Analysis Related to Inmates of Social 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: Francisco Cano [2008] attempted to study the relationship between family environment, learning strategies, and academic performance. This study on secondary school students examined the interrelationship between family environment variables as predictors of learning strategies and academic performance. It was found that the better family intellectual climate have a significant positive impact on the students' beliefs about learning and academic achievement.

Objectives: Main purpose of study is social 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 health adjustment.

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

Key word: Social 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's 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'

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.

Elegbellye. O.S. and Akoda. B.A. [2001] studied psychological implications of single and double parenting background on academic performance of Nigerian adolescents. The findings showed that there was a significant difference between the academic achievement of children who belonged to single and double parenting backgrounds. A significant difference was noticed between the performance in mathematics and English language of children from father present and father absent families. Similarly, a significant difference was also found between academic achievement of children from mother present and mother absent families.

James L. Rodriguez [2002] explored the relationship between family environment and academic achievement among three-generation Mexican-American high school students. This study examined generation differences in the perceptions of family environment and academic achievement of Mexican -American high school students. Analysis of covariance procedure revealed first and second generation students reported significantly higher grades and higher levels of family monitoring than third generation students. Regression analyses revealed that family involvement was a significant predictor of student grades across all the three generations of students.

Antonia Lozano Diar [2003] conducted a study on personal, family and academic factors affecting achievement in secondary school students. The present study aimed at establishing relationship between personal, family and academic factors that accounted for school failure, as well as determined how these factors influenced each other The hypotheses were fulfilled differentially, showing the selective predictive powers of the different contextual variables [family and school related] in accounting for school failure in students of secondary education. Results of this study made clear that the personal, family and academic factors directly influence students' academic achievement.

Stephen Demuth and Susan L. Brown [2004], investigated the effects of growing up in a two-parent versus single-mother family by examining adolescents' delinquency The results revealed that adolescents in single-parent families were significantly more delinquent than their counterparts residing with two biological, married parents. Furthermore, family processes fully account for the higher levels of delinquency exhibited by adolescents from single-father versus single-parent families.

Patricia Leila Snatos [2005] carried out a comparative study on family climate characteristics of children with high and low academic performance. The purpose of this study was to identify different aspects in family context, ranging from the socioeconomic level up to the expectations regarding the future of the children which might be influencing their academic performance. The results revealed that, overall, the family environment of children from the LAP group tended to exhibit a greater number of misfortunes. On the other hand, families of the children from the HAP group provided more material support and stimulation for development of the children.

OBJECTIVES OF STUDY:

This research paper study on the following objectives:

1. Main purpose of study is Social adjustment of IT professional in relation to their family environment.
2. To study the various Social 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 Two-way ANOVA and the results obtained have been interpreted.

