

# Social Adjustment of Female higher secondary school teachers in relation to type of school and their stream.

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**Abstract-** Teachers are the keystone of the entire education system. If the teacher has the ability of adjustment it has a positive impact on the learning of the students. So the mental health of the teacher plays a significant role in making adjustments in the school. The quality of education depends, more than any other single factor, upon the quality of the teachers. A school may have excellent material resources – equipment building, library, laboratory and other essential teaching learning facilities along with curriculum approximately devised to suit the community needs. But if the teachers are misfit or indifferent, the whole programme is likely to be ineffective and wasted. The present Study were found that majority of female teachers have high level of social adjustment and there is no significant difference in the social adjustment of female teachers of higher secondary with respect to the type of institution and stream.

## Introduction

"Life is the ongoing adjustment of the internal to the exterior relations" said Herbert Spencer.

The emphasis on adapting for survival is due to the adjustment's biological perspective. A successful relationship may require adjusting to the needs of reality. Through the process of adjustment, a person adjusts to the environment in order to relieve frustration from not being able to satisfy his demands. There aren't many obstacles in this case, so the person has to work hard to overcome them. Mohan (2017) has revealed that there has been a constant conflict between an individual's demands and outside forces, and the modern era is seen as the age of tension, frustration, stress, anxiety, and sadness. The individual's experiences influence and modify the adjustment process, and it is the learning that occurs as a result of those experiences that is crucial to adjustment. From a cultural perspective, adjustment is when a person fits in his or her own cultural group's expectations, mores, customs, conventions etc. When a person doesn't conform to these expectations, they are rejected by the group and are considered maladjusted. A different culture's behavior is misaligned and aberrant. Darwin's (1859) theory of evolution held that while some species perished because they were unable to adapt to their environment, others lived on and proliferated. This is still true for today's basic species, meaning that only those of us who can adapt to changing environmental conditions will be able to survive. Whether or not someone is adjusted appears to depend on their level of compliance to societal norms. However, cultural conformity turns into a static activity, whereas adjustment is an ongoing dynamic process.

## Concept of Adjustment

Mangal, S.K.(2015). according to legend, the idea of adjustment was derived from biology and was fashioned after the phrase adaptation. Complex phenomena, adjustment. Adjustment is defined as "to fit," "make suitable," "adapt," "arrange," "modify," "harmonize," or "make correspondent" in the dictionary. It describes a species' attempts to adapt to changes in its environment, and when we adjust two things, we adapt or modify one of them—or both—to match to the other.

For instance, we dress appropriately for the season in which we are now living and use recently developed technologies to regulate the temperature of our homes and places of employment. The needs of the individual and the forces outside of his environment are in constant conflict. It involves lowering internal demands, postures, and tensions. Every single person in society has unique needs that fluctuate from time to time and from person to person. He adjusts himself in the local environment in accordance with their own demands.

## Definitions of Adjustment

Adjustment is a process of satisfaction in to an organization's environment, according to Symonds (1933).

"Adjustment is a constant process by which a person changes his behavior to generate a new harmonious relationship between himself and his environment," write Gates and Jersild in 1948.

An individual's adjustment is a process that enables him to create a harmonious relationship with the elements that make up his physical and social surroundings, according to Crow and Crow (1956).

## Concept of Social Adjustment

An individual's attempt to fit in with the expectations, norms, and requirements of society is referred to as social adjustment. It is a process that has a psychological component. It entails copying with updated values and standards. Social adjustment is the term used in psychological jargon to describe "getting along with the members of society as best one can." The term "social adjustment" refers to a certain set of skills necessary for efficient social performance, including cognition, verbal and nonverbal behavior. Social growth and environmental adaptability are two factors that can be used to measure social adjustment. A person must acquire social skills and values in order to adjust to society. Additionally, one must be socially adept to coexist peacefully with others.

Kakkar, A. (2003) Humans differ from other animals in that they have a special quality. Their social interaction is as necessary to them as eating. They want to fit in and uphold social bonds, but this does not imply that children are born with such social behaviors and social qualities. Like other facets of growth and development, he also acquires the necessary social traits. The process of a child's social development or socialization is defined as those attributes that bring about desired modifications in his social conduct. A significant role in the overall process of growth and development is played by social development. If a person has not gone through the process, we cannot even define them as people.

Heing, (2012). A psychological process can be used to define social adjustment. In many cases, it entails adjusting to new standards and ideals. Man is a sociable animal, according to Plato. We all have opinions about one another and ourselves in the culture we live in. In order to fit in with other people, we try to act in accordance with social norms. However, it is not a simple task because each person's personality is an individual organization. This organization needs to put in extra effort to fit in with other distinctive social organizations. Adjustment is another name for the reaction to the pressure and demands of the social environment imposed upon the individual.

