
A Study of Work Adjustment in Relation to Quality of life of Working Women

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ABSTRACT

The present study is a correlational study of work adjustment and of quality of life of working women. In which an attempt is made to find out work adjustment and its relation with quality of life of working women. For which 300 working women from different government organizations form Chandigarh were undertaken. Data was collected using work adjustment inventory developed by Mishra and Srivastava (1992) and quality of life scale was assessed by using WHOQOL-BREF(1996). Critical analysis of the data reveal that work adjustment has positive significant correlation with of quality of life, i.e., physical health, psychological functioning, social relations, environment and general wellbeing.

KEY WORDS: *work adjustment, quality of life, working women.*

INTRODUCTION

Adjustment is a process by which a living organism maintains a balance between its needs and the circumstances that influences the satisfaction of these needs. Adjustment is a dynamic process that occurs as the individual lives in his home takes his education, does some job and interacts with people. Black and Stephens (1989) describes general adjustment is the extent to which the employee feels comfortable with non-work factors such as living conditions, including, health care service, local food, housing, transportation, entertainment etc.. Various areas of adjustment are home, health social, emotions and work. Work adjustment conveys a broader meaning than the adjustment of an individual to his specific job tasks. It is adjustment of an individual to his specific task. According to Black (1988) work adjustment is the degree to which the employee feels comfortable with the job and tasks including all job-related variables. It includes the adjustment of the individual to his world of work and adjustment of the individual to the variety of environmental factors that surround him in his work.

Work adjustment pattern may differ for different occupations. The set of criteria that is relevant may differ from occupation to occupation. Work adjustment likely to be affected by such factors as the individual's age, sex, education, training, personality and adjustment outside the work situation. The same degree of satisfaction or satisfactoriness conceivably may reflect different degrees of work adjustment for different ages or sex and levels of educational attainment, etc. consideration of these correlates is necessary to an adequate understanding of work adjustment.

There are number of studies to find whether maladjustment among workers hits industrial organization or not. The results of studies reveal that industries have to bear huge losses when workers are found maladjusted. Factor that may contribute to the maladjustment of workers includes resistance to change, changes job too frequently, and poor quality of supervision,

attitude towards management, value conflict, role ambiguity, and under criticism. Another cause which develops maladjustment of workers is the change in their work routine. All this will cause adverse effect on production and ultimately organizations suffer huge losses. Dynamic organizations keep on introducing new techniques as well as new work routines time to time so that productions do not suffer because of outdated technology. If the workers are not change-prone, with passage of time will become maladjusted in the organization. At time workers find change adverse to their position, status and authority and consequently will resist this change. This resistance to change leads workers to maladjustment.

Quality of life: According to WHO (Orleyet *al.*, 1997; The WHOQOL group, 1996) quality of life is defined as individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards, and concerns. It is a broad ranging concept, incorporating in a complex way individual physical health. There has been considerable discussion of what constitutes quality of life and psychological state, level of independence, social relationships, personal beliefs, and their relationship to silent features of the environment. This definition highlights the view that quality of life is multidimensional.

On the other hand status of women in India has been subjected to great changes over the past few millennia. During the last few decades modernization and the implications of new educational policies and social reform the status and quality of life of women changes. Now women are working out of their home. They are actively participating in social, economic, and political activities. But they have to do lot of adjustment in the organizations which may affect the quality of life of women. In the present study an attempt is made to find the relations between two variables i.e., work adjustment and quality of life of working women.

Objectives: To find out inter correlation between work adjustment and quality of life of working women.

Hypothesis: There would be significant correlation between quality of life and work adjustment of working women.

Test/ Scale used:

- **Work Adjustment Inventory (WAI):** To assess the level of work adjustment of the married working women 'Work adjustment inventory' constructed and standardized by Misra and Srivastava (1992) was used.
- **Quality of Life Scale (WHOQOL)-BREF:** The questionnaire has been developed by world health organization group in 1996 in order to provide a short form quality of life assessment that looks at Domain level profiles. It is an abbreviated 26 item assessment and contains 2 items from the overall quality of life and general health, and one item from each of the 24 facets included in WHO QOL-100 for providing and comprehensive assessment. Each item is rated on a five point scale. The questionnaire assesses quality of life in 4 domain, namely physical health, psychological, social relationship, environment.

