

DEVELOPMENT AND VALIDATION OF A TIME MANAGEMENT INSTRUMENT TO ASSESS WOMEN'S EMPOWERMENT

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ABSTRACT

Improving the conceptualization and assessment of women's empowerment has been mentioned as a research priority for international development policy on numerous occasions. We use feminist and political philosophy arguments to create a coherent typology of empowerment notions that can be used to drive measurement and evaluation. The researcher has gone above the scale that was given to him. A series of reassessments and verification methods consistently identified four components of Time Management of female micro entrepreneurs with eight, ten, seven, and ten units for a total of thirty-five units. A thorough literature research was conducted in order to identify components related to time management. A pilot study was conducted to assess the tool's credibility as well as its accuracy. As a result, four distinct elements have been identified. Confirmatory Factor Analysis was used to see if the data will work with the right approach. This work is intended to assist monitoring and evaluation professionals, researchers, and students who want to learn how to quantify women's and girls' empowerment in impact evaluations. This tutorial may be most useful for practitioners and researchers interested in using quantitative data gathering instruments, such as surveys and non-survey instruments.

KEYWORDS: *Quantitative Data, Empowerment and Verification Methods.*

Introduction

Housewives in the Mysore region are focused with expanding their own operations, both in the urban and rural areas of the district. This allows people to escape poverty, increase family wages, and improve their quality of life. Women can empower themselves socially, financially, and technologically through microentrepreneurship, allowing them to legitimately emerge in society on their own. It entails increased self-assurance as well as an inner transformation of one's awareness that allows one to overcome external obstacles. They can control their survival, self-confidence, self-establishment, and direction to achieve for themselves by effectively managing their time [1]. Women micro entrepreneurs can also enhance their own qualities and make decisions, establishing a successful reputation in the family and society. Women's empowerment is defined as a process by which women and girls' lives are transformed from one in which they have limited power to one in which their power is increased. Change can occur on three levels, according to this framework: personal, relational, and environmental. On a personal level, changes occur within the individual. This refers to changes in a woman's self-perception, her perception of her own and other women's roles in society, her economic position, and her confidence in making decisions and performing actions that affect herself and other women [2].

Changes in the woman's surrounding network's relationships and power relations occur at the relational level. This comprises markets, local governments, and decision-makers, as well as changes within the household and within the community. Finally, environmental changes occur in the context of a larger context. These might be informal changes in social norms and attitudes, as well as societal views, or formal changes in the political and regulatory environment. The three levels of change are depicted graphically in Figure 1, with the green arrows reflecting interactions between the three degrees of change [3]. Improvements in self-esteem and confidence, for example, can have an impact on how a woman makes decisions in her household or community (relational transformation) [4]. If a large number of

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women gain more confidence (personal change) and build better power relationships in their local surroundings (relational change), this will result in changes in the broader environment, impacting social norms and possibly affecting political space changes (environmental change). Changes in social conventions and society as a whole (environmental change) can alter how women connect with one another (relational change) and how they see and perceive themselves within society (personal change).



Figure 1: The Women's Empowerment Index Framework

Objectives

- To create a psychometric instrument for measuring female micro entrepreneurs' time management.
- To investigate family members' attitudes and support for women micro entrepreneurs who want to manage their time at home.
- To learn how women microbusiness owners spend their free time.
- To compare marketing methods before and after effective time management.
- Analyze how team members assist micro entrepreneurs in time management.
- The purpose of this research is to look into the ability of women micro entrepreneurs to balance their time between home and business.

Methodology

Cronbach's alpha was used to assess the instrument's internal stability and dependability. Validity of the concept, content, and face were all examined. Confirmatory factor analysis was used to ensure that the details were fit. A literature review was conducted in order to identify aspects in time management. Four factors were discovered as a result.

Stuffs Advanced

35 questions were constructed with basic knowledge from the questionnaire in order to acquire primary data from women micro entrepreneurs. Women micro entrepreneurs must cooperate with one another when working with others; mutual understanding and support must be there. They can gain confidence with good training and free time [5]. They gain strength and empowerment from their husband's and family's support and care. Questions were changed to reflect these considerations.

