CHAPTER - I

INTRODUCTION AND RESEARCH DESIGN

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1.1 INTRODUCTION

The status of our women has been considerably enhanced in the country during the post Independence era. They are coming out of womb of traditional and custom-ridden society. Traditionally, women were expected to perform household duties and men took care of other out-side work. It was just as undesirable for a woman to work outside home in order to earn money and man also didn’t do domestic activities. Women should work if father/husband was unable to earn due to illness, unemployment, old age and the income of the father/husband was so meager that it was difficult to make two ends meet. Moreover, there might be no small children or aged members in the family, the women could work for a change.

In recent times, due to growing interaction between industrialization, urbanization and want of material prosperity, women force take active part in many occupations and profession. It leads to social progress economic growth and national development besides supplementing the individual progress of women.

Women in Higher Education

Indian constitution in its Fundamental Right has provision for equality, social justice and protection of women. With higher education and slowly evolving new perceptions about women and her social status, women in India have secured legal and political equality, entered prestigious professions and occupied positions of power. The new vision of
development involving women must ensure general participation in the
definition and actual provisions of the basis needs of all citizens, regardless
of their race, creed, gender and age. Women’s education in India provides
access for girls to higher education, which was earlier denied to them due to
parental reservations rising out of conservatisms, social customs and
prejudices.

The contribution of women to the country’s development cannot be
undermined. Women who constitute half of India’s population play
different roles as homemaker, workers, teachers, professionals, managers,
executives, entrepreneurs, politicians and so on.

Women as Teachers

The role of women as teachers is more appreciable in our country and
that too in our State. Women come out to work for personal satisfaction,
self-expression, financial security, sharing of responsibility, economic
necessity, independence and so on. It provides them an opportunity to lead a
comfortable and satisfactory life. Due to the expansion of women’s
education, there will be a high demand for more number of women teachers.

Teachers are the main functionaries of the educational system. Women
teachers have an important role of preparing the students in higher education
for their life and career. Teaching is the noblest profession because every
teacher functions as a ladder for his/her pupils to go up in life. Teachers are
the real nation builders and function as pivot on which the entire nation
revolves. They spread the light of knowledge all over as a candle does. They must get the confidence of the students. In order to be inspired teachers and role models, teachers should be knowledgeable, skill based and possessing right and positive attitude towards their profession.

Alexander, The Great once said, “I am indebted to my father for living, but to my teacher for living well”.¹ Teacher is placed in such a high position because the life an individual is leased on the education he gets.

H.G. Wells says, “Teacher is the real maker of society”.² Teacher is the soul of any educational institution ie, school, college or university. The teacher herself is the key for the success or failure of education. The efficiency of a system of education rests upon the quality of a teacher. Without good teachers, even the best of system bound to fail. With good teachers, even the defects of a system can be largely overcome. Thus, teacher is so important in the entire educational system and they are the nation builders and creators of new society.

When women occupy such glorious teaching profession, it adds and adorns much more better to the profession than men. Women are hard workers than men. The attitude, perception and expectations of women teachers are highly different from that of men teachers. Women teachers play dual role as teachers and home makers/home managers. They have to find a balance between work and life and maintain quality work life. In this venture, they do have problems and unless and until their problems are
identified and remedial measure sought out, the prosperity of the Nation will remain as a dream, as the various types of problems faced by them will seriously affect the quality output of students of human resources.

**Problems of Women Teachers Working in Colleges**

Women as human resources are the foundations of educational institutions and play a key role in management of capital assets. They are valuable resources of the college. Women teachers working in colleges are increasingly becoming conscious about their existence, rights, work situations and so on. The problems a woman faces have specific colouring depending on the socio-economic and cultural milieu in which she has been born, nurtured and moulded. The problems, which the women teachers face as an Indian woman, are much harder than that of their counterparts in developed countries and they are more prone to experience of internal conflicts due to incompatibility between the old conception of women’s role at home and the occupational role generally and face many occupational problems particularly.

The various occupational problems faced by women teachers working in colleges are personal problems, family problems, economic problems, organizational problems, departmental problems, psychological problem, problem of interpersonal relationship and problem of stress.
1.2 STATEMENT OF THE PROBLEM

Teachers and students of colleges 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. The teachers working in the colleges are largely responsible for fortune of their institution, society and country. They are expected to transform an individual into a person of wisdom, imagination, creativity, enlightenment, empowerment and the like. They are supposed to contribute significantly towards preparing their students as role performers in different occupations and shape the youth into accountable adult roles in society. It is the responsibility of the teachers to bring overall personality of the students that is the harmonious development of hand, heart and head. It is generally believed that the destiny of India is decided in the classroom.

A Nation is built to a large extent in its schools, colleges, universities in its classrooms, laboratories, libraries and playgrounds. College plays a vital role because it deals with students of post adolescence and pre adulthood stage. The college produce highly skilled and enlightened manpower needed for political, economic and social transformation and development of our country. Colleges ideally are institutions devoted to the development of human resources and humanism. The intellectual dynamism, resourcefulness and economic prosperity of a country is reflected on the
quality of higher education provided in the colleges. 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 process of bringing effectiveness of their performance, the college teachers especially women teachers face many problems. A sincere and dedicated woman 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 is due to many occupational problems they face in their work place.

Moreover, many of the previous studies dealt with occupational stress, occupational safety, and occupational sickness in industries, organization, and quality work life balance. Occupational problems are basic factors for all these studies. Thus, the researcher felt necessary to study the occupational problems of women teachers working in colleges of Tamil Nadu.
1.3 REVIEW OF LITERATURE

WESTERN STUDIES

V. Klein and A. Myrdal in their study entitled, ‘Women’s Two Roles’, bring out the factors that motivated married women to take up employment, what difficulties they experienced as employees and what advantages and disadvantages their employment created for employers. They claimed that the taking up of employment by married women was not part of the plans they make for the future but was done under the impact of circumstances, most of which were unforeseen. Among these are economic stringency, preferences of office or other paid work to household routine, desire to provide means for extra expenditure, loss of husband’s interest in making use of earlier training or the desire to escape from drudgery of loneliness. The lower middle class households felt the squeeze of the high rates of inflation that prevailed in the country and forced their educated daughters into wage employment in order to maintain the family consumption level.³

F. Ivan Nye and Lois. W. Hoffman in their study entitled, ‘The Employed Mother in America’ say about the working Mothers. It is one of the most important studies edited by the authors in America. In the entire book, there is a report on the changing economic organization and its impact on the domestic front. Due to industrialization, there is a continuous shift from family centre to the factory. Women have left family located tasks for
factory offices, class rooms and services establishments. Due to technological advancement, production and distribution are much more economical in the factories than in individual home. Thus, the wives role has been minimized by technological advancement and they happen to be more useful to the society by taking up the employment. The factors involved in the mother’s decision to work are important. As the cost of living has increased, a woman has to contribute to family income by working outside. When the youngest child enters school, a mother may look for outside employment to spend her day. Certain frustrating aspects of the maternal role itself motivate some women to seek employment.\(^4\)