Sample: The sample in the present study consisted of 300 working women in the age range from 25 to 45 years. A purposive sampling technique consisting of working women in different types of government organizations were undertaken taken from Chandigarh. Exclusion criteria:

Divorcees, widows, or women living apart from the husband and of having contract or temporary job were not included in the study.

Procedure: Every working women included in the sample contacted personally. Pre appointment is taken form every participant for the survey. Proper instructions were delivered and response to every test was collected.

Results and Discussion

Table-1: Mean SD of working women on work adjustment and quality of life(N=300)

| | Mean | SD | SE | 95% Confidence Interval for Mean | | Min. | Max. |
|------------------------|--------|-------|------|----------------------------------|-------------|--------|--------|
| | | | | Lower Bound | Upper Bound | | |
| Work Adjustment | 90.06 | 12.10 | .698 | 88.69 | 91.44 | 60.00 | 117.00 |
| Quality of life | 142.21 | 15.15 | .874 | 140.48 | 143.92 | 103.00 | 264.00 |

Pearson’s product moment correlations calculated among ‘work adjustment’ and ‘quality of life’ are reported in table-II. From the inter-correlation table, it can be seen that ‘opportunities for career advancement’ has significant relations with ‘physical health’ ($r= 0.140, df = 298, p <.05$), ‘psychological functioning’ ($r= 0.175, df = 298, p <.01$), ‘environment’ ($r= 0.236, df = 298, p <.01$) and ‘general wellbeing’ ($r= 0.138, df = 298, p <.01$).Significant positive correlation of ‘opportunities for career advancement’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘opportunities for career advancement’ are also high on ‘physical health’, ‘psychological functioning’, ‘environment’ and ‘general wellbeing’.

Table-II: Inter-correlation of the scores of sub scales of work adjustment and quality of life of married working women

| | OC | TAW | WA N | Win | RCS | DRM | SE | GR | FF | PO | WA (T) | PH | PsyFn | Srel | Env | GWB | QOL(T) |
|--------|----|------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|---------------|---------------|
| OC | 1 | .071 | .155* | .142* | .037 | .375** | .367** | .400** | .162** | .267** | .434** | .140* | .175** | -.017 | .236** | .138* | .018 |
| TAW | | 1 | .341* | .264** | .478** | .265** | .114* | .156** | .211** | .096 | .590** | -.001 | .011 | .097 | .203** | .004 | -.122* |
| WAN | | | 1 | .426** | .183** | .373** | .258** | .262** | .447** | .259** | .609** | .273** | .288** | .165** | .406** | .205** | -.061 |
| Win | | | | 1 | .208** | .294** | .262** | .169** | .220** | .295** | .579** | .255** | .275** | .142* | .293** | .185** | -.007 |
| RCS | | | | | 1 | .161** | .242** | .058 | .080 | .072 | .600** | -.190** | -.122* | .131* | .177** | -.111 | -.035 |
| DRM | | | | | | 1 | .341** | .433** | .248** | .273** | .643** | .199** | .191** | .099 | .185** | .074 | -.045 |
| SE | | | | | | | 1 | .376** | .310** | .343** | .648** | .157** | .239** | .057 | .318** | .165** | .031 |
| GR | | | | | | | | 1 | .075 | .208** | .502** | .117* | .158** | .081 | .252** | .101 | -.041 |
| FF | | | | | | | | | 1 | .317** | .476** | .243** | .275** | .036 | .263** | .204** | -.003 |
| PO | | | | | | | | | | 1 | .457** | .156** | .175** | .056 | .244** | .232** | .004 |
| WA(T) | | | | | | | | | | | 1 | .181** | .240** | .167** | .440** | .151** | -.044 |
| PH | | | | | | | | | | | | 1 | .536** | .126* | .445** | .362** | .340** |
| PsyFn | | | | | | | | | | | | | 1 | .181** | .537** | .529** | .346** |
| Srel | | | | | | | | | | | | | | 1 | .294** | .208** | .540** |
| Env | | | | | | | | | | | | | | | 1 | .410** | .429** |
| GWB | | | | | | | | | | | | | | | | 1 | .249** |
| QOL(T) | | | | | | | | | | | | | | | | | 1 |