Analysis related to inmates of Social 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 Social adjustment
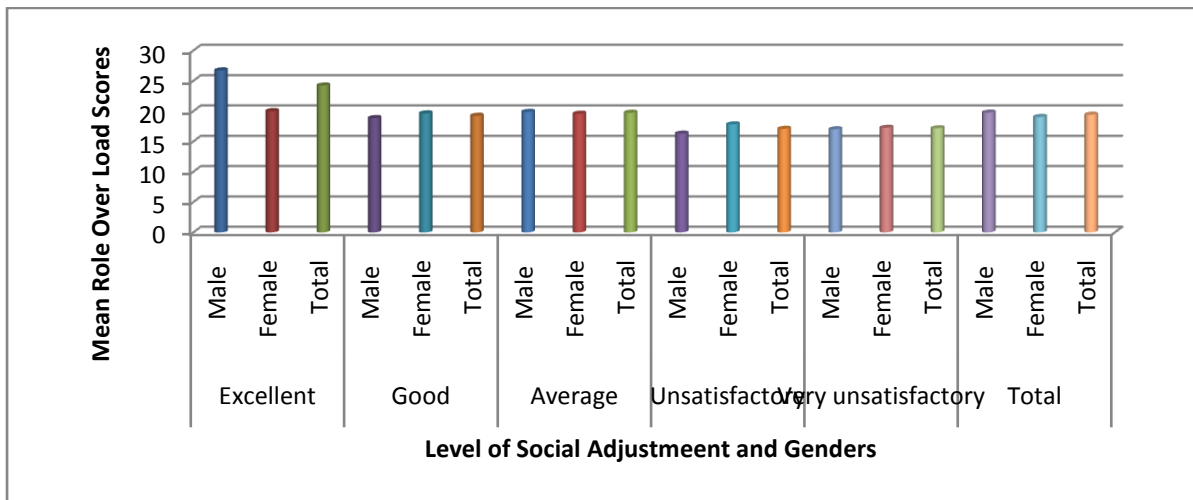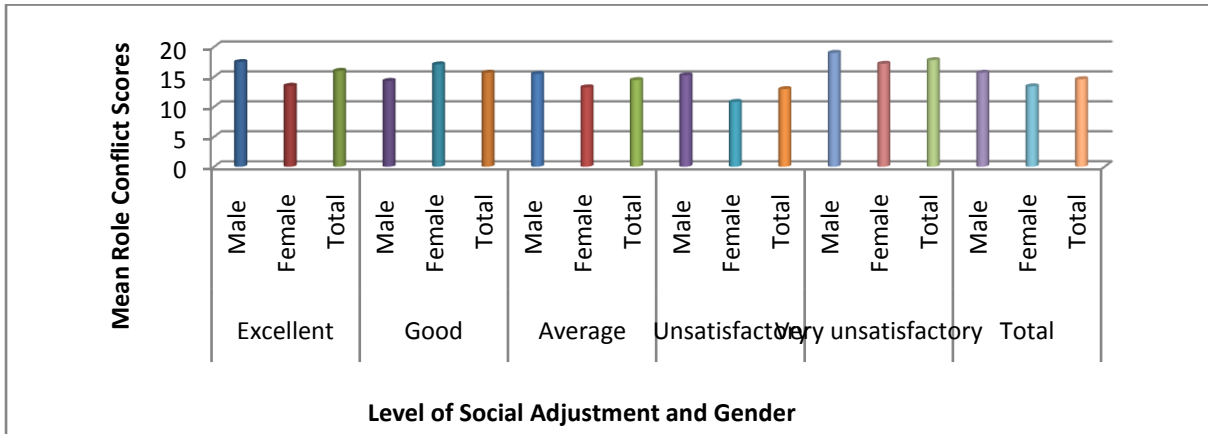

