

# Transforming Lives: Impact of Financial Literacy on Empowerment of Women Employees in Cotton Industries

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## Abstract

Humans aspire to live a happy life with adequate financial security and continuously strive to improve their standard of living. In this context, financial literacy is especially crucial for women, particularly those employed in labor-intensive sectors such as the cotton industry. Although women have opportunities to generate income, they face challenges in managing and utilizing financial resources effectively. Income levels, saving patterns, and investment behavior vary among female employees. Earlier studies focused on budgeting and saving, neglecting investment, planning, skills, integration of factors, and socio-cultural influences on women's financial empowerment and decisions. This study aims to fill this research gap. A descriptive research design was adopted for the study, and data were collected using a random sampling technique. Factors such as knowledge of saving methods, investment and reinvestment practices, financial planning, budgeting, financial goal setting to meet family responsibilities, prioritization of financial needs, understanding financial products, and awareness of retirement planning are examined using factor analysis. Structural Equation Modeling (SEM) was applied to assess the impact of financial literacy on the empowerment of female employees in the cotton industry. The findings suggest that improved financial literacy enhances saving habits and promotes women's empowerment and financial independence. This study provides practical suggestions and actionable recommendations to help women manage their finances effectively for a pleasant life. It also offers valuable information that can serve as a foundation for policymakers, experts, and future researchers in this area.

**Keywords:** Financial Literacy, Women Employees, Cotton Industry, Saving and Investment Patterns, Women Empowerment, Financial Planning.

## Introduction

Finance fosters confidence among the people. Individuals are eager to earn money to meet their personal needs, family commitments, and future plans. It also enhances social status, as those with financial resources can engage in a wide range of activities that require money. Financial freedom empowers women by strengthening their independence and decision-making abilities. Evan & Hyder (2025) Financial literacy among women is an important yet often overlooked area that must be addressed for the welfare of society, as financial knowledge and women's empowerment are closely linked. Women should understand active and passive income to achieve financial independence and effectively manage their families. William & Anderson (2025).

A solid understanding of finance promotes both professional growth and societal economic stability. Even when women work and earn money, they frequently struggle to manage and use it wisely. Additionally, there are differences among female employees in terms of investment strategies, saving behaviors, and income levels. Robert & Donald (2025) Women must understand that the value of money changes over time due to economic factors such as inflation and market fluctuations. Working women should be aware of various investment opportunities, including mutual funds, fixed deposits, and share-market investments. Vignesh & Ramaprabha (Knowledge of financial products and their expected returns can help women make informed decisions, increase their savings, and support the long-term financial welfare and development of their families (Huang et al., 2025). Rekha & Rooba (2025) By assisting people in efficiently managing their income through appropriate saving techniques, planned household expenditures, and methodical budgeting. For long-term security and well-being, it helps families manage waste spending, preserve financial stability, and make better financial decisions.

### **Finance and Life**

Food, shelter, and clothing are the basic needs of everyone, and finance is essential to fulfill these needs. People seek various sources of income and work hard to earn a living for their survival. Finance and day-to-day life are closely interconnected, as financial resources are required to meet family expenses such as household maintenance, children's education, medical and travel expenses.

### **Financial Literacy of Women Employees**

Women employees work continuously because of their responsibility to meet family commitments. They often engage in single or double shifts to earn income while simultaneously maintaining workplace performance for career development. Earning income and financial literacy are equally important aspects of financial well-being. Employees must have knowledge of multiple sources of income and investments, as the value of money decreases over time. Financial literacy, including saving methods, expenditure planning for the family, and budgeting

to control expenses, is an essential aspect of life. Women employees must analyze their expenses and learn to prioritize them effectively. Financial products such as bonds, stocks, debentures, treasury bills, and company shares serve as investment avenues for creating wealth. Increasing awareness of these financial products helps female employees make informed investment decisions. Moreover, the ability to identify and avoid financial scams ensures financial protection and enhances the understanding of financial risks.