** . Correlation is significant at the 0.01 level (2-tailed),* . Correlation is significant at the 0.05 level (2-tailed)

OC-‘opportunities for career advancement’; TAW- ‘tension at work’; WAN- ‘work anxiety’; WIN- ‘work involvement’; RCS- ‘relations with colleagues and supervisors’; DRM- ‘due recognition of merit’; SE- ‘sufficient emoluments and good working conditions’; GR- ‘grievances removal’; FF- ‘feeling of fatigue and loneliness’; PO- ‘prestige of the organization’; WA(T)- ‘work adjustment total’; PH- ‘physical health’; PsyFn- ‘psychological functioning’; Srel-‘social relations’; Env-‘Environment’; GWB-‘general wellbeing’; QOL(T)- ‘quality of life (total)’ ‘Tension at work’ has significant positive relations with ‘environment’ ($r = 0.236$, $df = 298$, $p < .01$) and negative relation with ‘quality of life (total)’ ($r = - 0.138$, $df = 298$, $p < .05$). Significant positive correlation of ‘tension at work’ sub scale of ‘work adjustment’ with ‘environment’ shows that married working women who are high on ‘tension at work’ are high on ‘environment’ on the other hand negative correlation with ‘quality of life (total)’ shows that married working women who are high on tension at work are low on total quality of life.

‘Work anxiety’ has significant relations with ‘physical health’ ($r = 0.273$, $df = 298$, $p < .01$), ‘psychological functioning’ ($r = 0.288$, $df = 298$, $p < .01$), ‘social relations’ ($r = 0.165$, $df = 298$, $p < .01$) ‘environment’ ($r = 0.406$, $df = 298$, $p < .01$), ‘general wellbeing’ ($r = 0.205$, $df = 298$, $p < .01$). Significant positive correlation of ‘work anxiety’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘work anxiety’ are also high on ‘physical health’, ‘psychological functioning’, ‘social relations’, ‘environment’ and ‘general wellbeing’.

‘Work involvement’ has significant relations with ‘physical health’ ($r = 0.255$, $df = 298$, $p < .01$), ‘psychological functioning’ ($r = 0.275$, $df = 298$, $p < .01$), ‘social relations’ ($r = 0.142$, $df = 298$, $p < .05$), ‘environment’ ($r = 0.293$, $df = 298$, $p < .01$) and ‘general wellbeing’ ($r = 0.185$, $df = 298$, $p < .01$). Significant positive correlation of ‘work involvement’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘work involvement’ are also high on ‘physical health’, ‘psychological functioning’, ‘social relations’, ‘environment’ and ‘general wellbeing’.

‘Relations with colleague and supervisor’ has significant relations with ‘physical health’ ($r = -0.190$, $df = 298$, $p < .01$), ‘psychological functioning’ ($r = -0.122$, $df = 298$, $p < .05$), ‘social relations’ ($r = 0.131$, $df = 298$, $p < .05$), ‘environment’ ($r = 0.177$, $df = 298$, $p < .01$). Significant negative correlation of ‘relations with colleague and supervisor’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘relations with colleague and supervisor’ are low on ‘physical health’, ‘psychological functioning’, on the other hand positive correlation with ‘social relations’ and ‘environment’ shows that married working women who are high on relations with colleagues and supervisor are low on her social relations and environmental quality.

‘Due recognitions on merit’ has significant relations with ‘physical health’ ($r = 0.199$, $df = 298$, $p < .01$), ‘psychological functioning’ ($r = 0.191$, $df = 298$, $p < .01$), ‘environment’ ($r = 0.185$, $df = 298$, $p < .01$). Significant positive correlation of ‘due recognitions on merit’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘due recognitions on merit’ are also high on ‘physical health’, ‘psychological functioning’ and ‘environment’.

