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The Precursors and Effects of Psychological Empowerment in Women Leaders

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KEYWORDS	ABSTRACT
Psychological Empowerment, Self-Efficacy, Emotional Intelligence,	This study aims to determine the relationship between the following variables among women in leadership positions: psychological empowerment, self-efficacy, emotional intelligence, work motivation, and leadership effectiveness. This research was finished in a year. Survey-based questionnaires were delivered to the women in leadership roles as part of the cross-sectional survey research design. Two studies are included in the current study. Regression, descriptive and inferential statistics, correlation, and mediation, were applied to the data using SPSS. Psychological empowerment also significantly positively mediated the relationship between emotional intelligence and work motivation, emotional intelligence and leadership effectiveness. Psychological empowerment also significantly positively mediated the relationship between self-efficacy and work motivation, self-efficacy and leadership effectiveness. Implications of current study are: Implications for Organizations; Encourage psychological empowerment and Offer training and development initiatives. Implications for Policymakers; Encourage gender equality Encourage diversity and inclusion and Implications for future research; longitudinal studies, Cross-cultural studies.
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