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The Study of Adjustment among Working Women in Relation to Psychological Factors in Bangalore City

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Abstract - The present study is an attempt to investigate adjustment among working women's in relation to psychological factors in Bangalore city. Working women at present are more prone to adjustment problems because they must work in two environments, one is the work environment and the other is home environment. Adjustment is a behavioral process by which humans and other animals maintain equilibrium among their various needs or between their needs and the obstacles of their environments. Adjustment is 'the state in which there is an overall feeling in husband and wife of happiness and satisfaction with their marriage and with each other. Issues of work and family have always been important, but social changes in the institutions of both work and the family have interacted to increase their salience for adults in many societies. Adjustment is a process which is created during couples' life, because it is necessary for taste conformity, person's traits recognition, behavioral rules creation and relational models' formation. Thus, adjustment is an evolutionary process between couples. Adjustment has been related to personality, job & home stresses, mental illness, depression, education, sex role attitude, happiness and success in life. Adjustment has been related to personality, job & home stresses, mental illness, depression, education, sex role attitude, happiness and success in life.

Keywords - Family environment, adjustment, working women, stress, marriage, psychology.

I. Introduction

Working women as a group is a large and growing up Labour force whose position in society is changing by the very force of their number. Their contribution to the national economy, society and family is judged as essential and valuable. However, this change in status and recognition as contributing members does not likely to guarantee them life fulfillment. A casual observation will reveal that some women live their life with a sense of fulfillment whereas others come to face life distracted with sharpness and self-indulgence. These distinctions might be suggestive of differentiating pathways, one endowed with maternal comforts and the other marked by deprivation. This does not mean that material wellbeing always ensures happiness and fulfillment and hard times lead to despair and dissatisfaction. Generally, little is thought about accounts related with fruitful and unsuccessful working of working women. Research studies

have not delivered reliable proof or comprehension about how various factors account for the mental prosperity and life fulfillment of working women. There are not many findings on the correlates of their successful adjustment based on which general statements can be made about the phenomenon. Studies also do not reflect the role of social and mental factors on account of effective adjustment and adjustment. Adjustment is a dynamic process that occurs as the individual lives in his home takes his education, does some job and interacts with people. Various areas of adjustment are home, health social, emotional and occupation.

The word "adjustment" came into popular use in psychology during the 1930s. The concept of adaptation was originally used in biology. Adaptation referred to the biological structures and processes that facilitated the survival of species. The concept of personality adjustment involves several psychological processes that may be stated as the mechanism of adjustment. Historically, the focus of psychology of adjustment has been the pathological aspect of human development. Many psychologists have applied the disease-entity model to maladjusted behavior and have reasoned that the presence of specific type of symptoms is an indicative of a disease process, which can be identified in any society or culture in which it occurs.

Adjustment is the harmonious relationship with the environment involving the ability to status by most of one's needs and meet most of the elements both physical and social that are thrust up on one. Everyone has trembles and problems, the most important consideration in determining personal effectiveness is not the amount to trouble or misfortune a person encounters but how he responds or adjusts to the challenges on life. Adjustment is states in which the needs of the individual on the one hand even the claims of the adjustment are motive, frustration, conflict, anxiety, and learning. Adjustment is a dynamic process that occurs as the individual lives in his home, takes his education, does some job and interacts with people. Various areas of adjustment are home, health, social, emotional and occupation. Home adjustment is concerned with the individual's relationships with his parents, siblings, and relatives. His roles in whole, amount of satisfaction and dissatisfaction that he obtains from his home have been ascertained. Health adjustment refers to the individual's coping with health problems like his incidence and prevalence of disease, pains, aches and other ailments. Social adjustment deals with the interpersonal relationship, his extent of popularity, his sociability, his participation in social gatherings etc. Emotional adjustment is concerned with whether the person is able to express the emotions in an acceptable way or not. It is also concerned with whether he is emotionally stable or not.

