



## WOMEN PROFESSOR'S OPINION TOWARDS THE WORK ENVIRONMENT



**S. Krishnaveni<sup>1</sup>**

<sup>1</sup>Ph.D Research Scholar in  
History  
Vellalar College For Women  
(Autonomous)  
Erode, Tamil Nadu,  
India

**Dr. N. Kavitha<sup>2</sup>**

<sup>2</sup>Assistant Professor,  
PG & Research Department  
of History  
Vellalar College For Women  
(Autonomous)  
Erode, Tamil Nadu,  
India

### ABSTRACT

*"The word women denote strength and power of femininity  
- "Shakti" means "power" and "strength"*

**T**he basic unit of society is a women. A society would never come into existence without the contribution of women. Women have certainly become an important part of the work force not only in India but all over the world. Women force takes active part in many occupations and profession. It leads to social progress economic growth and national development besides supplementing the individual progress of women. The changing status of women has increased their social issues faced by them in the home, in work place and also in the society in general. In India teaching is considered the noblest and safest job for women. Women teachers play dual role as teachers and home makers. They have to find a balance between work and life, to maintain quality work life. This study focuses about women professor's opinion towards the work environment and the factors influenced them to select teaching profession. The study deals with women professors of self-finance Arts and Science Colleges, Engineering and Teacher Training Institutions in Erode distributions in Erode district of Tamil Nadu.

**KEYWORDS:** *Women, Professors, Teaching Profession, Work Life, Domestic Violence*

### 1 INTRODUCTION

Women have been regarded as the nuclei of nation and builder and molder of its destiny. It is fact that when there is development of women, family develops, the society develops and the country develops. They are the catalyst of development<sup>1</sup>. The status of women in modern India is a mix of paradox, especially after the Indian independence. By the end of the 20<sup>th</sup> century women has increasingly gained occupational mobility, they are not only exposed to the same physical hazards of work environment as men.

In addition women were also exposed to the pressures created by multiple role demands and

conflicting expectations both at home and in work place<sup>2</sup>. In India along with secretarial practice and nursing, teaching is one of the three occupations with the highest proportion of women. It can be asserted that Indian women, despite all challenges have made inroads in all fields of academia as advocates for, and catalysts of change<sup>1</sup>. Women's participation in teaching profession has increased. The increasing trend of women's participation in the teaching profession poses challenges in families, especially in the developing countries like India<sup>4</sup>. Based on the above discussion this study aims to analyse the Women Professors' Opinion towards the Work Environment.



### Objectives of the Study:-

Based on the conceptual discussion made above following objectives are framed for the effective conduct of this study.

- ⇒ To measure the influences of social and personal factors on women for selection of teaching as profession.
- ⇒ To investigate the women professors level of perceptions towards nature of socio support they have realised and to offer suitable suggestions for enhancement of socio-status of women in Tamil Nadu in particular and India in general.

### Hypotheses of the Study:-

In order to justify the objectives of the study following hypotheses are framed and tested with appropriate statistical tools.

- ⇒ There exists close association between social status of women and reasons stated by them for selection of higher education teaching profession.
- ⇒ There exists close association between personality of women and reasons stated by them for selection of higher education teaching profession.

### Research Methodology:-

For Studying social problems faced by working women in Erode district researcher had used two methods one is explorative and descriptive nature. Explorative nature of researcher aimed for collection of review of available literature and filed survey was considered as part of descriptive research. Questionnaire was used as a data tool.

### Area of the Study:-

Erode District (previously known as Periyar District) is a district in the Kongu Nadu region (western part) of the state of Tamil Nadu, India. This study is primary focused on the women working in a Self finance Arts and Science Colleges, engineering and teachers training institutions in Erode district.

### STATISTICAL TOOLS APPLIED.

Based on the nature of data and interpretations required, appropriate statistical tools have been applied. The frequency distribution of the variables were calculated with help of simple percentage, by writing the formula  $FD = \frac{F}{N} \times 100$  Where  $f_1$  denotes the number of respondents, and  $n$  denotes the total number of sample population.

## 2 .WOMEN PROFESSORS' OPINION TOWARDS THE WORK ENVIRONMENT

It has been observed that a large segment of educated-women's population in India (most probably in other countries- also) show preference to teaching as a profession over jobs in industries, private sectors and the government (except for the central and provincial civil services) etc. This in all probability is because of the inherent nature of the profession, which on the face of it is less demanding and allows more leverage and comfort to its occupants. It is an attractive proposition in respect of its working hours (time duration), flexi-schedules, convenient timings, no time bound fixed targets, none or very little need for tour and travel, regular and frequent holidays with the added bonus of status and respectability in society. Such characteristics of a profession, in all probability must be providing enough edge over others to its women professionals, helping them to cope with the multifarious roles and responsibilities towards their family and work in more non-stressed manner. This section of the study analyses about the women professors' opinion towards the work environment of their institution where they work at present. Ref table 2.1

The above table indicates that out of 615 respondents' surveyed, 65.53 per cent of women professors' are working in arts & science colleges. Batch of 24.88 per cent of respondents' are enrolled in engineering colleges and 9.59 per cent of respondents' are B.Ed. college professors.

