



# Job Satisfaction Of Female Teachers In Select Arts And Science College In Coimbatore City

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## ABSTRACT

This study explores the job satisfaction levels of female teachers working in select arts and science colleges in Coimbatore City. It aims to identify key factors influencing their job satisfaction, including work environment, salary, professional growth opportunities, interpersonal relationships, and work-life balance. Using a structured questionnaire, data was collected from a representative sample of female faculty members. The findings reveal varying degrees of satisfaction influenced by institutional support and personal factors. The study highlights the importance of addressing specific needs of female educators to enhance their motivation, performance, and overall well-being, ultimately contributing to improved educational outcomes. Recommendations for policy makers and college administrations are provided to foster a supportive and satisfying work environment for female teachers.

**Keywords:** Job Satisfaction, Work Environment, Career Growth, Faculty Retention.

## INTRODUCTION

Job satisfaction holds tremendous weight in dictating the overall function, output, and dedication of employees across all vocations. For the female academics teaching humanities and sciences at arts and science colleges, professional fulfilment is a concern impacting their wellness and the calibre of scholarship attained by their pupils. Commonly viewed as the most prestigious calling, a gratifying and steady professional path for women, the teaching occupation is not without its tribulations and limitations. Some instructors find inspiration in challenging students to achieve new perspectives, while others take refuge in small acts of guidance that kindle curiosity. Although administrative paperwork and limited resources may at times dampen morale, for most the joys of the classroom outweigh other stresses, reminding them why they embarked on this important work. It is essential that some understanding be given to the issues affecting their job satisfaction as this would provide some ways to sustain or develop an often neglected positive and fair work environment. Women teachers face several challenges, professional and personal, ranging from balancing their workloads to balancing personal and professional lives, standing up to professional and institutional policies, and societal expectations. Apart from these, organizational culture, relationship management with colleagues or students, opportunities for professional development, and the access to and infrastructure of suitable resources play crucial roles in enhancing the job satisfaction of female teachers.

Coimbatore is renowned as the "Manchester of South India" for its many educational institutions and industrial importance. The city has built its reputation on being a hub for vocational and academic learning, boasting numerous arts and science colleges that attract students from near and far. Women academics at these institutions of higher education often find themselves shouldering a heavy load, balancing responsibilities both within and outside the walls of the classroom. They are frequently called to

fill a variety of roles, stretching themselves thin to wear many different hats. Understanding the elements that do or do not nourish their passion for teaching and scholarship is critical to cultivating a work environment where all faculty, regardless of gender, feel empowered, engaged and able to achieve their full potential. Through promoting a healthy working environment, institutions can improve the performance and retention of female teachers, which ultimately leads to the development of higher education in the region. The project is, therefore, highly relevant to educators, policymakers, and education stakeholders.

This investigation strives to inspect the determinates of occupational fulfillment for women instructors at a few expressions and science colleges in Coimbatore. In an expansive dismembering of the work climate, vocation turn of events, authoritative strategies, and socio-social viewpoints, this examination expects to recognize the central determinates influencing duty fulfillment just as the test confronting the female showing staff. The examination moreover expects to give workable arrangements for the foundations with the goal that they can make a progressively inviting, rousing, and inspiring climate for work. Furthermore, the examination trusts to exhibit the contrasts among the needs and desires of more youthful educators contrasted with those nearing retirement. What's more, it investigates how institutional bolster programs and advancement openings can upgrade duty fulfillment crosswise over various ages for female teachers. Not only is it important for the professional and personal growth of female teachers to know and resolve the factors that influence their job satisfaction but also it's required for the overall development of the educational system.

## REVIEW OF LITERATURE

**K. Saravanan, Dr. S. Arumugam,(2021)** : The current study's objective is to assess the work-life balance of the female teaching staff at Arts and Science College. Samples were chosen, data was gathered using a questionnaire, and the statistical package for social science (SPSS) was examined. In the modern world, where both men and women equally share the responsibilities of family life, work-life balance for female teaching staff members has become a significant topic since the days when men were the breadwinners. to evaluate the female teaching staff members' degree of work-life balance. to examine how various sociodemographic characteristics, affect the work-life balance of female teaching staff members. Likewise, no statistically significant correlation has been found between married status and non-married faculty in work life balance.

**Dr. M. Nirmala, Dr. M. Chithirai Selvan, Dr. D. Rajasekaran (2023):** The purpose of the study was to determine factors related to job satisfaction among teachers employed by self-financing colleges. Education is the backbone of a strong and progressive society. Teachers shoulder the responsibility and burden of imparting knowledge, thus becoming the prime source of morals and knowledge for children apart from the parents. It has also been found that teachers would prefer to work in such organizations and have services mingled with job satisfaction.

