

Durai Krishnasamy,<sup>1</sup> Hariharasudan Anandhan,<sup>2</sup>  
Zdzisława Dacko-Pikiewicz,<sup>3</sup> Magdalena Kot-Radojewska<sup>3</sup>

<sup>1</sup>*Vivekananda Institute of Management Studies (India)*

<sup>2</sup>*Kalasalingam Academy of Research and Education (India)*

<sup>3</sup>*WSB University in Dąbrowa Górnicza (Poland)*

# Culture of Educational Institutions on Psychological Empowerment of Women Employees in Higher Education Institutions

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## ABSTRACT

Women's empowerment is a worldwide issue addressed by the government in every country. It has been the main agenda point discussed in all government plans. In India, we aim to achieve women's empowerment and gender equity, one of the sustainable development goals to be achieved by 2030. Women's empowerment is achieved by creating a conducive social environment that facilitates individual or collective decision-making for social transformation. This can be achieved by looking at women's empowerment from a psychological perspective. This study aims to find the impact of institutional culture on the psychological empowerment of women faculty in higher education institutions. It also aims to find suitable institutional culture types to enhance women's psychological empowerment in institutions. This study was developed based on self-determination theory proposed by Edward Deci and Richard Ryan in 1985. Descriptive research was conducted, and quantitative analysis was carried out with IBM SPSS and AMOS version 23. A sample of 385 women faculty working in higher education institutions in India was contacted to collect primary data. Structural equation modeling was used to test the proposed model, and it was found to be acceptable. Statistical analysis of the data reveals that there exists a strong positive relationship between dimensions of institutional culture and psychological empowerment.

## KEY WORDS

Institutional culture, women empowerment, psychological empowerment, higher education institutions, cultural environment

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Dr. **Durai Krishnasamy** is an educator with over 22 years of experience teaching management subjects and 10 years of experience in corporate training. He works as an Associate Professor at Vivekananda Institute of Management Studies, a standalone B-School in Coimbatore, India, and is a researcher interested in Organisational Psychology.

Email: duraisivakasi74@gmail.com

Dr. **Hariharasudan Anandhan** is a researcher in educational technologies, Education 4.0, digital language learning platforms, and management sciences for Higher Education Institutions (HEIs). His work integrates AI, augmented reality, and virtual reality to optimize learning. Exploring Education 4.0, he delves into smart campuses, data-driven decision-making, and curriculum adaptation.

Email: dr.a.hariharasudhan@gmail.com

**Zdzisława Dacko-Pikiewicz** - associate professor in the discipline of management and quality sciences. Rector of the WSB University in Dąbrowa Górnicza. Author or co-author of numerous scientific publications in the field of reputation management, innovation, management in family businesses, and competence management published in prestigious international publishing houses, including: i.e.: Taylor & Francis, Routledge, Nova Science Publishers, and Social Sciences.

Email: zdacko@wsb.edu.pl

**Magdalena Kot-Radojewska** holds a doctoral degree in management science, sociology, and pedagogy. She serves as an assistant professor in the Department of Management and Deputy Director of the Postgraduate Studies and Recruitment Center at the WSB University in Dąbrowa Górnicza. She is a certified Tutor at Collegium Wratysłaviense, a licensed trainer in psychological resilience assessment, and a Design Thinking moderator.

Email: mkot@wsb.edu.pl

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