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Psychological Well-Being Among Female Employees in Self-Financing Engineering Colleges

Dr. B. Nandhakumar¹, S. M. Sasi Rekha²

¹Research Supervisor and Assistant Professor in Management, Erode Arts and Science College (Autonomous), Erode, Tamil Nadu, India.

²Research Scholar in Management, Erode Arts and Science College (Autonomous), Erode, Tamil Nadu, India.

Abstract: Psychological well-being is one of the factors which determine the quality of work life, satisfaction, productivity, and effectiveness of employees. The female employees working in self-financing engineering colleges face many challenges due to their professional duties, load of work, work and family conflict, interpersonal relations and changing expectations in the academic setup. The current study is about assessing the psychological well-being of female employees in self-financing engineering colleges. The study adopted a quantitative research approach to examine the psychological well-being of female employees in engineering colleges in Coimbatore District. Primary data were collected from 100 respondents using a structured questionnaire through convenience sampling. The data were analyzed using multiple regression analysis to determine the influence of selected independent variables on psychological well-being.

Keywords: Psychological well-being, Female employees, Challenges, Conflict, Expectation.

I. INTRODUCTION

Wellbeing psychology is an integral part of a person's quality of life and greatly contributes to effective functioning in personal and professional areas of life. It denotes the state of well-functioning psychologically and emotionally where individuals are capable of handling everyday tasks, building relationships, finding the meaning of life, and achieving potential. In terms of professional life, psychological wellbeing is connected with job satisfaction, motivation, productivity, relationships with other people, and the coping ability of individuals with job demands. Higher education is one of those areas that include changing educational requirements, growing administrative duties, advancements in technology, high levels of performance, and competition between universities. Workers in engineering colleges may face different pressures due to job demands, deadlines, student-related activities, institution-related issues, career growth, and work-life balance. Female employees are an integral part of the staff of higher educational institutions. Apart from work duties, some women may be responsible for family and social obligations, creating additional pressures regarding time management and emotions. The interplay between work and personal responsibilities may impact the employees' capability to keep the balance in their lives. Organizational support, professional development, relations with other employees and managers, and proper recognition may contribute to improved mental health of workers. The self-financing engineering colleges function within the competitive educational sphere, giving a significant importance to academic success of students and the overall development of the institution. Working conditions in the institution, along with organizational culture, may play a crucial role in the experience of psychological well-being of employees. The psychological well-being of female employees is a relevant topic because of its contribution to a healthy workplace.

II. NEED OF THE STUDY

The psychological well-being of a person is crucial for being productive at the workplace. Those who are psychologically happy find it easier to cope with problems faced in their work, maintain good interpersonal relations, complete tasks effectively and strike a proper balance between work and other aspects of life. That is why knowing about the psychological well-being of employees has become very important in the present-day world of work. Women workers in higher educational institutions undertake diverse responsibilities related to academics, administration and helping others. Apart from that, some of them may have family and social commitments as well. Juggling different roles poses various problems in relation to workload, time management, work-life balance, job demands, interpersonal relations, and career development among others. In such circumstances, the psychological well-being of women workers can get affected. Self-financing engineering colleges operate in a highly competitive educational sector where the staff members might be supposed to satisfy academic requirements, handle administrative tasks, help students and take part in various institutional activities along with adapting themselves to technological and organizational changes.

That is why it becomes necessary to understand the perception of women workers regarding their psychological well-being. Self-financing engineering institutions operate in a highly competitive education market, wherein employees have to conform to the academic requirements, take up administrative duties, cater to students, participate in institution-based activities, and adjust themselves to changing technology and organizational dynamics. In this regard, it is crucial to know how women employees handle the issue of psychological well-being in the institution-based context. While it is recognized that well-being of employees is a growing issue, there is need for more knowledge about how women employees operating in self-financing engineering colleges fare in terms of the same.

III. PROBLEM IDENTIFICATION

The female employees who are working in self-financing engineering colleges are an important part of the teaching faculty of higher education institutions. They may have to handle both their professional and personal and family issues simultaneously. The work pressure, working hours, nature of their job responsibilities, organization requirements, interpersonal relationships, future career prospects, job security, and work-life balance may affect their psychological well-being. There might be a difference in personality and occupational characteristics of employees, which may lead to a difference in their perception and handling of work pressures. Self-financing engineering colleges are operating in a highly competitive scenario and constantly evolving with respect to academic and technological changes. In this situation, it becomes necessary not only from a personal point of view but also from the organizational point of view that the psychological well-being of female employees should be maintained. It is necessary to know about the psychological well-being level of female employees.

IV. AIM OF THE STUDY

The current study is about assessing the psychological well-being of female employees in self-financing engineering colleges located in Coimbatore District.