II. Working Women and Adjustment problems

Women continue to feel to be a weaker section of society since long. In spite of the opportunities thrown open to them in various fields along with some labor-saving gadgets in the house, they still seek a place as an independent and honorable human being. The idea of equal opportunity has exercised a powerful emotional appeal in the struggle of women to free them from age-old oppression. Industrialization, urbanization, the increasing level of education, awareness of rights, wider influence of media and westernization has distorted the status and situation of women. The present sky rocketing prices resulting in economic tension have aroused in them a desire to pool in their might in easing the financial and economic constraints of their life. For this, they have to maintain an equilibrium and balance between home and career. The varying status of women influences not only their position in the public but also affects their interface with their children. Today, the status of women has entirely altered. The number of sophisticated and skilled women including the number of working women is rising. At present, women are in a position to compete with men in all occupations. Teaching has always been one of the prior occupations unlocked to women. The employment of women outside home has added to their responsibilities. The difficulty of a women who join the different roles of a wife, a mother and a working woman are numerous; which can be categorize under different titles as

physiological problems, adjustment problems, community problems, psychological problems and monetary problems. Even though more and more women are coming out in search of employment and their families also need their earnings but, the approach towards women and their role in the family has not undergone much vary. Even today, looking after the kin generally perceived to be the key duty of a woman. Taking care of all the duties and tasks of home, almost alone over strains a working woman. In addition, this perception that they alone are liable for the home work, ending to a feeling of guiltiness when they are not able to look after the children or the family due to their official work, often ensuing in emotional disorders.

Chances of getting depression are high in working women. They put up with the double burden of housework and a job outside the home. Because they have to work in two environments, one is the office environment, and the other is home environment. Both are vastly different from one to another. Stress arising from material relationships is manifested in chronic disorders such as depression, insomnia and hypertension. Since a relationship depends on the nature of the persons involved, it helps to seek the middle path when the inherent individual difference surface. It often helps to change one's outlook, go for psychotherapy or speak openly with your spouse about problems facing your bond.

III. Psycho - Social Problems of Working Women

The term psycho-social refers to one's psychological development and in interaction with a social environment. Psychosocial problems, that can greatly affect one's life, one's work, family and one's domestic life. It can be mild to most severe in terms of how pervasive and to what extent a person exhibits the features of a personality disorder. Those with a psycho-social problem possess several distinct features including disturbances in self-image; inability to have successful interpersonal relationship; inappropriateness of range of emotions and ways of perceiving themselves, others and the world and differently possessing improper impulse control. Contemporary scientific and technological expansion has created a lot of experience in man's life. Today, human life is full of frequent hardships, conflicts and problems related to happiness of basic needs and psychological needs. Traditionally, it had been perceived that men are more subject to psycho-social problems because of varied responsibilities being the provider of the family. However, in recent times, this perception has changed. Women face more psychos - social problems now because of her changing roles and bearing dual responsibilities, one in family and other at job. Various psycho-social problems like anxiety, frustration, mental illness, distress, depression, stress, anger, phobias and other various social and emotional distresses are likely to be set her. A cautious and receptive peep into mind and psyche of women reveals beyond doubt how her fears, anxiety, stress, and strains warp and dampen her morale, courage and retard her march to excellence, progress, and glory. She has to tramp an exhausted and difficult terrain all her life because of her dual responsibilities at home and at the job. Despite all her resilience, patience, fortitude, and tolerance, sometime her spirits give way under the dreary and cumbersome obligation of their home and official duties. The entire psycho-social problem creates worries upon her mental, moral, social, official, and familial sphere. We can have a glance at the scornful and rotting impact of the psycho - social problems on her outer and inner latent. With the movement of time, the injuries cased to her may heal but the scars remain and these scars with her aging process become more marked and more marked and manifest themselves in her attitude and self-conduct.

The traditional role of a house wife has generally changed into working women and home maker. Some of the following are responsible for these welcoming changes. They are better in education changing socio-cultural values, need for supplementary income. Indian women have now entered into almost all the fields like administration science technology, medicine, journalism and information technology not only in India but also in other parts of the world. But they are still in minority group. The adjustment problems of working women is a one of the major

concern for educationalists and psychologists of the present time , as it is causing anxieties and worries parents, life partners, children, co workers , superior and subordinate employees and employers. So understanding working women’s adjustment problems is one of the most important aspects of today.

