



Impact of Physical and Mental Well-Being on Achievement Motivation and Career Progression of Sportswomen

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ABSTRACT

Physical and mental wellness are very important factors when it comes to how well an individual performs at work and how motivated they are as a result of their job, especially when working in high pressure areas such as sports. This study examines the effects of physical and mental wellness on the achievement motivation (or desire) and professional advancement of female sports-women in Chennai. The focus of this study is placed on four main aspects: physical health, fatigue and energy levels, emotional wellness, and self-efficacy. A structured survey was conducted with 250 female sports-women, and then analyzed through the use of descriptive statistics, correlations, and regressions.

There was a positive and statistically significant relationship between well-being, achievement motivation and career progression. Of all the variables measured, self-efficacy and emotional well-being had the greatest influence on motivation. Therefore, based on these results it can be concluded that the ability to maintain both physical conditioning and psychological fortitude is necessary to increase performance and promote long term professional development of sports-women. These results may also offer insight to organizations supporting women's sports as well as policy makers who seek to support the overall development of females participating in competitive sports.

Keywords: Physical and Mental Well-Being, Achievement Motivation, Career Progression, Self-efficacy, Emotional Well-being, Sportswomen

INTRODUCTION

Physical Well-Being (physical health status, energy, emotional state, and psychological strength) are all important factors that contribute to sustaining performance and achieving success in sports. Murphy et al. (2020), and Liu et al. (2025) found that when sportswomen engage in regular physical activity, have healthy behaviors, and possess many of the same psychological resources, they will likely be healthier and perform better. The relationship between physical condition and mental health is also important in terms of being able to handle the pressures of competition and achieve a high level of performance.

Emotional and cognitive aspects of an athlete's development including emotional well-being and self-efficacy, also contribute to achievement motivation. Self-efficacy refers to an individual's belief in their own ability to successfully complete a task or reach a certain goal. Bandura (1977), indicated that self-efficacy was a major determinant of one's motivation, persistence, effort, and goal orientation. Mikolajczak (2014), and Mahdavi et al. (2021) reported that athletes who were emotionally stable, had confidence, and exhibited positive emotions were motivated and achieved better results than those who did not.



Both physical and mental aspects of well-being therefore determine an athlete's potential to motivate themselves to strive for excellence and grow professionally. However, the physical and mental demands of participating in sports can create challenges for sportswomen in cities such as Chennai. These include intense training regimens, fatigue, performance pressure, and lack of access to psychologists which can impact both physical health status and mental strength. Despite increased interest in sports participation among women, there remains concern regarding recovery from exercise, emotional stress experienced during competition, and confidence levels that may impede motivation and career progress.

LITERATURE REVIEWS AND RESEARCH GAP

Review of Literature

Research has proven that a person's level of social support greatly affects their psychological well-being. A study done by Voitkane and Mieziute (2006), concluded that people who have high amounts of social support generally tend to be healthier. On the other hand, those who are under greater pressure from finances or academics tend to have lower levels of well-being. Another research project completed by Hefner and Eisenberg (2009), stated that when a person has low social support, they are at an extremely high risk for developing mental health problems. Additional studies conducted by Adyani et al. (2019) and Yusof et al. (2022), concluded that supportive environments create conditions where a person can develop confidence, emotional stability and make adjustments more easily.

In addition to social support, there is an abundance of literature available concerning the impact of physical activity on both physical and mental well-being. Coon et al. (2011), demonstrated that participating in physical activities outdoors produces a much larger improvement in a person's mental wellness compared to performing exercises indoors. Also, Murphy et al. (2020) researched how often someone participated in a sport and found that individuals who participate in sports regularly experience improved well-being; and those who do not participate in sports experience elevated anxiety and depression. Consistent with this finding, Khan et al. (2021) reported that as the amount of physical activity decreases and the amount of screen time increases, a person's level of satisfaction with life decreases. More recently, Liu et al. (2025), reported that engaging in physical activity on a consistent basis produces substantial improvements in a person's mental health.

