

A Study On Factors Influencing Job Performance Among Women Faculty Members In Private Colleges In Tiruchendur Taluk.

Research Scholar- Mrs.S.Emily

Register Number - 19131291102004,

T.D.M.N.S College, T.Kallikulam

Assistant Professor

Department of Business Administration,

Sri Sankara Bhagavathi Arts and Science College, Kommadikottai

Affiliated to Manonmaniam Sundaranar University, Tirunelveli.

emily.reeta@gmail.com & 9944725457

&

Dr.S.Makesh Kumar,

Head and Assistant Professor,

Department of Business Administration,

Sri Sankara Bhagavathi Arts and Science College, Kommadikottai

Affiliated to Manonmaniam Sundaranar University, Tirunelveli.

makeshkumarssbcollege@gmail.com &9965509113

ABSTRACT

The enormous employment opportunities created by arts and science colleges help potential women aspirants to seek jobs in the teacher arena. Women job seekers find these specific jobs more attractive due to their innate traits which submissively suits teaching nature of work. Therewith, the entry of women folk to teaching due to abundant employment opportunities helped to occupy positions in all cadres not only in public, private but also in the new generation.

As is revealed by a survey headed by Prof. Ivanovich, Department head at the National center of Public Health protection, Bulgaria on ‘working conditions in the teaching profession’, women employees experienced more discomfort compared to male counterparts. The psychological distress physical discomforts such as headache, eyestrain along with fatigue was observed in Women employees. Although women employees working in arts and science colleges make themselves qualified with TED/NET and other SLET exams, they give up promotional opportunities due to fear of being dislocated from the family.

KEY WORDS: Workplace, Nature, Colleagues and faculties,

INTRODUCTION

In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers’ and employees’ consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. Job performance is related to different Socio-economic and personal factors, such as: Age, Sex, Incentives, Working Environment, Education, duration of work etc. The present paper will highlight job performance of women faculty members.

REVIEW OF LITERATURE

Family Responsibilities Convention, 1981 (no. 156), and the **Workers with Family Responsibilities Recommendation, 1981 (no. 165)** are the main international standards addressing reconciliation of work and family. They provide substantial guidance on policies and measures that facilitate workers with family obligations and lessen work-family conflict. The foundation of the Convention and Recommendation are based on the principle of creating equal opportunities and for women workers without discrimination.

Sarah Branch (2008) observed that failing to make use of/not intending to use Work Life Balance initiatives would increase stress in job, intention to quit, family to work conflict and work to family conflict. Family-work conflict was found to decrease as use of work hours policies increases. Work-family conflict was not found to be significantly predicted from using/intending to use any of the groups of Work Life Balance initiatives; it was found that Age factor was significantly related to Work Life Balance. Intending to utilize Work Life Balance

initiatives had noteworthy impact on employee measures of organisational commitment and reducing job stress.

Farah Mukhtar (2012) found that Work Life Balance and satisfaction towards a job is significantly related. Lower levels of satisfaction were perceived by female faculties than the male counterparts while studying for demographic and professional variables. The working environment of faculties is not only associated with their feeling towards the workplace, however, it is also observed to be related to life.

OBJECTIVES OF THE STUDY

- 1 To analyze the employees' workplace values in the women teachers of arts and science college with respect to demographic factors and career related factors.
2. To compare and analyze the variations in employees' workplace values between women teachers of arts and science college
3. To identify employees' workplace values that contribute to the organizational values in the arts and science college.

SCOPE OF THE STUDY

This study is mainly concerned with the workplace values in the women teachers of arts and science college with respect to demographic factors and career related factors. The researcher makes an attempt to study the socio- economic background of the variations in women teachers of arts and science college, the trace the factors contributing towards the backwardness of the identified teachers workplace values that contributes to the organizational values.

METHODOLOGY

Designing suitable methodology and selection of analytical tools is important for a meaningful analysis of any research problems. This selection is denoted to the statement of the methodology, Data were collected from both primary data and secondary data were collected from the arts and science college, sampling procedure, Method of analysis and tools for an analysis. the purpose of collecting primary data from the beneficiaries, The 100 beneficiaries are selected under a convenient sampling method.

