Table 2.1  The Process of Empowerment by Conger-Kanungo (1988)--------29
Table 4.1  The classification of sample ------------------------------------------126
Table 4.2  Cronbach’s alpha for Different variables -----------------------------129
Table 5.1  Age Profile of the Sample --------------------------------------------137
Table 5.2  Educational level of the Sample --------------------------------------139
Table 5.3  Level of Employees of the Sample ------------------------------------140
Table 5.4  Gender Composition of the Sample ------------------------------------141
Table 5.5  Descriptive statistics of variables -----------------------------------142
Table 5.6  Lower limit and upper limit of each variable--------------------------143
Table 5.7  Split up of people belonging to the three different category of Psychological Empowerment----------------------------------144
Table 5.8  Split up of people belonging to the three different category of Job satisfaction level----------------------------------145
Table 5.9  Split up of people belonging to the three different category of Job related stress level----------------------------------146
Table 5.10 Correlation between Psychological Empowerment and Job Satisfaction ----------------------------------147
Table 5.11 Cross tabulation of Psychological Empowerment level and Job Satisfaction ----------------------------------148
Table 5.12 Chi-Square Tests: Psychological Empowerment and Job Satisfaction ----------------------------------148
Table 5.13 Correlation between Psychological Empowerment and Job Related Stress ----------------------------------149
Table 5.14 Cross tabulation between Psychological Empowerment and Job Related Stress ----------------------------------150
Table 5.15 Chi-Square Tests: Psychological Empowerment and Job Related Stress ----------------------------------150
Table 5.16 Correlation between Job Satisfaction and Job Related Stress among bank employees ----------------------------------151
Table 5.17 Cross tabulation between Job Satisfaction level and Job Related Stress level ----------------------------------152
Table 5.18 Chi-Square Tests: Job Satisfaction level and Job Related Stress ----------------------------------152
Table 5.36  Model fit Indices for CFA (Model I) ------------------------------- 172
Table 5.37  Standardized Regression Weights (Model I)------------------------ 173
Table 5.38  Model fit Indices for CFA (Model II)------------------------------- 174
Table 5.39  Standardized Regression Weights (Model II)------------------------ 175
Table 5.40  Standardized Total Effects, Standardized Direct Effects and
            Standardized Indirect Effects ---------------------------------------- 176
Table 5.41  Sobel Test showing Mediation effect of Job Satisfaction---------- 177
List of Figures

Figure 1.1 Research Model of the Study--------------------------------------------10
Figure 5.1 Age Profile of the Sample ---------------------------------------------138
Figure 5.2 Educational level of the Sample ----------------------------------------139
Figure 5.3 Level of Employees of the Sample---------------------------------------140
Figure 5.4 Gender Composition of the Sample--------------------------------------141
Figure 5.5 Split up of people belonging to the three different category of Psychological Empowerment-----------------------------144
Figure 5.6 Split up of people belonging to the three different category of Job Satisfaction ---------------------------------------145
Figure 5.7 Split up of people belonging to the three different category of Job Related Stress -------------------------------------146
Figure 5.8 Box Plot showing Psychological Empowerment among employees in different sectors of banks -------------------------------160
Figure 5.9 Box Plot showing the relationship between Age and Psychological Empowerment -------------------------------------------165
Figure 5.10 Box Plot showing the relationship between Educational Level and Psychological Empowerment -----------------------------166
Figure 5.11 Box Plot showing the relationship between Level of Employees and Psychological Empowerment -----------------------------168
Figure 5.12 Box Plot showing the relationship between Gender and Psychological Empowerment--------------------------------------169
Figure 5.13 The relationship between psychological empowerment and its dimensions -----------------------------------------------173
Figure 5.14 The Mediating effect of Job Satisfaction on the relationship between Psychological Empowerment and Job Related Stress-------------------------------------175