

# The Challenges Faced by Faculty in Managing Teaching and Research Responsibilities with special reference to Coimbatore City: A Study overview

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## Abstract:

This study looks at the challenges faced by faculty members in Coimbatore as they try to balance teaching and research, focusing on how salary and financial incentives affect this balance. It also explores how faculty research activities contribute to the academic success of students. The goal is to understand these challenges better and offer recommendations that can help institutions support faculty in improving both their teaching and research, ultimately benefiting the overall academic environment. Data will be collected from 100 faculty members through questionnaires. The study will use t-tests to assess gender-based differences and percentage analysis to understand the role of salary and financial incentives and correlation analysis will explore how faculty research activities affect student academic performance.. The results will provide valuable insights into how these factors influence faculty workload and productivity, with recommendations for improving institutional support and financial structures.

*Keywords* — Faculty Development, Research, Academic, Influence of management, Salary Impacts.

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## I. INTRODUCTION

Balancing teaching and research responsibilities remains a common challenge for faculty members in educational institutions. Faculty are expected to perform well in both areas—teaching and research—which requires different skills and significant time commitments. This study will investigate how faculty members' research activities contribute to students' academic growth and performance. Additionally, it will examine the role of salary and financial incentives in influencing the challenges faced by faculty in balancing teaching and research responsibilities.

The goal is to provide insights into how institutions can better support faculty to improve both teaching quality and research productivity.

## II. REVIEW OF LITERATURE

Cynthia Onyefulu (2024)<sup>1</sup>, conducted a research study titled as “*Perceptions of Faculty on Research Productivity: Developing Competencies Through Teamwork, Mentorship, and Collaboration*”. This study investigated lecturers' perceptions of research productivity, factors impacting research productivity, and how to develop lecturers' competencies through teamwork, mentorship, and collaboration to improve research productivity.

Five research questions guided the study and were answered using an online questionnaire and document review. The results showed that across the 17 years examined, conference abstracts, presentations, and proceedings were the highest. Lecturers' perceptions of conducting research and

publications were reported under motivation, assistance, and mandatory.

Gulnur Jumagazyeva's (2023)<sup>2</sup>, research "*Managing and enhancing teaching and research*" shows In today's world, where scientific and technological innovation play an important role in economic and social development, universities play a key role in producing new knowledge and passing it on to a new generation of students. Therefore, in order to achieve excellence in teaching and research, universities need a strong faculty that can attract the best students and scholars from around the world. Another important aspect in achieving excellence in teaching and research is dealing with intellectual property and copyrights. Thus, the topic of managing and enhancing teaching and research, faculty talent and mobility, launching research centers and laboratories, and dealing with intellectual property and copyrights is of great importance to modern universities.

Eunie Dela Pena (2022)<sup>3</sup>, makes a study on the topic of "*public basic education teachers' engagement in educational research*" and this study aims to find the highlight significant implications on the didactic triad, the teaching and learning and content, as a strong research focus of the teachers. However, the little research focus of teachers on the Learners and Assessment may not uncover the gaps in the developmental, social, and behavioral effects of the teaching-learning process on the learners.

### 1. OBJECTIVES / AIMS :

- ✓ To investigate how faculty members' research activities contribute to the academic growth and performance of their students.
- ✓ To examine the impact of salary and financial incentives on the challenges faced by faculty in balancing their teaching and research responsibilities in Coimbatore.

### 2. RESEARCH METHOD / METHODOLOGY :

This study follows a descriptive research design to explore the challenges faced by faculty in Coimbatore in balancing teaching and research

responsibilities. Primary data will be collected using structured questionnaires distributed to faculty members from various educational institutions in Coimbatore. Secondary data will be obtained from relevant reports and prior studies. A sample of 100 faculty members will be selected through convenience sampling. The t-test will be used to examine the impact of salary and financial incentives on the challenges faculty face, while frequency analysis will identify the most common challenges. Correlation analysis will explore how faculty research activities affect student academic performance.

### TOOLS USED FOR THE STUDY

- T-Test
- ANOVA
- Percentage Analysis

### HYPOTHESIS OF THE STUDY

Ho - There is no significant difference based on gender in the challenges faculty members face while balancing teaching and research responsibilities.

H1 - There is a significant relationship between Salary and financial incentives significantly impact the challenges faced by faculty in balancing their teaching and research responsibilities.

