

Analysis Related To Inmates Of Emotional Adjustment Levels In Various Areas Of Information Technology Professional

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Abstract:

Introduction: Adjustment is Universal human life processes. Modern man path to happiness in not an easy one it is best with the seemingly endless personal and social problems. Wars have disrupted life.

Review of literature: Aize Louokhome Obayan and Kareem Jimoh-Cook [2008] studied the parental acceptance/rejection and children's academic achievement. Results revealed that the difference in the way male and female children perceived their parents' behavior, was significant. A significant relationship was also observed in children perceived paternal acceptance/rejection scores and their academic achievement levels.

Objectives: Main purpose of study is emotional adjustment levels in various areas of Information Technology professional.

Research methods: Research design: Research design is first collected the information from IT and second steps to analysis of collected data with used of statistical tools and techniques. **Tools and techniques:** Tools and techniques of analysis are used under the study: mean, S.D and Two way ANOVA. **Reference periods:** Reference period is 3 years i.e. 2011-2013.

Data analysis: In this research analysis of Role of overload, Ambiguity, Conflict, Unreasonable GRP, Responsibility for Person, Poor Peer Relations, Intrinsic Impoverishment and Low Status of male and female IT employees with different levels of emotional adjustment.

Conclusion: Draw on conclusion about the emotional adjustment levels in various areas of Information Technology professional.

Key word: Emotional Adjustment, IT Professional, Family Environment

INTRODUCTION:

Adjustment is Universal human life processes. It is not limited to the any specific period but to the whole span of life throughout the lives all living organism from Amoeba to man meet situation in which they are unable to satisfy the needs promptly or completely. Everyone in his world generally faces the problem of adjustment. Personality adjustment is mode of individual life experience project in the environmental towards other human beings and situation. Mathis et al (1970) call adjustment as a continuous process at every stage of life. There are problem to be solved the solution to the problems always lives some new experience in the individual life.

The problem for man of today appear to have increased manifold Coleman (1956) as very aptly summarized the problem of modern life in the following lines. Modern man path to happiness in not an easy one it is best with the seemingly endless personal and social problems. Wars have disrupted life. Periodic breakdowns of the economic machinery have drained human energy and happiness in a way that can be seen only to clearly in the millions of victims of the depression and inflation. Racial discrimination with its unseasoned feeling of superiority. Hatred and resentment hurts both the individual and the community. Excessive competition, conflicting pressure groups. Rapid racial change and the threat of global war further aggravate modern man's insecurities. Therefore, it is essential to renew search for easily manipulating factors that will improve student personality adjustment which in turn create interest in education.

REVIEW OF LITERATURE:

Few studies conducted in respect of Family Climate and Academic Achievement and are as under'

Lawrence A.Kurdek [1988] conducted a study to determine the relation of eight graders' family structure, gender and family environment with academic performance and their school behavior It was found that generally students in two-parent nuclear families had attained better academic performance and less problematic behaviour in school than those of students who were brought out either in mother-custody or stepfather families. For students in the mother-custody and stepfather families contact with father was unrelated to academic performance.

YIP, Lochling,Cathryn [1998] Attempted to investigate the relationships between perceived family climate, school climate, self differentiation level and academic performance among college students. The results revealed that there was no significant difference in the level of differentiation for college students with different family structures. No significant difference was found in the perceived family climate for college students with different family structures. The perceived family climate was related to the level of differentiation among college students and academic achievement.

Candis Yimoyines Hine [1991] designed a study on relationship of the home environment of gifted Puerto Rican Children and its impact on their academic achievement. The purpose of this study was to examine the perceptions of gifted Puerto Rican students to identify family factors, which may contribute to high academic achievement. The factors like press for achievement, press for language development, high educational and occupational aspirations, strong family support system, family bond, optimistic outlook towards children, were found to have their influence on academic achievement.