IV. Related literature studies

Sengupta, S. (2017) She has presented report in “International Women’s Day 2017: Top Health Concerns of Women in India” and according to it because of multiple work women do not concern about their health. Multiple tasking in daily routine also affect to their fertility ratio and mental stress. Failure in coping the dual work working women faced many health issues like high-low blood pressure, increase in bad cholesterol, obesity, malnutrition, eating disorder, sleeping disorder, menstrual issues, diabetes, breast cancer, lower bone density, anxiety, depression, heart diseases and many more. This shows the negligence of women towards their own health including physical and mental

Kaur, S. (2015) the study with the title “A study of relationship between occupational stress and mental health among primary school teachers” was conducted with school primary teachers by using mixed methodology. It concluded that those working women who have strong mental condition can easily manage the life stress compared to poor mental condition. It shows that to cope up dual life working women requires good coping capacity with good mental stability

Panigrahi, A., Padhy, A. P., & Panigrahi, M. (2014) the study “Mental health status among married working women residing in Bhubaneswar city, India: A psychosocial survey” conducted with 240 married working women applying multi stage cluster random sampling design. The study concluded that 32.9% respondents are having poor mental health & only 10% are having any kind mental health services. It was also found that they are having favorable attitude of colleagues, sharing and discussing their daily matter and issue with husband and spending valuable time for yoga and exercise. In consideration of this kind of strategy it would helpful to them for balancing professional and personal life.

Shiva, G. (2013) According to study “A study on work family balance and challenges faced by working women” majority of the respondents belongs to youth age and nuclear family system. Less numbers of respondents can have time for extra reading like newspaper, magazines etc. But majority respondents can arrange quality time for entertainment with family to minimize their stress level. Majority working women can manage their daily matters of dual working easily because of high education qualification.

They basically faced problems with their colleagues because of poor communication

Martin, L. (2012) The study “A study on work family balance and challenges faced by working women” investigated the relationship between factors like Multiple Role balance, Number of dependents, Professional Quality of Life, Age, Experience and Wellness among women professional counselors as they face risk of Compassion fatigue, Burnout and Secondary Traumatic Stress due to nature of their work being emotionally demanding. The study determined that a woman’s overall satisfaction level is also affected by a high score on their ability to successfully balance multiple roles in her life. Seventy seven percent of respondents had moderate multiple role balance, eighteen percent had high multiple role balance while only four percent had low multiple role balance which shows that majority women could balance multiple roles in their life. On the other side moderate multiple role balance could be explained in various ways, it may say that women just accept their multiple roles rather than feeling positive about it, they might be content with various roles as they feel they are responsible for them. That means they are not taking that multiple role by heart but because of family need and betterment only.

The findings show that professional quality of life and demographic factors also had significant relationship with overall wellness

Dudhatra, R.R. & Jogsan, Y.A. (2012) the study “Mental health and depression among working and non-working women” concluded that because of urbanization, industrialization, modernization and influence of mass media status of women has been changing rapidly. They are now engaged not only with home environment but also more no of employed women are coming up. It also increases the roles and responsibility of married women and which directly or indirectly affect to the health of these women. They have to face role conflict, frustration, stress, depression, anger etc. which may affect to the mental health of married working women. With this kind of issues working women are unable to counter family matters and it also result in to less efficient at their work places.

A close review of the related literature enlightened about various dimensions of adjustment problems of working women and their emotional intelligence, family environment and self-concept. Thus, the review of related literature provided a good poetical prospective to verify the study under investigation.

V. Methodology

The respondents for this research were 300 working women's from different companies in the city of Bangalore, Karnataka. A simple random sampling technique was used for the sample selection. 16 PF Personality Questionnaires used to collect the data.

