



## **EXPLORING THE DYNAMICS OF INTERPERSONAL EMPOWERMENT AMONG WOMEN**

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### **Abstract**

Men and women perceive various facets of life differently across diverse contexts, and these distinctions have become increasingly evident due to notable transformations in women's lifestyles. Interpersonal empowerment helps individuals in enhancing their skills and capabilities to reach their objectives. This may include offering resources, tools, and fostering a supportive atmosphere. Although women often report higher levels of social support compared to men, their income can significantly decline following a divorce. The sense of interpersonal connection enhances social support, which tends to provide a more substantial buffering effect for women, while work-related support is generally more pertinent for men, and familial support is typically more significant for women. Women who manage the demands of work alongside family responsibilities, including caring for both elders and children, generally experience relatively few adverse effects despite their numerous obligations.

**Keywords:** Education, Communication Skill, Interpersonal relationship, Empowerment

### **Introduction**

Interpersonal empowerment refers to the process of assisting individuals in enhancing their skills and capabilities to reach their objectives. This may include offering resources, tools, and fostering a supportive atmosphere. Interpersonal and psychological senses of personal control or influence, as well as an emphasis on real social impact, political power, and legal rights are all

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included in empowerment. It is a multidimensional concept that applies to people, organizations, and communities; it promotes the analysis of people in their contexts. The concept of empowerment is widely applied in many fields of the social sciences. The focus of empowerment is on things that give people a sense of competence and involvement in their lives.

Analyzing how to maximize wellbeing and resilience—two important markers of prevention and empowerment—for the good of society as a whole is imperative. There is a consistent link between marginalized populations (such as minorities and those with mental illnesses) and difficulties with day-to-day functioning. The crucial links between psychological health and empowerment, an analysis of the empowerment process and strategies for facilitating it. These empowerment traits characterize the behavioral, interactional, and intrapersonal aspects of psychological empowerment. Because assessing empowerment in its context is so important, an analysis of the interpersonal context of functioning was required. The idea of psychological empowerment in the context of interpersonal relationships was known as interpersonal empowerment. Almost no literature exists on interpersonal error or empathy. Furthermore, mental wellness and psychological empowerment are not synonymous. It is possible for people with mental problems to become more empowered.

### **Significance of the Study**

Men and women view different aspects of life in different settings, and these differences have come to light as a result of significant changes in the way women live. Even though initially they report more social support than males, women's income levels sometimes decrease substantially after divorce. Social support tends to have a larger buffering effect for women, with work support typically being more relevant for males and familial support generally being more salient for women. Women who balance work, other family chores, and taking care of their elders and children at the same time usually suffer relatively few negative outcomes, despite having so many obligations. But characteristics associated with women's higher stress levels include unpleasant work settings and spouses' negative attitudes toward work and education. Informal social support at work was a significant factor in explaining the disparity between married mothers' organizational commitment levels and single mothers' job satisfaction. In terms of acclimating to life as a new parent, "mothers were more likely to rely on close friends, while men were more likely to participate in formal parenting groups." Social support for childcare or household responsibilities significantly enhanced the adjustment of new moms; this was not the case for new fathers.

### **Review of Literature**

Nayak (2012) made an effort to give scholars and practitioners in the field of empowerment an all-encompassing framework that cuts across ideas and disciplines. In this study, a theoretical synthesis approach was used. Based on the two criteria, studies were selected for review in the paper. First, as long as they contain notions about the stages of empowerment and the cognitive component of empowerment, books and articles may be published. Second, disciplines did not have boundaries because they offered concepts for the cognitive aspects of the empowerment process. It was discovered that four cognitive components and five progressive stages may be combined to represent empowerment on both a personal and group level. Reshi et al. (2022) conducted a study on methods for empowering rural women. This illustrates how empowering women to earn a respectable wage improves their quality of life. By creating adequate education and increasing awareness among women, they can become more powerful. Setia & Tandon, (2017) demonstrated

the effect of the 73rd Constitutional Amendment Act on women's empowerment in the northern Indian states of Punjab and Haryana. To understand the effects of the new Panchayat Raj System on rural women at the grassroots level, 156 randomly selected respondents from four blocks in Punjab and Haryana were asked to complete a specially created interview schedule. The responses were the basis of the study. Studies have shown that governmental and non-governmental organizations need to step up and support rural women to develop the area. Richardson (2018) looked at the Kudumbashree project's contribution to women's empowerment via microfinance. To improve the performance of the Kudumbashree project, this study evaluated the effectiveness of Neighbourhood Groups (NHGs), identified their issues and limitations, and examined the effects of the program in both rural and urban regions. Additionally, it demonstrates the contribution this effort has made to the cause of women's empowerment. The results show that there have been advances in each of the nine-empowerment metrics. A variety of actions allowed women to question the legitimacy of abuse, demand and get better treatment from partners, end abusive relationships, and increase public awareness of intimate partner violence, all of which contributed to a decrease in violence.