Jelani Mandara and Carolyn B. Murray [2000], examined the effects of family functioning, marital status and family income, on African American adolescents' self-esteem. One hundred sixteen adolescents participated, 64% of whom were female. Compared with boys with non married parents, boys with married parents had higher overall self-esteem, even when family income and family functioning were controlled. Parental marital status had no effect on girls' self-esteem. Family functioning was a very strong predictor of self-esteem for both sexes. However, family relational factors were more important to girls' self-esteem, whereas structural and growth factors were more impotent for boys.

OBJECTIVES OF STUDY:

This research paper study on the following objectives:

1. Main purpose of study is emotional adjustment levels in various areas of Information Technology professional in relation to their family environment.
2. To study the various areas of emotional adjustment of IT professional in relation to their family environment.

RESEARCH METHODS:

- **Research design:** Research design is first collected the information from IT and second steps to analysis of collected data with used of statistical tools and techniques.
- **Reference periods:** Reference period is 3 years i.e. 2011-2013
- **Tools and techniques:** An effort is made to use those devices, which analyse the data. The following types of tools and techniques of analysis are used under the study:
 - 1 Mean
 - 2 Standard deviation
 - 3 Two way ANOVA

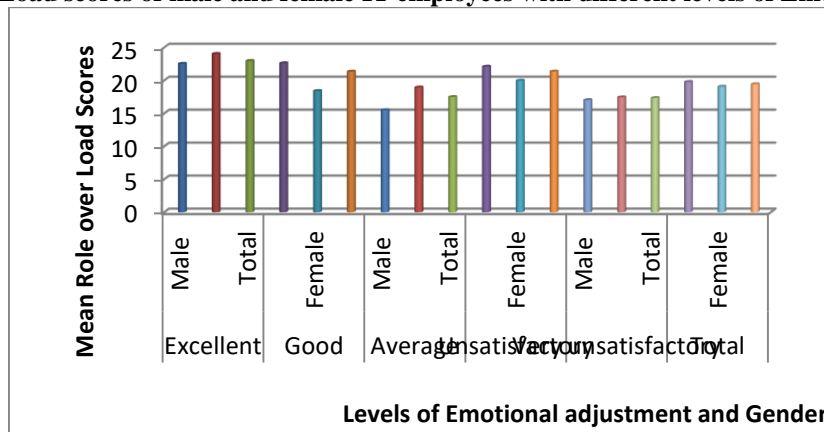
ANALYSIS AND INTERPRETATION OF THE DATA:

In this research paper, the methodology adopted for the present investigation was presented. This paper is analysis of data, and interpretation of the results. The data collected have been analyzed under both descriptive statistics and inferential statistics using 2-way ANOVA and the results obtained have been interpreted.

Analysis related to inmates of home adjustment levels in various areas and family environment

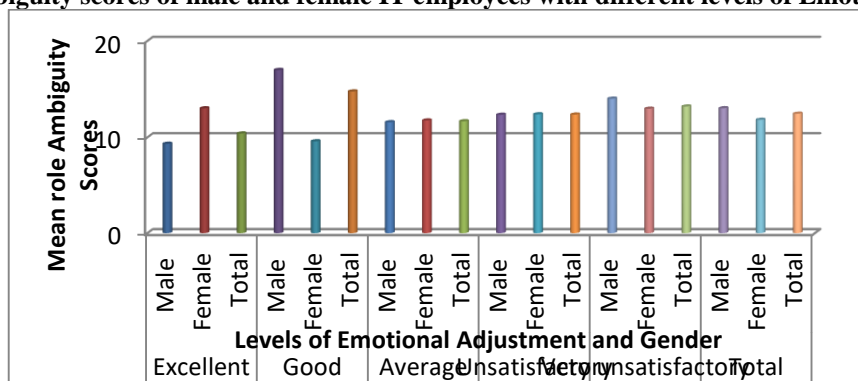
Graph 1

Mean Role over Load scores of male and female IT employees with different levels of Emotional adjustment