SAMPLE DESIGN

The research has selected the convenience sampling methods. The researcher has chosen 100 women faculty

LIMITATION OF THE STUDY

This study suffers from all the limitations of a student's research work. Time and money being the main constraints, the study was confined to only a few of a college state with a total sample of 100 identifying teacher workplace values that contribute to the organizational values in the banks. However, proper care and considerate thought have been exercised in making the study as empirical systematic as possible.

PERSONAL AND SOCIO ECONOMIC PROFILE OF THE RESPONDENTS

The respondents has recorded their personal details such as age, marital status, number of children, education, occupation, monthly income (personal and family) and the same is present

Personal Profile of the respondents

Variables	Classification	Number of respondents	Percentage
Age (in years)	Below 20	15	15.0
	21-30	20	20.0
	31-40	38	38.0
	41-50	20	20.0
	Above 50	7	7.0
Marital status	Married	56	56.0
	Unmarried	24	24.0
	Widow	20	20.0
Number of Children	Yes	60	60.0
	No	40	40.0
Education	Primary school	5	5.0
	SSLC	18	18.0
	HSC	12	12.0
	Diploma	25	25.0
	Graduate	14	14.0
	Professional	16	16.0
	Post Graduate	10	10.0

Source: Primary data

Tables shows that 15.0% of the respondents are in the age group of below 20 years, 20.0 % of the respondents are between 21-30 years, 38.0 % are between 31-40 years, 20 % are in the age group of 41-50 years, 7% belongs of the respondents are above the above 50 years. It is observed that nearly one fourth of the women respondents (31.0%) are in the age group of 30- 40 years.

Above table also explores the marital status of the respondents. 56.0% of them are married, 24.0 % of the respondents are unmarried and 20.0 % of them are widows. It is observed that most of the women respondents (60.0) were married. Above table also exhibits the women respondents’ statements about their number of children. 60% of the respondents have children and the remaining 40% of the respondents are yet to be blessed with kids.

Respondents’ educational qualification is also displayed It is revealed that 22.5% of the respondents are graduates, 19.06% of the respondents have completed their HSC, 17.4% of the respondents are post graduates, 13.44% of the respondents are professionals, 12.92% of them completed SSLC, 7.92% of them completed primary school education, and 6.77% of the respondents are diploma holders. It is observed that the majority of the respondents (22.5%) are graduates.

Descriptive Statistics

Descriptive Statistics of all Independent and Dependent Variables

	Entertainment	Informative ness	Credibility	Irritation	Permission	Incentives	Personalisation	Consumer attitude	Consumer Behaviour
N Valid	622	622	622	622	622	622	622	622	622
Mean	4.55	1.22	3.21	1.220	4.55	3.21	1.220	4.55	1.22
Standard Dev.	4.55	4.22	5.33	4.22	5.33	5.33	4.22	5.33	1.22
Variance	4.55	2.11	4.53	3.2	4.53	4.53	3.2	4.53	1.22
Range	4.55	3.2	3.21	2.33	3.21	3.21	2.33	3.21	1.22
Minimum	4.55	2.11	4.21	1.22	4.21	4.21	1.22	4.21	1.22
Maximum	4.55	3.01	2.13	3.22	2.13	2.13	3.22	2.13	1.22

Test of Normality for BFBA (Belief about Facebook Advertising)

The Q1 to Q17 are the statement numbers used in the standardized questionnaire. The table shows associated significance value is 0.000 which is value 0.05. Therefore, the null hypothesis was rejected. Hence, it could be concluded that the data were not normally distributed. Therefore, it would be appropriate to use non-parametric tests on the data. shows result of Kolmogorov-Smirnov test

	Kolmogorov-Smirnova		
Q1	Statistic	Df	Sig
Q2	.214	500	.000
Q3	.215	500	.000
Q4	.152	500	.000
Q5	.321	500	.000
Q6	.258	500	.000
Q7	.314	500	.000
Q8	2.33	500	.000
Q9	3.55	500	.000
Q10	.321	500	.000
Q11	.258	500	.000
Q12	.145	500	.000
Q13	.369	500	.000
Q14	.214	500	.000
Q15	.215	500	.000
Q16	.152	500	.000

