



IMPACT OF ENVIRONMENTAL MASTERY ON FINANCIAL DECISION-MAKING ACTIONS AMONG EMPLOYED WOMEN

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Overview-This research investigates the impact of environmental mastery on the financial decision-making among employed women. Environmental mastery, an important aspect of psychological well-being, involves the skill to manage life situations, effectively utilize available resources, and maintain control over external pressures. Despite having access to income-generating opportunities, many employed women face challenges such as uncertainty, low self-confidence, and external pressures that impact their financial decisions. The research adopted descriptive and analytical approaches, gathering data using structured questionnaires. Various statistical methods were applied, including percentage analysis, reliability assessments, correlation, and regression techniques. The results reveal a moderate positive correlation between environmental mastery and financial decision-making actions. These findings underscore that improving psychological well-being can enhance financial literacy, independence, and overall empowerment for employed women.

Keywords: Environmental Mastery, Financial Decision-Making, Employed Women, Psychological Well-being, Empowerment.

INTRODUCTION

In the past few years, women have increasingly participated in the workforce and are taking on greater responsibilities in managing family finances, including income, savings, investments, and expenditures. This shift has led to a growing necessity to comprehend the elements that affect their financial choices.

Environmental mastery, a concept introduced by Carol D. Ryff, refers to a person's ability to navigate life's difficulties, use resources effectively, and maintain a sense of control. This skill is especially important for employed women who are balancing multiple responsibilities at their works. Women with higher levels of environmental mastery tend to be more skilled at financial planning, assessing risks, and making informed choices. Engaging in financial decision-making, which includes budgeting, saving, and investing, is crucial for attaining long-term economic stability.

This study examines how environmental mastery impact the financial decision-making actions among employed women, aiming to improve their financial well-being and overall development.

LITERATURE REVIEW

Carol D. Ryff (1989) recognized environmental mastery as a crucial aspect of psychological well-being, signifying a person's capability to handle life's circumstances efficiently. **Ryff and Keyes (1995)** additionally established that environmental

mastery plays a crucial role in effective functioning and overall well-being

Lusardi and Mitchell (2014) – stated that financial literacy plays a crucial role in enhancing financial decision-making. In the same, **Bapat (2020)** established that behavior at factors impact financial management practices among individuals.

In the context of India, **Agarwal et al. (2021)** found that financial literacy improves financial decision-making, whereas **Grohmann et al. (2021)** emphasized that financial capability, which includes psychological factors, plays a significant role in financial behavior.

Most research has concentrated on external elements like income and financial knowledge, while internal psychological factors have received little attention. There is an absence of empirical research investigating how environmental mastery affects the financial decision-making actions among employed women, particularly within the Indian context.

OBJECTIVE OF THE STUDY

1. To evaluate the degree of environmental control among employed women.
2. To investigate the financial decision-making patterns of employed women.
3. To examine the influence of environmental mastery on the financial decision-making actions among employed women.



HYPOTHESES

H₀ (Null Hypothesis): Environmental mastery does not have a minimal impact on financial decision-making actions among employed women.

H₁ (Alternative Hypothesis): Environmental mastery has a minimal impact on financial decision-making actions among employed women.

METHODOLOGY OF RESEARCH

This study utilized both descriptive and analytical framework to analyse the impact of environmental mastery on financial decision-making actions among employed women. The population of this study includes employed women from various sectors.

This study used the convenience sampling technique to select the respondents. The population size is 164. This research utilized both primary and secondary data. Primary data were collected using a structured questionnaire with a Likert scale. Whereas, secondary data were obtained from various journals, books, and reports.

The statistical tools used to analyse the data include percentage analysis, reliability, correlation, and regression analysis.