### **Financial Discipline**

Making money is important, but the way people earn and save money is equally significant. Income should be earned through honest means. Individuals should earn, save, and grow their wealth and use it wisely for themselves and to support others. Earning has two aspects: hard work and smart work. Earnings through capital gains are also acceptable. Female employees in the cotton industry should avoid impulse spending. They must also resist excessive debt accumulation to prevent losses, such as the loss of peace of mind, property, and energy.

### **Sources of Finance**

Female employees need to explore various sources of financing. Investing in gold is not primarily for profit but serves as a strategy to preserve the value of money. They should enhance their knowledge of generating income from multiple sources and understand the difference between active and passive income. Employees typically receive a fixed income in the form of a monthly salary and may also earn through freelance work. Investing in stock markets, mutual funds, post office schemes, and bank deposits can generate interest and help create wealth. Additionally, they should be aware of investment opportunities in the real estate sector.

### **Money Making Skill**

Skill sets play a significant role in earning and managing funds. Skills are developed through learning from peers or inborn abilities, and they differ from one employee to another. Knowledge of financial sources, risk-taking ability, problem-solving skills, networking skills, communication

skills, adaptability, time management, analytical skills, creativity, and innovation are essential competencies for generating income and achieving financial success.

### **Money Management Skills**

Both money-making and management skills are important, and management skills are especially crucial for working women. They spend money and time managing their family responsibilities, personal development, and professional roles. These skills are essential for maintaining a healthy work-life balance, and financial literacy plays a key role in achieving it.

### **Women Empowerment and Financial Literacy**

In traditional societies, men are often expected to be the primary earners, and women are expected to manage household responsibilities. However, economic freedom achieved through employment enables women to manage their family affairs more effectively. Working women gain exposure in the workplace, where they can share ideas related to financial management and learn to control money. This contributes to women empowerment. Financial literacy is an essential tool for carrying out activities related to personal and family development. It also enhances women's decision-making power, helps maintain household financial stability, and significantly boosts their confidence.

### **Statement of the Problems**

Men and women are raised under different social and cultural conditions. Support from fathers and husbands plays a significant role in women's ability to earn and manage their finances. Men generally have greater access to financial resources and are more likely to invest and reinvest their income, understanding its present and future value. In contrast, women often have limited external exposure due to family and social restrictions. Issues such as unequal pay in the workplace further affect women's financial growth. Many female employees allocate most of their income to family needs rather than personal development. Therefore, there is a strong need to enhance financial literacy among women so that they can save, invest, and achieve personal and professional development.

### **Review of Literature**

Vekadesh & Karthik (2025) highlighted financial sources, especially online platforms, for wealth creation through investment. A total of 402 women respondents were selected from the cement industry. ANOVA and Structural Equation Modeling (SEM) were used to examine the impact of educational qualifications and experience on investment. The results indicate that women need to enhance their investment experience.

Hoonz & Mrlina (2024) highlighted the work-life balance and money management of women. The total population of the study consisted of 5,700 female employees. Among them, 525 women employees were selected from Tech Giants in America. The chi-square test was applied to understand the relationship between income level and family commitments. Female employees in the IT sector consistently work to fulfill family responsibilities, often taking on single or multiple shifts to generate income. Simultaneously, they strive to perform effectively at work to support their professional growth and career advancement.

Rithesh & Loothar (2024) By allowing people to engage in a variety of social and economic activities, financial resources help improve social standing. Financial freedom is crucial to women's empowerment because it improves their independence, boosts their self-esteem, and reinforces their capacity to make wise decisions in both their personal and professional lives. The study's findings showed that financial independence greatly enhanced women's self-esteem, decision-making capacity, and involvement in social and economic activities. The results also showed that women's independence and general social and economic welfare were significantly enhanced by financial empowerment.

Mugargi (2023) conducted a survey of women entrepreneurs. The study found that support from fathers and husbands played a significant role in making businesses profitable for women. A structural model was used to determine the impact of family support and business development on withstanding the competitive field. The study concluded that 62% of women entrepreneurs were dependent and expected continued support from their families and society.

