Quality of life, psychological well-being, perceived stress, coping strategies, self-esteem, decision style, and personality type. WHO QOL-BREF consisted of a total of 26 questions that measured the quality of life. This instrument contains four domains of quality of life mainly physical health, psychological health, social relationships, and the environment [28]. A 5-point Likert scale is used for rating. As per the WHO guidelines, 25 raw scores for each domain were calculated by adding values of single items and it was then transformed to a score ranging from 0 to 100, where 100 is the highest and 0 is the lowest value.

Ryff's Psychological Well-being Scale was used to measure the psychological well-being of the participants. The scale consists of 42 items and is divided into six dimensions of psychological well-being; self-acceptance, positive relations with others, autonomy, environmental mastery, purposes in life, and personal growth [29]. The scale showed factorial validity for the six-factor model NFI=0.777, CFI=0.836, KMCe=0.063, Pclose = 0000, CMIN/DF=3.089 [30].

Rosenberg Self Esteem scale was used for self-esteem and is scored as a Likert Scale with 10 items answered ranging from strongly agree to strongly disagree giving the levels of self-confidence and self-depreciation. The scale score ranges from 10-40 and in this study higher scores indicated lower self-esteem. The scale had high-reliability test-retest correlations and is in the range of 0.82 to 0.88 [31].

The Perceived Stress Scale (PSS) by Sheldon Cohen was used to measure the perception of stress by an individual. It gives the researcher an idea about the stress perception of individuals in stressful situations. Internal consistency for

this scale ranges alpha values from 0.829 to 0.903 [32].

Coping strategies inventory (CSI) is a 72-item self-report questionnaire to measure the coping thoughts and behaviors of an individual when facing stress. After describing a stressful situation, participants were asked to answer 72 questions and these questions were in a 5-item Likert format. There are a total of 14 subscales on the CSI which includes eight primary scales, four secondary scales, and two tertiary scales. The primary subscales consist of Problem-Solving, Cognitive Restructuring, Social Support, Express Emotions, Problem Avoidance, Wishful Thinking, and Social Withdrawal. The alpha coefficients for the reliability of the CSI range from .71 to .94, and the validity of the scale is also high [33].

The Decision-Making Style questionnaire consists of 43 items, that help in measuring decision-making style. It is a five-point scale ranging from 1 (never) to 5 (always) that provides the style used by the participants in making important decisions [34]. There are seven subscales for decision-making styles: Intuitive, Spontaneous, Vigilant, Dependent, Anxious, Brooding, and Avoidant. Cronbach's alphas ranged from 0.68 to 0.93 [35].

The Big Five Inventory (BFI) by McCrae & Costa is designed to understand the Big Five dimensions of the personality of individuals. It covers the five factors of personality; Conscientiousness, Agreeableness, Neuroticism, Openness to Experience, and Extraversion. Cronbach's alpha for the five scales was as follows: Neuroticism = 0.66, Extraversion = 0.76, Openness = 0.58, Agreeableness = 0.44, and Conscientiousness = 0.60 [36].

Finally, for the study to examine psychological empowerment through various psychological variables measured, Pearson correlation and factor analysis were used. The study includes descriptive statistics of mean and standard deviations. A statistical significance level in this study was $p < 0.05$ and $p < 0.01$. The data was analyzed using the IBM Statistical Package for Social Sciences (SPSS) Statistics version 23.

RESULTS

Descriptive statistics of variables are initially displayed in the results section. The intercorrelations among the various variables showed significant relations thus, factor analysis was used to find the major components important for indicating the psychological empowerment of women, and the results are shown in the following tables.

Table 1- Descriptive Statistics of Quality of Life and Psychological Well-Being (N=600)

Quality of life	Mean	SD	Psychologic al well- being	Mean	SD
Physical QOL	69.75	13.81	Autonomy	29.18	5.622
Psychological QOL	67.07	16.25	Environmen tal mastery	28.36	4.805
Social QOL	67.61	20.31	Personal growth	31.26	5.492
Environmental QOL	68.22	15.32	Positive relations	31.17	5.623
			Purpose in life	30.52	5.440

			Self-acceptance	31.43	5.788
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For QOL (Quality of life- Transformed score = [Actual raw scores - lowest possible raw scores] divided by possible raw score range) $\times 100$, Maximum possible score for each domain is 100. (<https://depts.washington.edu/seaql/WHOQOL-BREF> for instrument).