J. Stanton William in his study entitled, ‘Human Resource Planning, Working Women and Dual Careers’, says that in low-income families both spouse often work to make financial ends meet. Personal career fulfillment may have little to do with the decision to work. For women who are more affluent especially seek satisfying professional or marginal careers and while income certainly may be motivating factor, it is not the primary factor. Disturbing tensions arise between wives who work because of strict financial need and those who work because they want the status satisfaction and adventure of carving a niche in the labour market.\(^5\)

Pines and Kafry in their study, ‘Tedium in the Life and Work of Professional Women as compared to Men’s Sex Roles’ reveal that women report more stress than men do. This difference is attributed to the burden of
two full time jobs, a career and a home. They are harassed, have conflict and feel guilty about compromising both quality of their work and relationship with their family. The results of the study have implications with reference to industrial organization recruiting woman executives.6

Mary Deane Sorcinelli and Janet Near in their study, ‘Relations between Work and Life Away from Work among University Faculty’ focus on the extent of academic work reflected in the broader arena of life. Research on faculty work family life and leisure activities suggest that academic work and life away from work are coterminous. For many faculties the career is both vocation and avocation. Faculty members are likely to spend large amounts of time working at home. They tie vacations to their work by scheduling them to coincide with leaves or conferences and tend to socialize with the academics. Recent research by the Carnegie Foundation for the Advancement of Teaching indicated that the extent to which work intruded into personal life was a primary factor in influencing overall dissatisfaction as well as satisfaction among faculty members. As one aspect of a study on faculty, career development relations between work and life away from work were explored for one hundred and twelve faculties.7

Peter Hanson in his book entitled, ‘Stress for Success’ revealed that the stress levels faced by career women can be considerably greater than those levels imposed on men. Women are expected to make greater personal
sacrifices than men, especially as regards their family lives do. This situation can mean frustration for talented, ambitious and experienced women and also career women are being caught in the time management and are finding it hard to fit exercise into their schedule. He suggested humor, hobbies, positive imagination, fashion, acupuncture, art, music as options for reducing stress.  

Marilyn J. Davidson, Cary L. Cooper in their study, ‘Shattering the Glass Ceiling’ write that it is important to ascertain to what extent the stresses and strains inherent in being a women in management will affect the physical and mental health and overall well being of this working women group.

Cozers, et al., in their article entitled, ‘Occupational Stress, Clinical Treatment and changes in Job Perceptions’ deal with the processes and outcomes of psychological treatments for white collar workers suffering from stress at work, changes in job perceptions and symptoms which took place over the course of Psychotherapy were assessed in order to explore the relationship over time between changes in clinical state and changes in job perceptions. Following psychological treatment, clients showed both a reduction in symptomatology and annuity and viewed their job more positively. Moreover, there were significant relationships between changes in symptom levels and changes in job satisfaction and attitude towards opportunity for control, skill use, feeling, valued and interpersonal contact
and other attitude change, such as perceptions of variety and clarity in the job, showed little relationship with clinical improvement. Hence this research suggests that while some perceptions may be related to the levels of stress or clinical symptoms suffered by individuals, other perceptions are more independent and are likely to reflect the influence of organizations on individual health. This research supports the need for stress management to be targeted at both the individual and organizational land.\textsuperscript{10}

Ronald J. Burke in his study ‘Stress, Work and Professional Satisfaction and Militancy among Canadian Physician’ analyzed the stress and health care. National health care system in Canada has resulted in regular and increasing conflict between the medical profession, government and other political actors. The present study utilizes a stressor-strain framework to understand physician militancy in Canada. Data were collected from 2087 men and women Physicians using questionnaires completed anonymously. Four groups of predictor variables identified in previous research were considered individual demographic characteristics, practice characteristics, work stress and work and professional satisfactions. Each panel of predictor variables had significant and unique relationships with measures of physician militancy.\textsuperscript{11}

Tim Hindle in his study entitled, ‘Reducing Stress’ said that the effects of stress are closely linked to individual personality. The same level of stress affects different people in different ways and each person has
different ways of coping strategies for coping stress can be divided into two main categories adaptive and maladaptive. The former tends to lead the problems being resolved, while the latter increase problems. Further he said finding a balanced life style and a self-assessment exercise are essential to our overall well being.\textsuperscript{12} 

Ulla Kinnunen and Saija Manno in their study, ‘Human Relations’ focus on the antecedents and outcomes of work family conflict among employed women and men in Finland. The data were obtained by questionnaire from a sample of 501 employees working in four organizations. The results showed that work family conflict was more prevalent than family work conflict between both sexes, but there were no gender differences in experiencing either work family or family work conflict. Family was the best explained by family domain variables like number of children living at home for both sexes and work family conflict by work domain variables like fulltime job, poor leadership relations among the women, high education and more number of children living at home among the men. Family work conflict had negative consequence on family well being and work family conflict, in particular, on occupational well being. The findings suggest that in particular, improvements in working life are needed to prevent problems in the work family interface.\textsuperscript{13} 

Heather Rice in his study has written that, women have felt that their gender was the most significant barrier to progress. However, they have
already won several bottles. Now women have still not achieved everything their male counterparts have, nor will they until there in the most senior positions accept this is the case. The long hours expected for senior position coupled with the networking activities are necessary to cultivate important relationships actively discriminate against women, who are often unable to adjust to the hours because of family commitments. It leads them to a stressful life.\textsuperscript{14}

Louise August and Jean Waltman in their study, ‘Climate, Contribution and Career Satisfaction among Female Faculty’ reveals the culture, Climate, contribution and career satisfaction among female faculty. Retention of female faculty is an important issue for institutions of higher education aiming for excellence and diversity. However, an essential first step in understanding retention is to examine what contributes to career satisfaction for academic women. This study is based on data from a census survey of faculty conducted in 1996 at a Research University located in the Midwest using Hagadorn’s (2000) model for conceptualizing faculty job satisfaction. The study identifies domains of environmental condition, departmental climate and demographics that play a role in female faculty’s overall career satisfaction.\textsuperscript{15}

Jeffrey Hill et al., in their study, ‘The Positive Influence of Perceived Job Flexibility on Work and Family Life Balance’ state that the influence of perceived flexibility in the timing and location of work on work-family
balance. Data are collected from 1996 international Business machines (IBM), work and life issues survey in the United States (n=6,451). Results indicate that perceived job inflexibility is related to improved work family balance after controlling for paid work hours, unpaid domestic labour hours, gender, marital status and occupational level. Perceived job flexibility appears to be beneficial both to individual and to business. Likewise, employees with perceived job flexibility are able to work longer hours before workload negatively influence their work family balance.16

Alan Saltzstein et al., in their study on ‘The Impact of Family Friendly Policies on Attitudes of Federal Government Employees’ reveal the friendly attitudes, work family balance and job satisfaction. They used the 1991 survey of federal government employees to test a theoretical framework regarding the relationships between work and family demands, family friendly policies, satisfaction with work family balance and satisfaction for diverse groups of employees with different personal and family needs. They found that a variety of policies widely presumed to the family friendly were used to varying degrees by desperate group of federal employees. The use of such policies had very diverse effects on both employees’ satisfaction with work family balance and job satisfaction within and across various groups of similarly situated employees.17