Suresh & Kalida (2023) stressed the concept of financial inclusion, highlighting that women utilize their education and talents to transcend beyond conventional family constraints. A simple random sampling technique was used in this study. The ANOVA results showed a significant difference among the respondents with respect to their learning interest. The study underlines the need for continual learning and regular skill upgrading to achieve economic independence and social growth.

Deshmuk & Mutrthy (2022) stated that GDP largely depends on individual earnings. An empirical study was conducted on the responsibilities and social development of working women. Confirmatory Factor Analysis (CFA) was used to identify the elements associated with specific factors. The study emphasizes that women should effectively utilize their knowledge and income-generating abilities to contribute to socio-economic development.

Richard & Fracis (2021) conducted research in Arts, Law, and Science Colleges in Paris, France. Yamane's formula for determining sample size was used to pick 740 responders in total. Google Forms and structured questionnaire techniques were used to collect data. The study found that women professors had good knowledge of saving practices and mainly depended on their monthly salary. They limited their expenses, and 67% of the respondents increased their savings through nationalized banks during the pandemic.

Dodler & Genis (2021) conducted a survey among IT professionals on money management for family welfare. The study revealed that 30% of female professionals preferred saving, while the remaining respondents invested their money in the stock market and real estate investments. In contrast, 10% of female professionals were eager to invest, while the rest preferred saving their money and investing in gold.

Warndisny & Kwalit (2020) focused the research on household financial stability. The study selected 588 homemakers as the respondents. Factor analysis was used in this research to determine the factors that highly influence income. The findings revealed that they increased their income through house rent, as they had additional rooms and apartments to rent. Income from car parking and earnings from

husbands were also sources of income, and both partners jointly manage household finances.

Sundaram & Sankar (2020) highlighted the money making skills of working individuals in selected districts of Andhra Pradesh. A total of 810 respondents were selected for the study. Stratified random sampling was used for data gathering and analysis. The study found that men had more opportunities to access financial resources and invested and reinvested money to grow their wealth while understanding its present and future value. Additionally, 48% of female respondents expressed a need for knowledge of finance and investment.

Roshlin & Pooja (2019) revealed that a strong understanding of finance supports professional development and contributes to overall economic stability in society. A total of 472 respondents were selected for the study. Pearson Correlation and regression analyses indicated a relationship between family income and respondents' professional development. The respondents' career development increased their earning power and impacted the economy of the nation. Despite earning an income, women often face challenges in effectively managing and utilizing their financial resources.

Roobesh & Kumar (2019) Earning through investments in different shares was considered riskier than running one's own business. After earning income, it is important to develop and manage wealth effectively; therefore, financial literacy is essential for this. Mean, standard deviation, and regression analyses were used to understand the level of financial literacy and its impact on regular life. Finance is deeply intertwined with daily life, as financial resources are essential for covering family expenses, including household upkeep, children's education, medical expenses, and travel-related expenditures.

John & Peter (2018) focused the working people especially women. A total of 672 respondents were selected from private textile companies in the Madurai District. The mean and standard deviation analyses showed that employment-driven economic freedom enables women to manage family responsibilities more efficiently. Working women gain valuable workplace exposure, providing opportunities to exchange financial management ideas and develop effective money handling skills.

William & George (2018) aimed to analyze the sources of income that contribute to family welfare and societal development. Exploratory Factor Analysis (EFA) was used in this research to identify the most influential factors involved in mobilizing money. Employees typically receive a fixed income through their monthly salary and earn additional income through freelance work. They invested in stock markets, mutual funds, post office schemes, and bank deposits, which generated interest and contributed to wealth creation.

Rajalakshmi & Sandhiya (Income should be earned through honest means (Hassan et al., 2016). Individuals are expected to earn, save, increase their wealth, and use it wisely for their own well-being and to support others. The study revealed that 87% of women earned income through employment in private and public companies, whereas 13% were self-employed. Earning income involves two approaches: hard work and smart work.