Table 1 shows the means and standard deviations of quality-of-life domains with the physical quality of life scoring the highest and for psychological well-being subdivisions the highest score was found for self-acceptance.

BF Conscientiousness	32.10	5.359
BF Neuroticism	23.88	5.106
BF Openness	34.68	5.425

DMS- Decision-making style, BF- Big Five Personality traits, SD- Standard deviation

Table 3 shows the mean and standard deviations for decision-making styles and personality traits variables. For decision-making style, the most used style is that of vigilant decision-making style and openness scored the highest for the personality traits among the women participants.

Principal Component Analysis- To treat all the variables under the same theoretical system, inter-correlations among all the variables were obtained. However, the information obtained by correlational analysis on all the indices remains by and large inadequate and suggestive, owing to the presence of unknown overlap existing between different variables included in the study. To partial out the effect of extraneous variables to some extent and to express the various inter-correlations comprehensively, factor analysis was used.

Table 4 –Kaiser-Meyer-Olkin (KMO)and Bartlett’s Test of Sphericity

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	0.867
Bartlett's Test of Sphericity	
Approx. Chi-Square	7251.440
Df	561
Sig.	0.000

From Table 4 it can be inferred that the value of the Kaiser-Meyer-Olkin (KMO) measure of Sampling Adequacy of the present sample for studying women’s empowerment is 0.867(greater than 0.6 is desirable). Additionally, it guarantees that the study's sample size is sufficient for Principal Component Analysis (PCA). The value of the chi-square statistic in Bartlett’s Test of Sphericity is also significant. It makes sure that there is a correlation between the chosen metrics of women's empowerment. Therefore, PCA is also a suitable tool in this case to analyze the significance of the chosen variables in gauging women's psychological empowerment.

Table 2- Descriptive Statistics of Self-esteem, Perceived stress, and Coping strategies (N-600)

Psychological Variables	Mean	SD
Self-esteem	30.25	4.63
Perceived stress	19.09	6.12
CS Problem solving (Problem focused engagement)	30.92	5.87
CS Cognitive restructuring (Problem focused engagement)	30.68	5.73
CS Express emotions (Emotion focused engagement)	28.28	5.88
CS Social support (Emotion focused engagement)	29.33	6.67
CS Social support (Emotion focused engagement)	25.54	5.5
CS Wishful thinking (Problem focused disengagement)	28.55	6.45
CS Wishful thinking (Problem focused disengagement)	23.91	8.32
CS Social withdrawal (Emotion focused disengagement)	25.35	7.0

CS- Coping strategies used to overcome stress, SD- Standard deviation

Table 2 shows the low scores of self-esteem variables and high perceived stress scores. As for coping strategies the highest score is for self-criticism.

Table 3- Descriptive Statistics of decision-making style and Big Five Personality traits (N-600)

Psychological variables	Mean	SD
DMS Spontaneous	10.90	2.877
DMS Dependent	19.54	4.310
DMS Vigilant	22.75	4.556
DMS Avoidant	13.61	3.508
DMS Brooding	15.33	3.369
DMS Intuitive	17.63	3.325
DMS Anxious	14.76	3.656
BF Extraversion	27.13	5.003
BF Agreeableness	33.61	5.721

Table 5- Rotated component matrix for the 8 components with factor loadings more than 0.4 (N-600)