Graph 2

Mean Role Ambiguity scores of male and female IT employees with different levels of Social adjustment
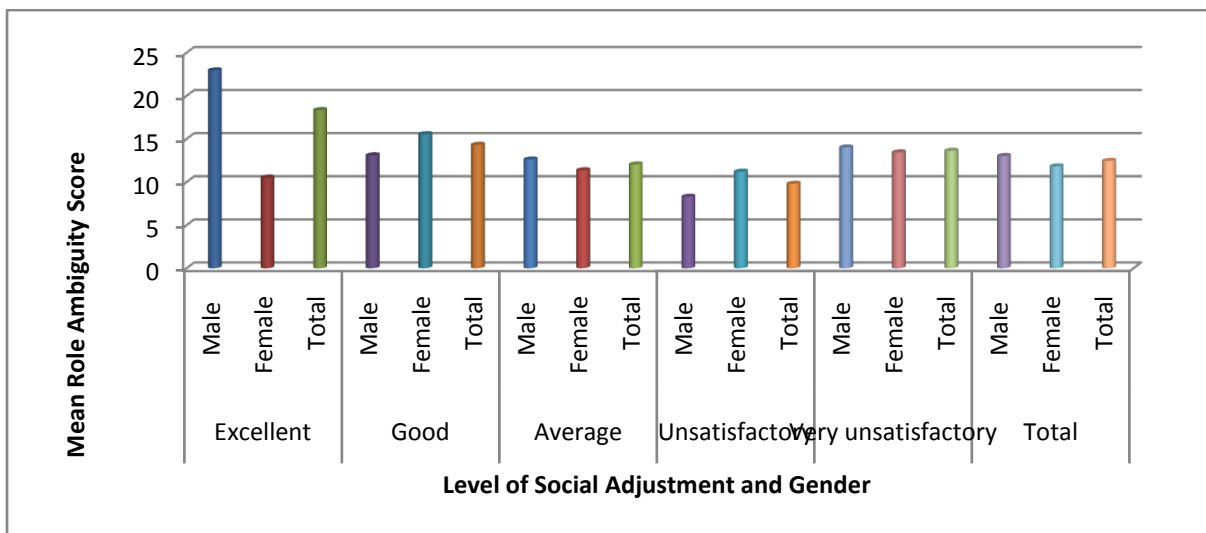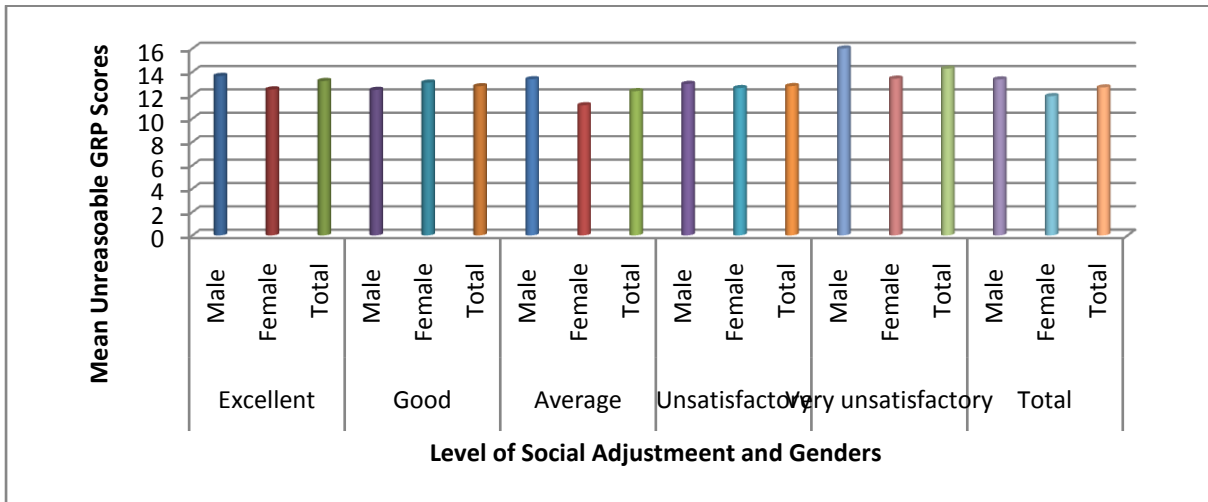
Graph 3

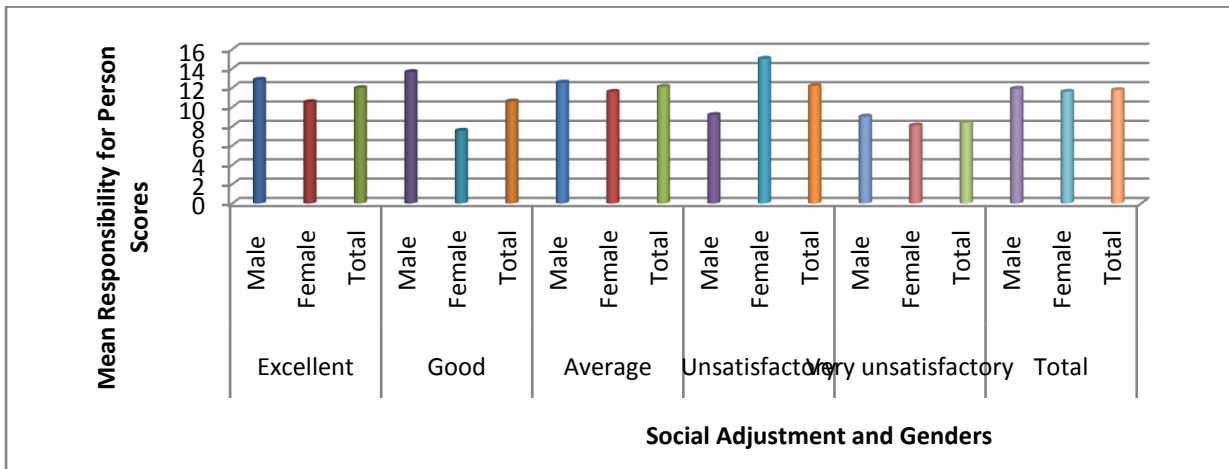**Mean Role Conflict scores of male and female IT employees with different levels of Social adjustment**