ANALYSIS AND EXPLICATION

Table 1: Simple Percentage Analysis

Section: A Demographic Profile				
S.no	Factors	Option	No. of respondent	Percentage (%)
1	Age	Below 25 years	51	31.10
		25-35 years	38	23.17
		36-45 years	49	29.88
		46-55 years	18	10.98
		Above 55 years	8	4.88
2	Educational Qualification	School level	9	5.49
		Diploma	8	4.88
		Undergraduate	68	41.46
		Postgraduate	62	37.80
3	Marital Status	Professional qualification	17	10.37
		Single	41	25.00
		Married	118	71.95
		Widowed	2	1.22
4	Occupation Type	Divorced	3	1.83
		Government employee	13	7.93
		Private employee	105	64.02
		Self-employed	46	28.05
5	Monthly Income	Below ₹25,000	22	13.41
		₹25,001 – ₹50,000	80	48.78
		₹50,001 – ₹1,00,000	57	34.76
		Above ₹1,00,000	5	3.05
6	Work Experience	Below 3 years	23	14.02
		3-5 years	65	39.63
		6-10 years	52	31.71
		Above 10 years	24	14.63

Source: (First-hand Data)

Section: B Environmental Mastery				
S.no	Factors	Option	No. of respondent	Percentage (%)
1	EM 1	SA	43	26.22
		A	91	55.49
		N	21	12.80
		D	9	5.49
		SD	46	28.05
2	EM 2	A	76	46.34
		N	27	16.46
		D	15	9.15
		SA	58	35.37
		A	64	39.02
3	EM 3	N	36	21.95
		D	6	3.66
		SA	31	18.90
		A	70	42.68
		N	51	31.10
4	EM 4	D	9	5.49
		SD	3	1.83
		SA	43	26.22
		A	61	37.20
		N	42	25.61
5	EM 5	D	18	10.98
		SA	56	34.15
		A	72	43.90
		N	33	20.12
		SD	3	1.83
6	EM 6	SA	71	43.29
		A	56	34.15
		N	22	13.41
		D	15	9.15
		SA	68	41.46
7	EM 7	A	57	34.76
		N	27	16.46
		D	9	5.49
		SD	3	1.83
		SA	62	37.80
8	EM 8	A	46	28.05
		N	34	20.73
		D	16	9.76
		SD	6	3.66
		SA	31	18.90
9	EM 9	A	72	43.90
		N	40	24.39
		D	21	12.80
		SA	68	41.46
		A	57	34.76
10	EM 10	N	27	16.46
		D	9	5.49
		SD	3	1.83
		SA	62	37.80
		A	46	28.05

Source: (First-hand Data)

Section: C Financial Decision-Making Actions				
S.no	Factors	Option	No. of respondent	Percentage (%)
1	FDM 1	SA	44	26.83
		A	82	50
		N	25	15.24
		D	13	7.93
		SD	31	18.90
2	FDM 2	A	85	51.83
		N	33	20.12
		D	9	5.49
		SD	6	3.66
		SA	42	25.61
3	FDM 3	A	58	35.37
		N	54	32.93
		D	6	3.66
		SD	4	2.44
		SA	54	32.93
4	FDM 4	A	67	40.85
		N	35	21.34
		D	5	3.05
		SD	3	1.83
		SA	52	31.71
5	FDM 5	A	60	36.59
		N	30	18.29
		D	18	10.98
		SD	4	2.44
		SA	76	46.34
6	FDM 6	A	64	39.02
		N	24	14.63
		SA	48	29.27
		A	73	44.51
		N	39	23.78
7	FDM 7	D	4	2.44
		SA	43	26.22
		A	70	42.68
		N	36	21.95
		D	12	7.32
8	FDM 8	SD	3	1.83
		SA	64	39.02
		A	73	44.51
		N	27	16.46
		SA	65	39.63
9	FDM 9	A	86	52.44
		N	13	7.93
		SA	64	39.02
		A	73	44.51
		N	27	16.46
10	FDM 10	SA	65	39.63
		A	86	52.44
		N	13	7.93
		SA	64	39.02
		A	73	44.51

Source: (First-hand Data)



Explication

The demographic profile show that a large number of participants exhibit a high degree of environmental control, with most expressing that they are capable of handling responsibilities, addressing challenges, and managing various life areas efficiently. Nonetheless, certain neutral responses imply a moderate degree of uncertainty in adjusting to changes and facing challenges. In general, participants demonstrate a favourable capacity to regulate and oversee their surroundings.

The results indicate that most of the respondents have a positive level of environmental mastery, as they are confident in handling their responsibilities with challenges, and balancing between work and personal life. They seem to be able to overcome problems and utilize opportunities.