It is evident from the above table that 65.53 per cent of women professors' are working in arts & science colleges. Ref table 2.2

It is evident from the above table that, 66.02 per cent of respondents' work in Co-Education colleges and the remaining 33.98 per cent of lecturers' work in segregated colleges i.e., students of single sex that neglects one group.

Hence it has been concluded that 66.02 per cent of respondents' work in Co-Education colleges.

### JOB PROFILE OF THE WOMEN PROFESSORS'

In higher educational institutions in India teachers work at three year undergraduate and two year postgraduate management colleges and professional institutes. Some teach part time in the evening and work for continuing education programs in addition to one year diploma programme in management. Most of the teaching faculty work in one department and specialize in particular

disciplines related to management courses. They usually teach two to four courses each semester, combining lecture and discussion. Most of their time is spent in reading students papers, correcting answer papers of examinations and advising students. Some, teachers have administrative duties also such as being dean of students, course coordinator etc. Some teachers work part time as consultants to educational organizations, government agencies and corporations. This section of the study analyses about the job profile of the women professors' in Erode district. Ref table 2.3

The data presented in the above table infers that, 25.85 per cent of the women professors' are readers i.e., a university lecturer of the highest grade below professor. Similarly 25.37 per cent of respondents' senior lecturers and 22.11 per cent of respondents' are assistant professors. Batch of 16.91 per cent of respondents' are HOD's (Head of Department) and the remaining 9.76 per cent of them are found to be HOI's (Head of Institution).

Hence it has been inferred that 25.85 per cent of the women professors' are readers i.e., a university lecturer of the highest grade below professor. Ref table 2.4

The above table infers the experience gained by the women professors' in Erode district. It has been found that, 36.42 per cent of women professors' have gained 3-6 years of work experience. Followed by, 24.07 per cent of respondents' have 3 years of experience or less than that. Batch of 21.30 per cent of lecturers' possess 6-9 years of experience. It has been also inferred that 18.21 per cent of respondents' have more than 9 years' experience in teaching profession.

From the above table it has been found that 36.42 per cent of women professors' have gained 3-6 years of work experience. Ref table 2.5

From the above empirical data analysis it has been observed that, 41.30 per cent of women professors' monthly income falls below Rs.15000. Batch of 30.24 per cent of respondents' earn between Rs.15000-Rs.20000 and 14.80 per cent of respondents' earn between Rs.20000-Rs.25000. Further it has been inferred that 13.66 per cent of respondents' monthly income falls above Rs.25000.

It is evident from the above table that 41.30 per cent of women professors' monthly income falls below Rs.15000.

### **Personality Profile and Awareness on Social Issues Faced by Women Professors' in India:-**

In Indian society it is that there is systematic discrimination and neglect of women's in India, which could be in terms of inadequate nutrition, denial or limited access to education, health and property rights, child labour and domestic violence etc. The fear of sexual violence has been a powerful factor in restricting women's behavior and sense of freedom. The struggle against violence is actually the struggle against the unequal distribution of power both physical and economic between the sexes. Thus, this cross section of the study analyses about the personality profile and their awareness on social issues faced by women professors' in India. Ref table 2.6

From the above empirical data analysis it has been observed that, majority of the respondents' have said that they eagerly learn new things and update their knowledge then and there, it is ranked in first place with the mean score of 4.50. Similarly the sample subjects' have said that they are punctual, trustworthy and focused in nature. These variables are ranked in second, third and fourth place with the mean score of 4.26, 4.16 and 4.05, respectively. Followed by, the women professors' have stated that they try to be role model to others and easily adapt to the changes at times. Subsequently the women professors' have said that they are capable of managing ambiguous situation, seek for novelty and outgoing i.e., individuals go out of their way to meet and make new friends.

Thus it has been clearly inferred that majority of the respondents' have said that they eagerly learn new things and update their knowledge then and there, it is ranked in first place with the mean score of 4.50. Refer table 2.7

The data presented in the above table discusses about the factors influenced the women professors' to select teaching profession. Refer exhibit: 2.1

### **3 CONCLUSION**

That majority of respondents feel that teaching gives dignity, improves their status among the society and it is beneficial in various ways like vacations, fringe benefits, allows time to parental role, family role and their societal role. Further the sample subjects choose this profession as they are passionate towards teaching, to become a role model to children, by family's motivation and to reduce family burden.