The following instructions are given to the responds before administering the tests. "Here are some questions which give you a chance to say what sort of a person you are and to state your inclinations and dispositions. Since each person is different there are no "right" or "wrong" answers except what is true for you. For each question three possible answers are given. Try to decide which of the answers represent your usual way of acting or feeling and put a (X) mark in the answer sheet against one of the three alternatives. Try to avoid middle answers as much as possible. Answer the questions as frankly and truthfully as possible. Although this is an untimed test, do not spend time thinking over the questions, put down your first reaction for each question". Cattell and his co-workers have developed several personality inventories, of which the best known is the sixteen-personality questionnaire. Originally published in 1949, the 16 PF is designed for use with young adults (from age of 16 years or 17 years) to late maturity. The 16 PF is virtually self-administering and can be used with groups and individuals. It is applicable to a wide range of educational levels and is available in some fifteen languages. There are six forms of 16 PF shapes An and B are for 'Daily paper proficient' grown-ups comprising of 187 things each, Form C and D with some degree less requesting vocabulary and comprising of 105 things each and Form E and F which have 142 item each Forms A through D use a three choice response pattern which includes an 'in-between' alternative Forms E and F have only two choices. Whether longer or shorter forms of the 16 PF are used all forms measure 16 dimensions of personality. Each dimension is identified as a factor and each factor is designated by an alphabet four second order scores from a combination of the sixteen factors are also obtained.

VI. Analysis of Results and Discussions

Psychological factor mainly personality seem to influence adjustment of working women. In the work family conflict, the role of working women is also crucial to the kind of conflict they experience. They are not passive persons who just experience work-family conflicts. But they can set up a strategy for managing these role conflicts. In being able to take control at work, and at family women should have the skills that they could apply on various situations and have the flexibility to meet the needs of work and family responsibilities. Personal traits that are

considering as roots of a personality are likely to provide stable resources for them to manage the stresses and lead well-adjusted life. Working women's personality seems to facilitate better adjustment in their work-family role. The personal traits are considered as 'roots of a positive life'.

Factor A- Characteristic Expression of the Source Trait

| | |
|---|--|
| A- Impersonal, distant, cool, reserved, detached, formal, aloof | A+ Warm, outgoing, attentive to others, kindly, easygoing, participating, likes people |
|---|--|

Table 1 - Correlation coefficient of personality factor A to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.106 | NS |
| Health | 0.108 | NS |
| Family | 0.088 | NS |
| Social | 0.240 | 0.01 |
| Work | 0.082 | NS |
| General | 0.181 | 0.01 |

Results in Table 1 reveal that personality factor A is significantly correlated to social adjustment and general adjustment. The majority of working women are A+ in character. i.e., warm hearted, outgoing and participating in nature. However, Factor A does not seem related to other dimensions of adjustment namely, emotional, health, family and work adjustment that is likely to enhance social adjustment, working women are generally natural "joiners", more readily form groups and they are more generous in personal relationship. They are socially bold, less afraid of criticism, better able to remember names of people and more casual in meeting obligations. They must adjust flexibly to a lot of compromises with human failings. It is this characteristic expression that facilitates the general adjustment of working women.

The hypo project is partially accepted.

Factor B - Characteristic Expression of the Source Trait

| | |
|---|--|
| B- Concrete-thinking, less intelligent, lower general mental capacity, unable to handle abstract problems | B+ Abstract-thinking, more intelligent, bright, higher general mental capacity, fast-learner |
|---|--|

Table 2 - Correlation coefficient of personality factor B to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.001 | NS |
| Health | 0.070 | NS |
| Family | 0.002 | NS |
| Social | 0.063 | NS |
| Work | 0.082 | NS |
| General | 0.057 | NS |

Results indicate that trait B has no significant correlation to different measures of adjustment. The results show that intelligence is not associated with adjustment of working women. Findings of the present study suggest that adjustment, whether it is emotional, health,

family, social, work or general adjustment, is a domain independent and unaffected by the intellectual level of working women.

The hypo project is rejected.