For social adjustment, an impractical perception is required. The process of behaviour, such as clearing, maturation, sensation, perception, and motivation, contributes to the process of adjustment. The way in which we interact with others greatly depends on how we see them and how we interpret their actions. The way we react to individuals depends on how we see them, how we think about them, and other factors.

### **Various thinkers have tried to define social adjustment in the following ways**

"By social growth and development, we meant increasing ability to get along well with one another," said Sorenson in 1948.

Sorenson goes on to say that an individual's social abilities or skills advance throughout the process of social development. He strives to improve the upkeep of social relationships with his growing abilities. He makes an effort to modify his actions and look for compromise and social harmony.

According to Freeman and Showel in 1940, "Social developments are the process of learning to conform to group standards, mores, and traditions are becoming imbued with a sense of oneness, intercommunication, and cooperation."

### **Social Adjustment among Women**

Women are now substantially more prevalent in a wide range of occupations today than they were a few decades ago. As a result, a lot of women today balance the responsibilities of being a mother, partner, daughter, and employee. It seems that women are still seen as being the major parents and family carers in society. Both working and unemployed women make considerable contributions to household tasks. Their lives are more centered on the family than those of men. She has a big impact on whether a family is happy or not Dandona, A. (2013). Women honestly fulfill their tasks and responsibilities in their outside employment. Juggling the roles of mother, partner, and daughter as well as employee can lead to frustration, tension, and other problems. Women who are employed and jobless each play a significant part in their families' daily routines. Compared to males, their lives are more focused on the family. She plays a significant role in determining the happiness of a family. In their outside careers, women honestly carry out their obligations and responsibilities. Frustration, tension, and other issues are impacted by the double workload pressure.

The growth of education has given women more knowledge and analytical capacity. Only women with an education are capable of rational thought. Their education has given them the flexibility to perform a variety of tasks and the ability to make decisions. However, the non-cooperative attitude of society, including their husband and family members, makes the majority of women feel out of place. A person can have a happy and contented life while maintaining a balance between his abilities to fulfil them through the process of adjustment. It offers one the strength and capability to bring about the required change in the conditions of this environment and helps one to alter one's style of life in accordance with the demands of the circumstance. Social adaptation requires maturity that accepts and comprehends personal development and growth. Death in social relationships is inevitable if this progress is not felt and completely realized.

Working women must adjust both at home and in the office. Their definition of adjustment is "smooth transition from one status to another, perception of roles as perceived by others, and effective and satisfying performance of various roles." Women need to learn how to adapt to situations that are unfamiliar or uninteresting to them. She will adapt to her orthodox in-laws' ways if she moves in with them.

A woman does this by adopting justifications, which aid in her acceptance of her lot. A highly developed sensitivity to the need for topics on which to convey one's own point of view is another manifestation of adjustment. The young bride is expected to take care of her husband's requirements and her obligations to her in-laws as soon as she gets married. She has learned the proper way to bow to their seniors from her socialization. She effectively employs the technique of adjustment that she picked up in the home. Women who are employed, especially those who are married, must balance two roles: one entrenched in the home as a wife, mother, and housewife, and the other as an employee. Having to balance the responsibilities of home and work, they are under stress at work due of the biological function that they must carry out because of their sex and the culturally prescribed roles for women.

### **Social Adjustment of Teachers**

A key component of the teaching and learning process is the teacher. The current demand is for competent instructors. A teacher who is in good emotional and mental health may serve both the teaching profession and himself.

Only the teacher has the ability to advance mental cleanliness if he or she is free from worries, fears, and tensions. Impact of the teacher's temperament: For students to advance equally and passionately under control, the teacher's overall stability is crucial. Any small mental ineptitude on the part of the teacher will show in the way the student's behaving. A teacher's job requires a satisfactory adjustment. A teacher needs to know how to control their maladjustments, such as anger, pressure, and personal issues.