Graph 4

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

Graph 5

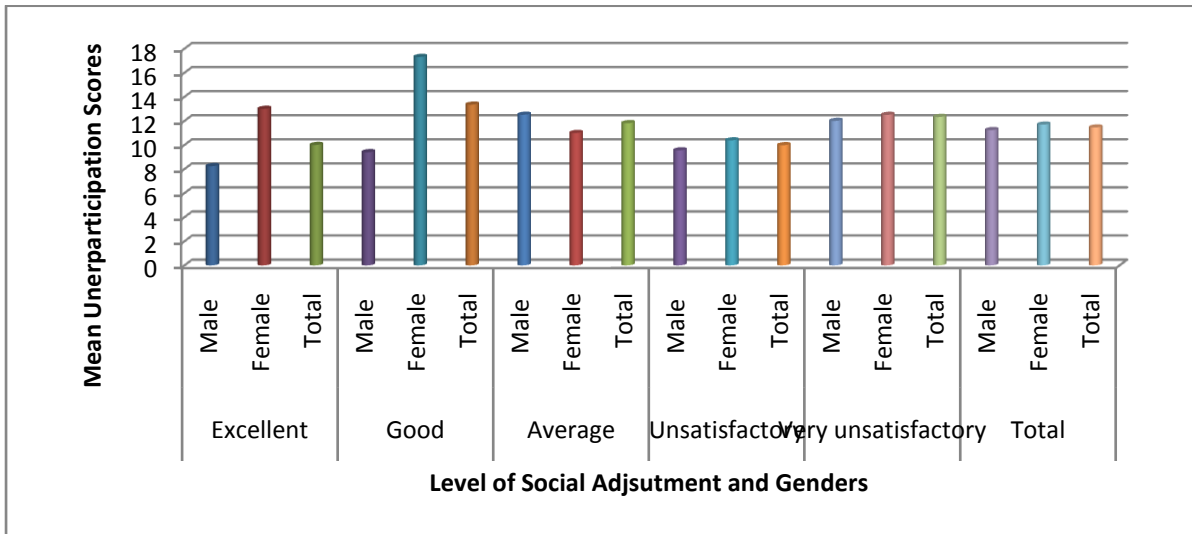**Mean Responsibility for Person scores of male and female IT employees with different levels of Social adjustment**
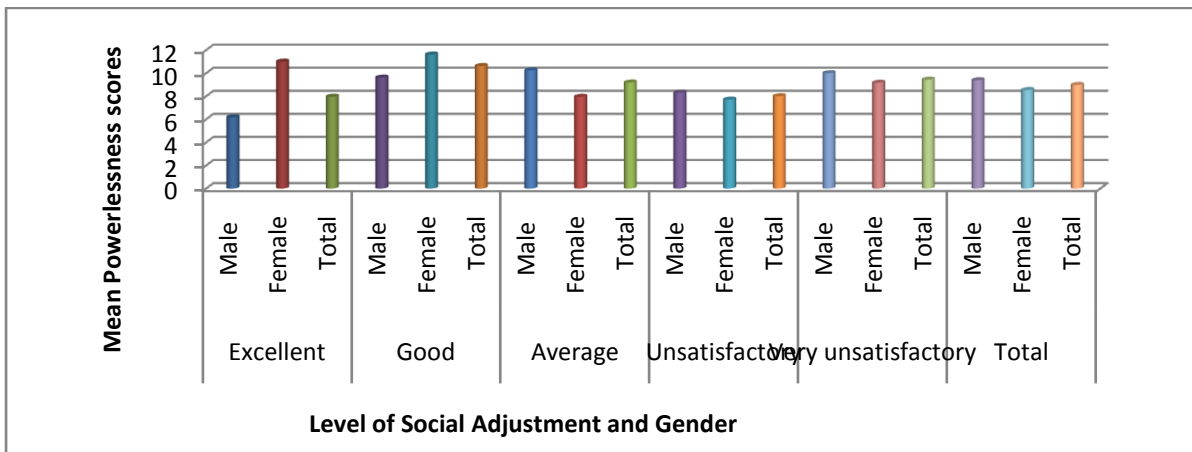
Graph 6

