STUDY OF EMOTIONAL ADJUSTMENT OF INFORMATION TECHNOLOGY PROFESSIONAL IN RELATION TO THEIR FAMILY ENVIRONMENT

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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: Aize Louokhome Obayan and Kareem Jimoh-Cook [2008] studied the parental acceptance/rejection and children's academic achievement. Results revealed that the difference in the way male and female children perceived their parents' behavior, was significant. A significant relationship was also observed in children perceived paternal acceptance/rejection scores and their academic achievement levels.

Objectives: Main purpose of study is emotional 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. **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 Cohesion, expressiveness, acceptance and care, active recreational, system maintenance organization and control of male and female IT employees with different levels of emotional adjustment.

Conclusion: Draw on conclusion about the relationship between IT employee's emotional adjustment and their family environment.

Key word: Emotional 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 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'

Lawrence A.Kurdek [1988] conducted a study to determine the relation of eight graders' family structure, gender and family environment with academic performance and their school behavior It was found that generally students in two-parent nuclear families had attained better academic performance and less problematic behaviour in school than those of students who were brought out either in mother-custody or stepfather families. For students in the mother-custody and stepfather families contact with father was unrelated to academic performance.

YIP, Lochling,Cathryn [1998] Attempted to investigate the relationships between perceived family climate, school climate, self differentiation level and academic performance among college students. The results revealed that there was no significant difference in the level of differentiation for college students with different family structures. No significant difference was found in the perceived family climate for college students with different family structures. The perceived family climate was related to the level of differentiation among college students and academic achievement.

Candis Yimoyines Hine [1991] designed a study on relationship of the home environment of gifted Puerto Rican Children and its impact on their academic achievement. The purpose of this study was to examine the

perceptions of gifted Puerto Rican students to identify family factors, which may contribute to high academic achievement. The factors like press for achievement, press for language development, high educational and occupational aspirations, strong family support system, family bond, optimistic outlook towards children, were found to have their influence on academic achievement.

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.

OBJECTIVES OF STUDY:

This research paper study on the following objectives:

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

Analysis related to inmates of emotional adjustment levels in various areas and family environment

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Graph 1

Mean Cohesion scores of male and female IT employees with different levels of emotional adjustment
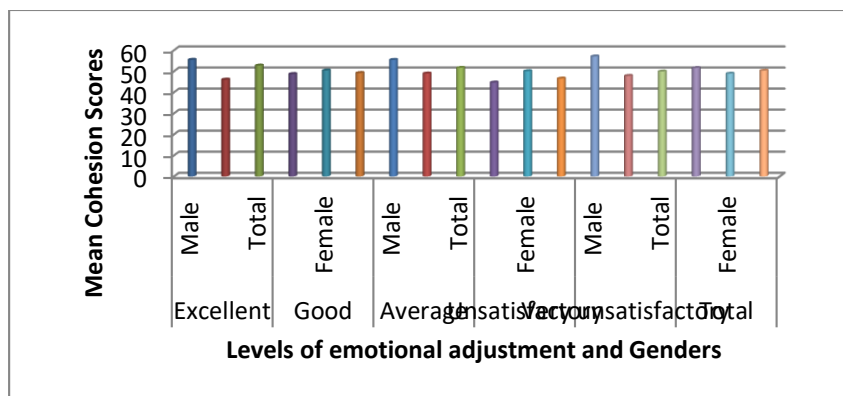
Graph 2

Mean Expressiveness scores of male and female IT employees with different levels of emotional adjustment
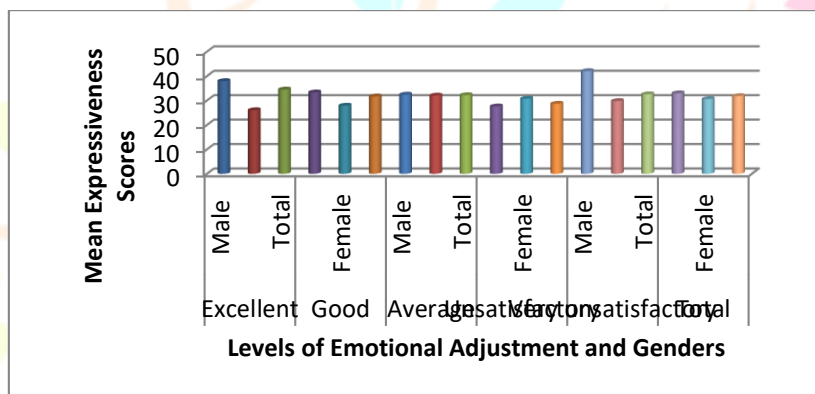
Graph 3