Factor C-Characteristic Expression of the Source Trait

| | |
|--|---|
| C- Reactive emotionally, changeable, affected by feelings, emotionally less stable, easily upset | C+ Emotionally stable, adaptive, mature, faces reality calmly |
|--|---|

Table 3- Correlation coefficient of personality factor C to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.296 | 0.01 |
| Health | 0.284 | 0.01 |
| Family | 0.270 | 0.01 |
| Social | 0.194 | 0.01 |
| Work | 0.227 | 0.01 |
| General | 0.363 | 0.01 |

Table 3 shows that personality Factor C is positively and significantly correlated to all the six measures of adjustment. The results suggest that the characteristic expression of the trait i.e. high ego strength has a facilitating influence on emotional, health, family, social, work and general adjustment of working women.

Emotional stability may reduce many problems and perhaps enhances emotional adjustment and reduces health problems. It is also likely to facilitate better family adjustment, stability, calmness; emotional maturity seems to help them to deal with family problems. C+ in personality factor C also suggests that they could understand the realities of a situation in a mature manner and adjust to the facts. In the social and work adjustment also, significant correlation is seen. Emotional maturity may help them to restraint in avoiding difficulties and adjust to the difficulties thrown upon them from outside as well as to maintain better group morale and functions as good organizers.

The hypo project is accepted.

Factor E- Characteristic Expression of the Source Trait

| | |
|--|--|
| Low scoreE- Deferential, cooperative, avoids conflict, submissive, humble, obedient, easily led, docile, accommodating | High ScoreE+ - Dominant, forceful, assertive, aggressive, competitive, stubborn, bossy |
|--|--|

Table 4 - Correlation coefficient of personality factor E to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.014 | NS |
| Health | -0.009 | NS |
| Family | 0.009 | NS |
| Social | -0.060 | NS |
| Work | -0.026 | NS |
| General | -0.028 | NS |

The results show negligible insignificant correlation between personality Factor E and measures of adjustment namely, emotional, health, family, social, work and general adjustment. The results may be interpreted in terms of the level and extent of Factor E as shown in table-4. The results suggest that being submissive is not conducive to being well adjusted in the case of working women.

The hypo project is rejected.

Factor F- Characteristic Expression of the Source Trait

| | |
|--|--|
| Low score F- Serious, restrained, prudent, taciturn, introspective, silent | High score F+ - Lively, animated, spontaneous, enthusiastic, happy-go-lucky, cheerful, expressive, impulsive |
|--|--|

Table 5 - Correlation coefficient of personality factor F to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.184 | 0.01 |
| Health | 0.170 | 0.01 |
| Family | 0.121 | 0.05 |
| Social | 0.378 | 0.01 |
| Work | 0.112 | 0.05 |
| General | 0.278 | 0.01 |

Working women as having high score in the personality Factor F. Characteristic expression of the factor F describes working women as talkative, cheerful, frank and happy go lucky that reduces their emotional problems leading to better adjustment. In group interaction situations they are apt to make many group favorable remarks, a character likely to make them acceptable to the family and work to such situation. Thus, positive E character place, again facilitating adjustment acts as a supporting source for enhancing better adjustment of working women.

The hypo project is accepted.

Factor G- Characteristic Expression of the Source Trait

| | |
|--|---|
| Low Score G-Expedient, nonconforming, disregards rules, self-indulgent | High Score G+ - Rule-conscious, dutiful, conscientious, conforming, moralistic, staid, rule-bound |
|--|---|

Table 6 - Correlation coefficient of personality factor G to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.063 | NS |
| Health | 0.069 | NS |
| Family | 0.054 | NS |
| Social | 0.100 | NS |
| Work | 0.104 | NS |
| General | 0.109 | 0.05 |

The scores on G Factor are correlated with scores and different dimension of adjustment, indicate no significant correlation for Factor G to emotional, health, family, social and work

adjustment. However, the correlation between Factor G and general adjustment is significant. The results suggest that emotional, health; family, social and work adjustment is independent of superego strength. However, general adjustment very much depends on super ego strength of working women.

The Hypo project is partially accepted.