However, the neutral responses reflect the respondents' uncertainty in adapting to change and in controlling some of the challenges they face. Overall, the respondents reveal a moderate level of environmental mastery with some areas of improvement in terms of adaptability and control of life situations.

The results show that the general actions of the respondents are to make good decisions in terms of finance. This is because the majority agree that they plan their finances carefully and that they make proper use of financial resources for their future benefits. In addition, budgeting and saving are common practices among the population. However, the results also show that a significant number of neutral responses exist in terms of maintaining financial records and making proper analyses. This implies that there is a slight scope for improvement in terms of analytical actions in making decisions.

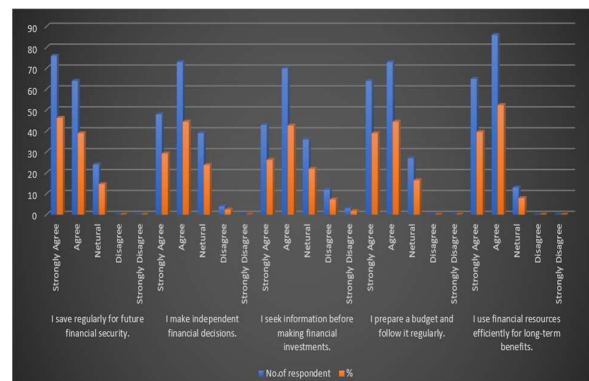
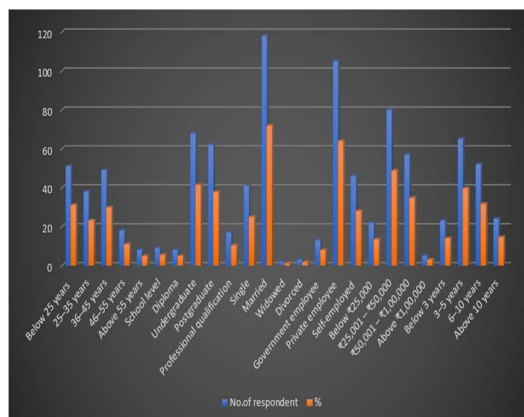
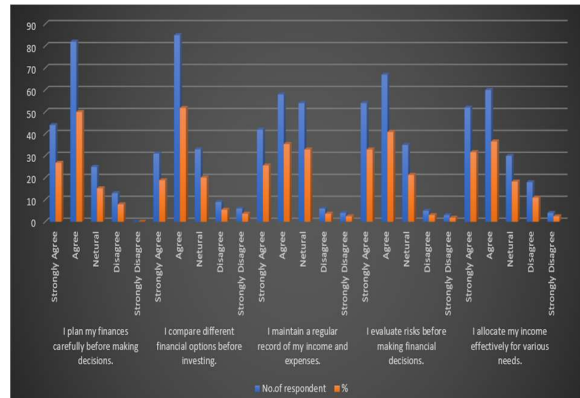
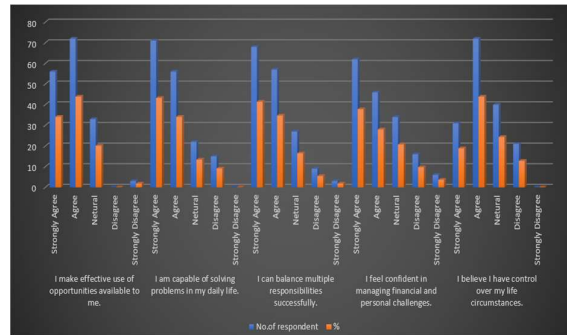
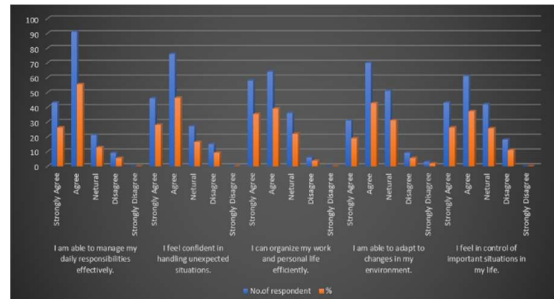