Mean Conflict scores of male and female IT employees with different levels of emotional adjustment
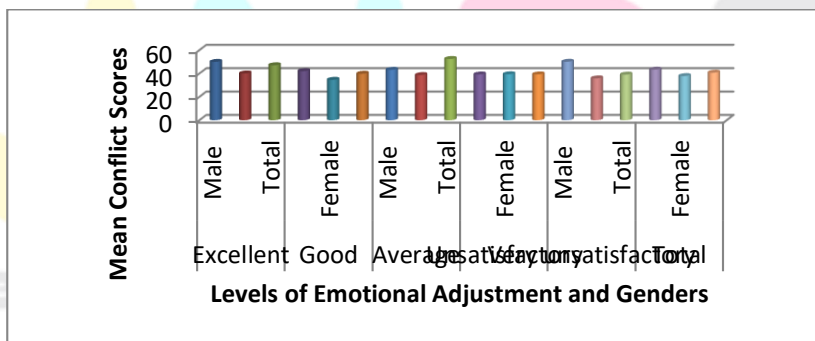
Graph 4

Mean Acceptance and Care scores of male and female IT employees with different levels of emotional adjustment
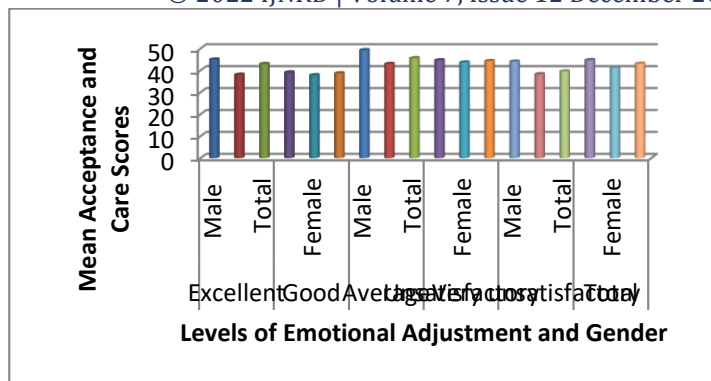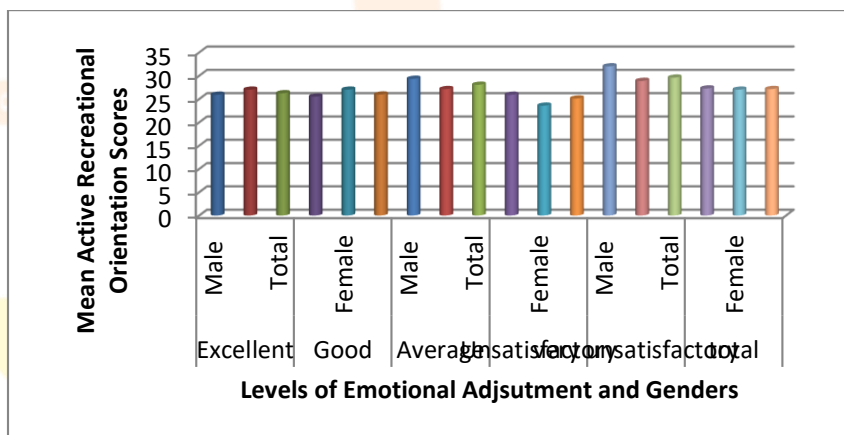
Graph 5