Kristober & Jerold (2015) aimed to analysis the independent of working women. Economic freedom gained through employment allows women to manage family responsibilities more effectively. The women's opinions were derived from the mean and standard deviation results. 65 % of the women accepted that finance gives freedom to take decisions, while 45 percent thought that it was a burden to balance both personal and professional life.

### **Research Gap**

A review of the literature and past research revealed a few pertinent factors at different points in time. Despite extensive research, significant gaps remain in our understanding of financial literacy. Most studies focus on IT professionals, homemakers, and entrepreneurs, while women in labor-intensive industries, such as the cotton sector, whose financial conditions and challenges are unique, receive limited attention. Earlier research has emphasized basic financial concepts, such as budgeting and saving, with comparatively less focus on investment behavior, reinvestment strategies, and long-term financial planning, including retirement awareness. It also overlooks important skills, such as networking and adaptability. Furthermore, financial literacy components are often examined

in isolation, lacking an integrated approach to explain their combined impact on women's financial independence, empowerment, and decision-making ability. Additionally, insufficient research has been conducted on the influence of socio-cultural factors on financial behavior. Hence, the present study addresses these gaps by integrating these variables to better understand their overall impact on female employees' empowerment and financial independence.

### **Research Objectives**

- To understand the demographic characteristics of the women employees in cotton industries in Sivagangai district.
- To analysis the essential skills required by women employees to earn and manage money effectively
- To assess the impact of financial literacy on the empowerment of women employees in cotton industries
- To offer suggestions to female employees and provide directions for future research.

### **Research Methodology**

The research methodology outlines the systematic approach and procedures adopted to achieve the study objectives. A descriptive research design was employed to examine the demographic profile of the respondents, their level of financial literacy, financial discipline, sources of finance, money-making skills, money management skills, and the influence of these factors on the empowerment of women employed in the cotton industry. This design enabled a comprehensive analysis of financial literacy and the skills required to achieve empowerment. Appropriate analytical tools are applied to evaluate the impact of financial literacy on women's empowerment, with a special focus on women engaged in cotton industrial activities.

Primary data were obtained using a standardized questionnaire based on a five-point Likert scale. The sample consisted of 410 female employees who were chosen from the Sivagangai District taluks using simple random sampling. Eighty-two respondents were selected from each taluk to ensure equal participation. Direct data collection from female employees guarantees accurate, relevant, and balanced data for the study.

**Table 1 Classifications of Respondents From Selected Taluk in Sivagangai District**

Taluks in Sivagangai district	No. of Respondents	Percentage from each Taluk
Manamadurai	82	20%
Thirupuvanam	82	20%
Sivagangai	82	20%
Devakotai	82	20%
Tripathur	82	20%
Total	410	100%

Source: Primary data

The above table presents the taluk-wise distribution of respondents along with their corresponding numbers. This study covers five taluks in the Sivagangai District of Tamil Nadu. From each taluk, such as Manamadurai, Tirupathur, Thirupuvanam, Sivagangai, and Devakottai, 82 women employees working in cotton industries were selected as respondents. Thus, the total sample size of the study comprised 410 women employees, ensuring equal representation from all selected taluks.

#### Test for Reliability

**Table 2 Cronbach's Alpha Test for Questionnaire Constructs**

S. No.	Construct	No. of Items	Cronbach Alpha
1.	Financial Literacy	14	0.751
2.	Financial discipline	6	0.823
3.	Aware of sources of finance	5	0.749
4.	Money Making skills	8	0.801
5.	Women empowerment	6	0.766

Source: Primary data

The dependability of the research instrument is confirmed by the results presented in the preceding table, as all Cronbach's alpha values exceed the recommended value of 0.70. The Alpha coefficients for the independent variables, such as financial literacy (0.751), financial discipline (0.823), and

awareness of funding sources, demonstrate adequate internal consistency. The mediating variable, money-making skills, recorded a Cronbach's alpha value of 0.801. Similarly, the dependent variable, women's empowerment, exhibited a reliable alpha value of 0.766. These results confirm the consistency and reliability of the measurement scales used in this study for further analysis.