V. REVIEWS OF RELATED LITERATURE

The model of psychological well-being is a multivariate model developed and empirically validated by Ryff and Keyes (1995). It comprises six dimensions, which include autonomy, environmental mastery, personal growth, positive relation with others, purpose in life, and self-acceptance. Based on the study involving 1,108 adults, the researchers have identified evidence for the six factor structure of this model. The model has provided a theoretical basis for measuring psychological well-being beyond simple measures of happiness and life satisfaction. The research carried out by Saranya and Latha in 2015 involved the connection between psychological well-being and work-family conflict in women workers in the banking industry located in Chennai. There were 106 participants used in the study; they were taken from the private and public sectors in the banking industry. Results revealed that psychological well-being is linked to work-life conflict and also that mental health is one of the critical elements for managing work-life balance among women. Family support policies like flexible hours and childcare services are essential. The study conducted by Jacob and Babu (2021) was focused on investigating the relationship between psychological well-being and job satisfaction among school and college teachers in India. In this study, the sample consisted of 58 teachers that include 28 school teachers and 30 college teachers. There was a significant relationship between psychological well-being and job satisfaction.

VI. METHODOLOGY

The investigation applied a quantitative research method in the process of examining the psychological well-being of female employees of engineering colleges in Coimbatore District. The primary data were gathered using a structured questionnaire. Convenience sampling was applied in order to select the respondents. A total of 100 female employees who worked in engineering colleges in Coimbatore District were selected as respondents in this investigation. The respondents were selected based on their availability and willingness to take part in the investigation. The primary data were collected from the selected female employees using a structured questionnaire aimed at gathering information about their psychological well-being and selected personal and occupational characteristics. The responses were coded and ready for statistical analysis. The collected data were analyzed using appropriate statistical methods. Multiple regression analysis was used in the process of determining the influence of the selected independent variables on the psychological well-being of female employees.

VII. RESULTS AND DISCUSSIONS

Table 1
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.578 ^a	.334	.260	17.091

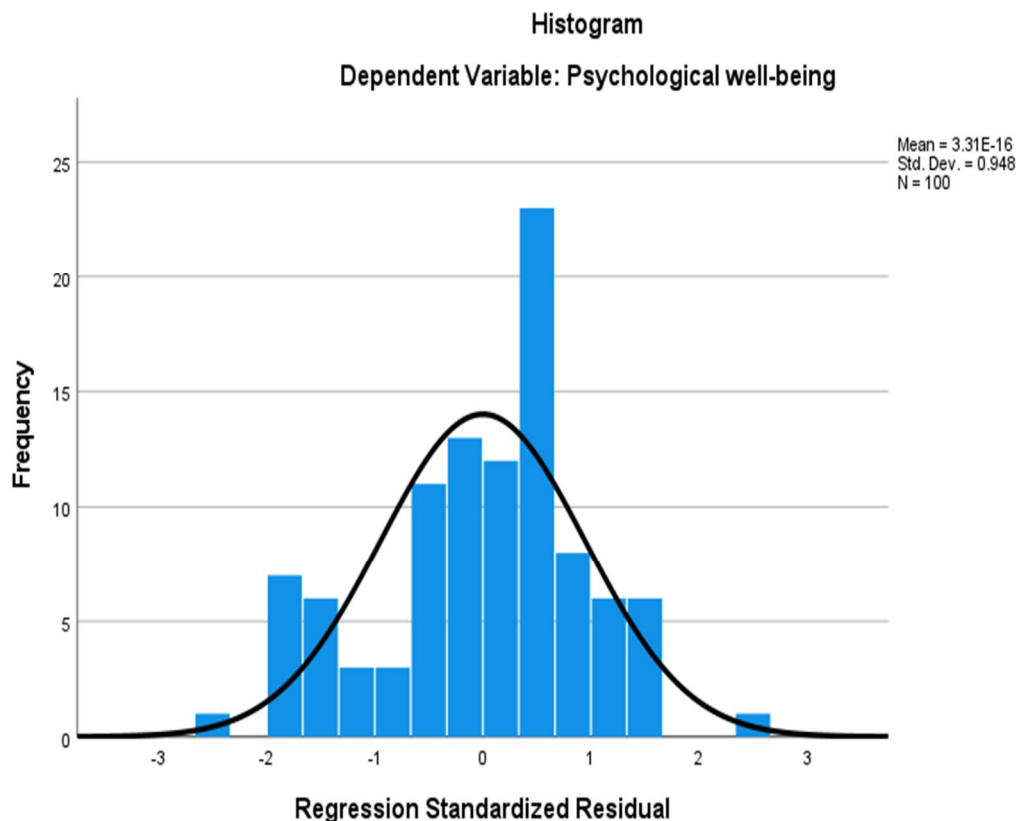
According to the results obtained from the multiple regression analysis, it can be observed that the R value is 0.578, and the R^2 value is 0.334 which implies that the set of independent variables included in the study explains 33.4% of the variability of psychological well-being of women in the workplace. The Adjusted R^2 value is 0.260 implying that the model accounts for 26.0% of the variance adjusted for the number of predictors. The standard error of estimate is 17.091.