Component 1	Component 2	Component 3	Component 4	Component 5	Component 6	Component 7	Component 8
PWB Personal Growth 0.778	CS Social support 0.723	CS Social withdrawal 0.802	QOL Environmental 0.803	DMS Anxious 0.705	DMS Vigilant 0.737	BF Openness 0.683	DMS Spontaneous 0.74
PWB Purpose in life 0.775	CS Cognitive restructuring 0.722	CS Self-criticism 0.762	QOL Physical health 0.669	DMS Dependent 0.633	DMS Intuitive 0.618	BF Extraversion 0.631	BF Extraversion 0.493
PWB Self-acceptance 0.699	CS Express emotions 0.709	CS Wishful thinking 0.551	QOL Social relations 0.661	DMS Avoidant 0.576		BF Conscientiousness 0.564	
PWB Autonomy 0.63	CS Problem solving 0.644	CS Problem Avoidance 0.513	PWB Environmental mastery 0.466	BF Neuroticism 0.474		BF Agreeableness 0.562	
PWB Positive relations with others 0.606	CS Wishful thinking 0.502		Perceived stress -0.46				
PWB Environmental mastery 0.554	CS Problem avoidance 0.479						
Self-esteem 0.516							

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization. PWB – Psychological well-being, CS- Coping strategies used for stressful situations, QOL- Quality of life, DMS- Decision-making style, BF- Big Five personality traits.

Table 5 shows, from the extraction method, the rotation converged in 8 iterations. From the rotated component matrix, it can be inferred that the first component accounts for the largest variance in the data and carries the most information. The first principal component (Figure 1) showed the highest loading (more than 0.4) for the psychological well-being domain of personal growth (Factor loading-0.778) followed by other psychological well-being domains and self-esteem. The second component (Figure 2) for the coping strategy of social support (Factor loading- 0.723) was followed by other emotion and problem-focused engagement coping strategies and problem-focused disengagement coping strategies. The third component (Figure 3) is social withdrawal (Factor loading-0.802) followed by problem and emotion-focused disengagement strategies, and the fourth component (Figure 4) is for the environmental quality of life (Factor loading-0.803) followed by quality of life's physical and social domains and the environmental mastery

subdivision of psychological well-being, there is a negative factor loading for perceived stress. The fifth component (Figure 5) for anxious (Factor loading-0.705) and the sixth (Figure 6) for the vigilant (Factor loading-0.737) decision-making styles, the seventh component (Figure 7) showed the highest loading for the openness personality trait (Factor loading-0.683) and the eighth component (Figure 8) showed highest loading of 0.74 for spontaneous decision-making style. The above-said components are taken as the major factors that affect the psychological empowerment of the women participants of the present study.