#### Results and Analysis Descriptive Statistics

Descriptive statistical techniques were employed to summarize the demographic characteristics of the respondents through percentage analysis, particularly focusing on variables such as age. Age helps in understanding variations in the level of financial literacy among the respondents.

**Table 3 Age of the Respondents in Cotton Industries**

Personal Details	Occurrence	Percentage of the respondents
Below 20 Years	20	4.87
21 Years-30 Years	67	16.34
31 Years-40 Years	107	26.09
41 years -50 years	140	34.15
Above 50 Years	76	18.55
Total	410	100

Source: Primary data

The age distribution of female employees in the cotton sector is shown in the above table. Of the respondents, 24.87% were under 20 years, 16.34 percent were between 21 and 30 years, and 26.09 percent were between 31 and 40 years. A total of 34.15 percent of the population is between the ages of 41 and 50, whereas 18.55 percent is older than 50. The results show that the majority of female employees belong to the 41–50 age range.

#### Mean and Standard Deviation of Money Making Skills of the Women Employees at Cotton Industries

Women employed in the cotton industry earn income either on a daily wage or monthly salary basis. However, this income is often insufficient to

maintain a desirable living standard. Therefore, they must invest their earnings and develop effective money management practices. Increasing additional sources of income is essential for improving their quality of life and achieving upward social mobility. Risk-taking ability, networking skills for

income generation, effective communication with relevant individuals, and adaptability to changing work environments are crucial. Moreover, financial planning, saving, and investment play important roles in ensuring economic stability and long-term empowerment.

**Table 4 Mean and Standard Deviation: Money Making Skills**

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Knowledge on financial sources	410	1	5	2.77	2.230
Risk taking ability	410	1	5	3.88	1.265
Facing problems	410	1	5	3.47	1.384
Net working skills	410	1	5	3.29	1.356
Communication skill	410	1	5	3.62	1.304
Adaptability to trend	410	1	5	3.63	1.284
Time Management	410	1	5	4.43	0.570
Analytical skills	410	1	5	4.02	0.980

*Source: Primary data*

From the table 4, Time management has the highest mean score (4.43) with a low standard deviation (0.570) in the mean and standard deviation analysis of money-making skills, suggesting that the majority of respondents consistently possess strong time management skills. Additionally, analytical skills had a high mean value (4.02), indicating that respondents were capable of making sound decisions and solving problems effectively. The moderate mean values for risk-taking ability, adaptability to trends, communication skills, networking abilities, and problem-solving reflect average competency among the respondents. Knowledge of financial sources had the lowest mean score (2.77) and the highest standard deviation (2.230), indicating limited awareness and varied opinions among respondents. Overall, the findings demonstrate the importance of improving financial literacy to effectively strengthen money-making abilities.

#### Factor Analysis

The factors influencing the financial literacy of female employees include the adoption of diverse saving methods, regular practice of investing and reinvesting their income to enhance wealth, effective management of unexpected expenses, and awareness of various financial products available for investment.

**Table 5 Kaiser-Meyer-Olkin and Bartlett's Test**

KMO Measure of Sampling Adequacy		0.888
Bartlett's Test of Sphericity	Approx. Chi-Square	600.089
	df	91
	Sig.	0.001

The 'P'-value is 0.001, which is less than 0.05. The KMO value was 0.888, which exceeded the recommended threshold of 0.70, confirming that factor analysis was appropriate for the present study.