Table 2
ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13064.538	10	1306.454	4.473	.000 ^b
	Residual	25996.852	89	292.099		
	Total	39061.390	99			

ANOVA shows that the overall regression model is statistically significant with an F-value of 4.473 and a significance value of $p < .001$. Because the significance value is less than 0.05, this means that the regression model statistically predicts psychological well-being of women in the workplace.

Chart 1



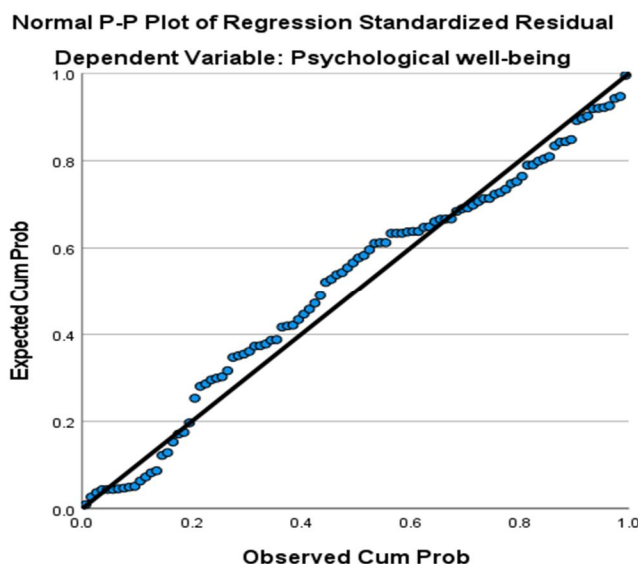
From the above histogram, it is clear that this is the frequency distribution of psychological well-being scores for the respondents. It can be observed from the above distribution to what extent the scores are normally distributed, as the scores have been distributed near the center and overall showing normality.

Table 3
Multiple Regression Analysis

Variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	120.018				
Age	-15.332	4.369	-.387	-3.509	.001
Educational level	-3.559	1.928	-.168	-1.846	.068
Designation	1.428	3.373	.057	.424	.673
Monthly salary	-7.063	2.314	-.281	-3.053	.003
Experience	2.813	1.181	.228	2.383	.019
Family size	.309	2.009	.015	.154	.878
Family type	3.846	1.588	.224	2.423	.017
Autonomous status of the college	-3.275	1.622	-.187	-2.019	.047
Location of college	1.029	2.270	.060	.453	.651
Working time	-3.388	3.073	-.180	-1.103	.273

The multiple regression analysis was conducted to identify the influence of selected demographic and occupational variables on the psychological well-being of female employees. The results show that age, monthly salary, experience, family type, and autonomous status of the college have a statistically significant influence on psychological well-being at the 5% level. Age has a significant negative influence on psychological well-being ($\beta = -0.387$, $p = .001$). Educational level does not have a significant influence ($\beta = -0.168$, $p = .068$). Designation does not have a significant influence ($\beta = 0.057$, $p = .673$). Monthly salary has a significant negative influence ($\beta = -0.281$, $p = .003$). Experience has a significant positive influence ($\beta = 0.228$, $p = .019$). Family size does not have a significant influence ($\beta = 0.015$, $p = .878$). Family type has a significant positive influence ($\beta = 0.224$, $p = .017$). Autonomous status of the college has a significant negative influence ($\beta = -0.187$, $p = .047$). Location of the college does not have a significant influence ($\beta = 0.060$, $p = .651$). Working time does not have a significant influence ($\beta = -0.180$, $p = .273$).