Instrument Revision and Validation Techniques

In the Mysore District, a pilot study was done with 60 women micro entrepreneurs. It revealed that the tampered instrument was reliable. Cronbach's alpha and construct validity ratio were used to assess the questionnaire's reliability and logic.

Table 1: Assessment Outcomes

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.890
Bartlett's Test of Sphericity	Approx. Chi-Square	5487.180
	df	595
	Sig.	0.000

Subject matter experts are asked to provide input on the measuring tool, which is then used to determine the content validity. It is apparent from their response that the tool is useful. When an expert examines the items in a questionnaire, they must agree that the instrument is subjectively seen as covering the idea it is attempting to measure and that it is a legitimate assessment.

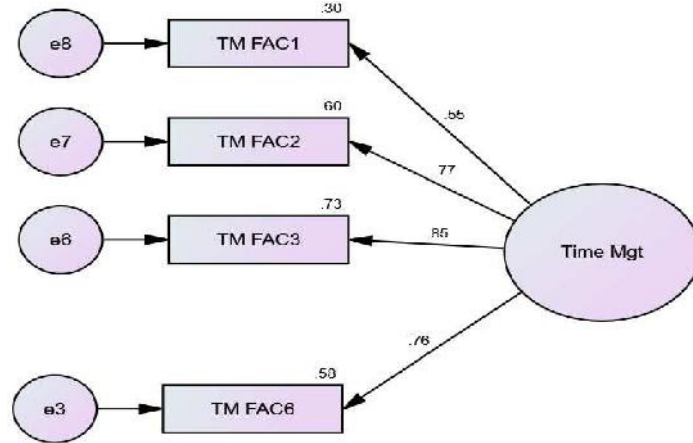


Fig. 2: Time Management Element Formation

Table 2: Using Least Squares for a Dependent Variable

Dependent Variable: TM Efficiency		Method: Least Squares		
Sample:300		Included observations:300		
Variable	Coefficient	Std.Error	t-Statistic	Prob.
TMPC1	-0.06886	0.049504	-1.391003	0.1653
TMPC2	0.027364	0.003744	7.308542	0.0000
TMPC3	0.031318	0.014093	2.2223	0.0270
TMPC4	-0.014383	0.016751	-0.858619	0.3912
C	2.702637	0.246157	10.97933	0.0000
R-squared	0.342118	Durbin-Watsonstat		1.83432
AdjustedR-squared	0.333198	F-statistic		38.35225
S.E.ofregression	0.362724	Prob(F-statistic)		0.0000

The coefficients of TMPC2 and TMPC3, as well as the intercept term C, were determined to be significant since the null hypothesis of zero coefficient was rejected at the 5% significance level because their t-statistic p values were less than 0.05, as shown in figure 2. The model is valid since the null hypothesis that the fit of the given model is as good as the intercept alone model is rejected by the F statistics with a probability of less than 0.05. An R-squared of 0.34 and an adapted R-squared of 0.33 show that the model in table 2 fits quite well. The lack of first order serial correlation is indicated by the near two value of the Durbin Watson Statistic [6].

Table 3: Women Micro Entrepreneurs' Time Management Mode Measurement

1	I can do several roles in a specified time	Self-Worthiness
2	I perceive independent and happy about my work, as I have no dependent care problems.	
3	I should take good care of my husband and children.	
4	I tried to return from workplace early in the evening.	
5	I should pay attention to all are as of my enterprise even though I find life exciting.	
6	I must be flexible with customer's requirement.	
7	I am confident enough to lead my group.	
8	I should pay attention to all are as in my life even though I find work exciting.	
9	I had to exit home very soon in the morning to take part in entrepreneurial task.	
10	I do get enough time to take decisions in an important situation both at home and Workplace.	
11	I find my level best to administer my business and dependent care problems concurrently	
12	My pre-occupation with business does not permit me to give dependent care requirements at home, causing to disputes.	