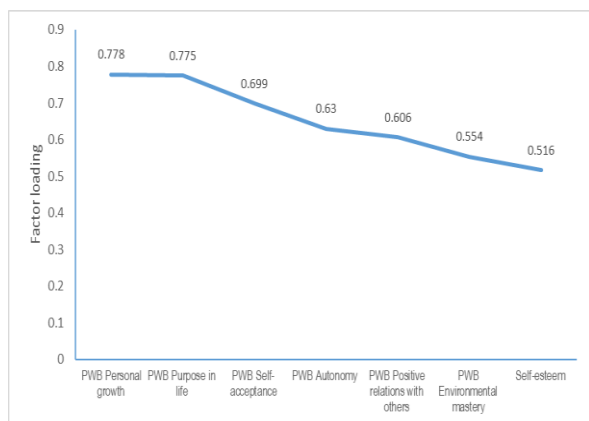


Figure 1- Personal growth as Component 1 of factor analysis

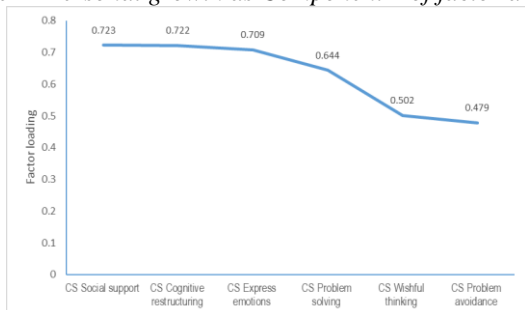


Figure 2- Social support coping strategy as Component 2 of factor analysis

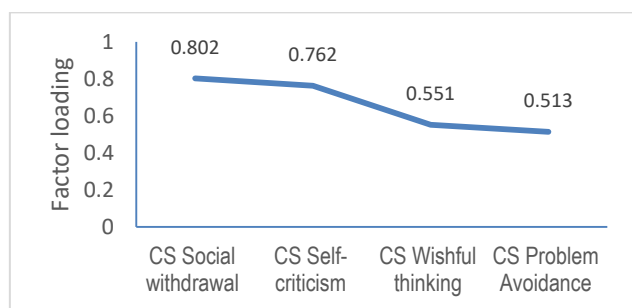


Figure 3- Social withdrawal coping strategy as Component 3 of factor analysis

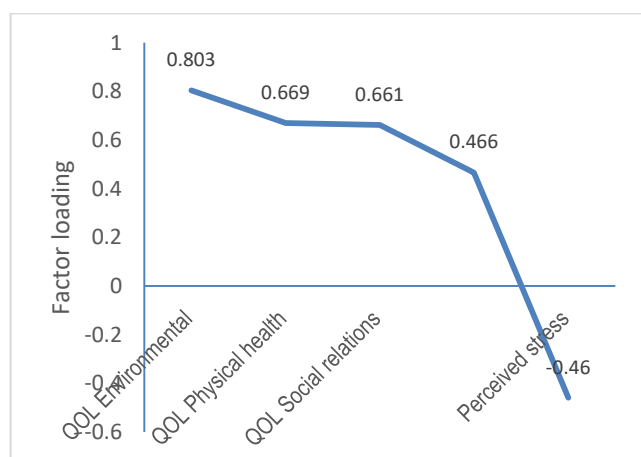


Figure 4- Environmental quality of life as Component 4 of factor analysis

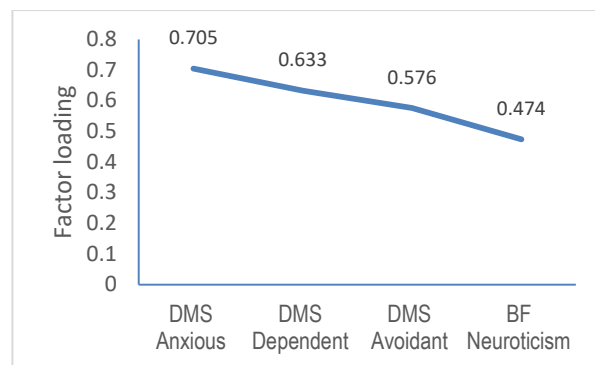


Figure 5- Anxious decision-making style as Component 5 of factor analysis

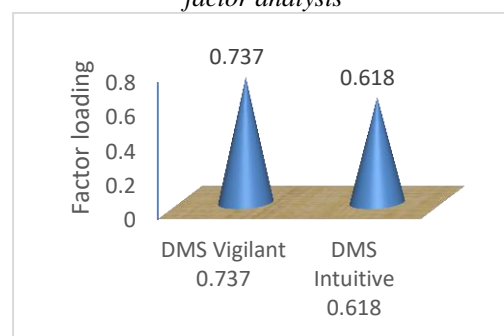


Figure 6- Vigilant decision-making style as Component 6 of factor analysis

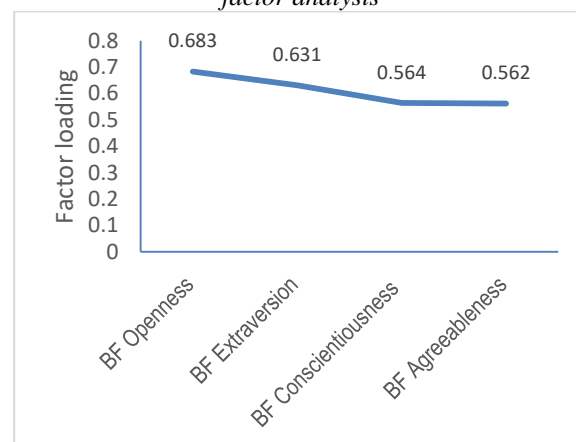


Figure 7- Openness personality trait as Component 7 of factor analysis

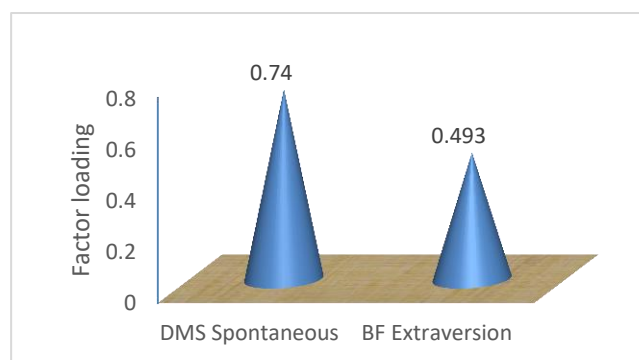


Figure 8- Spontaneous decision-making style as Component 8 of factor analysis

DISCUSSION

Psychological empowerment is a result of multiple factors and thus a study of these factors will direct us toward the psychological dimensions that are important to uplift the empowerment levels of women. Based on these characteristics, the findings of the current study reveal the underlying psychological aspects impacting women that increase their level of empowerment. In the mean scores, the quality of life on all the domains showed high scores but, physical quality of life was showing the highest mean scores indicating that the women of the present study have good physical quality of life. Past research also indicated that women, in general, had a good quality of life and that a good quality of life is an indicator of high empowerment [37]. Similarly, for psychological well-being, all the domains showed moderate to high scores with self-acceptance having the highest score. The result indicated that women have moderately high psychological well-being which further enhances their empowerment levels and this relationship has been discussed in past studies as well [38], [39], [8].

Furthermore, the self-esteem of the participant women was low and the perceived stress was moderately higher, these two factors somewhat affected the empowerment levels negatively thus it can be concluded that self-esteem does affect the empowerment levels in women [40], [41].

Stress is also affecting empowerment, higher stress lowers empowerment [13]. The reason for this may be that the environmental factors, societal pressures, and inequalities among women in our society are always high, leading to high-stress levels and lowered self-esteem