Cary L. Cooper in his study writes about the consequence of rise in stress suffered by an increasingly insecure work force. Further, he said,
these excessive pressures in the work place have been very costly to business. He asked ‘Can human beings cope with permanent job insecurity?’ Stress is primarily caused by the fundamental of change lack of control and high workload and it can be reduced by increasing awareness and improving stress management skills of the individual through training and educative activities. ¹⁸

Ronald Burke in his study, “Organizational Values, Job Experiences and Satisfaction among a Managerial and Professional Women and Men” compared the relationship of managerial and professional women’s and men’s perception of organizational values supportive of work-personal life balance and their job experience, work and non work satisfaction and psychological well being. Managerial women reporting organizational values are supportive of work personal life balance. They also reported greater job and career satisfaction less work stress, less intention to quit, greater family satisfaction, fewer psychosomatic symptoms and more positive emotional wellbeing. Managerial men reporting organizational values more supportive of work personal life balance. They also reported working few hours and extra hours, less job stress, greater joy in work, lower intentions to quit, greater job, career and life satisfaction, fewer psychosomatic symptoms and positive emotional and physical well being. The multiple regression analysis in the study indicated more independent
and significant correlates of organizational values supporting work personal life balance among men than among women.¹⁹

Marta Elliott in his study entitled, ‘Work and Family Role Strain among University Employees’ collected data from a survey of faculty and staff of a public university in the Western U.S. The results indicated that difficulties in caring for children and elderly dependents are the primary causes of work and family role strain in the family domain, while dissatisfaction with resources and perceived unfair criticism are primary in the work domain. The predictors of work and family role strain are similar for faculty and staff and for men and women with one exception. Having a supportive spouse or partner reduced work and family role strain for women than it does for men.²⁰

Lo in his study interviewed 50 married female professionals from Hong Kong with children to examine their work family conflict and human resource policies they would like their employers should adopt. The results revealed that the traditional nature of the Hong Kong family where husbands give limited time to family affairs, compounded by long working hours had led to an exhausting life style for almost all the female married professionals. The respondent also suggested ‘flexible hours’ in the most appropriate human resource practice followed by greater control over work schedule that might help them alleviate work family conflict.²¹
Duncan Lewis in his ‘Special Symposium on Bullying at Work’ brings out the impact of shame among university and college lecturers. He found the concept of shame within the context of workplace bullying. Despite a decade or more of international research into bullying at work, there is little or no evidence for explicit of shame amongst those who have experienced bullying. Based on content analysis from the narratives of 15 colleges and university lectures who were self selecting victims of bullying, find clear evidence for feelings of shame which appear to last long after bullying episodes have ended.\textsuperscript{22}

Richard Irikefe Okoradudu in his study entitled ‘Perspectives in Education’ investigated motivational indices as predictor of worth attitude of teachers in Secondary school in Delta state of Nigeria. Using regression statistics, three null hypotheses were tested at 0.05 level of significance. The conclusion was drawn that motivational indices were not a predictor of teachers’ work attitude. However, while non-economic motivational indices were significantly related to teachers’ work attitude, economic motivational indices were not. The results of the study were married working women had more problems than their counterparts did. This may be due to the load of the family responsibilities added with the occupational expectations. Working women having female co-workers had more problems than others because there may be less cooperation and understanding among them and
working women who had 16-25 years of service had more problems than others.\textsuperscript{23}

Charles R. Stoner et al., in their study entitled ‘Perceptions and Responses to Life Imbalance’ bring out life imbalance among executives. The study of managerial and executive life balance is one of the most intriguing complex and socially relevant topics. Working harder, yet often reeling from the absence of personal significant, many executive sense that something is horribly unbalanced. Drawing from comprehensive interviews with 20 members of managerial couples who worked an average of 53 hours a week; the authors provide a keen view of the personal and elusive nature of managerial balance. They discuss what balance looks and feels like describe the signals or cues of imbalance, and explore the fundamental steps taken to regain lost balance.\textsuperscript{24}

Swain & Harriet in their article titled ‘Breathe Deep and Shut Your Eyes’, give advice to college teachers on how to cope with stress brought by student marking responsibilities and red tap in the British educational sector. Effectiveness of meditation in coping with short term stress problems suffered by academicians. Features of an effective stress management program designed to battle stress in the long term.\textsuperscript{25}

Blase Edward in his study entitled, ‘Impact of Teachers’ Work on their Personal Life’ gathered through structured and unstructured interviews to assess the impact of teachers work on their personal life. They conducted
a comprehensive case study, during the period 1983-85, of 80 teachers enrolled in various US Universities. Results indicate that the demand on teachers tends to affect their private life. Excessive workload, relationship with colleagues, low salary, unrealistic expectation by community members and job status are the major stressful aspects of teaching.\textsuperscript{26}

Pedzani Perci Monyatsi in his study entitled ‘Motivating the Motivators with Developmental Teacher Appraisal’ explained effectiveness of appraisal process in Secondary Schools. Both quantitative and qualitative study was carried out from a sample of 607 secondary school teachers in seventeen schools in the South region of Botswana and evaluating the effectiveness of current appraisal process as carried out in secondary school. It looks at how the process of appraisal can motivate teachers to improve their performance of facilitating effective teaching and student learning. The study revealed that if carried out properly the appraisal process can motivate the teachers to do more. Productivity is the buzzword in all organizations worldwide. Organizations, including schools are busy in trying to enhance the productivity of their employees by introducing a number of interventions or incentives. One of the interventions was introduced in education in Botswana was teacher appraisal and one of its objectives was to motivate teachers to improve their performance.\textsuperscript{27}
Tutteman in his study found that a great majority of secondary school teachers considered success with students and recognition from both their superiors and students very important to job satisfaction and that these factors were rated higher than the salary or promotion especially among the female teachers. It revealed that, less than 20 per cent of teachers considered that their work actually received much recognition. Moreover, while most of the teacher felt competent with the academic aspect of their work, nearly one fifth of them reported dissatisfaction with their relationship and achievement with their students. The teachers frequently felt unable to handle the severely disruptive students and considered what they taught to be mostly irrelevant to their students. The last two factors were significantly related to psychological distress among male and female teachers. Among the female secondary school teacher, as distinct from their male counterparts, the lack of recognition from the superiors or the lack of rapport with the students when either or both occurred was also significantly related to distress. This link raises the question of sex related differences in the teaching profession, particularly as they apply to relationship with their students and superiors.28

Laura M. Graves et al., in their study entitled, ‘Commitment to Family Roles and Effects on Manager’s Attitude and Performance’ analyzed the roles and its effect on attitude of managers. The authors tested the premise that family role commitment (ie marital role commitment and
Parental role commitment) has simultaneous negative positive effects on managers (N=346) life satisfaction, career satisfaction, and performance through family to work interference and enhancement. The authors also explored whether psychological strain mediates the effect of interference and enhancement on outcomes. The author expected family role commitment to reduce the favorability of outcomes by increasing interference to the contrary, they found that neither marital nor parental role commitment was associated with increased interference. As expected, marital role commitment was associated with increased enhancement, which, in turn, seemed to reduce strain and strengthen outcomes Parental role commitment was also associated with increased enhancement. However, parental role commitment had direct positive effects on outcomes that were more substantial than its indirect effects through enhancement. Overall, marital and parental role commitment had more benefits than costs.²⁹