Friedman Test for Significant Difference between Mean Ranks of Married and Unmarried towards Modes of Conflict Management

Modes of Conflict Management	Married	Unmarried
Competing	2.31	2.16
Collaborating	2.32	2.14
Compromising	2.56	2.15
Avoiding	2.45	2.13
Accommodating	2.11	2.56
Chi-square value	2.01	2.31

P- value	0.02	0.20
----------	------	------

Since the P- value is less than 0.05, the null hypothesis is rejected at 5 % level of significance. Hence, it is concluded that there is a significant difference between the mean ranks of unmarried employees towards modes of conflict management. The mean ranks point out that unmarried employees mostly use accommodating (3.23) and avoiding (3.19) behaviours to cope with conflicts. The next frequently used behaviour is compromising (3.02). The less frequently used behaviours are competing (2.78) and collaborating (2.78).

Since the P- value is greater than 0.05, the null hypothesis is accepted at 5 % level of significance. Hence, it is concluded that there is no significant difference between the mean ranks of married employees towards modes of conflict management. The mean ranks point out that married employees mostly use accommodating (3.23) and avoiding (3.19). The other modes are adopted in the following order: competing (2.98), collaborating (2.81) and compromising (2.80).

Friedman Test for Significant Difference between Mean Ranks of Educational Qualifications towards Modes of Conflict Management

Modes of Conflict Management	Married	Unmarried	Professional
Competing	2.31	2.16	2.14
Collaborating	2.32	2.14	2.11
Compromising	2.56	2.15	2.36
Avoiding	2.45	2.13	2.11
Accommodating	2.11	2.56	2.11
Chi-square value	2.01	2.31	2.01
P- value	0.02	0.20	0.02

Since P- value is less than 0.01, the null hypothesis is rejected at 1 percent level of significance. Therefore, it is concluded that there is a significant difference between mean ranks of employees with professional qualification towards modes of conflict management. Based on the mean ranks it is identified that employees respond to conflict with avoiding behaviour (3.30) most often. Since P- value is greater than 0.05, the null hypothesis is accepted at 5 % level of significance. Hence, it is concluded that there is no significant difference between mean ranks of employees with Under Graduation towards modes of conflict management. The mean ranks make it clear that employees often responded to conflict with accommodating (3.23) and avoiding (3.05) behaviours.

SUGGESTIONS

- The management must improve the working conditions in the workplace. So that the worker may feel comfortable in the working environment.
- Steps must be taken by the management to improve the employee- employer relationship to bring out better results.
- Sufficient time for results and relaxation are expected by the employees. The management can give extra time for relaxation.

CONCLUSION

This chapter concludes the study. The first section discusses the results of each research question separately. Subsequently it covers reflection on the study, practically and theoretical implication of this study and direction for further research. The study also helped to analyze the various factors that contribute to the problems of employees. It gave a chance to provide suggestions to the management to overcome the drawbacks of the growth in the coming years.

REFERENCES

- Aswathappa, K., **Human Resource and Personnel Management**, Tata Mc Graw Hill Publications, New Delhi, 2005, p.23, ISBN no: 0-07-059930-0
- T.Biswajeet pattanayaic., **Human resource Management**, Prentice Hall of India Private Limited, New Delhi, 2006, p.45, ISBN no: 81-203-2711-X
- Gupta, S.P., **Statistical Methods**, New Delhi, Sultan Chand and Sons, 2007.
- Krishnaswami, O.R., Ranganatham. M, **Methodology of Research in Social Sciences**, Mumbai, Himalaya Publishing House, 2005.

JOURNALS

1. Ajzen, I. 1991. Theory of planned behavior *Organizational Behavior and Human Decision Processes*, 50.
2. Aryal, Kamal P, P. Chaudhary, S. Pandit, and G. Sharma. 2009. Consumers' Willingness to Pay for Organic Products: A Case from Kathmandu Valley, *The Journal of Agriculture and Environment*, 10:12-22.
3. Barbara Freytag-Leyer and YudistaWijaya “Consumers Intention And Perception of Buying Organic Food Products in Jakarta, Indonesia”, *Proceedings of the 2015 International Conference “Economic Science For Rural Development”*, No.40, Jelgava, LLU ESAF, 23-24 April 2015.