Additional areas of focus include the psychological factors which influence the development of healthy lifestyles, behavior patterns and emotional intelligence. As noted by Mikolajczak (2014), emotional intelligence is a very powerful predictor of both a person's physical and mental health. Similar to this finding, Burrus et al. (2012), discovered that if a person develops good skills to manage emotions he/she will experience improved overall wellness. Additionally, Bożek et al. (2020) and Verma (2025), have shown that developing healthy behaviors provides benefits to one's well-being; while unhealthy behaviors provide drawbacks to one's well-being. This highlights the potential benefits associated with creating and maintaining a balance within a healthy lifestyle.

Regarding the outcomes of these studies, many indicate that mental well-being impacts a person's achievement motivation and career-related outcomes. Specifically, Mahdavi et al. (2021), indicated that there was a significant relationship between a person's mental health and his/her achievement motivation. Also, Li et al. (2023) discussed how motivation plays an important factor in increasing self-efficacy. Regarding career progression, Bombuwela and Chamaru (2013), Starnowski and Hing (2015), and Kang and Kaur (2020) have all identified various structural and organizational obstacles that prevent women from advancing their careers.

Research Gap

Although many previous investigations have provided information about physical health and mental health; achievement motivation and career development, they were investigated almost exclusively separately from each other and generally in broader population samples. There have been very few investigations of these variables as an integrated whole. Most of the past research has concentrated on students or employees. Sportswomen are generally the least studied group of people and this is especially true when it comes to studying sportswomen from the city of Chennai. The existing body of literature has placed greater emphasis on

social or organizational factors, with little attention being paid to how individual physical and mental health can affect both achievement motivation and career development simultaneously. Therefore, there is clearly a need for an investigation focusing on the connection between these variables amongst sportswomen.

Statement of Research Problem

The importance of physical and mental well-being has been increasing for years, while the majority of people still encounter problems in achieving maximum level of physical wellness and energy, mental balance, and self-confidence. The previous researches have shown that an insufficiency of social support, high-levels of stress, negative environment etc. may cause reduction in psychological welfare, increase of fear of the future, anxiety and depression (Voitkane and Miezeite, 2006; Hefner and Eisenberg, 2009). Also, less physical activities, harmful lifestyle habits result into decrease in energy levels, fatigability and general bad health (Liu et al., 2025; Murphy et al., 2020). Moreover, research demonstrates how overuse of technologies, job related stress, behavioral imbalance results into deterioration of both physical and mental health (Verma, 2025; Zheng et al., 2016). Furthermore, psychological resources and emotional intelligence are important in order to maintain wellbeing and unfortunately most of the people do not know how to manage the stress and emotions properly (Burrus et al., 2012; Mikolajczak, 2014).

All this indicates that wellbeing of individuals is not just dependant from individual's characteristics but also it depends from social, behaviorial and environment factors. All this becomes even worse if we take into account achievement motivation and professional development (career) especially of women. Previous studies show that poor mental health and low self-efficacy reduces motivation to reach goals and limits the performance (Li et al., 2023; Mahdavi et al., 2021). At the same time women have some other obstacles like lack of trust in themselves, lack of organizational support for women and structural restrictions of career progress (Kang & Kaur, 2020; Bombuwela & Chamaru, 2013; Rasheed et al., 2024).

Objectives of the Study

The primary aim of this study is to evaluate the relationship between a person's physical and mental well-being and their achievement motivation as well as career development. As such, it specifically looks at how different aspects of an individual's well-being (e.g., physical health, fatigue/energy levels, emotional state, self-efficacy) affect both their motivation for achieving goals and the career opportunities they pursue. In addition, the study will seek to determine the degree to which the variables studied enhance or impede an athlete's ability to achieve consistent high performance over time; ultimately leading to enhanced long term athletic career success. Finally, it will explore how the cumulative effect of one's physical and mental wellness affects their motivation for achievement and professional development within the sport industry.

Conceptual Framework and Development of Hypothesis

Conceptual Framework

This research investigates how women athletes' physical and mental health affect their motivation to achieve at work and their ability to advance their careers in Chennai. This study focuses on four primary elements, specifically: (a) the current physical health status of women athletes; (b) the level of fatigue and energy; (c) the level of emotional wellness; and (d) the degree of confidence in one's abilities or self-efficacy. There is reason to believe that these dimensions of well-being are a major factor in motivating women athletes, as well as improving their job performance and career longevity. Research has shown that individuals that have superior physical fitness, high amounts of energy, are emotionally stable, and believe strongly in themselves perform better in their jobs and have a stronger desire to be successful (Liu et al., 2025; Mahdavi et al., 2021).