If we look at the coping strategies used by these women, the highest mean value of the total sample on the coping strategies inventory reflected on problem-solving strategy. The second highest was cognitive restructuring and the third important way of coping preferred by these women is social support in which the respondents seek emotional support from family and friends. It was also concluded that the present sample prefers problem-focused engagement strategies and least preferred emotion-focused disengagement. Thus, the women participants of our research sample are a healthy sample using problem-focused engagement strategies [42].

Previous studies have also suggested that problem-focused coping is more successful under manageable stressful conditions, so the women in the present study are using the right kind of strategies to overcome stress [43]. Additionally, supporting studies revealed a link between active problem-focused coping and reduced psychological distress [44], [45]. Thus, the women in this research are healthy and empowered as they are using the right coping strategies to overcome stressful situations.

Moreover, in decision-making styles, the highest score was for the vigilant style which indicates that the subjects of the present study considered all the details of the situation while making decisions thus making them rational decision-makers. A few past studies on decision-making also indicate that women are more affected by their surroundings, they try to get more information and devote a lot of time to the decision process [46]. Also, women are more cautious while processing

information, utilize their past experiences for decision-making, and classify them accordingly. They are rational while picking up options, pre-evaluating the outcomes, and trying to process all the stages they may come across while deciding [47]. Thus, good decision-making styles directly or indirectly empower women to deal with their day-to-day problems.

and agreeableness, revealing that the participants were moderately creative, coped well with changes, and preferred to take on new experiences. Also, they are likely to assess, and collaborate with the team and are good problem solvers. As they scored least on Neuroticism, they are more stable, and predictable despite having societal and personal pressures.

The results gave an edge to the personalities of these women providing us the information that these women are empowered by having positive personality traits of openness and agreeableness and low on the negative trait of neuroticism. Openness to experience and extraversion, two of the big five personality qualities, are recognized by Gupta as predictors of wishes for empowerment. Additionally, there is a substantial link between extroversion, agreeableness, conscientiousness, and women's empowerment [6].

