
Job Satisfaction, Adjustment Pattern & Self Esteem; A Comparative Study of Professional & Non Professional Males

Dr. Anita Ghosh (Basu)

Lecturer, Jogamaya Devi College, Department of Psychology, Kolkata

ABSTRACT:

The central issue of this paper was to see the pattern of personality element of self esteem and its reflection in job satisfaction and adjustment pattern in professional and non-professional males. 100 medical practitioners, 100 engineers and 100 nonprofessional males were studied. Results of Analysis of Variance (F test) shows significant inter group differences between doctors, engineers and non professionals. The less satisfied adjustment pattern was noticed in engineers' males and also similarities were noticed in the area of job satisfaction and self esteem between the two groups of professionals. Significant differences were noticed in the area of job satisfaction and adjustment pattern of professional and non professional groups. The findings have been interpreted accordingly.

INTRODUCTION

In the jet-set speed of 21st century achievement, spree & its productive identity are considered to be the corner stone of satiated, adjusted & contended life style. Self seems to feel glorified with professional identity which carries its reflections in adjusted pattern of life. The query is: Is it the general mental trend of the day or else the attitudinal variations can be located at professional variation level?

The concept of self is regarded as one of the main aspect of personality. It denotes an *intrapsychic structure* an attitude about the identity. It is a person's global orientation towards the self that plays a critical role in Psychological life (Brown & Mankowski, 1993). In the fold of personality studies self-esteem has been found to be positively correlated with *job satisfaction* (Le Rouge, Nelson, 2006).

Adjustment as another aspect of personality characteristics helps in resolving the needs of the individual along with demand of the situation. *Job satisfaction* was found to be most strongly associated with adjustment pattern (Faragher, Cooper, 2005)

Job satisfaction as another interrelated factor of self-esteem and adjustment is assumed to be the result of various *attitudinal components* held towards a persons' job and towards related facts of life. Evidence suggests that job satisfaction of different professionals has a positive association with personality, values, *self-esteem* & *adjustment* pattern (Mohan 1986, Peter 1992). Job satisfaction and self esteem appear to vary with ones profession, level and type of work. Self esteem has been conceived as a dimension of an

individual's overall self concept, who strives to protect self esteem through self satisfaction in different spheres of life including occupational sphere (Backman 1982, Tesser 1980).

OBJECTIVES

To verify whether there is specific profile of job satisfaction self-esteem and adjustment pattern among *professionals* (Doctors & Engineers) and *nonprofessional* equally qualified but service oriented people.

Whether there exists any distinctive differences in *job satisfaction, self-esteem & adjustment* patterns of professional group of males

METHOD

Sample

In the present study 200 non practicing professionals-100 Doctor & 100 Engineer male employed in recognized private sector local establishment & 100 nonprofessional service categories of males were incidentally selected. All of them were matched on the basis of age (35-40 yrs.) *socioeconomic status* (upper middle SES), *equal educational level* (PG grade). Their service spans were minimum 7 years; the selected samples were Bengali, Hindu.

Tools

- Information Blank.
- Rosenberg's self-esteem scale (1965).
- Job satisfaction instrument by Misra, Tiwari & Pandey (1977)
- Bell's Adjustment Inventory (Adult form) [1934-1939]

Data Collection

Data were collected by the investigator individually from each sample as per an appointment schedule in their respective free time. Data were then tabulated and statistical treatment was done.

RESULTS

TABLE 1: Showing Mean & S.D of all the variables of professional and nonprofessional male

	DOCTORS		ENGINEER		NON PROFESSIONAL	
Variables	MEAN	SD	MEAN	SD	MEAN	SD
Self esteem	8.10	1.53	7.88	1.54	7.56	1.46
Job satisfaction	138.35	9.77	138.32	15.81	136.22	12.57
home	1.9	2.16	4.66	4.55	4.8	4.22
health	1.69	1.56	4.42	3.53	4.06	2.71
Social	11.67	3.09	12.66	4.91	8.9	2.5
emotional	2.71	2.84	5.14	3.16	6.12	3.6
occupational	4.33	2.87	5.22	3.18	10.7	2.5

***TABLE 2: Showing the t-value of the variables of all the variables of professional and nonprofessional male**

Variables	DM&EM	NPM&DM	NPM&EM
Self esteem	.71	1.8	1.06
Job satisfaction	.01	3.61**	2.83**
Home	3.77**	2.08**	.07
Health	5.05**	5.39**	.57
Social	1.21	4.95	4.82**
Emotional	3.08**	5.25**	1.15
occupational	1.48	7.89**	6.55**

***TABLE 3: Results of ANOVA of all variables of professional & nonprofessional**

	DM&EM	DM&NPFM	EM&NPFM
Self esteem	.51	3.17	1.10
Job satisfaction	.00	12.61**	7.88**
Home	13.66**	17.03**	.02
Health	24.02**	27.70*	.32
Social	1.39	23.57**	22.79**
Emotional	9.16**	26.33**	1.30
occupational	2.11	59.01**	42.00**

*DM: Doctor male; EM: Engineer male; NPM: Nonprofessional male.