As such, this research seeks to determine if there is a relationship between these dimensions of well-being, the motivational aspect of achieving success, and advancing a woman athlete's career. Additionally, it will investigate the role achievement motivation plays in assisting a woman athlete to progress through her career. The Conceptual Framework of this study illustrates the relationships between women athletes' physical and mental well-being and their motivations to succeed, and ultimately, their career development in Chennai.

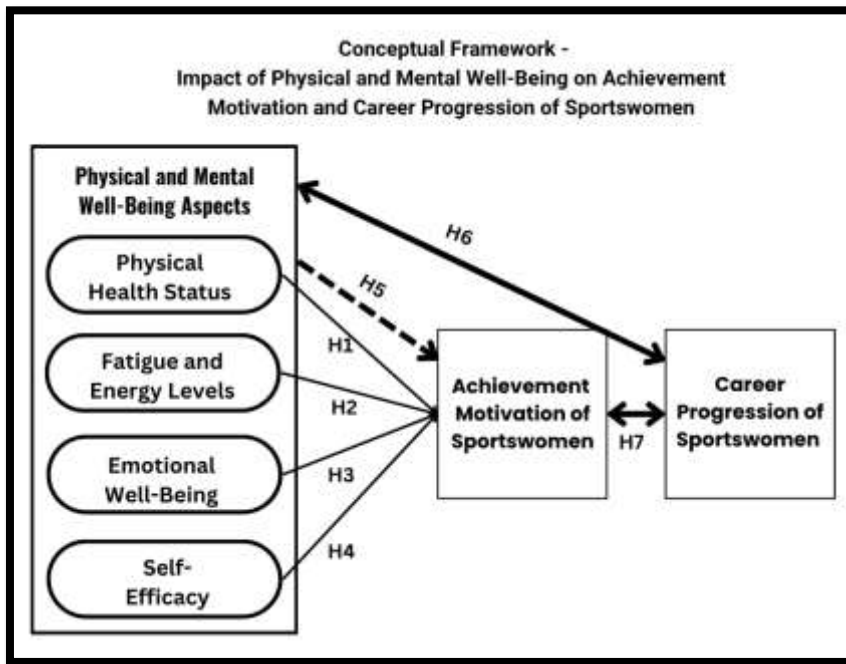


Figure 1: Conceptual Framework of the Research

In this study, physical and mental well-being is viewed as a multi-dimensional concept consisting of the four dimensions mentioned above. Each dimension represents both physical fitness and psychological strength necessary to continue performing at the required standards in athletics. The framework suggests that each of the four dimensions directly affects the motivation to achieve success by those involved in athletic competition. For example, women athletes that are physically fit, possess high energy levels, remain emotionally balanced, and have a strong belief in themselves are more likely to be motivated and focus on their objectives than those that do not exhibit these characteristics.

Furthermore, the framework suggests that physical and mental well-being directly impacts the career progression of sports-women. However, the motivation to achieve success acts as a conduit between women athletes' well-being and career advancement. When motivated to achieve success, women athletes are more likely to continuously develop their skills, actively participate, produce quality results and achieve higher level achievements in their careers. As indicated within the framework, a positive relationship exists between motivation to achieve success and career progression (bi-directional or non-directional association). Therefore, motivated women athletes are more likely to realize success within their careers. Hence, the framework identifies both the direct and indirect impacts of well-being on the total developmental aspects of sports-women.

Development of Hypothesis

Based on the conceptual framework and supporting literature, the following hypotheses are formulated:

- H1:** Physical Health Status has a significant influence on the Achievement Motivation of Sportswomen.
- H2:** Fatigue and Energy Levels have a significant influence on the Achievement Motivation of Sportswomen.
- H3:** Emotional Well-Being has a significant influence on the Achievement Motivation of Sportswomen.
- H4:** Self-Efficacy has a significant influence on the Achievement Motivation of Sportswomen.
- H5:** Physical and Mental Well-Being has a significant influence on the Achievement Motivation of Sportswomen.



H6: Physical and Mental Well-Being has a significant relationship with the Career Progression of Sportswomen.

