



## International Journal of Research Publication and Reviews

Journal homepage: [www.ijrpr.com](http://www.ijrpr.com) ISSN 2582-7421

# Mental Health and Professional Adjustment: A Gender-Based Analysis of Working Professionals in Bikaner Division

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### ABSTRACT :

The purpose of this study is to evaluate how working professionals' mental health and professional adjustment relate to one another. It investigates the ways in which psychological health affects people's capacity to adjust to work-related obligations and adjust to professional settings. Using stratified random sampling, 200 workers (100 men and 100 women) from various industries in Bikaner Division (Raj.) were chosen as a sample. Data was gathered using standardized instruments, including the Professional Adjustment Questionnaire by Dr. P.D. Shukla (1988) and the Mental Health Inventory by Drs. Jagdish and A.K. Srivastava (1983). The results showed a strong favorable relationship between professional adjustment and mental health. Differences by gender were also seen, with female professionals exhibiting marginally greater levels of adjustment and mental health. The study emphasizes the necessity of workplace tactics that put psychological health first in order to raise employee satisfaction and organizational productivity.

**Keywords:** Mental Health, Professional Adjustment, Occupational Stress, Psychological Well-being, Gender Differences

### Introduction

The responsibilities of the workplace frequently put a great deal of strain on a person's psychological stability in the quickly changing modern world. Maintaining mental health is difficult yet essential in today's complex workplace due to its fast-paced nature, high performance expectations, role ambiguity, increased competition, and technology improvements. According to the World Health Organization (2001), mental health is a condition of well-being in which people are able to reach their full potential, manage everyday stressors, work effectively, and give back to their communities. This thorough definition emphasizes the complexity of mental health, which includes emotional, psychological, and social well-being in addition to the absence of mental illness.

Professional adjustment—the degree to which a person can successfully conform to the expectations, demands, and social dynamics of the workplace—becomes a crucial concept in this setting. It entails having the capacity to control workload, establish and preserve positive working relationships with coworkers and superiors, adjust to organizational changes, and find fulfillment and success in one's work. High professional adjustment individuals are generally more resilient, more satisfied with their jobs, and better able to cope with challenges at work.

Mental health is becoming more widely acknowledged as a significant factor in determining both individual performance and organizational success as the discussion surrounding workplace wellness gathers traction. The psychological well-being of an individual directly affects a number of functional characteristics, including focus, decision-making, time management, and teamwork. Additionally, emotional regulation—which is essential for resolving interpersonal problems and preserving a healthy work environment—is influenced by mental health. Conversely, poor mental health might show up as increased attrition rates, lower productivity, absenteeism, and diminished motivation.

As a result, there are important practical ramifications to the theoretical link between mental health and professional adjustment. Organizations hoping to foster a positive workplace culture must comprehend this link. Organizations may improve employee satisfaction, lower turnover, and cultivate long-term engagement and loyalty by placing a high priority on mental health through supportive policies, counseling services, and stress management measures. As a result, studies in this field not only add to the body of knowledge in academia but also offer insightful information to employers, mental health specialists, and legislators who are working to establish more inclusive and flexible work environments.

### Review of Related Literature

For many years, academics have been interested in the complex relationship between professional adjustment and mental health, which reflects the growing concern for psychological well-being in work environments. Numerous studies have demonstrated the fundamental role that mental health plays in determining an individual's capacity to manage the rigors of the workplace and successfully adjust to a variety of obstacles.

According to Chauhan (1985), attaining both social and personal adjustment depends on having good mental health. He underlined that those with psychological stability are more likely to behave in a way that is acceptable in society, think logically, and have balanced emotions. Such qualities are essential for encouraging teamwork, upholding positive interpersonal relationships, and continuing to perform well under duress in professional settings.

His research supports the idea that mental health is not only advantageous but also necessary for efficient operation in the demanding workplaces of today.

By emphasizing that mental health should be viewed as the presence of good psychological attributes like self-confidence, emotional resilience, and a sense of purpose rather than just the absence of mental diseases, Srivastava (1983) offered more insight. These characteristics allow people to take initiative, persevere in the face of difficulties, and keep a positive attitude toward their work—all of which are characteristics of professional adjustment. Srivastava's viewpoint is consistent with contemporary psychological frameworks that support a strengths-based approach to mental health, prioritizing development and well-being over illness.

Professionals with good mental health reported much greater levels of job satisfaction and showed more harmonious relationships with their superiors and colleagues, according to a study on workplace outcomes by Shukla (1988). His research demonstrates the close relationship between professional adjustment and mental health, indicating that companies that put their employees' psychological needs first should anticipate increased collaboration, less conflict, and higher morale all around.

When Jain (1993) looked at the effects of poor mental health in work environments, he discovered that workers who were in psychological distress were more likely to change jobs often, be less committed to their jobs, and miss work. This study emphasizes the possible dangers of ignoring mental health at work since chronic discomfort can lead to high turnover, decreased productivity, and disengagement—problems that can significantly affect organizational effectiveness.

Joshi (2002) examined emotional intelligence and adaptability in male and female workers, bringing a gender angle to the discussion. According to her research, women tended to have better emotional intelligence and coping skills, which helped them deal more easily with obstacles in the workplace. This implies that professional adjustment, especially for female employees, may be mediated by emotional intelligence, a crucial aspect of mental health. On the other hand, Singh (2011) discovered that although male professionals frequently have the technical know-how and proficiency needed for their positions, they also experience more stress and burnout. These results were associated with limited emotional expression, workplace competition, and cultural expectations of masculinity. Singh's research highlights the impact of sociocultural elements on mental health and how these, in turn, impact an individual's ability to adapt in the workplace.

