

Impact of Psychological Well-Being on Women Career Development

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According to the empirical and theoretical findings, psychological well-being on women career development has identified as a major concern relating to the working women. The study was aimed to identify the impact of women employees' psychological well-being on women career development. A quantitative study was done to build a conclusion to the study. Cross-sectional, an online survey was carried out to collect primary data from 196 responses selected using the simple random sampling technique. Moreover, variables based and dimension based seven hypotheses were formulated to test their impact on the dependent variable. Further, hypotheses were tested using survey techniques and result interpretations using descriptive statistics, multivariate assumptions, correlation studies, regression analysis, etc. It was found that psychological well-being has a significant positive impact on women career development. In the same time, dimensions of psychological well-being have shown a positive impact on women career development. Human Resource policymakers, professionals, and practitioners are required to practice and provide motivational and engagement programs, enabling equal career opportunities, eliminating discrimination practices to uplift women in their career and their potential outcomes, and developing and restoration of their level of psychological well-being while enabling overall employee well-being. Female competency development programs with assigning of coaches and mentors lead women to develop their careers. However, by achieving a realistic preview on their competencies, women can utilize their strengths while mitigating their weaknesses to face challenging career opportunities. Finally, the researcher suggested conducting qualitative research using a wider scope, sample, and multiple variables to strengthen the study's current findings.

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