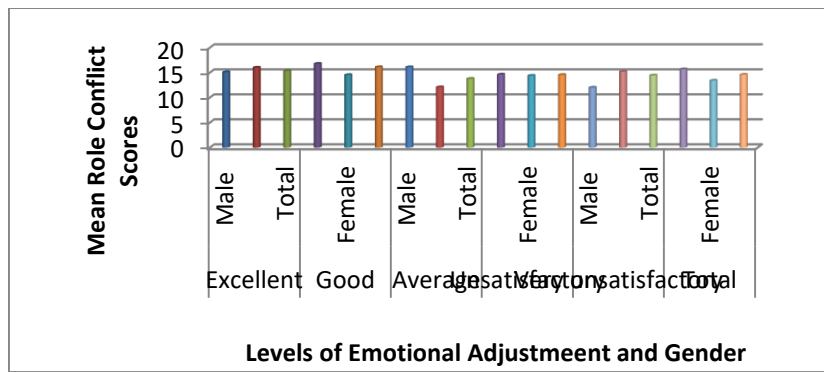
Graph 2

Mean role Ambiguity scores of male and female IT employees with different levels of Emotional adjustment



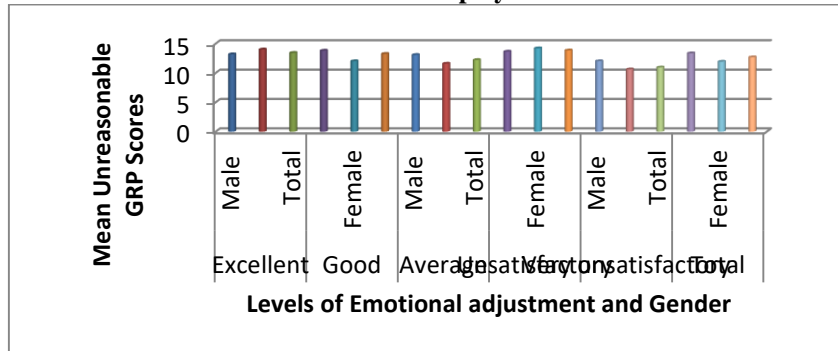
Graph 3

Mean Role Conflict scores of male and female IT employees with different levels of Emotional adjustment



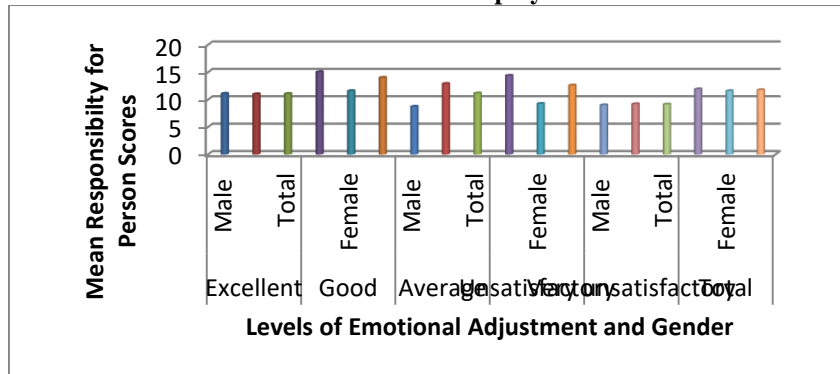
Graph 4

Mean Unreasonable GRP scores of male and female IT employees with different levels of Emotional adjustment



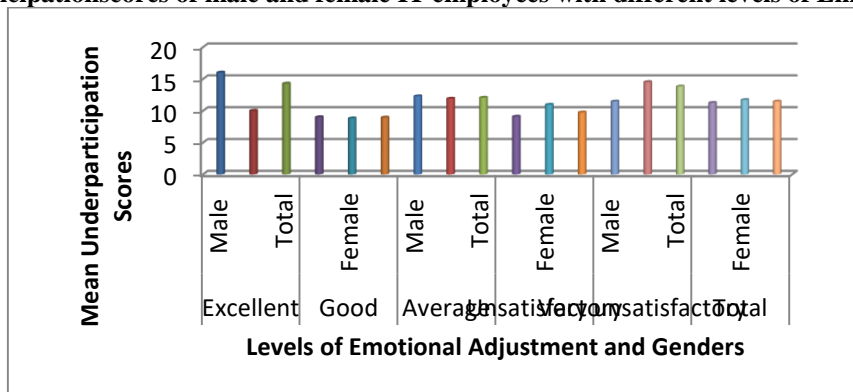
Graph 5

Mean Responsibility for Person scores of male and female IT employees with different levels of Emotional adjustment