H7: Achievement Motivation has a significant relationship with the Career Progression of Sportswomen.

These hypotheses are tested using appropriate statistical techniques to examine both individual and combined effects of well-being on motivation and career outcomes. The model helps in understanding how physical and psychological factors jointly contribute to improving performance and long-term success among sportswomen.

METHODOLOGY EMPLOYED

The present study adopted a descriptive and analytical research design to examine the influence of physical and mental well-being on achievement motivation and career progression among sportswomen participating in sports activities in Chennai. A predominantly quantitative approach was followed to facilitate systematic measurement of the study variables and objective analysis of the responses. The study employed a cross-sectional survey design, with data collected from the respondents at a single point in time (Kothari, 2004).

The study covered sportswomen from Chennai. Since a comprehensive sampling frame of sportswomen was not available, convenience sampling was adopted to identify respondents who were accessible and willing to participate. An initial sample of 300 sportswomen was approached, from which 250 valid responses were obtained and included in the final analysis. This sampling procedure was considered appropriate given the practical challenges involved in reaching sportswomen across different sporting institutions and settings in Chennai.

Primary data were collected using a structured questionnaire covering the major constructs of the study, namely Physical Health Status, Fatigue and Energy Levels, Emotional Well-Being, Self-Efficacy, Achievement Motivation, and Career Progression. The measurement items were adapted from established measures and contextualised to suit the experiences of sportswomen. The internal consistency of the instrument was assessed using Cronbach's alpha. The reliability coefficients were 0.854 for Physical Health Status, 0.866 for Fatigue and Energy Levels, 0.748 for Emotional Well-Being, 0.796 for Self-Efficacy, 0.821 for Overall Physical and Mental Well-Being, 0.777 for Achievement Motivation, and 0.755 for Career Progression. These values indicate satisfactory internal consistency of the measures used in the study.

As the study was based mainly on self-reported responses, appropriate measures were adopted to minimise possible self-reporting and social-pressure bias. Respondents were informed about the academic purpose of the study and assured that their responses would be treated confidentially. They were encouraged to provide independent responses without influence from coaches, teammates, administrators, or other individuals. The questionnaire items were worded clearly and neutrally to minimise leading responses. The completed questionnaires were subsequently screened for completeness and consistency. The data were then analysed using appropriate descriptive and inferential statistical techniques to address the research objectives and test the proposed hypotheses. This approach enabled the study to examine the relationships between physical and mental well-being, achievement motivation, and career progression among sportswomen in Chennai.

Data Analysis and Results

The survey instrument consisted of a number of carefully constructed statements about what sportswomen think about their physical health status and mental well-being, and what results they experience as a result. An independent variable, physical and mental well-being, was represented by means of four main characteristics which were: Physical Health Status, Fatigue and Energy Levels (Vitality), Emotional Well-Being, and Self-Efficacy. Each characteristic is made up of a number of items relating to different facets of well-being. Furthermore, an additional set of questions related to Achievement Motivation and Career Progression were created in order to reflect the respondents' direction, or goals; their performance-oriented behavior; and their perception of advancement in their careers.

Respondents recorded their answers on a five-point Likert Scale consisting of Strongly Disagree (1) to Strongly Agree (5). Descriptive statistics (mean and SD) were employed to analyze the gathered data for general trends in respondents' reaction to each question. Inferential statistical methods were then applied to determine whether there existed any relationship between the different elements of the study's two independent variables. Additionally, these statistical procedures allowed the researchers to determine if the proposed hypotheses were significant.

This analysis offers insight into how various components of physical and mental well-being affect achievement motivation and career development within sportswomen. This research will provide a clear understanding of the primary factors that are associated with high levels of motivation and successful career development. Therefore, this research offers a greater understanding of the effect of well-being on achieving success in the sports field.