DISCUSSION

No significant difference was noticed in case of self esteem between three groups. Doctors male have been found to have high *self-esteem* compared to other groups. This may be due to the fact that, Doctor having greater integrity in *personality* as well as by higher social respect they tend to show significant level of *self-esteem* as part of their personality. (Renzo, 1982, Sanyal & Basu 1994, 1997) The *job satisfaction* of nonprofessional male was found to be lower than that of Doctor and Engineer males. As because Doctor male & Engineer male hold the most prestigious job in our society & their job profile enhances their social status. The lesser adjustment in all 5 areas was noticed in nonprofessional male as compared with Doctor male. This is because of less *Job satisfaction*, less *Self-esteem* as compared to that of prestigious profession of medical practitioners' in our society. Two dimension of social and occupational *adjustment* seem to demand greater adjustment in life for nonprofessional male as compared with engineer male. This is because nonprofessional male people seem to be very casual in *life orientation* spend time in repetitive *stereotyped* regularized pattern of activities. Whereas the other two groups are found to face more challenges in the job & hence resultantly feel more satiated & better adjusted. The less satisfied adjustment was found to be accounted by Engineer male as compared with Doctor

Male in the area of home health & emotion. The plausible reason may be the rigidity or less flexibility in the character traits of engineer that prevent them from being accommodative in these areas of life (Marianne1990)

CONCLUSION

Findings are in confirmation of materialistic orientation of the era. In this competitive glamour people have higher preferences for professions like Doctor & Engineer owing to their higher prestige & respect in society as well as better *financial strength*. Nonprofessional male seem to have less strivings in life as compared to their professional counterpart & hence embrace less quality of *job satisfaction, self-esteem & adjustment* in life. The personality component of engineer differs from that of Doctors. The former being more rigid & less flexible in orientation as compared to present Doctor sample. Temperamental qualities seem to have some contribution to professional success & satisfaction. The call of the day is achievement orientation & material dependence.

REFERENCES

- i. Bachman, J.G. (1982). Family relationship and Self-esteem. In Rosenberg, Kaplan, and Heights, (Eds.). *Social psychology; An International Review*, July, 40(30.)
- ii. Bell. H. M. (1934-1939) *the Adjustment Inventory*. Palo Alto: Consulting Psychologist Press.
- iii. Brown J. D. & Mankowski. T.A (1993) Self-esteem, mood, self-evaluation; changes in mood & the way you see. *Journal of Personality and Social Psychology*, Vol.64 (3) March
- iv. Faragher BE, Cass M, Cooper CL. The relationship between job satisfaction and health: A meta-analysis. *Occupational and Environmental Medicine* 2005; 62: 105-112 job attitudes of IT professionals. *Information & Management*, 43(8), 928-938
- v. LeRouge, C., Nelson, A., & Blanton, J. E. (2006). The impact of role stress fit & self-esteem on the job attitudes of IT professionals. *Information & Management*, 43(8) 928-938.
- vi. Peter.W. (1992) Age and occupational wellbeing. *Psychology and aging*. (Mar) vol.7 (1), 37 -45.
- vii. Marianne. L. (1990) Stories Knowledge engineers tell about expert system. Special issue, *Computer Journal of personality and clinical studies*, 4(1) 63-68. Review. (Spr), vol. 8(1), 13-23.
- viii. Misra, R.S, Tiwari, M. & Pandey, D. N. (1977). *Job Satisfaction Instrument*. Agra Psychological Research Cell. Agra.
- ix. Mohan. J & Bali. S. (1988) A study of job satisfaction of doctors in relation to their personality, values & Self-esteem, *Journal of Personality and Clinical Studies*, 4(1), 63-68.

-
- x. Rosenberg, M. (1965). Measurement Of Self-esteem. Princeton University, New Jersey.
 - xi. Sanyal .N, & Basu.A. (1994). Jobsatisfaction &Selfesteem Trends of Employed Medical & Engineering Professionals (comparative Study). Indian Journal of Psychological Issues .Vol. 2(2), 7-11.
 - xii. Sanyal.N, & Basu.A, (1997) Professional Difference in Job satisfaction, Adjustment Pattern & Selfesteem. Psychological Research Journal, Vol. 21 (2), 73-75.
 - xiii. Tesser, A. (1980). Self-esteem maintenance in family dynamics. Journal of personality and Social Psychology, 39, 77-91.

ACKNOWLEDGEMENT

I am thankful to a few people without whom this work could not have been possible. I am grateful to Dr. A.K Sinha, Indian Institute of Management Calcutta and Dr. A.K Chatterjee, Applied Psychology Department, Calcutta University for statistical analysis of data. I must express deepest gratitude to Dr. Nilanjana Sanyal, Department of Psychology, and Calcutta University. Special thanks to the subjects who have participated and have given their data patiently.