**Table 6 Total Variance Explained**

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.814	41.528	41.528	2.953	21.090	21.090

2	1.960	7.569	49.097	2.039	14.562	35.653
3	1.914	6.532	55.629	2.025	14.465	50.118
4	1.867	6.193	61.822	1.639	11.704	61.822
5	.810	5.784	67.605			
6	.769	5.490	73.095			
7	.688	4.912	78.008			
8	.605	4.325	82.333			
9	.555	3.965	86.298			
10	.465	3.323	89.621			
11	.462	3.303	92.924			
12	.418	2.987	95.910			
13	.330	2.361	98.271			
14	.242	1.729	100.000			

**Table 7 Rotated Component Matrix<sup>a</sup>**

Rotated Component Matrix <sup>a</sup>				
	Component			
	1	2	3	4
Knowledge of Saving Methods	0.752			
Investment & Reinvestment Practice	0.725			
Manage unexpected expense	0.670			
Aware of Financial products	0.608			
Budgeting	0.560			
Perceived financial risk		0.703		
Effective saving habits		0.648		
Understand the Value of Money		0.531		
Financial goal setting to meet family responsibilities			0.827	
Financial Planning			0.617	
Prioritization of financial needs			0.479	
Aware of Retirement planning			0.409	
Identifying and avoiding financial scams				0.830
Generate Multiple sources of income				0.524

*Source: Primary data*

The cumulative percentage shows that the five extracted factors collectively explain 61.822% of the total variance of the original 14 variables. According to the factor matrix, the variables ‘Knowledge of Saving Methods’, ‘Investment & Reinvestment Practice’, ‘Manage unexpected expense’, ‘Aware of Financial products’, and ‘Budgeting’ have factor loadings of 0.752, 0.725, 0.670, 0.608, and 0.560, respectively. Factor one included five original variables and was renamed ‘Saving and Investment Awareness.’

Factor 2 includes variables ‘perceived financial risk’, ‘effective saving habits’, and ‘Understand the Value of Money’, Which loadings of 0.703, 0.648, and 0.531, respectively. This explains that Factor 2 has a combination of three variables and is labeled as ‘perceptual factors’.

Factor 3 combines the variables ‘Financial goal setting to meet family responsibilities’, ‘Financial Planning’, ‘Prioritization of financial needs’, and ‘Aware of Retirement planning’, which have factor loadings of 0.827, 0.617, 0.479, and

0.409, respectively. Factor three includes 4 original variables and is renamed as ‘Planning and Goal Orientation Factor’

Factor 4 includes ‘Identifying and avoiding financial scams’ and ‘Generating multiple sources of income’ with factor loadings of 0.830 and 0.524, respectively. Factor 4 contains two variables. This was labeled as ‘Security Skill Factors.’

Furthermore, Factor One, Saving and Investment Awareness, has a major impact on female employees’ financial literacy in the cotton sector. This suggests that improving their total financial literacy greatly depends on their understanding of budgeting, investing and reinvestment strategies, saving techniques, financial product awareness, and capacity to handle unforeseen expenses.

### Structural Equation Model

The model’s observable exogenous variables, such as financial literacy, financial discipline, and funding sources, act as separate factors that impact the study’s findings. Women’s empowerment is another observed endogenous outcome variable, and money-making ability is an observed endogenous mediating variable. The error terms are represented by unobserved exogenous variables (e1 and e2).

**Ho:** The model is a good fit.

**Ho:** Financial literacy significantly impacts the empowerment of female employees in the cotton industry.

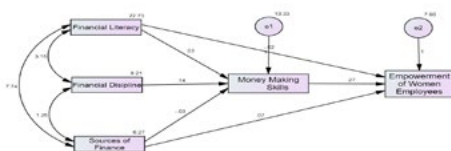


Figure 1 Proposed Model

Table 8 Cmin

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	12	0.165	3	0.983	0.055
Saturated model	15	0.000	0		
Independence model	5	88.420	10	0.000	8.842

The preceding table shows that the CMIN value is 0.166, the ‘P’ value is 0.983, and the CMIN/DF ratio is 0.055, which is less than five. Based on the results, this model is a good fit for the data.

