

## PROBLEMS AND PROSPECTS OF WOMEN TEACHERS IN TIRUNELVELI CITY

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### ABSTRACT

The teaching is one of most respectable profession and plays a vital role in development of societies. The teachers help students to acquire knowledge, information for their development and to shoulder the responsibility of taking the nation towards development, therefore the teachers are considered as the pillars of the society. Seventy five women teachers were selected as sample from the total of 100 women teachers working in various self financing colleges of Tirunelveli city. In addition to the face to face interviews structured questionnaire was also used to collect data from the sample respondents. The Statistical tools like simple percentage analysis, weighted average and chi-square are used analyze the data. The results showed that overall job satisfaction among the women teaching faculty members was neutral.

**Keywords: Teacher, Job Satisfaction, Teaching Profession, Working conditions, Authority.**

### 1. Introduction

In the history human development, women have been as vital in the history making as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employees in general, are not taken very seriously by their superiors, colleagues or society at large. Having a career poses challenges for women due to their family responsibilities. Traditionally Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. In a patriarchal society like India it is still believed that a man is the primary bread winner of his family. Although Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically to bring in positive attitudinal changes in the mind set of people.

## **2. Review of Related Literature**

Panda (2002) assessed the level of job satisfaction among teachers of government and non –government colleges. A sample of 110 college teachers (48 from government, 62 from nongovernment aided and un aided colleges) was administered the job satisfaction Scale (Saxena), Analysis revealed that the college teachers both from government and non government colleges were satisfied with their job. Type of management of the college had no significant effect on job satisfaction.

Similarl, Dawis and Lofquist (1984) defined job satisfaction as “a pleasurable effective condition resulting from one’s appraisal of the way in which the experienced job situation meets one’s needs, values, and expectations”

The challenges of teachers’ profession require emotional and intellectual resources that may sometimes lead to be exhausted, depression or other physical and psychological health related issues (Chang, 2009).

## **3. Statement of The Problem**

Teacher and students of colleagues are the pillars of higher education. The lights and shades of colleges would affect the very foundation of human resource who mainly accountable to the development of human society and the entire nation. They are expected to transform an individual into person wisdom, imagination, creativity, enlightenment, empowerment and the like. They are supposed to contribute significantly towards preparing their students as role performers in different occupation and shape the youth into accountable adult roles in society. College plays a vital role because it deals with students of post adolescence and pre adulthood stage. Colleges ideally are institutions devoted to the development of human resources and humanism. The college teachers are the backbone of the educational system, the maker of mankind and architect of the society. A nation grows with teachers and the education imparted to the students. It is in this respect the role of teachers acquired significant.

In this posses of bringing effectiveness of their performance, the college teachers especially women teachers face many problem. A sincere and dedicated women teacher finds it very difficult to restrict work to certain extent and balancing it with home personally and all other aspects. They find pressures mounting as a result of guilt, arising from the conflict between responsibility and ideology, inter conflict and need for self-actualization social and economic freedom, academic freedom, duty and the like. Often these pressures lead to a point where women pushed to the brink of despair.it isdue to many occupational problems they face in their workplace. Moreover, many of the previous studies dealt with occupational stress, occupational safety and occupational sickness in industries, organization, and quality work life balance. Occupational problem are basic factors for all these studies. Hence ,there is a need to study the occupational problems of women teachers working in college of Tirunelveli city.

## **4. Objectives of The Study**

- a. To gain knowledge about the problems and challenges faced by the women teachers working in self-financing colleges.
- b. To identify the key socio- economic pointers contributing to women’s status, safety and security.
- c. To find out possible solutions that could help them to overcome the problems that they face in the work place.

## 5. Methodology of the Study

Both the primary and secondary data have been used for the study. The primary data are collected from the sample teachers through a well –structured questionnaire. The secondary data are collected from books. Journals magazines and websites. The statistical tools like percentage analysis, weighted average and chi-square are used to analyze the data.

## 6. Limitations of the Study

- ❖ The study is restricted to the selected sample of Tirunelveli city.
- ❖ The statistical methods used to analyze the data their own limitation.

## 7. Analysis and Interpretation

Table 1: Demographic Profile of the Respondents

Factors	Number of Respondents N=75	Percentage
<b>Age (Years)</b>		
25-30	26	34.67
31 To 40	37	49.33
Above 40	12	16
<b>Educational Qualification</b>		
M.Phil and Doing Ph.D	22	29.33
Ph.D	34	45.33
SLET or NET	19	25.33
<b>Experience</b>		
3-5	24	32
6-10	35	46.67
10-15	16	21.33
<b>Monthly Income</b>		
Upto Rs 10,000	14	18.66
Rs 10,001 To 20,000	22	29.33
Rs20,001 TO 60,000	26	34.67
Rs 60,001 To 1,00,000	13	17.33
<b>Number of family members</b>		
Below 3	16	21
3-5 members	35	47
5-7 members	24	32

This table describes the demographic profile of the respondents for the study. Out of 75 respondents who were taken for the study: it has been identified that most (49.33%) whose age group is under 31 to 40 years, most (45%) of the respondents are completed Ph.D, (46.67%) of the respondents are 6-5 year teaching experience, the monthly income of( 34.67%) respondents are Rs 20,001to 60,000and (47%) of the respondents are 3-5 members of the family.

Table 2 Psychological Factors on the Job

Psychological Factors on the Job	Yes	No	Percentage
Love the job very much	50	25	67
Comfortable feeling about dressing code	48	27	64
Appreciation from student side	53	22	71
Problems from students side	27	48	36
Appreciation from parent's about their ward's performance	67	27	89

The table show the classification of the respondents of psychological factors, 67% of love the job very much, 64% of comfortable feeling about dressing code, 71% of appreciation from student side, 36% of problems from students' side, 89% of appreciation from parent's about their ward's performance.