Chart 2



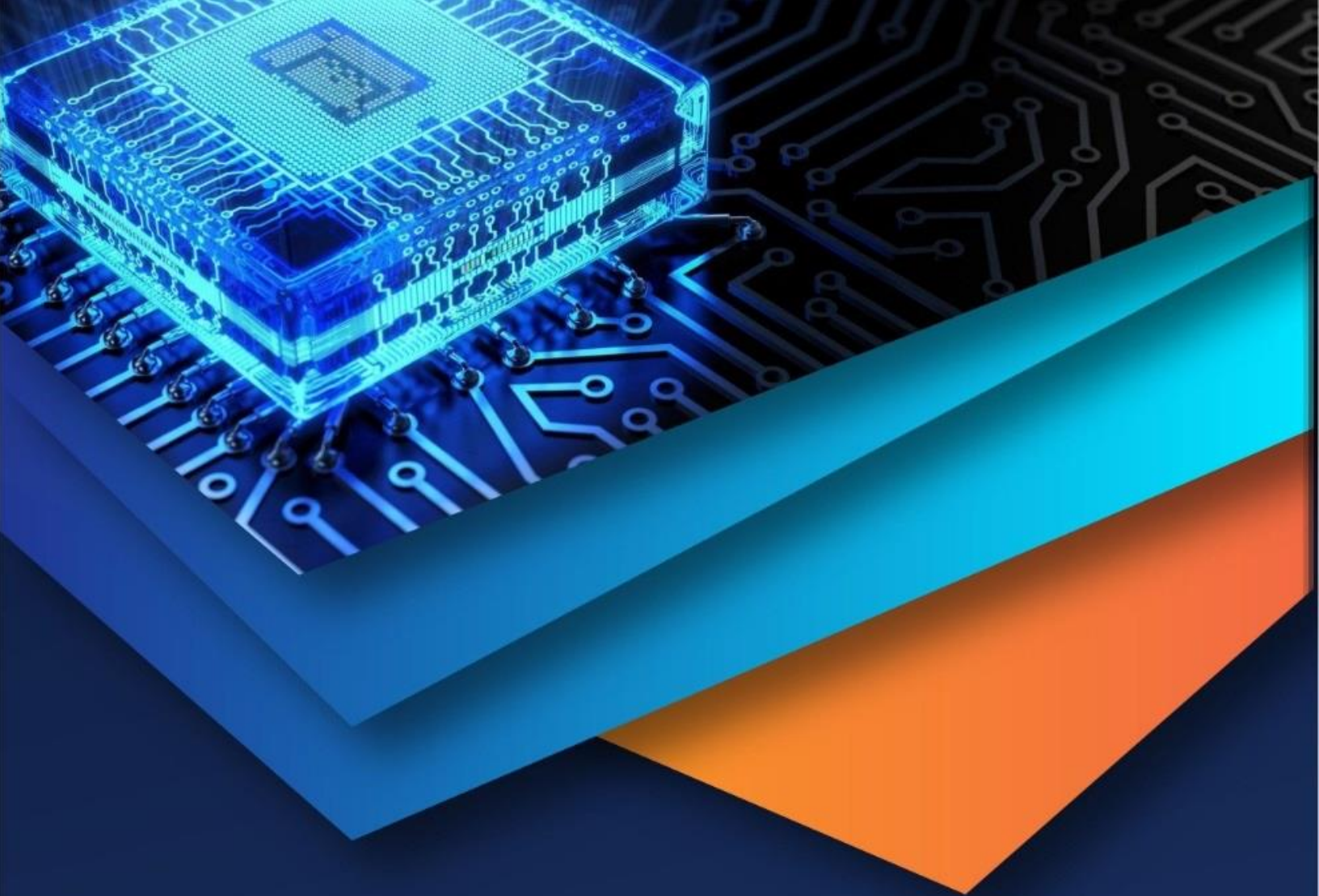
The Normal P-P Plot demonstrates that the cumulative probability of the regression standardized residuals is fairly consistent with the reference diagonal line. This means that the distribution of the residuals is fairly normally distributed. Hence, the normality assumption needed in multiple regression is fairly fulfilled.

VIII. RECOMMENDATIONS AND CONCLUSION

The findings highlight the importance of creating a supportive organizational environment that considers both the professional and personal needs of female employees. Appropriate institutional support, career-development opportunities, work-life balance measures, and employee well-being initiatives may contribute to a healthier and more supportive workplace in self-financing engineering colleges. Engineering colleges may organize counselling, stress-management programmes, wellness activities, and psychological support services for female employees. College management may provide a supportive work environment, effective communication, recognition, and opportunities for employees to express workplace concerns. Flexible working arrangements, reasonable workloads, leave facilities, and family-friendly policies may be considered wherever organizationally feasible. Since age showed a significant relationship with psychological well-being, appropriate support mechanisms may be developed for employees at different stages of their careers. Colleges may periodically assess employee satisfaction and psychological well-being and use the findings to develop appropriate human-resource policies. It is found from the study that psychological well-being is one of the significant aspects of the life of female employees working in engineering colleges. It can be seen from the results obtained from the study that there is a link between the psychological well-being and certain selected personal and occupational factors. The study shows that there is a need for engineering colleges to develop an environment that is healthy for the employees. This can help them to improve the well-being of female employees and thus make them effective and satisfied in the work environment.

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