Factor H- Characteristic Expression of the Source Trait

| | |
|--|---|
| Low score H- Shy, threat-sensitive, timid, hesitant, intimidated | High score H+ - Socially bold, venture some, thick-skinned, uninhibited |
|--|---|

Table 7- Correlation coefficient of personality factor H to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.237 | 0.01 |
| Health | 0.159 | 0.01 |
| Family | 0.248 | 0.01 |
| Social | 0.385 | 0.01 |
| Work | 0.238 | 0.01 |
| General | 0.365 | 0.01 |

The findings suggest that emotional, health, family, social and work adjustment as well as general adjustment of working women is highly related to the personality trait H. The present results may be explained in relation to the characteristic expression of Factor H. The predominance of Factor H shows working women are found to show a tendency to be adventurous, friendly and socially bold. This might have facilitated their emotional, health, family, social and work adjustment and in turn helped them to be better adjusted generally. The hypo project is accepted.

Factor I- Characteristic Expression of the Source Trait

| | |
|---|---|
| Low score I-Utilitarian, objective, unsentimental, tough-minded, self-reliant, no-nonsense, rough | High ScoreI+ - Sensitive, aesthetic, sentimental, tender-minded, intuitive, refined |
|---|---|

Table 8- Correlation coefficient of personality factor I to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.034 | NS |
| Health | 0.003 | NS |
| Family | -0.014 | NS |
| Social | 0.069 | NS |
| Work | 0.000 | NS |
| General | -0.009 | NS |

Tables 8 show no significant correlation between personality factor I and six dimensions of adjustment. The nature of correlation values suggests that health and social adjustment are independent of Factor I. Though negligible the negative correlations visible in the case of emotional, family, social, work and general adjustment may be interpreted in terms of the extent and level of the factor present in the sample. Information based on Fig.8 suggests that tender

mindfulness, sensitivity and dependency in women do not help them to be well adjusted emotionally and socially and at home and work place. These characters also do not facilitate general adjustment.

The hypo project is rejected.

Factor L- Characteristic Expression of the Source Trait

| | |
|--|--|
| Low Score L - Trusting, unsuspecting, accepting, unconditional, easy | High score L+ - Vigilant, suspicious, skeptical, distrustful, oppositional |
|--|--|

Table 9- Correlation coefficient of personality factor L to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.127 | 0.05 |
| Health | -0.025 | NS |
| Family | -0.128 | 0.05 |
| Social | -0.047 | NS |
| Work | -0.090 | NS |
| General | -0.121 | 0.05 |

Negative correlations exist between Factor L and six dimensions of adjustment. In emotional, family and general adjustment significant negative correlations are found. The present results may be interpreted in terms of the characteristic expression of the trait L in the working women. The suspicious and jealous nature of them, as revealed it might have adversely affected their emotional adjustment and interfered with their family life. This in turn might have led to general maladjustment.

Factor M- Characteristic Expression of the Source Trait

| | |
|--|--|
| Low Score M- Grounded, practical, prosaic, solution oriented, steady, conventional | High score M+ Abstract, imaginative, absent minded, impractical, absorbed in ideas |
|--|--|

Table 10- Correlation coefficient of personality factor M to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.031 | NS |
| Health | 0.034 | NS |
| Family | 0.065 | NS |
| Social | 0.026 | NS |
| Work | 0.108 | NS |
| General | 0.012 | NS |

The results indicate no significant correlation between the factor M and six measures of adjustment. Personality factor M seems to have no effect on adjustment. Emotional, health, family, social and work adjustment as well as general adjustment is independent of the personality factor M present in the working women. Table 10 reveals the correlation coefficients between personality factor M and measures of adjustment. The results indicate no significant

correlation between the factor M and six measures of adjustment. Personality factor M seems to have no effect on adjustment. Emotional, health, family, social and work adjustment as well as general adjustment are independent of the personality factor M present in the working women.