**TABLE: 2.1 WOMEN PROFESSORS' OPINION ON NATURE OF EDUCATIONAL INSTITUTION**

Sl. No	Category	No. of Respondents	Percentage
1.	Arts & Science	403	65.53
2.	B.Ed.	59	9.59
3.	Engineering	153	24.88
	Total	615	100

Source: Primary Data

**TABLE: 2.2 WOMEN PROFESSORS' OPINION ON TYPE OF INSTITUTION**

Sl. No	Type	No. of Respondents	Percentage
1.	Co-education	406	66.02
2.	Single sex	209	33.98
	Total	615	100

Source: Primary Data

**TABLE: 2.3 POSITION HELD BY THE WOMEN PROFESSORS'**

Sl. No	Position	No. of Respondents	Percentage
1.	Head of Institution (HOI)	60	9.76
2.	Head of Department (HOD)	104	16.91
3.	Senior Lecturer	156	25.37
4.	Assistant Professor	136	22.11
5.	Reader	159	25.85
	Total	615	100

Source: Primary Data

**TABLE: 2.4 EXPERIENCE GAINED BY THE WOMEN PROFESSORS'**

Sl. No	Experience	No. of Respondents	Percentage
1.	Less than 3 years	148	24.07
2.	3-6 years	224	36.42
3.	6-9 years	131	21.30
4.	Above 9 years	112	18.21
	Total	615	100

Source: Primary Data

**TABLE: 2.5 MONTHLY INCOME OF THE WOMEN PROFESSORS'**

Sl. No	Income	No. of Respondents	Percentage
1.	Less than Rs.15000	254	41.30
2.	Rs.15000-Rs.20000	186	30.24
3.	Rs.20000-Rs.25000	91	14.80
4.	Above Rs.25000	84	13.66
	Total	615	100

Source: Primary Data

**TABLE: 2.6 WOMEN PROFESSORS' OPINION ON THE NATURE OF QUALITIES OBTAINED BY THEM**

Personality	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Sum	Mean	Rank
Eager to learn things	324 (52.68)	274 (44.55)	17 (2.76)	0 (0.00)	0 (0.00)	2767	4.50	1
Stay focused	147 (23.90)	359 (58.37)	101 (16.42)	8 (1.30)	0 (0.00)	2490	4.05	4
Easily Adopt to the changes	179 (29.11)	221 (35.93)	157 (25.53)	54 (8.78)	4 (0.65)	2362	3.84	6
Out going	55 (8.94)	264 (42.93)	240 (39.02)	40 (6.50)	16 (2.60)	2147	3.49	9
Seek Novelty	100 (16.26)	276 (44.88)	174 (28.29)	57 (9.27)	8 (1.30)	2248	3.66	8
Comfortable with Ambiguity	87 (14.15)	332 (53.98)	140 (22.76)	36 (5.85)	20 (3.25)	2275	3.70	7
Trusting	262 (42.60)	218 (35.45)	109 (17.72)	26 (4.23)	0 (0.00)	2561	4.16	3
On Time (Punctual)	277 (45.04)	244 (39.67)	73 (11.87)	16 (2.60)	5 (0.81)	2617	4.26	2
Prefer to be role mode to others	172 (27.97)	293 (47.64)	93 (15.12)	45 (7.32)	12 (1.95)	2413	3.92	5