Karen wolk Feinstein in his study “Working Women and Families’ speaks the problems revolving around women’s employment-problems which are due to inability and unwillingness of major social institutions to respond to the changes in women’s work roles. Providing information for women’s studies at the college level, the study presents a vivid account of the nature of discriminatory practices in employment structure at the national level.³⁰
C.A. Hate in her study entitled, ‘Changing Status of Women’ examined the changes in the status of women in India since Independence. She analyzed the political, economic and social background of this change. Her samples were drawn from the middle class working and non-working women living in the four cities of Maharashtra namely Bombay, Poona Nagpur and Sholapur. She also attempted a comparison between Indian women and their counterparts in six advanced countries of the world to give an idea of their relative positions and the role they play in shaping the destiny of the countries they live in. Her findings revealed a positive thought in complete change in women’s status. She found that the chief motivation for working is to support the family. The dual role of women is still not fully recognized by the society. Many working mothers experience a bitter conflict and live with a feeling of guilt. She pleaded for the provision of crèches and for better transport facilities from the place of residence to the place of work. She advocated part time jobs, which will be extremely useful for a large number of married women who cannot afford to go for full time work. In improving the conditions of work and opening of fresh avenues of employment, women’s organizations have to play an important role.\textsuperscript{31}

K.P. Singh (Mrs.) in her study entitled ‘Career and Family-Women’s Two Roles’ says that among women who were working out of sheer economic necessities, the majority were greatly dissatisfied with the time,
they devote to their children and home. Among working women, 57 percent have some arrangement for their children either mother or mother in law or a servant to look after their children. The age of children is an important factor in generating role conflict because the mother’s personal attention is most essential to the children when they are small. Family size can be another cause in role conflict. Women having greater number of children may feel the conflict than those who have small family. The nature of occupation and the amount of time spent outside the home are taken to be the other factors associated with the role conflict. College teachers, women in independent professions; school teachers do not feel any role conflict.

Mrs. Singh concludes that the motivation to employment and role conflict are closely related. It is because women take up job simply because they get bored at home or because it gives them a sense of economic independence. They do not consider their employment as interfering with the bringing up of children. On the other hand, those who do not have any inner urge but are forced by circumstances do perceive that their outside work interferes with childcare responsibilities.32

Marx Mangahas and Teresa Jayme in their study entitled ‘The Economic Status of Women’ examined the determinants of work, income condition for female labour and the concept of full family income. They pointed out how in a general equilibrium setting, income has a feedback effect on the demand for labour and also pointed out how the economic
conditions of women at a certain period of time (present) can effect future through demographic variables such as fertility and family formation.\textsuperscript{33}

R.C.Aggarwal in his study entitled, “Role of Women in Socio Economic Development” revealed the bondage between home and women is more intense than that between men and home and this relationship is fundamental to any analysis of women’s role in the economic field. He also explained that ‘role conflict’ is a term which mean the challenges faced by an individual when he/she plays more than one role. To run a home is a career in itself, she is a homemaker, and if a woman chooses another career, she necessarily has to reconcile between two roles ie strike a balance between home and work.\textsuperscript{34}

Girija K hanna and Mariamma A. Varghese in their study entitled, ‘Indian Women Today’ made a detailed study on Indian women. The purpose of the investigation was to study the status of women and their role in the family and society in general. Data were collected from five different zones in India East, West, North, South and Central. The total number of samples selected was 1000-200 from each zone. The findings were that when women were more educated and employed, they were allowed to play a greater part in decision making in the family. Only 10 per cent did not have a say in the family matters. Savings is directly related to socio-economic status while 90 per cent of the urban rich and 78 per cent of the middle class put aside a part of their earnings as savings; only 27 per cent
among the poor are able to save. Recreational habits like reading and playing are rare among women of the lower socio-economic strata.

Women in India regard marriage as a social obligation and not a matter of personal gratification. Even among highly educated, career oriented women the consideration for the house and family often takes priority over their professional obligations, especially when children are young. Indian women are married before the age of 25 and less educated women get married when they are below 16. Marriageable age increases with education. The percentage of inter caste marriage is doubled in the college educated group and is found to be 4 times in the professional group. So education and economic independence have been proved to be the two major factors which help women to exercise her rights as an individual. The lower the social strata, the more ignorant a woman is about family planning method that is 19.5 per cent in the study, know and practice family planning.35

Srilekha Basu, in his study entitled ‘Role of Women in Rural Economic Development’ states that developing countries are characterized by low-income, illiteracy, unemployment and low standard of living. In these countries, extra income earned by women is vital to cross the poverty line. So the initiatives in making the intended changes must come from the government itself in the form of incentives to women who are bound by tradition and constrained by established interest bent on preserving the status
Women in 15 to 59 age group, not in labour force are to be considered as unused resources (except when they are sick or students). A change in the attitude towards life is imperative to ensure that women gain confidence in their own capabilities and a new value system is accepted by the society.  

Labour Bureau in the study entitled, “Economic and Social Status of Women Workers in India” examined the status of women workers. The first inquiry for studying the socio-economic conditions of women workers in India after Independence was undertaken by the Labour Bureau on “Economic and Social Status of Women Workers in India” in 1952. Later in 1958, the Labour Bureau and the Planning Commission jointly prepared a study on “Women in Employment 1901-1956”.

The Labour Bureau in 1964 and 1975 also published women in Employment and women in industry respectively. The reports dealt with the trend of employment of women, their wages, working conditions, the laws and regulation-governing women’s employment and welfare measures.

Mathur in his study entitled, ‘New Look at the Employment Potential for Women, Attitudinal Change in some Women Entrepreneurs’ examined the changing attitudes of women towards employment based on data collected on perception of quality of life (QOL) by women who do fulltime or part time work which has become a noticeable trend among single and married women.
Raka Sharan in her study entitled, ‘Indian Women Workers’ conducted a survey on women workers employed in industrial and non-industrial organizations in Kanpur city. The main objectives of her study were to analyze the working conditions of women workers, to measure their socio-economic status and to study their participation in trade union activities. She had selected 100 samples in the industrial sector and 100 samples in the non-industrial sector and collected the necessary data from them. Socio-economic status of women workers were measured with the help of ‘Kuppusamy’s method’ of rating scale. Various economic and social indicators were used to measure the socio-economic status. Her study revealed some important aspects of women labour. Among the industrial and non-industrial women workers, 80 per cent were from the young category that is between 20 and 35 years. The non-industrial workers were more qualified than the industrial workers. The working conditions of the women workers were far from satisfactory. There was sluggish participation in trade union activities among women workers. The bulk of the respondents adopted middle class life style and value orientations.¹³⁹

Kapur Promilla in her study entitled, ‘Women at Work in India’ analyzed educated women workers. This study highlights four groups such as teachers, nurses and doctors, white-collar workers and women in unusual operation and professionals in private and public sectors like lawyers, accountants, architects, editors, Journalists and business executives. The
study shows that apart from the economic factor, women work for status, creative and intellectual fulfillment, recognition and fame.\textsuperscript{40}

N.S. Krishnakumari in her study entitled, ‘Status of Single Women in India’ attempted to study the status of single women with a sample of 333. The main objectives of her study were to find out the socio-economic background of single women, causes for being single, to study the socio-economic, emotional, psychological problems faced by single women, her family relationship, social interaction and attitude of society towards them. The study revealed that the position and status of single women in Indian society is not encouraging. Married women are accorded a big place in the society. Single women are looked down in spite of their living with their parents, in-laws or children.