The factor analysis undertaken to establish the underlying variables considered for the psychological empowerment of the women participants of the present study directed the researchers to bring out the major components that can be considered for understanding the psychological empowerment of these women. The major components affecting these women which ultimately positively or negatively influence psychological empowerment are the personal growth subdivision of psychological well-being, social support coping strategy used to overcome stressful situations, social withdrawal coping strategy, environmental quality of life, anxious and avoidant decision-making style, openness personality trait and finally spontaneous decision-making style.

Among these factors, personal growth is an important facet of empowerment, because if women are growing personally then they are empowered. A past study also provided the relationship between personal growth as a mediator for psychological empowerment [48].

The next two major components are based on the social aspects of coping strategies used by the women of the present study giving the social aspect of coping immense importance for dealing with stressful situations. Social support coping is an emotion-focused engagement strategy and good social support always boosts the personal life of an individual [49], [8]. Social support increases the physical, cognitive, and affective psychological dynamics as well [50].

As for social withdrawal, this component emphasizes the emotion-focused disengagement coping strategy used by women when in stressful situations. Social withdrawal will help in empowering women as it is seen that individuals sometimes withdraw from social interaction and use it as a method of coping with fatigue or signs of arousal that are by-products of stressful situations. Withdrawal helps people bounce back from short-term stressors by giving them time to reload energy reserves [51], [52].

Furthermore, the environmental quality of life also influences the empowerment of these women as the better the environment they are living in, the better their living conditions, enhancing their empowerment levels. It was seen in a previous study that a good environment and quality of life do affect development positively, especially women empowerment [53], [54].

In the present study results it was inferred that several decision-making styles are influencing these women. To be anxious and avoidant in decision-making provides us the information that these women feel uneasy while making decisions and that thus try to postpone taking them as their decisions are going to affect their lives immensely. But on the other hand, spontaneity is another important factor influencing their decision style. Thus, decision-making styles are collectively providing an important aspect affecting these women. A study gives support to the present study results that decision-making styles are directly correlated to psychological empowerment [55]. The appropriate styles of decision-making help women be more thoughtful while deciding [56], [57].

One of the most important aspects affecting these women was their personality trait of openness which is a good indicator of the fact that these women are coping well with changes and prefer to take on new experiences that empower them. As recognized by Gupta, two of the big five personality traits openness to experience and extraversion are predictors of empowerment [6].

The above results and discussion thus provide the information that the women have moderate to high psychological empowerment levels based on the mean scores of the various psychological variables studied. The factor analysis provides the information that it is the psychological well-being, the coping strategies used to overcome stress, the quality of life, the decision-making styles, and the personality traits that pave the foundation of psychological empowerment of these women.

CONCLUSION

The current study attempted to understand the various psychological factors affecting psychological empowerment among women. The psychological variables under study gave moderate to high levels of quality-of-life domains, psychological well-being subdivisions, coping strategies, decision-making styles, and personality traits. It was the self-esteem and perceived stress that showed negative scores thus affecting the psychological empowerment negatively. In addition, the factor analysis gave the major components that can be said as foundation parameters to affect women's psychological empowerment. These components were the personal growth subdivision of psychological well-being, social support and social withdrawal coping strategies used to overcome stressful situations, environmental quality of life, anxious, avoidant, and spontaneous decision-making styles, and openness personality traits. If these psychological correlates are positively dealt with, these women would show high psychological empowerment levels.

Further recommendations are suggested: The psychological

empowerment of women can be enhanced by working on their psychological well-being, quality of life, coping strategies used to overcome stress, decision-making styles and personality traits. Women need to empower themselves psychologically to live a happy and satisfied life.

This study had several drawbacks. First of all, the sample size was somewhat small, making it impossible to generalize the findings. Secondly, women from a wider age range might be investigated to better comprehend the psychological factors, since different age groups may be impacted differently by the aforementioned psychological elements

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ETHICAL STATEMENT

The present article has been approved by the ethical committee of Guru Nanak Dev University, Amritsar, Punjab, India.

AUTHORS CONTRIBUTION

DN and SK did the data collection and writing, the idea of research and proofreading, analysed and interpreted data. All authors have read and approved the final manuscript.

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None.

CONFLICTS OF INTEREST

No conflicts of interest have been declared by the authors.

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