### Need and Significance of the Study

Teachers are the keystone of the entire education system. If the teacher has the ability of adjustment it has a positive impact on the learning of the students. So the mental health of the teacher plays a significant role in making adjustments in the school life. The professional behaviour of the teachers, their personal characteristics, their working environment and the duties they are performing important for providing guidance and a healthy learning environment to the students. Sharma S., (2015) stated that the personality of the teacher has a significant impact on how students develop personally. It is said that while books may instruct, only personalities can impart knowledge. Numerous studies have shown that learners are impacted by the teachers' enthusiasm and stability. Following is a discussion of how teachers' personality development and adjustment affect students' healthy personality development and adjustment. Skilled and truly committed instructors create a school environment that is rich with learning opportunities for the children. The behavior of the teacher will reflect that of the students. A teacher's mental health has an impact since they play a crucial role in promoting the psychological welfare of their students. Sarkar (2020) revealed that type of school played a significant role in the level of adjustment of the teachers. The relationship of the teachers with the students and other faculty members covers the social behaviour of the teacher. The social behaviour of the teachers influenced by the socio-economic status and personal adjustment of teachers in various fields like health, home, social, economic institutional and ethical etc. and a significant difference in the level of adjustment of male and female teachers was also found in the study. Reddy (2002) has also revealed in his study that social adjustment of working woman from public and private organization was contrasted. So the researcher felt the need to determine the level of Social Adjustment of female teachers working in private and public schools.

**Chaudhari and Patel (2009)** did a study on how women in rural and urban areas adjust to marriage. The sample size for this study, which used purposeful random sampling methods, was 360, including 180 from Mehsana village and 180 from metropolitan areas. Mehsana is in the northern region of Gujarat state. The P. Kumar marital adjustment scale was employed to gather the information. Personal meetings with respondents were conducted using the interview schedule method. The analysis of the data using score and t-test. The outcome was non-significant, demonstrating that one's domicile and employment level had little bearing on people's attitudes toward marriage and marital adjustment.

**Sajan (2010)** did a study on the teaching skills of student teachers with regard to their academic performance on graduate level exams and their gender. The sample for this study was chosen using stratified random samplings from Kerala's Malabar region's teacher education institutions. The majority of students exhibit exemplary teaching aptitude, according to the results of the Teaching Aptitude Test Battery (TATB) created by Singh and Sharma in 1998. In a test of teaching aptitude, it was discovered that female pupils performed noticeably better than their male counterparts. Academic success on graduate-level exams significantly affects teaching ability.

**Mangleshwaran (2012)** undertook a study to evaluate the adjustment issues faced by married female police officers and their relationship to socio-economic factors. All of the police officers who were married and available in the Tiruchirappalli district at the time of the data collection provided the information. Using the median scores, the scoring was divided into low and high categories. The results demonstrate that adjustment issues exist practically across the board. It can be because each person is playing two roles. There should be a dedicated counselling and entertainment centre for female police officers.

**Kaur (2013)** sought to compare the level of adjustment of 100 instructors from the government senior secondary school in the Kurukshetra district, representing the scheduled caste, the backward class, and the general category. There was no discernible difference in the levels of adjustment between male and female teachers.

**Singh.et.al. (2014)** carried out research for a comparison of married women who work and those who don't work about the degree of marital adjustment. According to the findings, working women are less adaptable than non-working women.

**Kachchi Parvati K. (2016)** Her research showed that working women are well-adjusted in terms of their emotional, social, and physical well-being.

### Implications of the review of Related Literature

It is observed from the review of related literature that most of the studies are conducted to find out the social adjustment of females with relation to their work life and social life i.e. family, society etc. Some of the research studies have also pondered upon the comparison between the social adjustment of working women and house wife's. Descriptive survey methods was used by most of the researcher to collect the data and various statistical techniques were adopted by the researcher to analysis of data were, t-test, ANOVA and frequency percentage methods. There are very few studies where the social adjustment of female teachers with respect to stream and type of school is concerned. So the researcher has taken this study to find the social adjustment level of female teachers with relation to type of institution and stream

**Statement of the Study** Keeping into consideration the needs and importance of the study, the investigator has undertaken the study which is stated as under:

“Social Adjustment of Female higher secondary school teachers in relation to type of school and their stream”

### Objectives of the Study

- To measure the social adjustment of female higher secondary school teachers of Tehsil Bhalwal.
- To compare the social adjustment of female teachers higher secondary schools with regard to the type of school.
- To compare the social adjustment of female teachers of higher secondary school with respect to their stream.

### Hypotheses of the Study

- All the female teachers of higher secondary schools do not possess same level of social adjustment in Tehsil Bhalwal

- There exists no significant difference in social adjustment of female teachers of higher secondary school with respect to the type of Institution.
- There exists no significant difference in the social adjustment of female teachers of higher secondary schools with respect to their stream.

#### Delimitations of the Study

- The present study was delimited to all the female teachers of government and private higher secondary schools of Tehsil Bhalwal only.

#### Methodology of the study

The current study adopted the descriptive survey method.