Even their professional success is often seen with suspicion and their normal behaviors happen to be the focus of almost all discussion. The status and position an individual holds in the society is largely determined by her economic status. Her study revealed that the independent single woman face economic problems to a lesser degree than those very economically independent, responsibilities of unmarried women are less compared to those widowed, separated and divorced with children. Employed women are expected to hand over their entire income to their parents without any expectation in return or even appreciation for the financial assistance rendered. A comparative analysis of the status of these single women
revealed that unmarried women have a slightly better position than enjoyed by the divorced or separately women and widows. They are also exploited at work place.41

Gupta in his study entitled, ‘Multiple Roles of Women of Bangalore’ analyzed the role conflict experienced by urban educated women with different types and quantities of work load and attempts to isolate and coping strategies used to reduce it. He analysed five specific roles (self, home maker, wife, mother and employee) on the basis of Halls model of coping strategies.42

Mani Gomathi in his study entitled, ‘Working Mothers in Madras city’ looks at the problems of working mothers and comments on the gap between legal, equality and social reality. Sometimes favorable circumstances prevail such as suitable working hours, availability of domestic help, absence of in-law problems and presence of supportive husband.43

Garg in his study entitled ‘Career Women need Support of the Family’ describes the problems of career women whose dual role make it difficult to handle both career and domestic responsibilities efficiently, leading to tensions, breakdowns and frustrations and suggest that women can pursue a career only if there is a need, aptitude, ability and support of the family.44
Bashir A. Dabla in his study entitled, ‘Working Women in Kashmir’ analysed the change in the behavior pattern of the working women. In Kashmir, working women’s progress had been qualitatively and quantitatively different from the experiences of the Indian women in general. This sufficiently reflected in the findings. The reality is that the Kashmiri women have undergone a considerable degree of transformation in terms of their role and status. The role and status of the working women actually symbolizes a broader change among women. It was observed that there was less correspondence between changes at the attitudinal and behavior levels. In this process of women’s changes, certain aspects of tradition were consciously retained by these working women. There was no conflict between modernity and tradition and both were accommodated pragmatically by the working women. The investigation for the study was carried out among 200 selected working women during the period of 1986-89.45

Varghese in his study entitled ‘Women Administrators in Education’ highlights the constraints faced by women in the management process especially the interaction between career and married life. Remedial measures are suggested at the individual, familial, organizational and governmental levels.46

M. Jeyarathnam in his study entitled, ‘Managerial Effectiveness of Women Officers - A Study in Public Sector Banks in Tamil Nadu’ revealed
that individual factors are the determining factor of work performance of women officers. The women officers have observed that effective leadership and decision-making skills are desirable managerial traits that would facilitate managerial effectiveness. Hence, it is suggested that bank management can design suitable training programmes and management development programme to sharpen the above-mentioned skills of women officials to improve their performance. The leadership styles of superiors of women officers can be suitably modified.47

Judi Marshall in his study ‘Women Managers Travelling in a Male World’ analyzed the physical and psychological drawbacks that women have to contend with their work life to compete with men. She had discussed so many questions like whether women have to face additional challenges as burden on having to disprove the carefully cultivated stereotype in the men’s world. She had sorted out the style of functioning by male and female managers. He had written that women over the years have entered the profession that is generally considered more suitable for women. However women take up jobs that were previously considered to be exclusively male dominated and they have made a success of it. She discussed self management of working women and she advises to identify the shifts of the future and develop these traits. In the changing world, women may benefit from developing flexibility as many do and not tying themselves to the rigid long term ambitions.48
Mishra in his study entitled, ‘Work Family Conflict among Indian Working Women’ traced some of the predictors of work family conflict among Indian working women along with identifying the area where conflict was experienced to a maximum extent. An attempt was made to analyze occupational difference (both type and level) with regard to role conflict. Using a sample of 406 working women drawn from fields such as academics, banks and government institutions including clerks and officers, work family conflict was measured with six scales developed, by Holahan and Gilbert. Spousal support along with a demographic data form was also measured. The results revealed that the pattern of predictor was spousal support. Profession Vs parent area exhibited maximum though moderate conflict. Occupational type did not have any significant impact on role conflict whereas clerks were found to experience greater conflict than officer grade employees.49

Venkatapathy and Kalpana in their study, ‘Importance of Certain Policies and Programmes as perceived by Women Teachers and Administrators’ analysed the teachers’ perceptions of the most important policies, differences as regard to perceptions which help them to carry out their family commitments. The administrators, on the other hand, rate those policies as important which help their careers. This could be because of the difference in the personality types of teachers and administrators. And Organizations do not provide those policies and programmes considered
important by the respondent. Of the sixteen policies and programmes, only maternity leave and promotion without transfer are available to teachers. The programmes namely, ‘Flexible working hours’ and ‘upgraded person funding’ are not available to the administrators. The results of the study reveal that organizations are yet to consider the terms with the needs and aspiration of the women employees. \(^{50}\)

**Thomas M. Murphy** in his study entitled, ‘Gender bias, Socialization and False Perceptions’ focuses on male, female relationship. Inter gender Communications are often matched and this leads to social and work place problems. Methods like flexible working arrangements are suggested to overcome false perceptions. The survey findings of female professionals express a high level of frustration and disclaim for senior male management. Females express unfairness over a double standard between men and women in workplace. The more experienced a women professional is the more likely she feels impacted by gender discrimination. \(^{51}\)

**Pooja Garg and Renu Rastogi** in her study entitled, ‘Comparative analysis of Teachers Working in Public and Private Schools’ revealed the importance of organizational behaviour. The primary objective of the study is to find out the significant differences in the climate profile and organizational citizenship behaviour. Teachers working in public schools exhibit higher levels of organizational citizenship behaviour and also offer a more positive working climate in comparison to private schools. Hence,
appropriate measures have to be implemented and maintained in schools to meet global challenges. This is possible only if the school personnel, administrators, teachers and the principal perform effectively, beyond the formal role requirements.\textsuperscript{52}

Rita Aggarwal in her study ‘Stress in Life and at Work’ deals with an analysis of physiological, behavioral, cognitive and emotional consequences of stress. The study is divided into three sections. Time stacking tendencies make individuals focus on achieving more and thinking about the future and in the process of losing the ability to live, enjoy, and derive pleasure from the present. The role conflict of balancing both career and home could have adverse effects in terms of time spent in one role may leave little time for other roles, strain within one role may spill over to the other one or the behaviour appropriate for one role may be dysfunctional for the other.\textsuperscript{53}