Table 2: Reliability Analysis

S. No	Variable	No. of Items	Coefficient Alpha	Result
1.	Environmental Mastery	10	0.847	Good Reliability
2.	Financial Decision-Making Actions	10	0.718	Acceptable

Source: (First-hand Data)

Explication

The reliability of the variables was checked by using Coefficient Alpha method. The results show that the Coefficient Alpha for the variable Environmental Mastery is 0.847, which is a good indicator of the internal reliability of the items featured in the scale. The Coefficient Alpha for the variable Financial Decision-Making Actions is 0.718, which is above the threshold of 0.7, indicating the reliability of the scale. Therefore, the results show that the two variables have good internal consistency, and the scales can be considered reliable for the purpose of the research.

Table 3: Correlations Analysis

		Correlations	
		Environmental Mastery	Financial Decision-Making Actions
Environmental Mastery	Pearson Correlation	1	.693**
	Sig. (2-tailed)		.000
	N	164	164
Financial Decision-Making Actions	Pearson Correlation	.693**	1
	Sig. (2-tailed)	.000	
	N	164	164

**. Correlation is significant at the 0.01 level (2-tailed).

Source: (First-hand Data)

Explication

The Pearson correlation analysis indicates that environmental mastery has a moderate positive connection with financial decision-making actions among employed women. The correlation value is ($r = 0.693$). However, it is statistically significant at $p < 0.001$. This shows that employed women who are able to manage their roles and are able to adapt with their environments are more likely to make good financial decision.

Table 4: Regression Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.693 ^a	.481	.478	.33179

a. Predictors: (Constant), Environmental Mastery

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16.511	1	16.511	149.989	.000 ^b
	Residual	17.834	162	.110		
	Total	34.345	163			

a. Dependent Variable: Financial Decision-Making Actions

b. Predictors: (Constant), Environmental Mastery

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.925	.172		11.202	.000
	Environmental Mastery	.529	.043	.693	12.247	.000

a. Dependent Variable: Financial Decision-Making Actions

Source: (First-hand Data)

Explication

The study indicates that environmental mastery has a minimal impact on financial decision-making actions among employed women. The model is statistically significant ($F = 149.989$; $p < 0.001$). It has a deep positive connection between the variables ($R = 0.693$). The R^2 value is 0.481; this indicates that 48.1% of the variance is explained by environmental mastery in relation to financial decision-making actions. In addition, a positive and statistically significant regression coefficient is obtained ($\beta = 0.693$; $p < 0.001$), which rejects the null and accepts the alternative hypothesis.

FINDING

The research established that most employed women have moderate to high environmental mastery, which reflects their ability to manage their responsibilities and adapt to challenges. They have also demonstrated positive financial decision-making skills, especially in the areas of budgeting, saving, and future planning.

The analysis established the reliability of the research tools. There is a moderate positive connection between environmental mastery and financial decision-making skills, as reflected by the correlation analysis value ($r = 0.693$). This implies that one is able to manage their environment, with their financial decisions. Environmental mastery significantly affects financial decisions, as established by the regression analysis, which



explains 48.1%. Therefore, the alternative hypothesis (H_1) is accepted.

SUGGESTIONS

- Encourage employed women to develop effective **budgeting** and **financial record-keeping** practices.
- Provide **practical** knowledge in **financial training** on investment, savings, and risk management.
- Enhance **environmental mastery skills** like time management and problem-solving.
- Promote a **work-life balance** to improve overall decision-making ability.

RECOMMENDATIONS FOR FUTURE STUDY

- Include **larger and more diverse samples** for better generalization.
- Explore more factors like **financial literacy and socio-economic variables**.
- Conduct **longitudinal or comparative studies** to gain deeper insights.

CONCLUSION

The study concludes that environmental mastery plays an important role in affecting financial decision-making actions in employed women.

Women who have greater control over their environment, effective problem-solving skills, and adaptability are more likely to make informed and rational financial decisions.

The findings highlight the importance of integrating psychological well-being financial literacy in order to improve financial competence.

Overall, it can be stated that improving environmental mastery can not only improve financial outcomes for women but also contribute to their personal and economic empowerment.

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