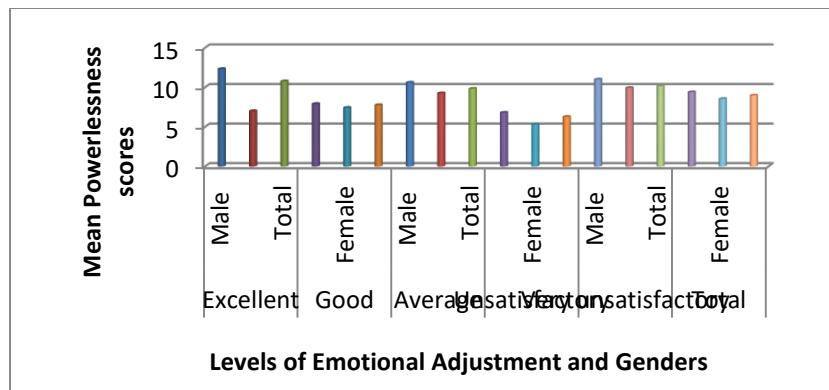
Graph 6

Mean Under participationscores of male and female IT employees with different levels of Emotional adjustment



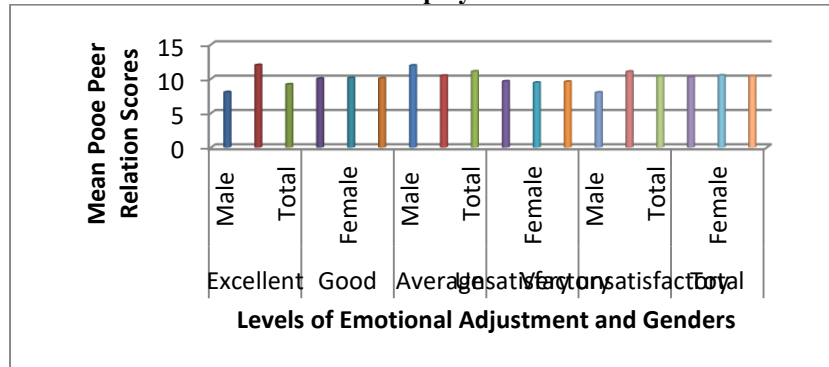
Graph 7

Mean Powerlessness scores of male and female IT employees with different levels of Emotional adjustment



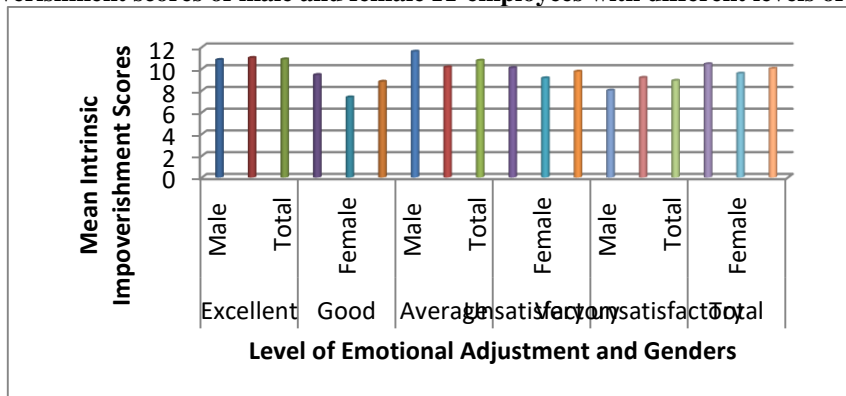
Graph 8

Mean Peer Relation scores of male and female IT employees with different levels of Emotional adjustment