M.K.Savithri in her study, ‘A Comparative Study of Women Executives and Women Entrepreneurs’ deeply analyzed the inconsistency between the perception by woman executives of the job and her own self-image. The author found that stress is an inevitable concomitant of organizational life. Stress of women executives if not managed properly and effectively damage the entire work process, decision making and the employee performance. She also felt that the personal inadequacy of a woman results in failure of a woman as a manager, these results in non-
involvement in decision-making. She pointed out that there are several other points that are to be pondered like ambiguity, stagnation and isolation of women managers. The researcher described about the gender differences, how it is caused, how it is managed and the inequality of opportunities prevalent in the job market.\textsuperscript{54}

C.V. Madhavi in her study entitled, ‘Invisible at the Top’ revealed that women are not making their presence felt at the senior managerial levels and top posts of public sector units. The writer says that, marriage is still principal determinant of women’s social position. Career choices are influenced by decisions about marriage, parenthood and responsibility in home and expected social responsibilities. According to the writer, the reason for bias in the work place is despite large numbers in the workplace women are rarely seen at higher levels of any organization. She concludes that women in corporate India are aware of the constraints they face and are slowly but surely trying to make the best of the bargain.\textsuperscript{55}

Previz Bhot\textsuperscript{e} in his article entitled, ‘Metro Plus’ has written that the stress factor is higher in women as they work both inside and outside home. When a woman is working with a heavy workload but little decision making power at home, the organization suffer a lot. A total lack of social support leads to stressful situation resulting in poor quality work, low productivity and loss of job. Further he said that centres like T.T. Ranganathan clinical research foundation, that create an awareness, specializes in addiction
management by creating awareness about the problem and treating it through medical management, community meeting, individual counseling, re-educative lectures, group therapy, art therapy and exposure to self help programmes can be utilized by the people who suffered more by stress.⁵⁶

Kausalya Santhanam in her article states that, women who work and cope with their job with cooking, raising children, managing the households and be concerned about their husbands. She says that women have the right courage to take the right decision at the right time. When you work under someone else the key to controlling your life and doing things in your own way is to manage your boss better than he does or she manages you. Also, remember that your boss is human, give them solutions not problems, help them do their job and get into the habit of regular informal communication with your manager.⁵⁷

Wesley et al. in their article examined the relationship between work family conflict and job satisfaction. Drawing a sample of 73 engineering college teachers from colleges in the city of Coimbatore they established the relationship between the variables under study. Multiple regression analysis showed that work family conflict rather than family work conflict influenced job satisfaction. Further the respondents were classified into groups using cluster analysis and their corresponding degree of work family conflict. He studied also the relationship between variables like age, income group and work family conflict were established.⁵⁸
Premalatha in her study entitled, ‘A Study on the Job Performance of Women Executives of Commercial Banks in Madurai District’ analysed the problems of women executives in the commercial banks. The know-how of attracting best talent and motivating them for higher performance through a network of organizational instruments and maximizing the utility of talents will be the best Human Resources Management practice. The reform of women empowerment can be made effective by making women to lend a better career path by the radical changes in society to women.59

Virginia Woolf in his article ‘Lonely But Assertive’ expressed her views regarding Indian women. According to her it is not education only that is needed it is that women should have liberty of experiences, that they should differ from men without fear and express their differences openly. She felt that there has been a welcome change in the outlook towards the young women. With more and more women joining the work force, there has been a shift in the understanding of a woman’s role. However, a lot needs to change in the way people perceive the working women. She concluded that Indians are still not reconciled to the idea of a women staying on her own. However, the writer hoped that with parents allowing daughter to travel and work, the mindset and attitudes will change for the better.60

Murthy in his study, ‘Glass Ceiling, It is Breaking’ illustrates glass ceiling is not exclusively a result of employer biased attitude towards women. He says such constraints exist mainly due to women centric, time
related problems and their predisposition towards their family and children vis-à-vis job demands. He says that responsibility of performing household tasks, extended working hours required to gain promotion, male domination are some of the hurdles women employees face during the career which prevents them from moving to the top. The author suggests that right kind of education and training for women which don’t limit the scope of getting job to specific field is needed and more than that the attitude of women should be changed so that they can manage the hurdles and climb the ladder.  

Rudra Saibaba et al., in their article ‘Problems of Working Women in Banks’, studied the problems faced by working women in banks with regard to maintain relations with employees, customers and family members. The objective of the study is to identify the problems faced by women at their workplace and to assess the influence of domestic problems in discharging their duties at banks. The article suggests the ways to overcome the problems identified for the future prospects of women employees in their work in banks.  

Michael Peterson in his study, ‘What Men and Women Value at Work, Implications for Work Place Health’ conducted to determine what man and women value at work, how each defines a healthy workplace and what work factors best predict their health outcomes and stress. A total of 1123 individuals participated in the study (608 males, 515 females). Results
indicated that men valued pay, money and benefits as well as power authority and status significantly more than women did. Women valued friends and relationships, recognition and respect communication, fairness and equity, teams and collaboration, family and home significantly more than men. The study suggested that knowing and managing gender differences may help to effectively motivate employees, increase productivity, foster loyalty and improve their physical and mental wellbeing.63

S.A. Arockiadoss in his study, ‘Perspectives in Education’ analyzed teacher effectiveness of college teachers. This study was intended to find out the extent of teachers effectiveness found among the college teachers and studies the influence of personal and institutional background in teacher effectiveness of the college teachers. A stratified sample of 275 college teachers was selected from 25 Arts and science colleges affiliated to Madurai Kamaraj University in Tamilnadu. Teacher effectiveness scale and personal information schedule were used for the study. The statistical techniques employed for the analysis were ANOVA and ‘t’ tests. The major findings in the study are, the majority of the college teachers are effective only at moderate level and Personal factors such as age, sex, subject of teaching, designation and academic qualification, institutional background, such as type (Private/Govt) nature (Unisex/coed) and courses offered (UG to
PG/above PG) have significant influence on various dimensions of teacher effectiveness.\textsuperscript{64}

V. Venkataramani in his study, ‘Corporate Women Leading the Way’ analysed the global business arena, where competition is increasing rapidly, the role of women as business leaders and managers is on the rise. Women are competing on par with male counterparts. In achieving success, women leaders have exhibited various leadership styles and traits. The leadership styles of some of the leading women managers in India and the common leadership qualities that these leaders exhibit were analyzed. As rightly pointed out by many philosophers, it is not ‘I’ but ‘We’ who can make a human being wiser, make him or her follow the leadership qualities and attain enlightenment in their own way. That is what women are following ie working women hardly spend 10per cent of their salary for their personal use and they groom their family in the same way they groom their employees.\textsuperscript{65}

V. Subbulakshmi in her study, ‘Managing Conflict at the Workplace’ analyzed managing conflict at the work place. An employee is angry and frustrated when he is asked to perform well under constant pressure with limited resources. This anger or frustration leads to conflict and arguments in the work place. Foolish arguments at the end result in severe conflict. These conflicts not only consume labour hours but also affect employee relationship and create an unhealthy environment. This
article clearly brings out the causes of interpersonal conflicts at work and suggests what to do when such conflicts arise. Though many companies have policies, which provide guidelines for conflict, a majority of the policies are not proactive but to be reactive.66