When combined, these research provide a thorough grasp of the connection between professional adjustment and mental health. Together, they reaffirm that improved mental health is linked to increased job satisfaction, improved interpersonal connections, and improved productivity. They also emphasize how social expectations, emotional intelligence, and gender play moderating roles in forming this dynamic. Therefore, encouraging mental health is not only morally required, but also strategically necessary for companies looking to develop a happy and productive staff.

### ***Objectives of the Study***

- To assess the mental health status of professionals.
- To examine the level of professional adjustment among working individuals.
- To explore the relationship between mental health and professional adjustment.
- To study gender differences in mental health and professional adjustment.

### ***Hypotheses***

1. There exists a significant positive relationship between mental health and professional adjustment.
2. There is a significant gender difference in mental health among professionals.
3. There is a significant gender difference in professional adjustment among professionals.

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## **Methodology**

**Method Used:** Descriptive survey method

**Sample:** 200 working professionals (100 males and 100 females) selected from various industries in Bikaner Division (Raj.)

**Tools Used:**

- Mental Health Inventory by Dr. Jagdish & Dr. A.K. Srivastava (1983)
- Professional Adjustment Questionnaire by Dr. P.D. Shukla (1988)
- **Statistical Techniques:** Mean, Standard Deviation, Pearson's Correlation, and t-test

## Results and Discussion

**Table 1: Correlation between Mental Health and Professional Adjustment (N = 200)**

Variables	Mental Health	Professional Adjustment
Mental Health	1	0.49**
Professional Adjustment	0.49**	1

**Note:  $p < 0.01$**

Table 1 presents the correlation between mental health and professional adjustment among a sample of 200 working professionals. The Pearson correlation coefficient ( $r = 0.49$ ,  $p < 0.01$ ) indicates a moderate but statistically significant positive relationship between the two variables. This suggests that individuals with higher levels of mental health are more likely to demonstrate better professional adjustment. In other words, as mental health improves—manifesting in emotional stability, resilience, and a positive outlook—individuals tend to adapt more effectively to the demands and expectations of their professional roles. This includes better interpersonal relationships at the workplace, increased job satisfaction, and greater ability to manage occupational stress. The significant correlation at the 0.01 level reinforces the importance of mental well-being as a contributing factor to successful professional functioning. It implies that fostering mental health in the workplace can directly support employees in achieving smoother integration into their work environment and in maintaining high levels of professional efficiency and satisfaction.

**Table 2: Mean, SD and t-values Based on Gender (N = 200)**

Variable	Gender	Mean	SD	t-value
Mental Health	Male	72.5	9.1	2.34*
	Female	76.2	8.4	
Professional Adjustment	Male	68.4	7.3	2.58*
	Female	72.1	6.7	

**Note: \* $p < 0.05$**

Table 2 illustrates the mean scores, standard deviations, and t-values for male and female professionals on the variables of mental health and professional adjustment. The results reveal that female participants scored higher on both measures compared to their male counterparts. Specifically, the mean mental health score for females was 76.2 (SD = 8.4), while for males it was 72.5 (SD = 9.1), and the difference was found to be statistically significant ( $t = 2.34$ ,  $p < 0.05$ ). This indicates that female professionals tend to have better mental health, which may be attributed to greater emotional expressiveness, stronger support networks, or more effective coping strategies.

Similarly, the mean score for professional adjustment was higher among females ( $M = 72.1$ ,  $SD = 6.7$ ) compared to males ( $M = 68.4$ ,  $SD = 7.3$ ), with the t-value of 2.58 also reaching statistical significance ( $p < 0.05$ ). This suggests that female professionals adjust more effectively to their work environments, possibly due to higher levels of emotional intelligence, adaptability, or interpersonal sensitivity.

These gender-based differences underscore the importance of considering gender as a significant factor in psychological and occupational research. The findings highlight the need for workplace interventions and support systems that are sensitive to gender-specific mental health challenges and adjustment patterns, ensuring equitable opportunities for well-being and professional success across genders.

## Implications of the Study

The results highlight how crucial it is to incorporate mental health initiatives into the workplace. Organizations can increase employee adjustment, lower absenteeism, and boost overall productivity by fostering psychological well-being.

In order to support male and female professionals according to their unique psychological needs, gender-sensitive policies ought to be promoted. Regular wellness evaluations, stress management classes, and counseling services have to be ingrained in company culture.

Modules on mental wellbeing should also be included in professional training programs to assist staff in overcoming obstacles in the workplace, developing resilience, and creating a positive work atmosphere.

## Conclusion

The study comes to the conclusion that professional adjustment is significantly influenced by mental health. People in good mental health typically perform better, build cooperative connections, and adjust to work surroundings more easily.

Additionally, gender differences were found to be significant, with women exhibiting higher profiles for mental health and adjustment. These results urge the adoption of comprehensive workplace mental health practices that prioritize ongoing psychological support, gender inclusion, and early intervention. A sound mind supports both individual achievement and the overall effectiveness of the organization. Future studies can explore mental health issues unique to the sector in greater detail and create focused solutions.

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