Mean independence scores of male and female IT employees with different levels of emotional adjustment
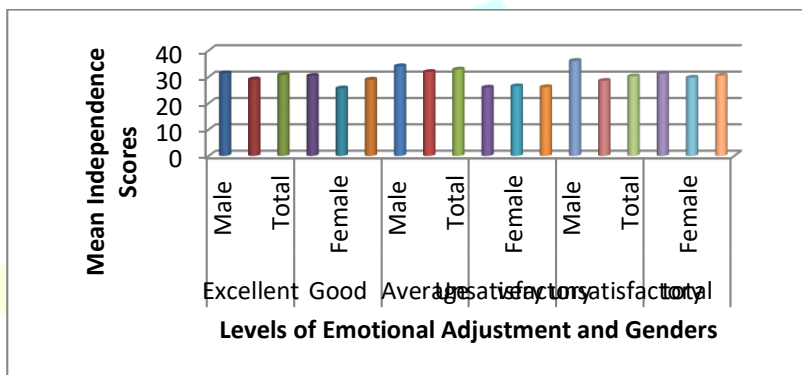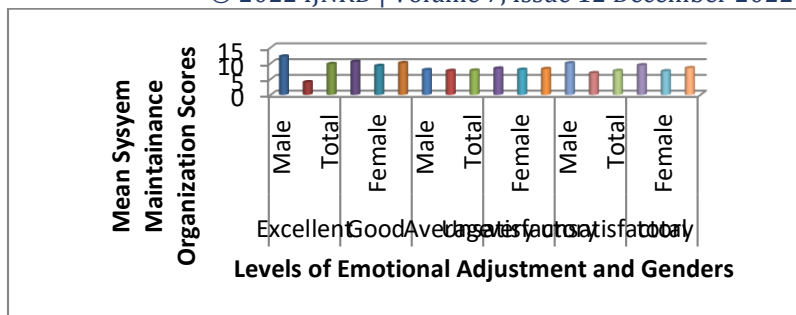

Graph 6

Mean Active Recreational Orientation scores of male and female IT employees with different levels of emotional adjustment
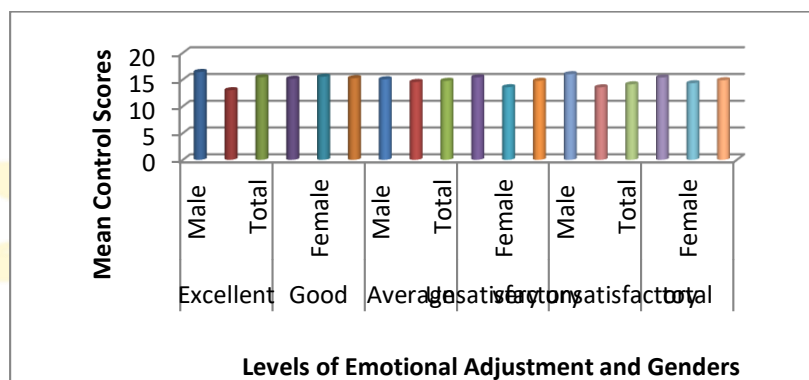

Graph 7

Mean System Maintenance Organization scores of male and female IT employees with different levels of emotional adjustment

Graph 8

Mean control scores of male and female IT employees with different levels of emotional adjustment

HYPOTHESES OF THE STUDY:

H1: IT employees with higher levels of emotional adjustment problems will have lower family environment scores

TWO-way ANOVA:

Table.1

Organizational climate

Adjustment	Gender	Emotional	
		Mean	**SD**
Excellent	Male	61.41	6.70
	Female	47.00	0.00
	Total	57.23	8.69
Good	Male	51.25	7.79
	Female	49.95	4.65
	Total	50.86	6.98
Average	Male	59.25	8.15
	Female	55.71	5.32
	Total	57.20	6.85
Unsatisfactory	Male	49.20	6.45

	Female	50.31	6.30
	Total	49.59	6.35
Very unsatisfactory	Male	55.00	0.00
	Female	48.04	5.21
	Total	49.61	5.44
Total	Male	55.23	8.69
	Female	52.53	6.18
	Total	53.94	7.71
F (adjustment)	F=18.405 ; p=.000		
F (gender)	F=28.045 ; p=.000		
F (interaction)	F=6.707 ; p=.000		

Emotional: IT employees with different levels of emotional adjustment differed significantly (F=18.405; p=.000) where we find that as the home adjustment problems increased, Emotional scores decreased linearly and significantly. The mean Emotional scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 57.23, 50.86, 50.31, 49.59 and 49.61 respectively. Gender comparison revealed a significant difference between male and female employees (F= 28.045; p=.000), where male employees had higher Emotional scores compared to female employees. The interaction between adjustment levels and gender was found to be significant (F 6.707; p=.000), revealing that the pattern of Emotional scores are differed for male and female employees irrespective of their adjustment levels.

RESULTS:

Cohesion: It employees with different levels of emotional adjustment differed significantly (F=6.878; p=.000), where we find that as the emotional adjustment problems increased, cohesion scores decreased linearly and significantly. The mean cohesion scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 47.03, 49.14, 40.52. 48.30 and 46.48respectively. Gender comparison revealed a significant difference between male and female employees (F=18.855; p=.000), where male employees had higher cohesion scores compared to female employees. The interaction between adjustment levels and gender was found to be non-significant (F=14.677; p=.000), revealing that the pattern of cohesion scores are same for male and female employees irrespective of their adjustment levels.