Amaraboina Naga Ratna in his study, ‘Work Life Balance’ analysed the necessity to make the right decision exists about what one is going to do at any given moment or in a particular situation, either in a workplace or at home. In today’s global market place as companies aim is to reduce costs, it becomes essential for the human resource professional to implement work life balance programs. Work life programme offer a win – win situation for both employers and employees by providing better practices to the employees valuing personal time and for the dual income families. Any organizational success depends on the work force. So it becomes necessary for the organizations to attract and retain the best employees. Apart from this, creating a healthy, flexible and productive work environment also enables the employees to take up a challenging career as well as balance work life needs.67

Anilkumar in his study ‘Women Entrepreneur in Northern India’ investigated labour related problems. He examined the labour related problem among women entrepreneurs in Northern India by taking a sample of 450 respondents from five states of Northern India is Haryana, Punjab, Rajasthan, Himachal Pradesh and Delhi. The analysis of data revealed that
women entrepreneurs face the problems of labour absenteeism and labour turnover. Women entrepreneurs should manage their enterprise in a scientific manner. Worker should be trained as per requirements of business. Progressive wage structure and better leadership styles can act as effective tools to sort out these problems. These techniques will also solve the problem of negative attitude of the labour. Large business association should also provide training to the existing and potential women entrepreneurs so that they may be able to utilize modern Human Resource Management practices in an efficient manner. Women entrepreneur also face the problem of lack of availability of skilled labour. Government should lay more emphasis on vocational education to improve the skill and human capital base of the population. It will help in increasing supply of better quality of labour in the market, which is the need of the free market economies.68

Dr. Manimaran and G. Harisundar in their study, ‘Organizational Management’ analyzed job stress in business organizations causes, consequences and coping strategies. An attempt was made not only to discuss the concept of job stress in organization but also seek to examine the consequences of the job stress on the health psychology, behaviour and performances of the employees. Few individual and organization strategies are given to cope with job stress effectively. It highlights on stress as a way of life an occupational hazard. Work can be a dangerous place not only for
blue collar workers who must use hazardous equipment and substance, but for the white-collar workers as well. High job stress can create physical, psychological, behavioral and organizational problems. Individual and organizational stress coping strategies can greatly help to cope with the problem of job stress. Organizations should be aware of and accept that the problem of job stress exists, try to identify the problem, attempt to solve the problem and also find the ways of coping with job stress. In case the attempts failed for individual, regularity of meals and their nutritional balance are of major importances in keeping fit and in raising resistance to job stress. Adequate and moderate consumption of food, drink and drugs are also worth pursing.69

RamaDevi V. in her study ‘Job Satisfaction among University Teachers’ examined the teachers’ job satisfaction. The role of University in societal formation, nation building and scientific development, is very big and all pervasive. The present study aims at studying job satisfaction of the teaching staff in the Universities. Data were collected from 200 teaching staff-100 members from University of Hyderabad a Central University and 100 members from Sri Krishna Devaraya University, a State University. The results showed that teaching staff in the University of Hyderabad are highly satisfied with their job when compared to the teaching staff in Sri Krishna Devaraya University. The teaching staff in both the universities are more satisfied with nature of their job dimension and least satisfied with
the facilities provided to them. The results also revealed that average job satisfaction score and average score of needs met are significantly related in both the universities.\textsuperscript{70}

1.4 SCOPE OF THE STUDY

The present study is confined to highlight the occupational problems of women teachers working in Women Colleges of Tamil Nadu. The study under investigation covers only the women teachers working in Arts and Science Colleges of Tamil Nadu. It covers three types of institutions i.e. Aided, Government and Self Finance Arts and Science colleges. It discusses the various problems faced by women teachers such as personal problems, family problems, economic problems, organizational problems, departmental problems and psychological problems.

The study deals with the socio-economic characteristics of women teachers working in colleges of Tamil Nadu. It also brings into light the factors motivating women teachers towards Teaching Profession and the perceptions of women teachers towards working conditions such as infrastructure, work environment, work group and salary and perks. It also covers the expectations of women teachers regarding Job security and Environment, Less management interference, Financial concessions and benefits, Personality development and Character formation and Appreciation and Recognition.
1.5 OBJECTIVES OF THE STUDY

The specific objectives of the present study are,

1. To understand the higher education system followed in our country.
2. To identify and analyse the socio-economic conditions of women teachers working in colleges of Tamil Nadu.
3. To study the factors motivating women teachers to choose Teaching Profession and assess the perception of women teachers towards working conditions.
4. To access the occupational problems of women teachers working in colleges of Tamil Nadu.
5. To examine the expectations of women teachers working in colleges of Tamil Nadu.

1.6 OPERATIONAL DEFINITION OF CONCEPTS

Occupational Problems

Occupational problems refer to problems in the workplace, with interpersonal relationships and in the way they care for themselves. It refers to all the problems related to the occupation or profession of women teachers in Arts and Science colleges for the purpose of the study. Occupational problems here include Personal problems, Family problems, Economic problems, Organisational problems, Departmental problems, and Psychological problems.
Personal Problems

Personal problems refer those problems that arise due to the experiences of a teacher, which hinders her ability to perform or succeed, affect her health, personality, and may result in poor performance.

Family Problems

Family problems refer to those problems which the teachers face in balancing the demands of occupational and family life.

Economic problems

Economic problems refer to monetary problems that the resources available are insufficient to satisfy all human wants and needs of a teacher.

Organisational Problems

Organisational problems refer to those problems which arise due to the structure of work in a college.

Departmental Problems

Departmental problems related to the problems between Head of the Department and teachers and among teachers regarding departmental matters and also official related personal aspects of teachers like leave facility, allotment of workload and the like.

Psychological Problems

Psychological problems here refer to the problems of women teacher working in colleges with regard to conflict and adjustment problem that may affect nervous system causing fear, tension, anxiety, stress and the like.
Perception

Perception is an intellectual process since it is processed by mind. It is a psychological process, because it is the mixture of actions, emotions, thoughts and feelings. It is a subjective process and differs from individual to individual.

Expectations

Expectations refer to the act or state of expecting or looking forward to an event as about to happen. Expectations of teachers under the study refer to their development and development of the college.

Women Teachers

Women teachers for the purpose of the study include women teachers working in Aided, Government and Self finance Arts and Science Colleges for Women of Tamil Nadu under various designations.

Colleges

Colleges for the purpose the study include only the Women Arts and Science Colleges in Tamil Nadu. Aided, Government and Self finance Colleges of Arts and Sciences come under this category.

1.7 Methodology of the Study

This study is an empirical research, based on survey method. First hand data/primary data were collected from the women teachers working in Arts and Science Colleges of Tamil Nadu directly by the researcher herself with the help of an interview schedule, a copy of which is appended in appendix – A.
Secondary data were collected from the records of Department of Higher Education, Government of Tamil Nadu, Directorate of Collegiate Education and Government of India. Besides these, journals, bulletins, magazines and books also form part of secondary data. Moreover, few websites in the internet also constitute secondary data source.