Perception of Sportswomen on Physical and Mental Well-Being – Mean Analysis

To begin with, the average Physical Health status was reported as 10.55 on an ordinal scale from 1 to 15, or 70.33% on a percentage scale; thus, this would indicate a moderate to good level of physical fitness amongst the sportswomen. Therefore, it can be suggested that most of the respondents maintain a reasonable level of physical fitness to engage in competitive sports although room for further improvement exists. In addition, the standard deviation indicates variability amongst the sample of sportswomen which implies that not all participants experienced the same level of physical health. The average Vitality (Fatigue & Energy Level) was reported at 9.34 or 62.27% respectively, and therefore this would suggest that these sportswomen tend to have relatively low levels of vitality and/or are suffering with fatigue/recovery issues which could potentially impact upon both their sporting performance and consistency. Furthermore, the higher variance also indicated that energy levels were distributed widely amongst the sportswomen which could be attributed to differences in training intensities and/or varying recovery strategies adopted by each individual.

Table 1 Perception of Sportswomen on Physical and Mental Well-Being – Mean Analysis

PHYSICAL AND MENTAL WELL-BEING	N	Mean	SD
Physical Health Status	250	10.55	4.981
Fatigue and Energy Levels (Vitality)	250	9.34	5.456
Emotional Well-Being	250	11.04	4.112
Self-Efficacy	250	11.26	3.569
PERCEPTION OF SPORTSWOMEN ON PHYSICAL AND MENTAL WELL-BEING	250	42.19	7.598

(Primary-Data Source)

Average scores for the Emotional Well Being dimension were recorded at 11.04, equating to 73.60% of the possible total score. These results would suggest that many of the sportswomen had maintained a fairly consistent level of emotional wellbeing throughout their lives, which would imply that they were generally capable of managing day-to-day stresses, maintaining a predominantly positive outlook etc. However, there is evidence to suggest that some fluctuations in emotional stability do occur amongst the group of sportswomen.

A moderate degree of variation amongst the data collected concerning emotional well-being has been identified. The average self-efficacy scores, which were recorded at 11.26, represented approximately 75.07% of the possible total score. Thus, this is the highest mean score achieved amongst all dimensions assessed. The self-efficacy data would appear to support previous research findings which have concluded that sportswomen possess strong confidence in their own capabilities and motivation to pursue their objectives. The respondents'



overall perception score of 42.19 out of a possible 60 (or 70.32%), would suggest that they have exhibited a moderately high level of both physical and mental well-being.

Impact of Physical and Mental Well-Being on Achievement Motivation of Sportswomen – Multiple Regression Analysis

A multiple regression analysis was employed to examine whether physical and mental well-being significantly influences the achievement motivation of sportswomen. The overall model is found to be statistically significant, with an F-value (4, 245) of 486.113 and a p-value of 0.000, which is less than 0.01. This confirms that the model is well fitted (Hair et al. 2018) and meaningful. The adjusted R^2 value of 0.702 indicates that nearly 70% of the variation in achievement motivation is explained by the combined effect of physical health status (H1), fatigue and energy levels (H2), emotional well-being (H3), and self-efficacy (H4). This reflects a strong explanatory power of the independent variables in determining motivation levels (H5).

Table 2 Impact of Physical and Mental Well-Being on Achievement Motivation of Sportswomen – Multiple Regression Analysis

Predictors	Unstandardized Coefficients		SC (Beta)	t	Sig (P)	Collinearity Statistics	
	(B)	(SE)				Tol.	VIF
(Constant)	4.666	.547		5.693	.000		
Physical Health Status	.195	.080	.204	3.014	.012*	.431	4.019
Fatigue and Energy Levels	.015	.098	.025	0.987	.856	.328	3.887
Emotional Well-Being	.282	.073	.298	3.568	.008**	.369	3.554
Self-Efficacy	.634	.056	.339	6.445	.000**	.456	3.698

Dependent Variable: Achievement Motivation of Sportswomen

The collinearity statistics further confirm that there is no multicollinearity issue, as tolerance values are above 0.10 and VIF values fall within the acceptable range (<10). Among the predictors, Self-Efficacy ($\beta = 0.339$, $p < 0.01$) makes the strongest and most significant contribution to achievement motivation. This is followed by Emotional Well-Being ($\beta = 0.298$, $p < 0.01$) and Physical Health Status ($\beta = 0.204$, $p < 0.05$), both of which also show a positive and significant influence. However, Fatigue and Energy Levels ($\beta = 0.025$, $p > 0.05$) does not exhibit a significant effect on achievement motivation.