### 3. RESULT / FINDINGS :

- ✓ Percentage Analysis for the gender and annual income.
- ✓ The hypothesis that there is no significant difference based on gender in the challenges faculty members face while balancing teaching and research responsibilities.
- ✓ The hypothesis that there is a significant relationship between Salary and financial incentives significantly impact the challenges faced by faculty in balancing their teaching and research responsibilities.

### III. DISCUSSION / ANALYSIS:

#### T-TEST

T-Test has been conducted to determine whether the 'Mean scores of factors influencing respondents differed significantly based on Gender'.

**GENDER**

**Table 1: Descriptive Statistics**

Gender	N	Mean	Std. Deviation
Male	84	1.52	.502
Female	56	1.43	.499

(Source: Primary data)

**Independent Sample Test**

	Levene's Test for Equality of Variances		T-Test for Equality of Means
	F	Sig.	t
Equal variances assumed	1.165	.282	1.101
Equal variances not assumed			1.103

**Notes**

Table 1 shows that there is no significant statistical difference in the mean scores between genders. The observed difference in mean scores, 1.52 for males and 1.43 for females, appears to be due to random variation. Thus, there is no significant difference in challenges they face while balancing teaching and research responsibilities

**ANOVA**

The ANOVA table below examines whether there is a significant difference in the level of satisfaction with neo-banks and traditional banks based on the following hypothesis.

H1 - There is a significant relationship between Salary and financial incentives significantly impact

the challenges faced by faculty in balancing their teaching and research responsibilities.

**Table 2: Discriptive Statistics**

Monthly Income	N	Mean	Std. Deviation
Below 30000	56	1.43	.499
30000-45000	32	1.50	.508
45000-60000	24	1.33	.482
Above 60000	28	1.71	.460

(Source: Primary data)

	Sum of Squares	df	Mean Square	F	Sig
Between Groups	2.210	3	.737	3.057	.031
Within Groups	32.762	136	.241		
Total	34.971	139			

(Source: Primary data)

Table 2 shows that respondents with incomes above ₹60,000 have the highest mean score (1.71), while those with incomes below ₹30,000 have the lowest mean score (1.43). Therefore, the hypothesis that “There is a significant relationship between Salary and financial incentives significantly impact the challenges faced by faculty in balancing their teaching and research responsibilities” is accepted.

**PERCENTAGE ANALYSIS**

Percentage analysis has been used to examine the respondents' socioeconomic profile. Factors such as gender and income have been analyzed, and the results are shown in the following tables.

**GENDER OF THE RESPONDENTS**

**Table 3: Gender of the Respondent**

Gender	Frequency	Percent
Male	84	60
Female	56	40
Total	140	100

(Source: Primary data)

The above table 3 reveals that there are 60% of respondents are male and the remaining 40% of respondents are female. Hence, this show male respondents are more than female respondents.

**MONTHLY INCOME OF THE RESPONDENT**

**Table 4: Monthly Income**

Income	Frequency	Percent
Below 30000	56	40
30000-45000	32	22.9
45000-60000	24	17.1
Above 60000	28	20
Total	140	100

(Source: Primary data)

The above table 4 reveals that, 40 percent of the respondent are below 30,000 , 22.9 percent of the respondent are from 30,000 to 45,000 , 17.1 percent of the respondent are from 45,000 to 60,000 and 20 percent of the respondent are above 60,000 according to the Monthly income level.

**4. LIMITATIONS:**

- ✓ The study is limited to faculty members in educational institutions in Coimbatore, which may not fully represent challenges faced by faculty in other regions.
- ✓ A sample size of 100 faculty members may limit the diversity of perspectives and might not capture the full range of challenges faced.
- ✓ The data collection occurs over a limited period, which may not reflect seasonal or long-term variations in faculty challenges.

**IV. CONCLUSION**

This study looked at how faculty balance teaching and research responsibilities in Coimbatore. It found that men and women face similar challenges, with no major difference between them. However, income levels affected the challenges faced, as faculty earning more than ₹60,000 reported greater difficulties. Most faculty earn less than ₹30,000, showing financial struggles. These results suggest that better salaries and support systems could help faculty manage their roles more effectively, leading to improved teaching, better research, and positive outcomes for students and institutions.

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