**M. Nirmala, Dr. M. Chithirai Selvan (2022)** : The study intends to investigate the degree of job performance of instructors employed by self-financing colleges as well as the factors that are related to their work performance. The primary data used in the study was gathered by means of a structured questionnaire application. Teachers are a nation's greatest asset since they are the most esteemed profession in the world. Teachers usually have a direct and significant influence on how people are shaped towards education. The factors that affect teaching performance include course structure and communication; learning features like engagement and success; and classroom phenomena including climate, environment, organisation, and management (Chamundeswari, 2013). To determine the factors influencing the degree of job performance of the Faculty. The Contented professionals are the true source of high performance and morale, which will help them advance the teaching-learning process and, in turn, make them more effective and efficient in producing more competitive students.

**Dr.M.Vaanmalar, Ms.J.Sri Keerthana,(2023):** Work-life balance can be correctly viewed as the appropriate alignment of "life" (recreation, leisure, family, and spiritual growth) with "work" (career and aspiration). More general, terms such as "life balance" and "lifestyle balance" seem similar. Women attract the focus of family activity and are a very important part of its welfare. Coimbatore is an educational hub in South India; Tamil Nadu happens to be one of the most literate states in the country. Women are the quintessence of power, assertiveness, sacrifice for dear ones, and love and care. The work-life balance should not be the equal distribution of time for work and life. Work-life balance goes a long way to work in an employee's life and his or her affinity and liking toward the employer. One tries to avoid such an

imbalance in life as may lead to such a catastrophe. All organisations and their people stand to benefit from the shift from work-life imbalance to work-life balance. To study the perspective of various angles on work-life balance that affects female faculty in select arts and science colleges. It is particularly hoped that members of the institutions can articulate a feeling of pride to be associated with a particular institution. To sustain the pool of new students, educational institutions, therefore, need a strong balance between work and life.

**A.Vani, R.Kalaiselvi,(2018):** It is described as an individual's perception of their level of physical fitness. This indicator of well-being can be evaluated based on factors such as mood, relationship satisfaction, and other similar factors. To determine the degree of job and life happiness among 100 teachers in the Pollachi district, a survey was conducted. Job happiness stems from a variety of factors, including the workplace culture, management style, and interpersonal relationships. There are several other names for the idea of life satisfaction, including happiness in philosophy, welfare in economics, subjective wellbeing in sociology and psychology, and quality of life in many other fields. A study on the employment satisfaction of higher education professors was carried out by Nirav Deva (2015).

## STATEMENT OF THE PROBLEM

Job satisfaction plays a crucial role in the overall performance and well-being of employees, especially in the education sector where motivation and commitment directly affect teaching quality and student outcomes. Female teachers, who form a significant portion of the workforce in arts and science colleges, often face unique challenges related to work environment, role expectations, work-life balance, and professional growth opportunities. However, limited research has been conducted to specifically explore the level of job satisfaction among female teachers in select arts and science colleges in Coimbatore City. This study aims to identify the factors influencing job satisfaction of female teachers in these institutions, understand their perceptions and experiences, and examine how demographic variables such as age, experience, and educational qualification impact their satisfaction levels. Addressing this gap is essential to help colleges create supportive work environments that enhance teacher motivation, reduce turnover, and ultimately improve the quality of education.

## SCOPE OF THE STUDY

The scope of policy enhancement in organizations to promote gender equality and inclusivity. Strategies are being put in place to retain talented female educators. Further development should include creating an environment conducive to personal and professional growth. The rest then follows in terms of improving institutional performance and student achievement. It is expected that the results of this research work will provide hats on solutions for the challenges that female teachers in arts and science colleges face toward satisfaction, engagement, and retention in the profession.

## OBJECTIVES

- To determine the major personal elements affecting the satisfaction of female teachers in Coimbatore' arts and science colleges.
- To examine how the work environment, institutional regulations, and management support influence female teachers' job satisfaction.
- To study the connection between female instructors' job satisfaction and work-life balance in Coimbatore's arts and science colleges.

## RESEARCH METHODOLOGY

Research methodology is the complete plan to finalize a research project. It includes all the processes of data gathering and analysis, along with the theoretical framework the study follows. It is as such that the defined research methodology becomes a key contributor in the process of completing a research process in a way such that its systematic, reliable and valid.