Factor N- Characteristic Expression of the Source Trait

| | |
|--|--|
| Low score N- Forthright, genuine, artless, open, guileless, naive, unpretentious, involved | High ScoreN+ Private, discreet, nondisclosing, shrewd, polished, worldly, astute, diplomatic |
|--|--|

Table 11- Correlation coefficient of personality factor N to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.178 | 0.01 |
| Health | -0.136 | 0.05 |
| Family | -0.131 | 0.05 |
| Social | -0.058 | NS |
| Work | -0.207 | 0.01 |
| General | -0.198 | 0.01 |

The results in table 11 indicate negative correlations between the factor N and six measures of adjustment. Significant negative correlation is observed in the case of emotional, health, family and work adjustment and in general adjustment. A possible explanation, for the trend seen in relation to the characteristic expressions of the Factor N. There is a blind trust and spontaneous emotional involvements are likely to breed problems in emotional, health, family work and general adjustment. However, the negligible correlation between Factor N and social adjustment show that social adjustment is independent of personality factor N.

Factor0 - Characteristic Expression of the Source Trait

| | |
|--|---|
| Low score 0- Self-assured, unworried, complacent, secure, free of guilt, confident, self-satisfied | High Score O+ Apprehensive, self-doubting, worried, guilt-prone, insecure, worrying, self-blaming |
|--|---|

Table 12 - Correlation coefficient of personality factor 0 to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.131 | 0.05 |
| Health | -0.085 | NS |
| Family | -0.039 | NS |
| Social | -0.169 | 0.01 |
| Work | -0.085 | NS |
| General | -0.146 | 0.05 |

The results presented in Table 12 show that personality factor 0 and adjustment measures are negatively correlated. The correlation coefficient obtained for 0 factors are significantly negative with respect to emotional, social and general adjustment. The results suggest that adjustment in

these dimensions relate to the personality characteristics such as self-confidence, cheerfulness and the state of having no fears.

The hypo project is partially accepted.

Factor Q1 - Characteristic Expression of the Source Trait

| | |
|--|--|
| Low score Q1 - Traditional, attached to familiar, conservative, respecting traditional ideas | High Score Q1 + Open to change, experimental, liberal, analytical, critical, freethinking, flexibility |
|--|--|

Table 13 - Correlation coefficient of personality factor Q1 to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.012 | NS |
| Health | 0.050 | NS |
| Family | 0.093 | NS |
| Social | 0.096 | NS |
| Work | -0.008 | NS |
| General | 0.074 | NS |

The results shown in the table 13 reveal no significant correlation between the factor Q1 and six measures of adjustment. The present results suggest that adjustment of working women i.e., emotional adjustment, health adjustment, family adjustment, social adjustment, work adjustment and general adjustment are independent of the personality factor Q 1.

The hypo project is rejected.

Factor Q2- Characteristic Expression of the Source Trait

| | |
|--|--|
| Low score Q2- Group-oriented, affiliative, a joiner and follower dependent | High Score Q2+ Self-reliant, solitary, resourceful, individualistic, self-sufficient |
|--|--|

Table 14- Correlation coefficient of personality factor Q2 to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.065 | NS |
| Health | 0.069 | NS |
| Family | 0.123 | 0.05 |
| Social | 0.153 | 0.05 |
| Work | 0.096 | NS |
| General | 0.143 | 0.05 |

Significant correlations (at 0.05 levels) are observed in measures of family, social, and general adjustment. The characteristic expression of the Factor Q2 suggests that self-sufficiency in women, their resourcefulness and preference for own decisions go a long way in reducing problems in family and social relations and facilitating general adjustment. The results also indicate that emotional, health and work adjustment are independent of Factor Q2.

The hypo project is partially accepted.

Factor Q3- Characteristic Expression of the Source Trait

| | |
|--|---|
| Low score Q3- Tolerates disorder, unexacting, flexible, undisciplined, lax, self-conflict, impulsive, careless of social rules, uncontrolled | High Score Q3+ Perfectionist, organized, compulsive, self-disciplined, socially precise, exacting will power, control, self-sentimental |
|--|---|

Table 15 - Correlation coefficient of personality factor Q3 to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | 0.152 | 0.01 |
| Health | 0.142 | 0.05 |
| Family | 0.166 | 0.01 |
| Social | 0.275 | 0.01 |
| Work | 0.164 | 0.01 |
| General | 0.259 | 0.01 |

Results presented in Table 15 show significant positive correlations between emotional, health, family, social, work and general adjustment of working women and Factor Q3. Results suggest that women's high strength of self-sentiment makes them to adjust emotionally and maintaining good health. This factor also seems to facilitate their family, social and work adjustment and enhances general adjustment of working women.