13	Though work/family problems are there, I discover time to take care of my health.	Balanced Time Management
14	I find it easy to control the elder care problems.	
15	My time resources were uniformly allocated for the enterprise as well as home.	
16	I can concentrate in my business, even though I have dependent care problems	
17	I find alternatives to take care of child care requirements.	
18	I might discover right person for child care.	Leisure Orientation
19	I have become a successful entrepreneur as well as a good home maker.	
20	I have plenty of time to spend on family as well as societal commitments.	
21	I have to handle both enterprise and family,I could find enough time to participate in Social/ community activities.	
22	I find time to attend seminars and yoga.	
23	I find enough time to compromise my hobbies	Shared Management of Time.
24	If ind time for rest and meditation during free time.	
25	I feel confident after getting time management classes from SHG.	
26	I find time to discuss with my husband about how to share housework.	
27	I am getting adequate rest and sleep in order to cope with work and life.	
28	I used to attend meditation program at workplace after being an entrepreneur	Shared Management of Time.
29	As the group members cooperate,I am quiet contended in my life.	
30	I tried my level best to cooperate with my fellow workers so that I can make alternate Arrangements with other entrepreneurs.	
31	I can take more relaxed attitude towards house work that the home does not always look Perfect.	
32	It is possible to outsource house work temporarily, when work demand more time.	
33	I find time to discuss with my teammates about how to share work at enterprise.	Shared Management of Time.
34	The long hours of work make me stressed and short tempered.Then my family will give me support.	
35	My spouse understands and accommodates my preoccupation as an entrepreneur.	

Confirmatory factor analysis and reliability tests for Time Management provided statistical support for a reliable and valid estimate, demonstrating the four dimensions of Time Management in table 3.

Implications for Managers

The scale can be used by researchers who want to look into time management, family and societal support, time spent with family members and societal activities, and leisure time usage. This instrument can be used to conduct more study on women micro entrepreneurs' time management. There haven't been many time management measures [7] thus far. It can also be used as a tool for assessment and evaluation.

Constructing the Index in Five Easy Steps

For more than five years, Oxfam's impact assessment experts have used the Women's Empowerment Index in evaluations to measure the impact of development programmes on boosting women's empowerment. The index is built in five steps, as shown in Figure 3.



Figure 3: The Women's Empowerment Index is Built in Five Steps

Outcomes and Findings

Questions were devised to assess marketing techniques, cost-cutting methods, time spent on health care, time management between home and work, team member support in time management at work, time spent on societal activities, children, and family members. To test the association between variables, a confirmatory factor analysis was used to analyse the data [8]. Because the theoretical study yielded four sub-constructs, confirmatory factor analysis was used to see if the data would be adequate

for the four-element Time management formation depicted in Figure 2. Table 2 shows the total variance explained and Eigen values for the first four linear components or factors detected in the data set prior to extraction, as well as four major components extracted following extraction and rotation.

Conclusion

Women's access to resources to make a decision, their agency and participation in the decision itself, and the end effects of these decisions in terms of well-being are all good ways to measure the empowerment process. This study tool was used to assess time management and added to the validity evidence. To begin, a thorough literature analysis was conducted in order to analyse the theoretical foundations of time management. The analysis revealed four dimensions in particular [9]. A pilot research was carried out after consultation with experts. Following the review and supervision, a confirmatory study was conducted, proving the four-factor structure of time management. Self-worthiness, balanced time management, leisure orientation, and shared time management are the four aspects. The majority of entrepreneurs split their time equally between their homes and their businesses. As a result, they can effectively handle both domestic and entrepreneurial responsibilities. The scale that is being developed analyses the effective use of time between home and business, time spent on societal activities, and time spent on the entrepreneur's mental, physical, and spiritual strength. In general, using commonly used outcomes and indicators can help with comparisons with other empowerment studies [10]. Indicators that are genuine measures of empowerment in the local context, on the other hand, are more likely to provide us with a more accurate and precise assessment of empowerment than standardized outcomes that are not customized to our situation.

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