## Research Design

- **Sampling Size:** 111 Respondents
- **Sampling Technique:** Random Sampling
- **Statistical Tools Used:** Simple Percentage Analysis and Likert Scale Analysis
- **Primary Data:** Collected 111 respondents through questionnaire
- **Secondary Data:** Published Articles, Journals, Websites

## LIMITATION OF THE STUDY

- The study is limit to Coimbatore District arts and science college and therefore the study cannot be extended to any other areas.
- The sample size is limited to 111 respondents.
- The study is purely based on the opinion of the Female Faculty of the arts and science Colleges in Coimbatore to know the work life balance

## FINDINGS

### Simple Percentage analysis

- Majority 55% of the respondents are age group of Below 30 years.
- Majority 54% of the respondents are got married.
- Majority 49% of the respondents are completed the Ph.D.
- Majority 41% of the respondents are experience less than 5 years.
- Majority 39% of respondents are working under Self finance Colleges.
- Majority 40% of the respondents are Assistance Professor.
- Majority 47% of the respondents are earning their annual income Below Rs. 600000.
- Majority 33% of the respondent are travelling 6-10 km to the college.
- Majority 37% of the respondents are working 6 hours a day.
- Majority 45% of their respondents handling only 4 subjects.
- Majority 47% of the respondents working hours in college between 9am – 3pm.
- Majority 57% of the respondents are working as permanent staffs.
- Majority 38% of the respondents have been voted for the providing access to research finding which is the help maid by the college.
- Majority 40% of the respondents know that their college provides an activity in college.
- Majority 44% of the respondents are to 11 – 20 days of medical leave is given by the college.
- Majority 80% of the respondents are voted to YES which means they will recommend the other people in the college.
- Majority 45% of the respondents are voted to most of the time to prepare the notes in college.
- Majority 52% of the respondent family will be fully supported for the work.
- Majority 54% of the respondents will get full of support from the colleagues.

### Likert Scale

- **Feedback & Recognition:** Likert Scale value is 3.18 is Higher than middle value (2.5), So the respondent are Occasionally do their work.
- **Student Participation:** Likert Scale value is 3.23 is higher than middle value (2.5), So the respondents are Occasionally announcing the student participation.
- **Work Pressure:** Likert scale is 2.84 is similar to the middle value (2.5), So the respondent are Rarely the work pressure in college.
- **Package Offered:** Likert scale is 3.89 is higher than middle value (3), So respondent are Satisfied with their package offered by the college.
- **Training and Skill Development:** Likert scale is 3.17 is higher than middle value (2.5), So respondent are Occasionally provides training and skills and development programs.
- **Challenging and Stimulating:** Likert Scale is 3.80 is higher that middle value (3), So respondent are Satisfied with challenging and stimulating in teaching.

- **Medical Allowance:** Likert Scale is 3.80 is higher than middle value (3), So respondents are Satisfied with providing Medical allowance to the entire family.
- **College Infrastructure:** Likert Scale is 4.13 is higher than (3), So respondents are Satisfied with College infrastructure.
- **Teaching Resources:** Likert Scale is 3.80 is higher than middle value (3), So respondents are Satisfied with availability of teaching resources in colleges
- **Workload Management:** Likert Scale is 3.26 is higher than middle value (3), So respondents are Satisfied with their workload management in college.
- **Salary:** Likert Scale is 3.95 is higher than middle value (3), So respondents are Satisfied with salary which is given by the college.
- **Incentives and Bonus:** Likert Scale is 3.95 is higher than middle value (3), So respondents are Satisfied with incentives and bonus which is given by the college to encourage the faculty.
- **Leave Policies:** Likert Scale is 3.38 is higher than middle value (3), So respondents are Neutral with leave policies which is given by the college to encourage the faculty.
- **Overall Satisfaction:** Likert Scale is 3.79 is higher than middle value (3), So respondents are Satisfied with overall satisfaction from the faculty side to the college.

## SUGGESTION

- The study suggests to enhancing salary and benefits of the faculty
- The study suggests for the career growth opportunities for the female faculty
- The study suggests on the infrastructure and safety for female teachers in college
- The study suggests that reducing workload to the female staff members in college

## CONCLUSION

The research indicates that the level of job satisfaction for women educators working in Arts and Science colleges located in Coimbatore can be influenced by different factors, such as wages, workload, work-life balance, career progression, and support from their institution. Most participants indicated that they were satisfied with aspects relating to salary, infrastructures, and job security, while nagging concerns remained about work pressures, career advancement, and opportunities relating to research. Institutions can promote job satisfaction by having fair pay policies, accreting career advancement and collegiality that creates supportively evolving work environments, and promoting work-life balance. Colleges can create real and motivators circumstances in such centers to enhance the smooth role of female educators on higher education institutions while building improving engagement with teaching and research and producing educational quality and faculty retention outcomes by addressing problems in such centers. By addressing issues in these key areas, colleges can create authentic and motivating conditions which advance the role female educators play in educational institutions, while also developing engagement with teaching and research, and generating educational quality and faculty retention outcomes.

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