Factor Q4- Characteristic Expression of the Source Trait

| | |
|--|---|
| Low score Q4- Relaxed, placid, tranquil, torpid, patient, composed low drive | High Score Q4+ Tense, high-energy, impatient, driven, frustrated, over-wrought, time-driven |
|--|---|

Table 16- Correlation coefficient of personality factor Q4 to different measures of adjustment

| Adjustment measures | Correlation coefficient | Level of significance |
|---------------------|-------------------------|-----------------------|
| Emotional | -0.402 | 0.01 |
| Health | -0.246 | 0.01 |
| Family | -0.243 | 0.01 |
| Social | -0.182 | 0.01 |
| Work | -0.222 | 0.01 |
| General | -0.372 | 0.01 |

Results from the Table 16 reveal that there are significant negative correlations between the factor Q4 and six measures of adjustment. The results may be explained with reference to the characteristic expression of the Factor Q4. The tense frustrated fretful nature of women seems to affect adjustment negatively. The personality characteristics are likely to create emotional problems, health problems, problems in family and social set up and work place. The personality characteristics also seem to lead to general and adjustment among working women. The hypo project is accepted.

VII. Result

When the relationship between 16 personality factors and adjustments of working women has been examined, 12 factors are found as having significant correlations with various dimensions of adjustment. The personality factors A, C, F, G, H, Q2 and Q3 are found highly significant and positively related to different areas of adjustment. To state it in descriptive terms, ego strength and emotional stability (A+); enthusiastic and happy go lucky nature (F+); socially bold and adventurous nature (H+); self sufficiency and resourcefulness (Q2+) and high strength of self sentiment and integration (Q3+) are found to facilitate adjustment of working women in all areas namely; emotional, health, family, social, work and general adjustment. Factors L, N, O and Q4 are negatively and insignificantly related to a few measures of adjustment. It is revealed that trusting, adaptive and easy to get on with nature (L - of working women fosters their emotional, family and general adjustment. Whereas forthrightness, natural and spontaneous nature (N-) helps adjustment in emotional, health, family and work as well as their general adjustment. Again, placid, self assured and confident nature (O -) enhances emotional social and general adjustment. Further relaxed composed and unfrustrated nature tends to lead to emotional, health, family, social, work and general adjustment. The results also indicate that factors of personality such as B, I, M and Q1 are not related to the dimensions of adjustment studied. The findings show that general adjustment as well as emotional, health, family, social, work adjustment and general adjustment are independent of the four factors of personality mentioned above. In other words characteristics such as intelligence (B+); dominance and assertiveness (E+), sensitivity and dependence (I+); imaginative and absent minded character (M+), and critical, liberal and analytical nature (Q1+) do not contribute to adjustment in general and to emotional, health, family, social and work adjustment.

VIII. Conclusion

Working women differ in their adjustment problems and majority of them show average adjustment in all the five areas of adjustment and in the total adjustment. There is a significant relationship between adjustments of working women and various areas of their emotional intelligence of working women. There exists a significant inverse relationship between working women and all areas of their family environment expect in the area of conflict. The adjustment problems of working women depend upon their self concept and their relationship significant. Working women whose age is above 45 years have more adjustment problems. Working women who belong to age group 31 to 40 years experience less adjustment problems.

In general, there is a significant difference in adjustment problems of working women from different age groups. Working women belonging to rural area have more adjustment problems than those working women who belonging to urban area. Married working women have more adjustment problems than the unmarried working women. Working women belonging to nuclear family have more adjustment problems than those working women who belonging to joint family. Certain personality factors facilitate the adjustment of working women, especially, the factors A, C, F, G, H, Q2 and Q3. An attempt can be made to design a suitable intervention package to help working women to manage problems and enhance their potential.

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