Mean Unerparticipation scores of male and female IT employees with different levels of Social adjustment
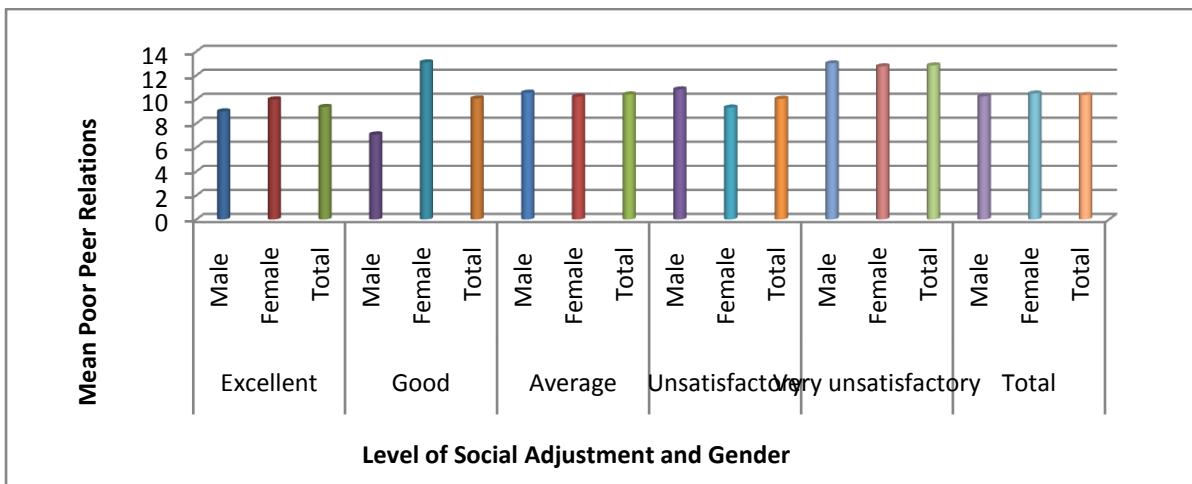

Graph 7

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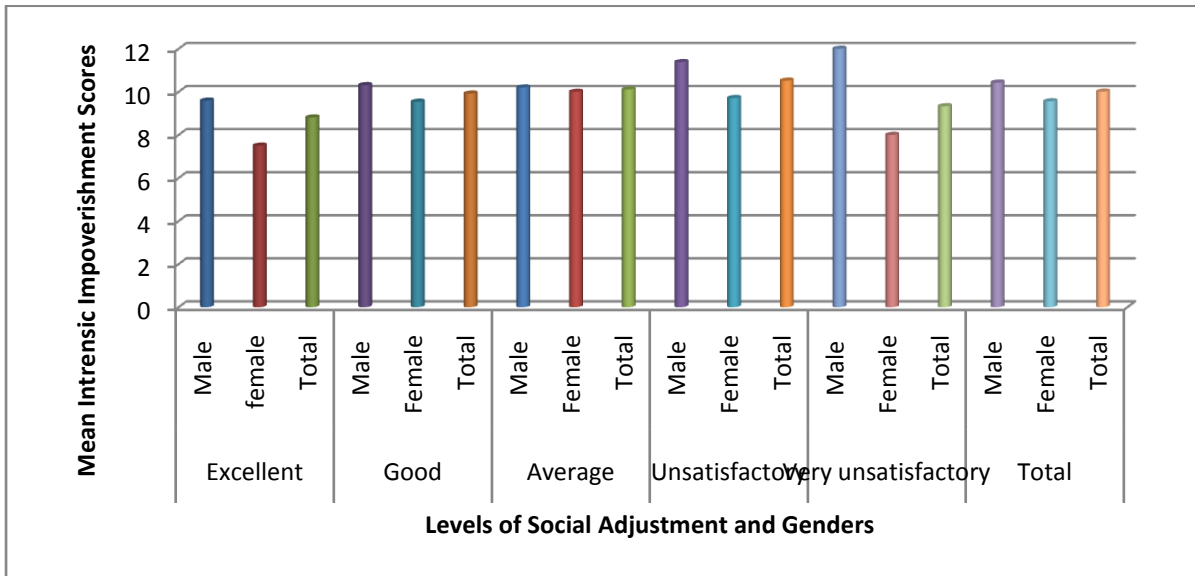