Table 3 Safety and Security Factors

Safety and Security Factors	Yes	No	Percentage
Job is permanent	38	37	51
Working condition are free from hazards	42	33	56
Employer contribution	45	51	60
Respects	51	24	68
Job satisfaction	59	16	79
Safe environment	37	38	49

The table shows the respondents are safety and security factory, 51% job is permanent, 56% of working conditions are free from hazards, 60% of employer contribution, 68% of respects, 79% of job satisfaction and 49% of safe environment.

Table 4 Welfare Measures

Welfare Measures	Yes	No	Percentage
Medical allowance	61	14	81
Health insurance	63	12	84
Child care	48	27	64
Local transport	43	32	57
Local conveyance allowance	30	45	40
Local transport concession	26	49	34

The table show that classification of the respondents of welfare measures, 81% of medical allowance, 84% of health insurance, 64% of child care, 57% of local transport, 40% of local conveyance allowance and 34% of local transport concession.

Table 5 Facilities, Privileges and Others

Facilities, Privileges and Others	Highly Satisfied	Satisfied	No opinion	Dis satisfied	Highly dissatisfied	Weighted total score	Weighted Mean score
Provident fund	15 (75)	35 (140)	20 (60)	3 (6)	2 (2)	283	3.7
Maternity leave	15 (75)	27 (108)	20 (60)	10 (20)	03 (3)	266	3.5
Causal leave	15 (75)	10 (40)	30 (90)	20 (40)	- (0)	245	3.3
Permission	10 (50)	15 (60)	33 (99)	12 (24)	05 (5)	238	3.2
Transfer facilities	12 (60)	10 (40)	- (0)	10 (20)	43 (43)	163	2.3
Reduced bus fees to the wards	05 (25)	10 (40)	3 (09)	36 (72)	21 (21)	167	2.2

Likert scaling technique is used to assign weights to the level of satisfaction. (i.e) Highly satisfied-5, satisfied-4, no opinion-3, dissatisfied -2, highly dissatisfied -1.

The above shows the classification of the respondents on the base of facilities, privileges and others.

The facility 'Provident fund' gets the highest weighted total score of 283, followed by 'maternity leave' (266), 'casual leave (245), 'permission (238), 'reduced bus fees to the wards' (167). The 'transfer facilities' gets the least weighted total score of 163.

Chi square; Facilities, Privileges and Others

Facilities, Privileges and Others	O	E	O-E	(O-E) <sup>2</sup>	$\sum(O-E)^2/E$
Provident fund	283	227	56	3136	13.81
Maternity leave	266	227	39	1521	6.7
Causal leave	245	227	18	324	1.42
Permission	238	227	11	121	0.533
Transfer facilities	163	227	-64	4096	18.04
Reduced bus fees to the wards	167	227	-60	3600	15.85
TOTAL	1362	227			56.36

RESULT;  
 Chi-square=  $\sum (O-E)^2/E$   
 Calculate value =56.36  
 Degree of freedom= $n-1(6-1)=5$   
 Table value of chi-square at 5%=11.1

Conclusion; since they calculated value is greater than the table value of chi-square at 5% level of significance, the hypothesis is rejected. Hence it is concluded that the facilities, privileges and others have significant differences among them.

Table 6 Diseases

Diseases	Yes	No	Percentage
High blood pressure	30	45	40
Low blood pressure	45	30	60
Depression	37	38	49
Allergy	53	22	70
Headache	64	11	91
Back pain	63	12	84
Eye problem	61	14	81

From the above table show that the classification of the responds are suffered. 40% of high blood pressure, 60% of low blood pressure, 49% of depression, 70% of allergy, 91% of head ache, 84% of back pain and 81% of eye problem.

## 8. Suggestion

1. Though the establishment of Parent-Teacher Association is compulsory, they are not functioning properly in self financing colleges. Hence, adequate steps should be taken to make Parent-Teacher Association more active and effective. This will act as a feedback which properly implemented will contribute to the satisfaction of the teachers.
2. The management should come forward to provide Staff Quarters at concessional rent with adequate facilities for their teachers.
3. The management of self financing colleges should take into account the yearly increment in staff salary, bus fare concession to the teachers and adequate leave facilities. This will definitely enhance their job satisfaction.

## 9. Conclusion

This study was an attempt to bring to focus the socio economic status of women teachers working in collegiate service in Tirunelveli city. Data was collected from the women teachers working in self-financing colleges. Various statistical tools were applied on the data collected from respondents. From the analysis one can see that strong steps are needed to improve the socio economic status of women teachers. The enrolment of women in higher education and in employment is high. It may be due to government reservations in education and in employment is high. It may be due to government reservation in education and the establishment of women's universities and colleges. Even though their proportion is high, their status is not high when compared to that of males. The socio economic conditions of women

teachers should be improved. Women teachers should try to strike a balance between their professional and familial roles. They should not hesitate to take up responsibilities in addition to teaching. It not only improve s their status in the organization, but also promotes their self-confidence. They should learn more and more by participating various training programmers. Seminars. Conferences, workshops and by taking up further courses study. They have to develop a harmonious relationship among colleagues, with students and the management to reduce their stress.

The institutions should encourage women teachers to update their knowledge and in research activities by offering on duty facilities and other kinds of assistance. The institution should arrange for suitable working conditions, and welfare measures. The salary of the teachers should be based on their academic qualification, experience, leadership qualities, and involvement with the institution without gender discrimination.

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