1.8 CONSTRUCTION OF TOOLS

An interview schedule was prepared by the researcher for collecting necessary primary data. Before preparing the schedule, the researcher made a comprehensive review of previous studies directly and indirectly connected to the topic of the study. She had also discussed the problems with some senior and experienced teachers working in colleges.

The variables to be studied were identified by the researcher with the help of the supervisor, statistician, principals, Heads of the Department, colleagues / peer group and experienced teachers working in colleges in the study area. The available literature in the area of the study had also been consulted. After having identified the variables, the researcher started preparing the interview schedule. Preliminary interviews were conducted with ten friends and colleagues with whom the researcher have already worked and also with five experienced teachers and two heads of the departments working in the sample area. With the help of such teachers, the draft interview schedule was prepared and it was circulated among a few fellow researchers and teachers for opinion and suggestions. The interview
schedule was revised and redrafted in the light of criticisms and suggestions put forth by them. Then the interview schedule was pre-tested with 20 teachers to judge the word arrangement, format and the like.

In the light of their suggestions, the interview schedule was once again modified to incorporate all the pertinent suggestions in the schedule for the purpose of bringing it to its present form.

1.9 PERIOD OF THE STUDY

The primary data of the study were collected during October 2009 to April 2010. The secondary data were collected from April 2008 to October 2009.

1.10 SAMPLE DESIGN

There are 10 universities in Tamil Nadu, which affiliate colleges offering arts and science courses to the students. As Annamalai University does not have any affiliated colleges, it has not been included in the study. Four Aided Colleges, 2 Government Colleges and 2 Self Finance Colleges were selected from the affiliating colleges of University of Madras. Two Aided Colleges and one each from Government and Self Finance Colleges were chosen from the remaining eight universities. Co-educational institutions and Men’s Colleges were eliminated though in some such colleges, there are women teachers. Therefore, women teachers working in Women’s Colleges were alone considered for the present study. Based on the above criteria, altogether 20 Aided Colleges, 10 Government Colleges
and 10 Self Finance Colleges were chosen for the study (Vide Appendix-B). Irrespective of the staff strength, from each such College 15 teachers were chosen from various departments. Thus, there were 300 teachers from Aided Colleges, 150 from Government Colleges and another 150 teachers from Self Finance Colleges constitute a total of 600 teachers form part of the sample size.

1.11 GEOGRAPHICAL COVERAGE

Tamil Nadu is the seventh most densely populated state in India. Forty four per cent of the state's population live in urban areas, the highest among large states in India. The state has registered the lowest fertility rate in India in the year 2005–06 with 1.7 children born for each woman, lower than required for population sustainability. As of 2001 India Census, Tamil Nadu had a population of 62,405,679. The sex ratio of the state is 987 females for 1000 males with 31,400,909 males and 31,004,770 females. There are a total of 14,665,983 households. The total children under the age of 6 is 7,235,160.71

The state has 40,524,545 literates, making the literacy rate to 73.45 per cent. There are a total of 27,878,282 workers, comprising 4,738,819 cultivators, 6,062,786 agricultural labourers, 1,261,059 in household industries, 11,695,119 other workers, 4,120,499 marginal workers, 377,220 marginal cultivators, 2,574,844 marginal agricultural labourers, 238,702
marginal workers in household industries and 929,733 other marginal workers. As of 2011 India census, Tamil Nadu had a population of 72,138,958 with a increase of 15.6 per cent.72

1.12 FIELD WORK AND DATA COLLECTION

Field work for the study was carried on by the researcher herself. It was conducted during the period from October 2009 to April 2010. For collecting primary data from the sample respondents, an interview schedule was used. (Vide Appendix-A). The women teachers were personally interviewed by the researcher in their colleges during leisure hours, with the help of the interview schedule. The interview was quite informal and was in a conversational style. The interview schedule was administered to the respondents and the data were recorded by the researcher in the interview schedule. After the completion of each interview, a check-up of the data was made to ensure completeness and accuracy. The missing data were collected immediately referring to the sample respondents.

1.13 DATA PROCESSING

After the collection of the interview schedule from the sample respondents, coding of data was done. The coding was made with the help of a master table. The coded information was transcribed on transcription cards for further processing. Afterwards classification tables were prepared for further analysis from transcription cards. The analysis of data was made with the help of desk calculators and computers using excel spread sheets.
1.14 FRAMEWORK OF ANALYSIS

The analysis of the thesis consists of four parts. The first part of the analysis is about analyzing the socio-economic factors of the respondents using percentages. Every variable was analyzed with the help of percentage to total with regard to three types of respondents categorized as Aided, Government and Self Finance Arts and Science Colleges.

In the second part of the analysis was to study the factors motivating women teachers to choose Teaching Profession using factor analysis and the impact of motivation factors on overall motivation with multiple regression. The perception of women teachers towards working conditions is analyzed with ‘F’ statistic and Index analysis. The impact of personal profile of sample respondents with regard to overall perception of women teachers towards working conditions was also analyzed with multiple regression analysis.

The third part of the analysis is concerned with the analysis of perception of women teachers towards occupational problems with the help of mean scores and F statistic. Moreover, every type of problem is analyzed using Index analysis and overall index of problems was found out with the help of multiple regression.

The fourth part of analysis was concerned with the expectations of women teachers. It is analyzed with the help of factor analysis and Bartlett’s test of sphericity.
1.15 LIMITATIONS OF THE STUDY

The primary data were collected with the help of an interview schedule. Most of the respondents were reluctant to reveal data relating to their college, principal, Head of the Department due to fear of victimization. A lot of persuasion was made to obtain useful data and keeping their names as confidential. Further, the instant answers obtained in respect of aptitudes would have suffered from their memory bias. However, checks and cross checks were made in order to ensure the accuracy of data collected. Therefore generalization of the suggestions put forth in this study must be made with cautions.

1.16 CHAPTER SCHEME

The thesis has been organized in seven chapters.


The second chapter entitled “Indian Higher Education System - A Perspective” gives the overview of education in the earlier days, growth and
development of Higher Education in India and Higher Education in Tamil Nadu.

The third chapter entitled “Socio-Economic Characteristics of Sample Respondents” brings out the various socio-economic factors of women teachers working in colleges.

The fourth chapter entitled, “Factors Motivating Women Teachers to choose Teaching Profession and their Perception towards working conditions” analyses the factors motivating women teachers to choose teaching profession and their perception towards working conditions, Perception Index and Impact of Personal Profile on overall perception.

The fifth chapter entitled, “Occupational Problems of Women Teachers working in College” assesses the perception of women teachers towards various occupational problems, problem index of each type of problem and also overall problem index. It also deals with the impact of personal profile on overall problems.

The sixth chapter entitled “Expectations of Women Teachers working in Colleges to enhance the Level of Teaching” deals with factor analysis in respect of expectations of women teachers.

The seventh chapter entitled “Summary of Major Findings, Suggestions and Conclusion” presents the summary of findings, suggestions scope for further research and conclusion.
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