A multiple regression analysis was employed to examine the influence of the individual dimensions of physical and mental well-being on the achievement motivation of sportswomen, corresponding to hypotheses H1 to H5. The results indicate that physical health status (H1), emotional well-being (H3), and self-efficacy (H4) have a positive and statistically significant effect on achievement motivation, showing that better physical condition, emotional stability, and confidence contribute to higher motivation levels. However, fatigue and energy levels (H2) do not exhibit a significant influence, suggesting that variations in energy may not directly determine motivation in this context. Further, the combined effect of all well-being dimensions (H5) is found to be significant, confirming that physical and mental well-being as a whole plays a crucial role in shaping achievement motivation among sportswomen. These findings highlight that psychological strength, particularly self-efficacy and emotional well-being, has a stronger impact compared to physical aspects in driving motivation.

These results indicate that sportswomen with higher confidence, better emotional stability, and good physical health are more likely to exhibit stronger achievement motivation. On the other hand, variations in fatigue and



energy levels do not significantly affect motivation in this context. Therefore, the H1, H3, H4 and overall H5 is accepted, confirming that physical and mental well-being significantly influences the achievement motivation of sportswomen in Chennai.

Relationship between Physical and Mental Well-Being and Career Progression of Sportswomen - Correlation Analysis

A correlation analysis was carried out to examine the relationship between physical and mental well-being and career progression of sportswomen. The results indicate a strong and positive relationship between physical and mental well-being and career progression, with a correlation coefficient of $r = 0.782$ ($p < 0.01$).

Table 3 Relationship between Physical and Mental Well-Being and Career Progression of Sportswomen - Correlation Analysis

Variables	N	'r'Value	P -Value	Relation ship	Result
Physical and Mental Well-Being and Career Progression of Sportswomen	250	0.783**	0.000	Positive	Significant & H6 Accepted

(**Correlation is significant at 1%)

This shows that higher levels of physical health, energy, emotional stability, and self-efficacy are associated with stronger career growth and advancement among sportswomen in sports. Since the p-value is less than 0.01, the relationship is statistically significant, leading to the acceptance of H6 i.e., Physical and Mental Well-Being has a significant relationship with the Career Progression of Sportswomen. The statistically significant p-value confirms that this relationship is meaningful and not due to chance. Overall, the findings clearly establish that physical and mental well-being plays a vital role in enhancing career progression among sportswomen in Chennai, thereby supporting the proposed hypothesis.

Relationship between Achievement Motivation and Career Progression of Sportswomen - Correlation Analysis

A correlation analysis was carried out to examine the relationship between achievement motivation and career progression of sportswomen. The results reveal a strong and positive relationship, with a correlation coefficient of $r = 0.715$ ($p < 0.01$).

Table 4 Relationship between Achievement Motivation and Career Progression of Sportswomen - Correlation Analysis

Variables	N	'r'Value	P -Value	Relation ship	Result
Achievement Motivation and Career Progression of Sportswomen	250	0.715**	0.000	Positive	Significant & H7 Accepted

(**Correlation is significant at 1%)

This indicates that higher levels of achievement motivation are associated with better career progression among sportswomen (non-directional association). Since the p-value is less than 0.01, the relationship is statistically significant at the 1% level, leading to the acceptance of H7. The findings suggest that sportswomen who possess higher levels of motivation are more likely to demonstrate consistent performance, goal orientation, and commitment towards their careers. Increased motivation helps them actively pursue opportunities, improve their skills, and achieve higher levels of success in their sports field. Thus, achievement motivation plays a crucial role in enhancing the career progression of sportswomen in Chennai.



DISCUSSION, SUGGESTIONS, AND RECOMMENDATIONS

Discussion on Findings

In this research we have shown that there is a very important and very positive relationship between the state of one's physical/mental well-being, one's achievement motivation/career development as a sportswoman. Sportswomen with high physical health, emotional balance, and self-confidence tend to have a greater level of motivation and to experience faster career development. This is consistent with previous research showing how self-efficacy/emotional resilience influences an individual's level of confidence/performance (Bandura, 1977; Mahdavi et al., 2021). Similarly, our results show consistency with prior research indicating that improved physical fitness/mentally stable athletes will achieve more and stay focused on their goals (Liu et al., 2025).