Expressiveness: It employees with different levels of emotional adjustment differed significantly (F =8.039; p=.000) where we find that as the emotional adjustment problems increased, Expressiveness scores decreased linearly and significantly. The mean Expressiveness scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 37.41, 35.35 30.30, 32.47.and 29.83respectively. Gender comparison revealed a not significant difference between male and female employees (F= 56.287; 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=17.653; p=.000), revealing that the pattern of Expressiveness scores are differed for male and female employees irrespective of their adjustment levels

Conflict: It employees with different levels of emotional adjustment differed significantly (F=5.045; p=.001) where we find that as the emotional adjustment problems increased, Conflict scores decreased linearly and significantly. The mean Conflict scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 47.03, 39.76, 5240, 39.20 and 39.00respectively. Gender comparison revealed a significant difference between male and female employees (F=49.194; p=.000), where male employees had higher Conflict scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant (F= 4.948; p=.001) revealing that the pattern of Conflict scores are differed for male and female employees irrespective of their adjustment levels.

Acceptance and caring: It employees with different levels of emotional adjustment differed significantly (F=16.959; p=.000) where we find that as the social adjustment problems increased, Acceptance and caring scores increased linearly and significantly. The mean Acceptance and caring scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 46.15, 39. 41.49. 45.90 and 48.2 6respectively. Gender comparison revealed a significant difference between male and female employees (F=16.457 p=000), where male employees had higher Acceptance and caring scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant (F=2.286 p=.000), revealing that the pattern of Acceptance and caring scores are differed for male and female employees irrespective of their adjustment levels.

Independence: It employees with different levels of Emotional adjustment differed significantly (F=10.973; p=.000) where we find that as the social adjustment problems increased, Independence scores decreased linearly and significantly. The mean Independence scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 36.04, 29.35,, 28.94,and 32.30respectively. Gender comparison revealed a significant difference between male and female employees (F=11.585; p=.000); Where male employees had higher Independence scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant F=11.585; p=.000), revealing that the pattern of Independence scores are differed for male and female employees irrespective of their adjustment levels.

Active recreational orientation: It employees with different levels of Emotional adjustment differed significantly (F=7.943; p=.000) where we find that as the social adjustment problems increased Active recreational orientation scores decreased linearly and significantly. The mean Active recreational orientation scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 17.22, 27.15, 26.09 and 28.63 respectively. Gender comparison revealed a non-significant difference between male and female employees (F=.041; p=.840), where female employees had higher Active recreational orientation compared to male employees. The interaction between adjustment levels and gender was found to be significant (F=2.543; p=.000) revealing that the pattern of Active recreational orientation scores are differed for male and female employees irrespective of their adjustment levels.

System maintenance organization: It employees with different levels of Emotional adjustment differed significantly (F=14.289; p=.000) Where we find that as the emotional adjustment problems increased, System maintenance organization e scores decreased linearly and significantly. The mean I System maintenance organization scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 9.96, 7.837.94 7.88,, and 8.39respectively. Gender comparison revealed a significant difference between male and female employees (F=12.671; p=.000), where male employees had higher System maintenance organization scores compared to female employees. The interaction between adjustment levels and gender was found to be significant (F=8.220; p=.000), revealing that the pattern of System maintenance organization scores are differed for male and female employees irrespective of their adjustment levels.

Control: It employees with different levels of emotional adjustment differed significantly (F =14.289; p=.000); Where we find that as the social adjustment problems increased, Control scores decreased linearly and significantly. The mean Control scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 18.62, 14.35, 14.39, 15.12and 15.61 respectively. Gender comparison revealed a significant difference between male and female employees (F=12.671; p=.000), where male employees had higher Control scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant (F =8.220; p=.000), revealing that the pattern of Control scores are differed for male and female employees irrespective of their adjustment levels.

CONCLUSION:

In this research paper, being IT employees has emerged as a salient identity and a prominent role that overcomes the personality trait of emotional stability in the face of an external threat. The reveal that there is a significant difference males and females in emotional adjustment. It is found that women have significantly more emotional than men , which shows that women are slightly more capable of understanding the feeling of themselves and their spouses. Women have more adjustments than men, which shows that women are more capable of adjusting to of themselves and their spouses.

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