
Study of Work Adjustment in Working Women of Higher, Middle and Lower Job Strata

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ABSTRACT

Work adjustment is the degree to which the employee feels comfortable with the job and tasks including all job-related variables. Working women have capabilities like man but have to adjust on work and family environment much more. Thus, the present investigation is focusing on work adjustment of working women. For this sample of 300 working women (50 from higher job strata, 150 middle and 100 from lower job strata) from different government organizations were undertaken by purposive sampling techniques from Chandigarh. Critical analysis of the data reveals that there is a significant difference in higher, middle and lower job strata in work adjustment of working women. Further analysis by post hoc test on work adjustment of working women of higher, middle and lower job strata shows that difference between middle and higher class and difference between middle and lower class are significant.

KEY WORDS: *Work adjustment, working women, job strata.*

INTRODUCTION

Adjustment is the most important psychological activity of human beings. If people want satisfaction in life, then they have to adjust themselves with their environment. Eysenck (1960) defined it as “a state in which the need of the individuals on one hand and the claims of the environment on the other hand are fully satisfied and the process by which this harmonious relationship can be attained”. According to Trow (1970), “adjustment is a harmonious relationship with the environment in which individual’s needs are satisfied in socially acceptable way and resulting in forms of behavior which may range from passive conformity to vigorous action.”

The process of adjustment has two main elements: the need of living organism, and the circumstances that influence those needs. These needs may be biogenic, social, personal or communal, or arising from any other conceivable source. On the other hand, the circumstances influencing these needs also can either be inside the individual that influence these needs are his physical and mental states, capacity, attitudes, interests, etc. Adjustment is the behavioral process by which humans and other animals maintain equilibrium among their various needs or between their needs and the obstacles of their environments. A sequence of adjustment begins when a need is felt and ends when it is satisfied. Hungry people, for example, are stimulated by their physiological state to seek food. When they eat, they reduce the stimulating condition that impelled them to activity, and they are thereby adjusted to this particular need.

On the other hand, work adjustment is defined as a continuous and dynamic process by which a worker seeks to achieve and maintain correspondence with a work environment. It is indicated by individual's job satisfaction and job performance (Dawis and Lofquist, 1984). Work adjustment can be seen from the length of time or tenure on one's job. A competent individual would be in control and able to pull up new ideas as well as energy to face unexpected hurdles (London and Stumpf, 1986). Thus, such individual has the capability to adjust to any new situations. In other words, an individual who is well adjusted to the job demands and environment at the work place will be happier and serve a longer service for the organization, compared to those who feel uncomfortable with their adjustment process. A smooth work adjustment exists when there are balances between the job or work environment with one's characteristics such as planning, explorative and reflective abilities.

A number of studies have been conducted to find whether maladjustment among workers hits industrial organization or not. The results of studies reveal that industries have to bear huge losses when workers are found maladjusted. Factor that may contribute to the maladjustment of workers includes resistance to change, changes job too frequently, and poor quality of supervision, attitude towards management, value conflict, role ambiguity, and under criticism. Another cause which develops maladjustment of workers is the change in their work routine. All this will cause adverse effect on production and ultimately organizations suffer huge losses. To avoid maladjustment among workers management people should ensure that home atmosphere of a work remain congenial and peaceful particularly for working women.

Work adjustment conveys a broader meaning than the adjustment of an individual to his specific job tasks. It is adjustment of an individual to his specific task. It includes the adjustment of the individual to his world of work. It includes the adjustment of the individual to the variety of environmental factors that surround him in his work, his adjustment to changes in these factors over periods of time, and his adjustment to his own characteristic thus the adjustment of the individual to his employer, his supervisor, his co-workers, as well as to the demands of the job itself, his adjustment to changing job market conditions, and his adjustment to his own aptitude, interest and temperament are all encompassed in the concept of work adjustment.

Work adjustment pattern may differ for different occupations. The set of criteria that is relevant may differ from occupation to occupation. Work adjustment likely to be affected by such factors as the individual's age, sex, education, training, personality and adjustment outside the work situation.

It is a common knowledge for the behavioral scientists in general that the problem of work adjustment is of immense importance for all of us and they feel not only the working women but all of us must be helpful in developing good opportunities for career advancement, good working conditions, prestige of organization and respect or good place in home environment in work adjustment. If there is something wrong in any aspect of work adjustment either in working women or any worker they cannot benefit the organization as well as society. Thus in the present investigation an attempt is made to investigate work adjustment in working women in higher, middle and lower job strata.

Objectives

1. To study the work adjustment of working women of varied job strata.
2. To evaluate the different level of work adjustment among working women of varied job strata.

Hypotheses

There would be significant difference between lower, middle and higher job status of married working women in terms of role conflict.

Sample

Sample of the present study was collected by purposive sampling technique consisted of 300 working women (100 from lower, 150 from middle and 50 from higher job strata.) in the age range from 25 to 45 years from different government organizations of Chandigarh. Working women of higher job strata were taken who are of group A services from Government organizations. Working women of middle job strata were taken from group B jobs. Whereas, working women of lower job strata means group C and below category. All the respondents working in State/ Center Government on permanent Job in prescribed pay scales as per Government norms.