Graph 8

Mean Poor Peer Relations scores of male and female IT employees with different levels of Social adjustment
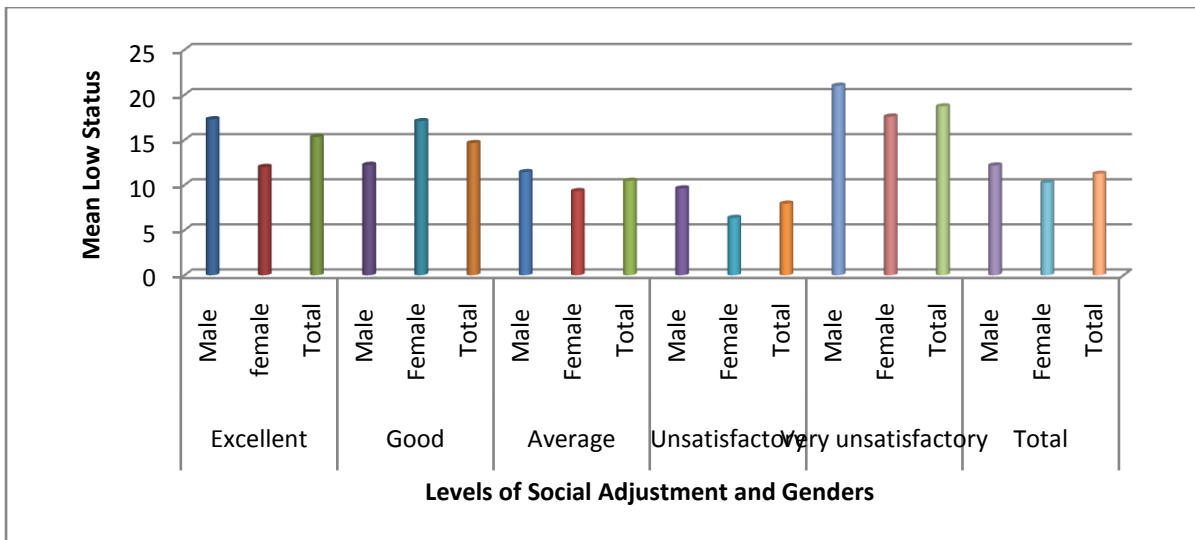
Graph 9

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

Graph 10

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

HYPOTHESES OF STUDY:

H1: IT employees with higher levels of social adjustment will have lower family environment scores.

TWO-WAY ANOVA:

Table.1

Organizational climate

Adjustment	Gender	social	
		Mean	**SD**
Excellent	Male	58.71	4.57
	Female	49.50	7.91
	Total	55.30	7.42
Good	Male	53.62	1.56
	Female	51.54	7.26
	Total	52.58	5.26
Average	Male	54.12	9.75
	Female	51.22	5.98
	Total	52.80	8.35
Unsatisfactory	Male	57.10	9.01
	Female	57.29	4.20
	Total	57.20	6.89
Very unsatisfactory	Male	57.00	0.00
	Female	52.33	2.06
	Total	53.89	2.81
Total	Male	55.23	8.69
	Female	52.53	6.18
	Total	53.94	7.71
F (adjustment)		F=4.417; p=.002	
F (gender)		F= 9.794; p=.002	
F (interaction)		F=1.881; p=.114	

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:

This research paper help of understanding the social adjustment of IT employees in their family. The hypothesis of this study is that social adjustment of IT employees with left-behind experiences have unique characteristics in the post-epidemic period. Meaning of life is correlated with social adjustment, and there are dominant factors. The epidemic and left-behind experiences are important factors influencing the relationship between meaning in life and social adjustment among IT employees.

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