**Table 1 shows the nature of the study, variables, sample size, and type of data**

Nature of study	variables	Types of variables	Sample size	Statistical Techniques Employed
Descriptive-survey method	Type of institution and stream.	Independent Variable	100 female Higher secondary school teachers	Mean , Standard Deviation & t-test
	Social adjustment	Dependent variable		

#### Population of the Study

The population of the present study consists of female teachers of government and private higher secondary schools of Bhalwal Tehsil. A total of fifteen (15) higher secondary schools were in the Bhalwal Tehsil. There were total 237 female teachers in 15 schools out of which, 100 female teachers have been taken for the sample of the study.

#### Sample of the Study

There are many techniques for obtaining the samples which may be the representative of the population. Due to time constraints, it is very difficult for investigator to study the whole population of the concern research area. For selecting requisite sample for the study, the investigator applied non-random sampling technique. Convenient sampling has been employed for drawing the sample of the study. A total of 100 female teachers (50 from government and 50 from private schools) has taken for the sample of the study.

#### Tool used for the collection of data

For achieving the formulated objectives the investigator employed Social Adjustment Inventory which has been constructed and standardized by Dr. Roman Pal. The tool consists of 60 statements on which respondent had to choose either yes or no against each item.

#### Scoring of the Tool

The responses of the participants were scored according to the key provided by the author of the Social Adjustment Inventory. The scoring system of the inventory was very simple. As each item has two responses i.e. 'YES' or 'NO', for the subjects response of 'YES' score of 1 should be given and in case of 'NO' responses scores of '0' should be given.

#### Statistical Techniques Used

- Mean
- Standard Deviation
- t-test.

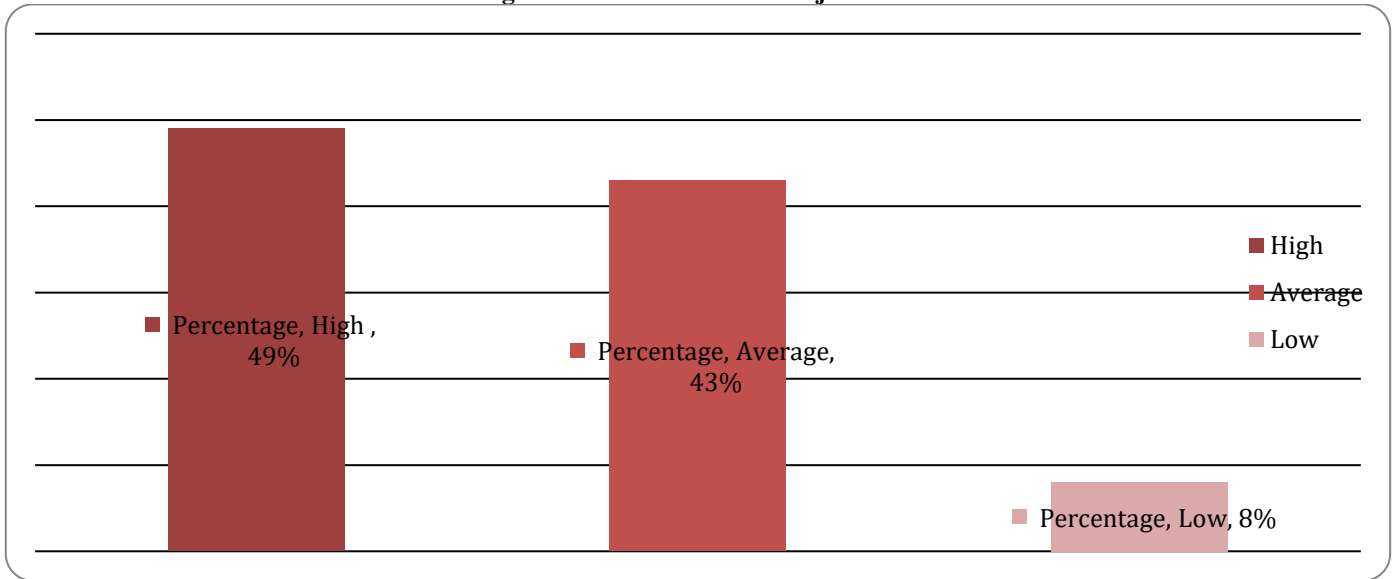
#### ANALYSIS AND INTERPRETATION OF DATA

Hypotheses I All the female teachers of Higher Secondary schools do not possess same level of Social Adjustment in Tehsil Bhalwal.

