

A Study of Adjustment of Married and Unmarried Employees in Industry

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ABSTRACT:

The present study examines the effects of adjustment of married and unmarried employees in industry. The sample consisted of 120 married and unmarried employees out of which 78 were married and 42 were unmarried employees. For this purpose of investigation “Bell Adjustment Inventory” by Dr. S.M. Mohsin, Dr. Shamshad Hussain and Dr. Khursheed Jehan was used. The obtained data were analyzed through ‘t’ test to know the mean difference between married and unmarried employees. The result shows that there is significant difference in adjustment of married and unmarried employees in industry at 0.01 levels.

Keywords: Adjustment, married, unmarried, industry

INTRODUCTION

When a person is working in an industrial environment, he has to adjust with the environment of that industry. And when in particular he is operating a machine in the production unit, he has to make two types of adjustment, one with the workers and another with the machine. If he is not able to adjust with the machine, production will decrease and there may be a danger accident. How can adjustment be made is a big question. Which factors influence them is also an important aspect. Adjustment in Psychology is the behavioral process by which humans and other animals maintain an equilibrium among their various needs or between 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 free by adjustment to this particular need.

In general, the adjustment process involves four parts,

- (1) A need or motive in the form of a strong persistent stimulus
- (2)
- (3) The thwarting or nonfulfillment of this need
- (4) Varied activity or exploratory behaviour accompanied by problem solving, and
- (5) Some response that removes or at least reduces the initiating stimulus and completes the adjustment

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LITERATURE REVIEW

Gender, Marital status and Job Satisfaction an Empirical study, (2013) Mohammad Tahlilazim, Saudi Arabia, Mohammad Munal Haue, Bangladesh, Rashid Ahmed Chowdhury, This study attempts to identify the level of Job Satisfaction of employees in and to test whether Job Satisfaction level differs among employees in terms of their gender and marital status. Data are collected from 224 respondents, It is found that Bangladeshi employee respective of gender and marital status, are moderately satisfied .N. D. statistically significant evidence is observed indicating differences in job satisfaction level between “male and female “ or between married and unmarried.

OBJECTIVES OF THE RESEARCH:

1. On the basis of the hypothesis the Adjustment is selected for the present study.
2. The purpose of the present study is the difference related to the adjustment of married and unmarried employees in industry.
- 3.

HYPOTHESIS

There is no significant difference between adjustment of married and unmarried

VARIABLE

Independent variable

- (1) Area
- (2) Education
- (3) Gender
- (4) Social status
- (5) Year of work
- (6) Marital status

Dependent variable

“ Bell Adjustment Inventory “

Control Variable

- (1) The present sample is selected from the at Valia, Bharuch district.
- (2) The employees having 18 years or more age are selected

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Internal variable

- (1) The change of thinking happens as employees.
- (2) Guidance of the family background, family atmosphere and expectation of employees
- (3) The effect of social and cultural atmosphere.
- (4) The effect of company policy.

METHOD

Sample

The sample for the present study is an industrial area in Valia, Bharuch district 120 employees were selected , 78 were taken from married employees and 42 were taken from unmarried employees.

Tool

In the present investigation measure the adjustment “**Bell Adjustment Inventory**”

By Dr. S. M. Mohsin, Dr. Shamshad Hussin and Dr. Khursheed Jehan were used. The adjustment inventory consists 124 items with yes / impartial / no response pattern. 31 were home, 29 were health, and 32 social and 32 were Emotional Adjustment Items. The reliability of the present modified Hindi version of Bell Adjustment Inventory was assessed. Odd-even reliability with Spearman-Brown formula and test-retest technique it is 0.92 and 0.87.

Statistical Method

“ t “ test was used to analyze the collected data.

Procedure:

The main objective of present study was to do study of adjustment of 120 employees were selected , 78 were taken from married employees and 42 were taken from unmarried employees. In it statistical ‘t ‘method was used.

RESULTS AND DISCUSSION

The object of the researcher was make a comparative study of Adjustment of Married and Unmarried . As per mentioned in the data collected, data was analyzed and result is showing the following table .

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Table : Adjustment of married and unmarried employees

No.	Group	Mean	S. D	SE	SED	“ t “ Value	
Married	78	30.48	15.57	1.42	2.29	5.94	0.01
Unmarried	42	16.87	19.68	1.80			

Table shows Adjustment of the mean of married employees is 30.48 and unmarried employees mean is 16.87 , S. D. for married employees is 15.57 and unmarried employees is 19.68 for both groups “ t “ value is 5.94 and level of significant at 0.01. Thus the null hypothesis, which states “ There is no significant difference between adjustment of married and unmarried employees “ was rejected. It means there is significant difference between married and unmarried employees of adjustment

CONCLUSION

The present study shows that Married employees are matured, stable, more responding, more require more experience and Adjustment areas are more than

One whereas, unmarried employees are having more mobility and less ration of responsibility and less areas of adjustment . Hance, the Adjustment It is very natural, because Both than having different types of importance to work. Hance, the difference is found in the married and the unmarried employees. There is significant difference between adjustment of married and unmarried employees. It means unmarried employees Are better adjustment than married employees.

LIMITATION OF RESEARCH

- (1) The present study is restricted to the employees residing in the area of Valia, Bharuch district. The conclusion drawn cannot be generalized for the whole Gujarat state.
- (2) The Adjustment is purely a personal matter depends on variable.
- (3) The present research involves only the employees who can understand and communicate in Gujarati language.

SUGGESTION OF RESEARCH

- (1) The sample for the present research is selected from the area at Valia, Bharuch district. Instead, one can take a larger sample for her study from any other area of Gujarat state.
- (2) One can take more variable such as the sex, education, Income, Experience, area, for the further study.
- (3) The present research involves only the employees are Valia, Bharuch district, for further research of other district and other state can also selected.

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