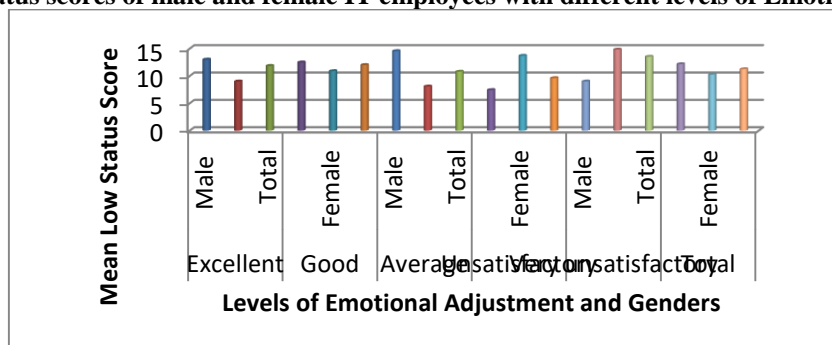
Graph 9

Mean Intrinsic Impoverishment scores of male and female IT employees with different levels of Emotional adjustment



Graph 10

Mean Low Status scores of male and female IT employees with different levels of Emotional adjustment



HYPOTHESES OF THE STUDY:

H1: IT employees with higher levels of emotional adjustment problems will have lower family environment scores

TWO-way ANOVA:

Table.1
Organizational climate

Adjustment	Gender	Emotional	
		Mean	SD
Excellent	Male	61.41	6.70

	Female	47.00	0.00
	Total	57.23	8.69
Good	Male	51.25	7.79
	Female	49.95	4.65
	Total	50.86	6.98
Average	Male	59.25	8.15
	Female	55.71	5.32
	Total	57.20	6.85
Unsatisfactory	Male	49.20	6.45
	Female	50.31	6.30
	Total	49.59	6.35
Very unsatisfactory	Male	55.00	0.00
	Female	48.04	5.21
	Total	49.61	5.44
Total	Male	55.23	8.69
	Female	52.53	6.18
	Total	53.94	7.71
F (adjustment)		F=18.405 ; p=.000	
F (gender)		F=28.045 ; p=.000	
F (interaction)		F=6.707 ; p=.000	

Emotional: IT employees with different levels of emotional adjustment differed significantly ($F=18.405$; $p=.000$) where we find that as the home adjustment problems increased, Emotional scores decreased linearly and significantly. The mean Emotional scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 57.23, 50.86, 50.31, 49.59 and 49.61 respectively. Gender comparison revealed a significant difference between male and female employees ($F=28.045$; $p=.000$), where male employees had higher Emotional scores compared to female employees. The interaction between adjustment levels and gender was found to be significant ($F=6.707$; $p=.000$), revealing that the pattern of Emotional scores are differed for male and female employees irrespective of their adjustment levels.

RESULT:

Role overload: IT employees with different levels of emotional adjustment not differed significantly ($F=1.811$; $p=.127$) where we find that as the emotional adjustment problems increased, System maintenance organization scores decreased linearly and significantly. The mean Role over load scores of It employees with Excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 19.69, 17.46, 19.37, 20.94 and 17.50 respectively. Gender comparison revealed a significant difference between male and female employees ($F=1.484$; $p=.224$), where male employees had higher Role over load scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant ($F=7.800$; $p=.004$), revealing that the pattern of System maintenance organization scores are differed for male and female employees irrespective of their adjustment levels.