Additionally, while self-efficacy was found to play a significant role in influencing a sportswoman's achievement motivation, it was followed closely by emotional wellbeing and then physical health. Therefore, based upon these finding, sportswomen who can identify themselves as capable and able to regulate their emotions are most likely to achieve success in their careers. On the other hand, fatigue and energy did not appear to significantly influence achievement motivation/career development. It is possible that different training regimens/recovery methods may account for this lack of significance. In conclusion, our findings reinforce that maintaining both a physically healthy and mentally healthy lifestyle are critical components of enhancing motivation and supporting the career advancement of sportswomen in Chennai.

Suggestions and Recommendations

In relation to the study's findings, there are some fairly straightforward recommendations for enhancing the well-being and sporting achievements of female athletes. Sports organizations need to work at the physical and mental level through providing quality coaching and training; quality programs for fitness, and adequate recovery. Additionally, coaches must take an interest in developing the mental aspects of the athlete (stress management, emotional regulation, etc.) as these can contribute to maintaining motivation-achievement throughout competition. A further aspect is creating an encouraging environment where women can develop feelings of being valued. In this regard, sports organizations could consider providing access to high-quality healthcare services, counselling, recovery spaces which would all contribute to reducing fatigue while increasing energy. Furthermore, programs focusing on developing self-esteem, confidence and goal setting skills for the women involved may be encouraged. There may also be opportunities for collaboration between sports authorities and educational institutions to provide guidance on careers, and other long-term resources to aid the woman athlete's future development.

Implications, Limitations, and Conclusion

Contribution and Implication

The current study contributes to a better understanding of how physical and mental wellbeing influence sportswomen's achievement motivation and career development. This study demonstrates which key factors (physical health, energy levels, emotional stability, self-efficacy) affect motivational and career related processes. The study enhances our existing body of knowledge in this area by focusing on female athletes from Chennai; where previous studies have shown that there is a paucity of research investigating the joint impact of physical and psychological well-being. Additionally, the study supports the belief that it is crucial for individuals to maintain their physical fitness and mental strength to improve their performance and achieve long term success in sports.

Practically, the results can be applied directly to sports organizations, coaches, and policy makers. The results indicate that sports organizations need to give equal consideration to physical training programs and mental well-being programs. Policy makers can create policies with components that provide fitness assistance, psychological counseling, and confidence building activities. If these recommendations are applied, then organizations can assist sportswomen to remain motivated and perform at a consistent level, therefore enabling



them to develop professionally and advance in their careers, ultimately increasing the number of successful sportswomen.

Limitations and Future Scope

This research is limited by several factors. The data was only taken from female athletes in the area of Chennai; therefore, it is unknown if these results would be consistent with female athletes from other geographic locations or athletic areas. The information obtained was based on self-reported answers. Therefore, there could have been an element of personal bias. Only four elements of well-being (physical health status, level of fatigue/energy, emotional well-being, and self-efficacy) were studied and no others (i.e., coaching quality, social support, organizational culture etc.). Additionally, due to the nature of this being a cross-sectional study, it cannot be determined whether or not the relationships among variables are causally related and/or temporally ordered.

In order to increase generalizability, future researchers can collect their data from larger samples from diverse geographic and sporting domains. Future longitudinal studies will enable researchers to explore how women's well-being affects their motivation and advancement through their careers. Additional variables, including but not limited to social support, managing stress and maintaining work/life balance can be included in studies to offer a more complete assessment of women's well-being. More qualitative assessments, i.e. interviews can provide more insight into the experiences of women participating in athletics. All of these efforts can assist in creating better ways to support women in athletics.

CONCLUSION

The research provides evidence that an athlete's (sportswoman) physical and mental well-being will significantly contribute to her achievement motivation as well as career progress. Sportswomen who are physically healthy and emotionally stable and have a high sense of self-efficacy, seem to be more motivated and experience greater career success. The two most influential well-being factors were self-efficacy and emotional well-being; this shows how important it is for athletes to feel confident and mentally balanced. Ultimately, the research clearly demonstrates that achieving success in competitive sports requires maintaining both athletic fitness and mental toughness. Maintaining these elements of fitness will allow a sportswoman to compete at the highest level, remain motivated throughout their career and ultimately provide opportunities for long term career growth.

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