‘Sufficient emoluments and good working conditions’ has significant relations with ‘physical health’ ($r = 0.157$, $df = 298$, $p < .01$), ‘psychological functioning’ ($r = 0.239$, $df = 298$, $p < .01$), ‘environment’ ($r = 0.318$, $df = 298$, $p < .01$) and ‘general wellbeing’ ($r = 0.165$, $df = 298$, $p < .01$). Significant positive correlation of ‘sufficient emoluments and good working conditions’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘sufficient emoluments and good working conditions’ are also high on ‘physical health’, ‘psychological functioning’, ‘environment’ and ‘general wellbeing’.

‘Grievance removal’ has significant relations with ‘physical health’ ($r = 0.117$, $df = 298$, $p < .05$), ‘psychological functioning’ ($r = 0.158$, $df = 298$, $p < .01$) and ‘environment’ ($r = 0.252$, $df = 298$, $p < .01$). Significant positive correlation of ‘grievance removal’ sub scale of ‘work adjustment’ with another sub scales of ‘quality of life’ shows that married working women who are high on ‘grievance removal’ are also high on ‘physical health’, ‘psychological functioning’ and ‘environment’.

'Feeling of fatigue and loneliness' has significant relations with 'physical health' ($r = 0.243$, $df = 298$, $p < .01$), 'psychological functioning' ($r = 0.275$, $df = 298$, $p < .01$), 'environment' ($r = 0.263$, $df = 298$, $p < .01$) and 'general wellbeing' ($r = 0.204$, $df = 298$, $p < .01$). Significant positive correlation of 'feeling of fatigue and loneliness' sub scale of 'work adjustment' with another sub scales of 'quality of life' shows that married working women who are high on 'feeling of fatigue and loneliness' are also high on 'physical health', 'psychological functioning', 'environment' and 'general wellbeing'.

'Prestige of the organization' has significant relations with 'physical health' ($r = 0.156$, $df = 298$, $p < .01$), 'psychological functioning' ($r = 0.175$, $df = 298$, $p < .01$), 'environment' ($r = 0.244$, $df = 298$, $p < .01$) and 'general wellbeing' ($r = 0.232$, $df = 298$, $p < .01$). Significant positive correlation of 'prestige of the organization' sub scale of 'work adjustment' with another sub scales of 'quality of life' shows that married working women who are high on 'prestige of the organization' are also high on 'physical health', 'psychological functioning', 'environment' and 'general wellbeing'.

'Work adjustment (total)' has significant positive relations with 'physical health' ($r = 0.181$, $df = 298$, $p < .05$), 'psychological functioning' ($r = 0.240$, $df = 298$, $p < .01$), 'social relations' ($r = 0.167$, $df = 298$, $p < .05$), 'environment' ($r = 0.440$, $df = 298$, $p < .01$) and 'general wellbeing' ($r = 0.151$, $df = 298$, $p < .01$). Significant positive correlation of 'work adjustment (total)' with another sub scales of 'quality of life' shows that married working women who are high on 'work adjustment (total)' are also high on 'physical health', 'psychological functioning', 'environment' and 'general wellbeing'. Significant positive correlations of sub scales of work adjustment and quality of life support hypothesis, thus the hypothesis is accepted.

CONCLUSIONS

Work adjustment is of great significance for efficient and profitable functioning of any organization. Well-adjusted staff particularly female staff is the greatest asset of any organization and maladjustment working women is the biggest liability. Infact, no organization can successfully achieve its goals unless and until those who constitute the organization are well adjusted with their jobs. It is believed that maladjusted working women may not make any justice to their families or the management. A discontented working woman, what so ever may be the underlying cause, is far more interested in his own misfortune then in his job and tends to have an undesirable and demoralizing influence on all those who work near her. Maladjustment is infectious and quickly spreads to other staff and distorts the culture and climate of the organization. The amount of co-operation that the management may derive from the employees would depend greatly on the extent of adjustment among them.

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