Scale used

Work Adjustment Inventory (WAI): To assess the level of work adjustment of the working women 'Work adjustment inventory' constructed and standardized by Misra and Srivastava (1992) has been used.

RESULTS AND DISCUSSION

The present study was conducted to see the difference between lower, middle and higher job strata of working women in terms of work adjustment. Work adjustment was measured by using Work adjustment scale developed by Misra and Srivastava (1992). The data was collected from different government organizations of Chandigarh and analyzed using F test and post hoc test.

Table-1 shows comparison of higher, middle and lower job status on work adjustment on descriptive values i.e. N (total number of samples), mean, standard deviation, standard error, 95 percent confidence interval of mean, minimum and maximum score obtained of married working women. Work adjustment of working women under study reflects the result as N=50, mean (84.10) and standard deviation (6.96) of married working women of higher job strata, N=150, mean (97.71) and standard deviation (10.77) of married working women of middle job strata, N=100, mean (81.58) and standard deviation (8.03) of married working women of lower job strata whereas N=300, mean (90.06) and standard deviation (12.10) of total sample.

Table-1: Comparison between higher, middle and lower job status groups on work adjustment

Work Adjustment								
Job status	N	Mean	Std. Dev.	Std. Error	95% Confidence Interval for mean		Min.	Max.
					Lower Bound	Upper Bound		
High	50	84.10	6.96	.984	82.12	86.07	69.00	97.00
Middle	150	97.71	10.77	.879	95.97	99.45	67.00	117.00
Lower	100	81.58	8.03	.803	79.98	83.17	60.00	103.00
Total	300	90.06	12.10	.698	88.69	91.44	60.00	117.00

Figure-1: Bar diagram (mean scores) of work adjustment of married working women of different job strata

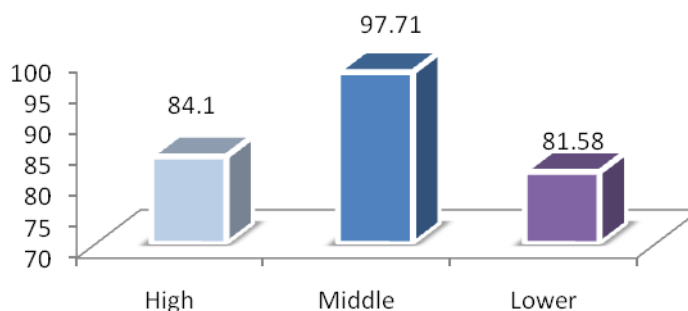


Figure-1 shows bar diagram of mean scores of work adjustment of married working women of higher, middle and lower job strata. Mean score of work adjustment of higher job strata is 84.1, middle job strata is 97.71 and lower job strata is 81.58. Mean score of married working women of middle job strata is higher than married working women of high and lower job status.

Table-2: F-Value (ANOVA) of work adjustment of married working women

Work Adjustment		Sum of Sq.	df	Mean Sq.	F
	Between Groups	17753.13	2	8876.56	101.127**
	Within Groups	26069.53	297	87.77	
	Total	43822.66	299		

**p < 0.01

Table-2 shows F-value for work adjustment of married working women of different job strata (i.e., high, middle and lower). F-value for work adjustment is 101.127. This shows that there is a significant difference within the groups (higher/middle/lower) job strata on 0.01 level of significance. Thus, the hypothesis is accepted, i.e., there is a difference between lower, middle and higher job status of married working women in term of work adjustment.

Table-3: Post-hoc test on work adjustment of married working women of higher, middle and lower job status

Work adjustment					
Job status		Mean Diff.	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
High	Middle	-13.61**	1.53	-17.21	-10.00
	Lower	2.52 NS	1.62	-1.30	6.34
Middle	High	13.61**	1.53	10.01	17.21
	Lower	16.13**	1.21	13.28	18.98
Lower	High	-2.52 NS	1.62	-6.34	1.30
	Middle	-16.13**	1.21	-18.98	-13.28

**p < 0.01

Post hoc test as shown in table-3 of married working women of higher, middle and lower job strata on 'work adjustment' shows that difference between high and lower class is 2.52 which are not-significant at any level this shows that there is not any difference between high and lower job strata. But difference between middle and higher class is 13.61 and difference between middle and lower class is 16.13 which are significant at .01 level of significance. This reflects that there is difference between middle and higher, middle and lower job strata. This also support the third hypothesis, i.e., there would be the significant difference between lower, middle and higher job status of married working women in term of work adjustment.

CONCLUSION

Finally we can conclude that a woman is the world in itself. Her beauty, care knowledge etc. has no substitute in the world. It is important to realize that a woman has immense power. This power must be used efficiently. No family runs without the sacrifices or adjustments made by the women. Thus the finding of the present investigation might be helpful in making policies for the better quality of life of working women as well as for the better work environment in every organizations.

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