### **Objectives**

- 1.To find out the difference in attitude between APL & BPL households towards the impact of education on interpersonal empowerment of women;
- 2.To find out the difference in attitude between male and female towards the impact of education on interpersonal empowerment of women;
- 3.To find out the interrelationship between education and interpersonal empowerment of women.

### **Hypothesis**

- <sup>0</sup>H<sub>1</sub>: No significant difference in attitude exists between APL & BPL households towards the impact of education on interpersonal empowerment of women;
- <sup>0</sup>H<sub>2</sub>: No significant difference in attitude exists between male and female towards the impact of education on interpersonal empowerment of women;
- <sup>0</sup>H<sub>3</sub>: No significant interrelationship exists between education and interpersonal empowerment of women.

### **Variables of the Study**

**Dependent Variable:** Women Empowerment

**Independent Variable:** Education

The present study also included several Socio-economic and demographic variables like this:

1. Economic status (APL and BPL)
2. Gender (Male and Female)

### Analysis & Discussion

Analysis Pertaining to Hypothesis 0H1: No significant difference in attitude exists between APL & BPL households towards the impact of education on interpersonal empowerment of women

Table -1: Comparing Mean, SD, t-value, and SED value about the level of Interpersonal empowerment according to Economic Status

Variables	APL		BPL		t-value	df	SED	Critical Value	Decision
	Mean	SD	Mean	SD					
Interpersonal Empowerment	104.93	4.20	93.28	2.15	38.83	608	0.30	2.58	Null hypothesis rejected, significant difference exists (P < .01)

**Source: Calculation based on Field Survey, 2023-24**

The mean scores of APL and BPL households differ frequently, as Table 1 illustrates. APL households have higher mean values of interpersonal empowerment (104.93 and 93.28) than BPL households. The critical value is not reached by the t-t-value, which is 38.83. Thus, the alternative hypothesis is accepted and the null hypothesis is rejected. This indicates that there is a substantial attitude gap between APL and BPL households about the contribution of education on women's interpersonal empowerment.

**Analysis Pertaining to Hypothesis <sup>0</sup>H<sub>2</sub>: No significant difference in attitude exists between male and female towards the impact of education on interpersonal empowerment of women;**

Table -2: Comparing Mean, SD, t-value, and SED value about the level of Interpersonal empowerment according to Gender

Variables	Male		Female		t-value	df	SED	Critical Value	Decision
	Mean	SD	Mean	SD					
Interpersonal Empowerment	102.76	3.26	90.43	2.19	51.37	608	0.24	2.58	Null hypothesis rejected, Significant diff. exists (P < .01)

**Source: Calculation based on Field Survey, 2023-24**

Table 2 makes it evident that men score higher on the interpersonal empowerment scale than women do. Once more, the t-value is higher than the crucial value of 51.37. As a result, the alternative hypothesis is accepted and the null hypothesis is rejected. This indicates that there is a substantial attitude gap between men and women regarding how education affects women's interpersonal empowerment.

**Box - 1: Education: A Moment of Truth of Tumpa of Interpersonal Empowerment**

Education has been a key component in creating interpersonal empowerment. In this context, I will talk about my personal field study experience. Tumpa is a middle-class man who lives in a remote part of the Murshidabad district of West Bengal. Due to her communication issues, she struggles with socialisation and interpersonal skills, but she is highly motivated to overcome these deficits. She completed her early education at neighborhood schools before graduating from Indira Gandhi Open University's MBA program and earning a management degree (BBA) at Kolkata University. She works as a marketing executive for an MNC now. She was given the opportunity to exercise her right to interpersonal empowerment, which includes selecting her spouse and deciding whether or not to have children, among other things. In the end, this incident supports Tumpa's achievement of interpersonal empowerment via learning.

**Analysis Pertaining to Hypothesis <sup>0</sup>H<sub>3</sub>: No significant interrelationship exists between education and interpersonal empowerment of women;**

**Table -3: Particulars Explaining the Interrelationship between education and interpersonal empowerment**

Variables	N	Mean	SD	r-value	t <sub>r</sub> -value	Decision
Education	610	7.24	5.03	0.91	54.73	Null hypothesis rejected, Significant relation exists (P < .01)
Interpersonal Empowerment	610	96.04	26..41			

**Source: Calculation based on Field Survey, 2023-24**

According to table 46, at the 0.01 level of significance, the tr value is 54.73, which is higher than the critical value. Thus, the alternative hypothesis is accepted and the null hypothesis is rejected. This indicates that there is a strong interpersonal correlation between women's empowerment and education.

## **Conclusion**

Thus it can be concluded that Female heads of families (FHHs) continue to have a negative self-concept because of the excessive practice of women's subordination, which impairs their ability for independence as subjects. As a result, they actively participate in FHH communities in an effort to combat the patriarchal society that currently exists and prevents them from carrying out their duties as heads of families. Because of their improved interpersonal communication skills, the FHHs are better equipped to realize their potential as change agents in both their families and society at large. We conclude by endorsing the notion that FHHs can use interpersonal communication to get over patriarchal ideas that had previously been obstacles in their lives.

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