Role ambiguity: IT employees with different levels of emotional adjustment are differed significantly ($F=9.198$; $p=.000$) where we find that as the emotional adjustment problems increased, Role ambiguity scores decreased linearly and significantly. The mean Expressiveness scores of It employees with good, average, unsatisfactory and very unsatisfactory adjustment are 17.23, 9.66, 12.48, 13.33 and 10.00 respectively. Gender comparison revealed a significant difference between male and female employees ($F=7.278$; $p=.007$), where male employees had higher Role ambiguity scores compared to female employees. The interaction between adjustment levels and gender was found to not significant ($F=1.731$; $p=.161$), revealing that the pattern of Role ambiguity scores are differed for male and female employees irrespective of their adjustment levels

Role conflict: IT employees with different levels of adjustment differed significantly ($F=6.514$; $p=.000$), where we find that as the Occupational adjustment problems increased, Role conflict scores decreased linearly and significantly. The mean Role conflict scores of IT employees with Excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 20.08, 14.27, 12.90, 15.8 and 17.00 respectively. Gender comparison revealed a significant difference between male and female employees ($F=28.896$; $p=.000$), where male employees had higher cohesion scores compared to female employees. The interaction between adjustment levels and gender was found to be significant ($F=3.917$; $p=.009$), revealing that the pattern of Independence scores are same for male and female employees irrespective of their adjustment levels.

Unreasonable GRP & pol. pressure: IT employees with different levels of adjustment differed significantly ($F=9.737$; $p=.000$), where we find that as the Occupational adjustment problems increased, Role conflict scores decreased linearly and significantly. The mean Role conflict scores of IT employees with Excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 16.00, 11.68, 12.26, 13.89 and 11.50 respectively. Gender comparison revealed a significant difference between male and female employees ($F=5.860$; $p=.005$), where male employees had higher Unreasonable grp & pol.pressure scores compared to female employees. The interaction between adjustment levels and gender was found to be significant ($F=4.395$; $p=.005$), revealing that the pattern of Independence scores are same for male and female employees irrespective of their adjustment levels.

Responsibility for person: IT employees with different levels of home adjustment not differ significantly ($F=2.326$; $p=.057$) where we find that as the emotional adjustment problems increased, Responsibility for person scores decreased linearly and significantly. The mean Responsibility for person scores of It employees with Excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 11.69, 9.90, 11.94, 12.35 and 15.00 respectively. Gender comparison revealed a significant difference between male and female employees ($F=8.722$; $p=.003$), where male employees had higher Responsibility for person scores compared to female

employees. The interaction between adjustment levels and gender was found to be -significant ($F=12.999$; $p=.000$), revealing that the pattern of Responsibility for person scores are differed for male and female employees irrespective of their adjustment levels

Under participation: IT employees with different levels of emotional adjustment are differed significantly ($F=5.684$; $p=.000$) where we find that as the emotional adjustment problems increased, Under participation scores decreased linearly and significantly. The mean Expressiveness scores of It employees with good, average, unsatisfactory and very unsatisfactory adjustment are 10.92, 12.10, 11.29, 11.12 and 7.50 respectively. Gender comparison revealed a no significant difference between male and female employees ($F= 1.531$; $p=.217$), where male employees had higher Role ambiguity scores compared to female employees. The interaction between adjustment levels and gender was found to not significant ($F=13.109$; $p=.000$), revealing that the pattern of Under participation scores are differed for male and female employees irrespective of their adjustment levels powerlessness: IT employees with different levels of adjustment differed significantly ($F=$; $p=.000$), where we find that as the Occupational adjustment problems increased, Role conflict scores decreased linearly and significantly. The mean Role conflict scores of IT employees with Excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 20.08, 14.27, 12.90, 15.8 and 17.00 respectively. Gender comparison revealed a significant difference between male and female employees ($F=28.896$; $p=.000$), where male employees had higher cohesion scores compared to female employees. The interaction between adjustment levels and gender was found to be significant ($F=3.917$; $p=.009$), revealing that the pattern of Independence scores are same for male and female employees irrespective of their adjustment levels.

CONCLUSION:

In this research paper, being IT employees has emerged as a salient identity and a prominent role that overcomes the personality trait of emotional stability in the face of an external threat. The reveal that there is a significant difference males and females in emotional adjustment. It is found that women have significantly more emotional than men , which shows that women are slightly more capable of understanding the feeling of themselves and their spouses. Women have more adjustments than men, which shows that women are more capable of adjusting to of themselves and their spouses.

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