**Table 4.1 Shows level of Social Adjustment of Female Teachers (N=100) Adjustment in terms of categories**

Category	Levels of social Adjustment	Range of raw scores	Number of teachers	Percentage
A	High	60-40	49	49%
B	Average	40-30	43	43%
C	Low	30-0	8	8%

Figure 4.1 Levels of Social Adjustment



It is observed from the Table 4.1 that nearly fifty percent of female teachers (49%) were found to have high level of Social Adjustment where as very less percent (8%) of the teachers were found to have low level of Social Adjustment. It is also indicated by the Table that (43%) of the female teachers were found to possess the average level of Social Adjustment.

Hypotheses II There exists no significant difference in social adjustment of female higher secondary school teachers with respect to the type of Institution.

Table 2 Mean, SD., t-value of Levels of Social Adjustment of Female Teachers of higher secondary school with respect to type of school(N=100).

Variables		Frequency (N)	Mean	SD	T-value	Level of significance
Types of school	private	50	38.72	6.05	-0.48	Not significant at 0.05
	Government	50	39.44	8.6		

It can be observed from the Table 4.2 that the obtained t- value was found to be -0.48 which is less than the Table value 1.96 levels; which is not significant at 0.05 level of significance. Therefore, the hypothesis that there exists no significance difference in the social adjustment of higher secondary school female teachers with regards to type of institution has been proved. It can conclude that the type of institution does not affect the social adjustment among female teachers of higher secondary level. Hence it can be interpreted that female teachers of the higher secondary school may be having same level of social adjustment with respect to type of institution.

Hypotheses III There exists no significant difference in the Social Adjustment of female higher secondary school teachers with respect to their stream.

Table 3 Shows Mean, S.D, and t-test of social adjustment of arts and science stream female teachers(N=100).

Variables		Frequency (N)	Mean	SD	T-value	Level of significance
Stream	Arts	56	38.25	7.44	1.23	Not significant at 0.05
	Science	44	40	7.35		

It can be observed from the Table 4.3 that the obtained t- value was found to be 1.23 which is less than the Table value 1.96 level; which is not significant at 0.05 level of significance. Therefore, the hypothesis that there is no significance difference in the social adjustment of higher secondary school female teachers on the basis of their stream has been proved. It can be concluded that the stream of the female teachers that i.e. arts and science does not affect their social adjustment level.

Hence it can be interpreted that the level of social adjustment among the higher secondary school female teachers are same with respect to their stream.



## MAJOR FINDINGS OF THE STUDY

The following are the major findings of the study which have been drawn from the analysis and interpretation of the data.

- Nearly fifty percent (49%) female teachers were found to have high level of social adjustment of Higher secondary schools of Bhalwal Tehsil.
- It was found that forty three percent (43%) female teachers were having average level of social adjustment.
- The study revealed that majority of the female teachers of higher secondary school was found to have good level of social adjustment.
- The study proved that there was no significant difference in the social adjustment of female teachers of higher secondary with respect to the type of institution.

## Educational Implications

Based on the major findings and conclusions of the study, some of Educational Implications are as follows-

- The study found that forty three percent of female higher secondary school teachers have average level of social adjustment. It is suggested that all the higher secondary school authorities need to organize the various programmes, workshops, seminars, etc. for inculcating social skills in female teachers.
- Suggested from the study that the efforts should also be made to develop positive attitude towards working females.
- Short term orientation courses may be introduced at higher secondary level for the betterment of the working females.

While finding the results for social adjustment among working female teachers in private and government institutions we find the similar results.

## Suggestion for further studies

A few suggestions can be given for those who are interested to purpose the research in relation to the present study.

- The present study was confined to arts and science stream teachers only. The same study can be conducted on the other streams also.
- A sample of 100 higher secondary school teachers was taken in the present study. The same study may be conducted on large sample.
- The present study was confined to higher secondary school teachers only. The same study may be conducted on the elementary school teachers, secondary school teachers and college professors also.
- In the present study 43% female teachers were found to have average level of social adjustment one can extend the study to know the reasons of average level of social adjustment.
- The present study was confined to Bhalwal Tehsil only. The same study may be replicated on the other district of J&K.

## Conclusion

The quality of education depends, more than any other single factor, upon the quality of the teachers. A school may have excellent material resources – equipment building, library, laboratory and other essential teaching learning facilities along with curriculum approximately devised to suit the community needs. But if the teachers are misfit or indifferent, the whole programme is likely to be ineffective and wasted. The present Study were found that majority of female teachers have high level of social adjustment and there is no significant difference in the social adjustment of female teachers of higher secondary with respect to the type of institution and stream.

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