Source: Primary Data

Values in parenthesis are in per cent

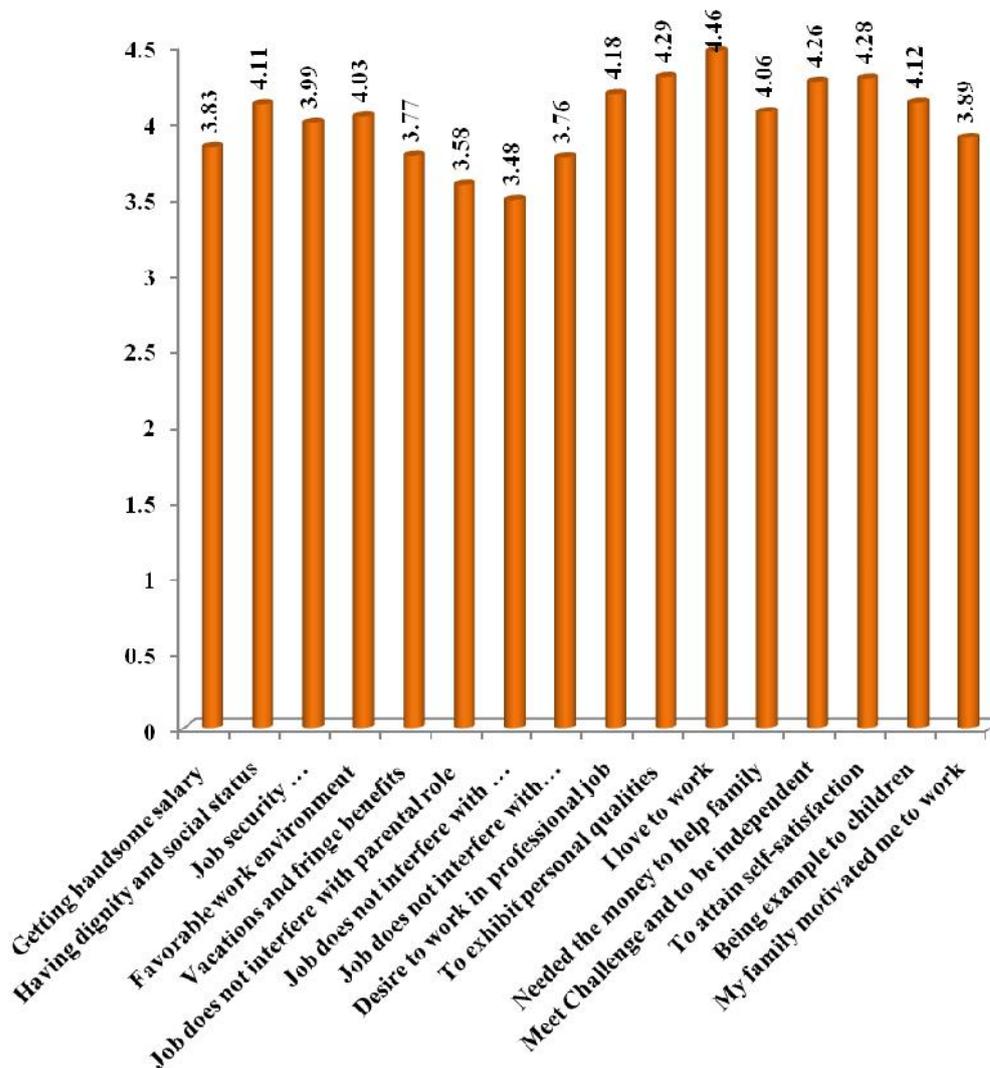
**TABLE: 2.7 FACTORS INFLUENCED THE WOMEN PROFESSORS' TO SELECT TEACHING PROFESSION**

Variables	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Sum	Mean	Rank
<b>Social and Family Factors</b>								
Getting handsome salary	154 (25.04)	270 (43.90)	132 (21.46)	49 (7.97)	10 (1.63)	2354	3.83	4
Having dignity and social status	205 (33.33)	312 (50.73)	65 (10.57)	29 (4.72)	4 (0.65)	2530	4.11	1
Job security (in terms of stability and permanency)	156 (25.37)	327 (53.17)	99 (16.10)	33 (5.37)	0 (0.00)	2451	3.99	3
Favorable work environment	179 (29.11)	320 (52.03)	77 (12.52)	35 (5.69)	4 (0.65)	2480	4.03	2
Vacations and fringe benefits	132 (21.46)	303 (49.27)	113 (18.37)	40 (6.50)	27 (4.39)	2318	3.77	5
Job does not interfere with parental role	124 (20.16)	241 (39.19)	132 (21.46)	102 (16.59)	16 (2.60)	2200	3.58	7
Job does not interfere with role in the family	75 (12.20)	298 (48.46)	111 (18.05)	111 (18.05)	20 (3.25)	2142	3.48	8
Job does not interfere with role with the society	144 (23.41)	287 (46.67)	96 (15.61)	67 (10.89)	21 (3.41)	2311	3.76	6
<b>Self-Motivations</b>								
Desire to work in professional job	218 (35.45)	320 (52.03)	56 (9.11)	13 (2.11)	8 (1.30)	2572	4.18	5
To exhibit personal qualities	267 (43.41)	288 (46.83)	38 (6.18)	14 (2.28)	8 (1.30)	2637	4.29	2
I love to work	351 (57.07)	214 (34.80)	34 (5.53)	12 (1.95)	4 (0.65)	2741	4.46	1
Needed the money to help family	215 (34.96)	280 (45.53)	85 (13.82)	13 (2.11)	22 (3.58)	2498	4.06	7
Meet Challenge and to be independent	264 (42.93)	271 (44.07)	63 (10.24)	8 (1.30)	9 (1.46)	2618	4.26	4
To attain self-satisfaction	293 (47.64)	213 (34.63)	100 (16.26)	9 (1.46)	0 (0.00)	2635	4.28	3
Being example to children	232 (37.72)	272 (44.23)	78 (12.68)	21 (3.41)	12 (1.95)	2536	4.12	6
My family motivated me to work	185 (30.08)	270 (43.90)	102 (16.59)	25 (4.07)	33 (5.37)	2394	3.89	8

Source: Primary Data

Values in parenthesis are in per cent

### EXHIBIT: 2.1 FACTORS INFLUENCED THE WOMEN PROFESSORS' TO SELECT TEACHING PROFESSION



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