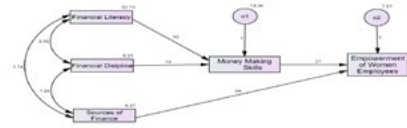


Figure 2 Impact of Financial Literacy on the Empowerment of Women Employees in Cotton Industries (Proved Model)

The above figure illustrates that the exogenous variables, such as the financial literacy of women employees, their financial discipline in income management, and access to sources of finance, positively influence the empowerment of women employees through the mediating variable, *money-making skills*. Financial literacy significantly enhances money-making skills, and employees who possess stronger money-making skills are more likely to achieve financial empowerment. Access to sources of finance has a direct impact on women’s empowerment, whereas financial discipline influences empowerment indirectly through the development of money-making skills.

Table 9 Results of RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	0.001	0.000	0.000	0.989
Independence model	0.257	0.209	0.307	0.000

The findings of the Root Mean Square of Approximation in the structural equation model are displayed in the above table. The RMSEA value was less than 0.08. This demonstrates that the value is appropriate. At a 90% significance level, the upper limit value was 0.000 and the lower bound value was 0.000. This demonstrated a good fit of the model. It is confirmed that financial literacy has a major impact on the empowerment of female employees in the cotton business since the PCLOSE value is close to fitting the model.

## Discussion

The findings of this study provide significant information on the relationship between financial literacy, money-making skills, and the empowerment of female employees in the cotton sector. The age-wise analysis shows that most respondents belong to the 41–50 years category, indicating that middle-aged women constitute a major share of the industry's workforce.

The descriptive statistics reveal that time management and analytical skills achieved higher mean scores with lower variability, demonstrating that respondents possessed consistent decision-making and income-management abilities. Skills such as risk-taking, communication, networking, adaptability, and problem-solving recorded moderate mean values, indicating the need for additional training and professional development to strengthen financial capability and career growth.

Factor analysis identified five major dimensions that explained 61.822 percent of the total variance, confirming the reliability and strength of the research model. Among these dimensions, saving and Investment Awareness emerged as the most influential factor, emphasizing the importance of budgeting, savings habits, investment planning, reinvestment practices, awareness of financial products, and preparedness for unexpected expenses. Other dimensions, including perceptual factors, planning orientation, and security-related financial skills, also play an essential role in shaping responsible financial behavior among female employees.

The Structural Equation Modeling results demonstrated a strong model fit through acceptable CMIN, RMSEA, and PCLOSE values. The analysis further confirms that financial literacy, discipline, and accessibility to financial resources significantly enhance women's empowerment. In addition, money-making skills act as an important mediating factor by improving financial confidence, independent decision-making, and economic stability. Therefore, this study establishes that financial literacy is not only a financial competency but also a powerful instrument for strengthening the socio-economic empowerment and long-term well-being of female employees in the cotton industry.

## Suggestions

According to this research, companies in the cotton industry should regularly offer financial literacy training courses to help female employees become more knowledgeable about financial product usage, investment planning, budgeting, and saving. The development of useful money management skills and knowledge of safe investment options should be emphasized. To improve women's professional and financial capacities, industries could host skill development programs that emphasize communication, networking, flexibility, problem-solving, and risk management skills. Providing female employees with advice on long-term financial planning and income diversification can further improve their financial status.

Employers and financial institutions should collaborate to increase female workers' access to investment opportunities, savings plans, insurance, and financial services. Women's socioeconomic empowerment can also be greatly aided by workplace regulations that support equal opportunity, professional advancement, and financial stability.

## Conclusion

The economic welfare and empowerment of female workers in the cotton industry were greatly enhanced by literacy. The results show that women are more likely to achieve financial stability and make independent decisions if they have a better understanding of savings, investment strategies, financial planning, and money management techniques. Time management, analytical skills, communication, flexibility, and risk management are just a few of the abilities that help advance their professional careers and generate revenue. The study also demonstrates that one of the main factors impacting female employees' responsible financial behavior is their understanding of saving and investing. Financial literacy boosts confidence, social engagement, and long-term financial security, in addition to improving individual financial management. To promote sustained empowerment among female workers in the cotton industry, this study highlights the importance of a combined strategy that includes financial education, skill development, supportive

organizational policies, and access to financial services.

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