

ANALYSIS RELATED TO INMATES OF HOME 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 is not an easy one it is best with the seemingly endless personal and social problems. Wars have disrupted life.

Review of literature: Uwaifo V.O. [2008] studied the effect of family structure and parenthood on the academic performance of Nigerian University students. The results showed that significant differences existed between the academic performance of students from single parents families and those of from two-parent families. The results also indicated significant differences in academic performance of male and female students compared on two types of family structures.

Objectives: Main purpose of study is home 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 home adjustment.

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

Key word: Home 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 is 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'

Mahale, M.N. [1975] studied the impact of family climate on academic achievement of the adolescents. The study focused on parents-adolescent relationship in families and on investigation of social and academic development of the adolescents. The results revealed that the parents in large families have a sex differential attitude than that of small families. They exercised greater control over their daughter than over their sons, which resulted in frustration among girls. It was observed that the majority of adolescents of small families discussed their problems with both parents whereas in large families, adolescents discussed their problems only with their mothers.

Joeli Nabuka [1984] studied the influence of home background variables on academic achievement of Fijian and Indian students. A significant difference was noticed on academic achievement of both the categories of students. It was observed that the interest of family members, support and their psychological stimulation towards their children significantly affect their academic achievement. In brief, Indian students performed better in different subjects than their Fijian counterparts.

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.

Eagle, Eva [1989] organized a study on High School students to assess the relative impact of parental attention and mothers' working patterns on students' achievement. The findings revealed that the parental attention and family factors affected the students' post secondary attainment, even when aspects of home environment were taken into account. However, the home environment factors were less important overall, and many students were found independent of its influence on educational attainment.

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.

Cherian V.I. [1990] studied the relationship between punishment of pupils at home and its impact on their academic achievement. The objective of the study was to find out the relationship between the frequency of punishment experienced by the children and their academic achievement. The researcher found a significant negative relationship between frequency of punishment experienced by pupils and their academic achievement. Children with a higher frequency of punishment at home or in school tended to achieve a lower score in academic achievement.

OBJECTIVES OF STUDY:

This research paper study on the following objectives:

1. Main purpose of study is home adjustment levels in various areas of Information Technology professional in relation to their family environment.
2. To study the various areas of home 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

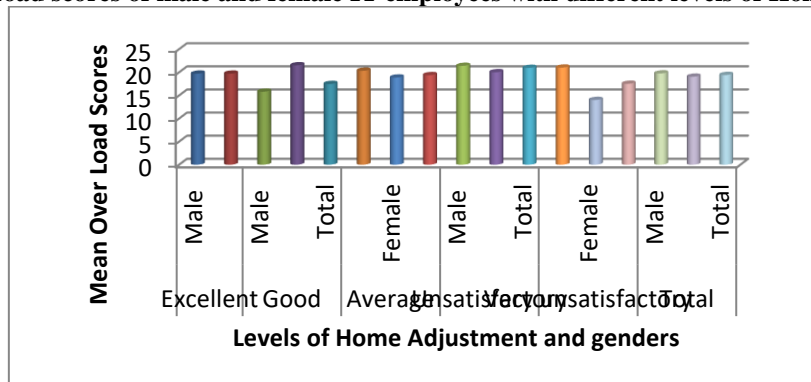
ANALYSIS AND INTERPRETATION OF THE DATA:

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 home adjustment levels in various areas and family environment

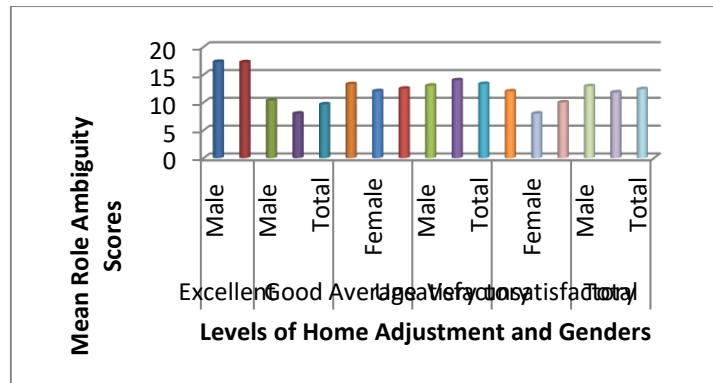
Graph 1

Mean over Load scores of male and female IT employees with different levels of Home adjustment



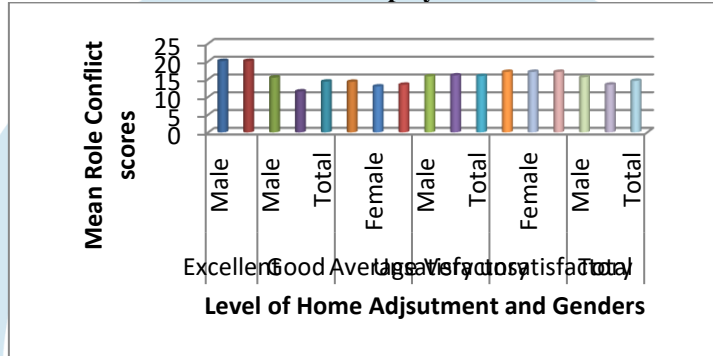
Graph 2

Mean Role Ambiguity scores of male and female IT employees with different levels of Home adjustment



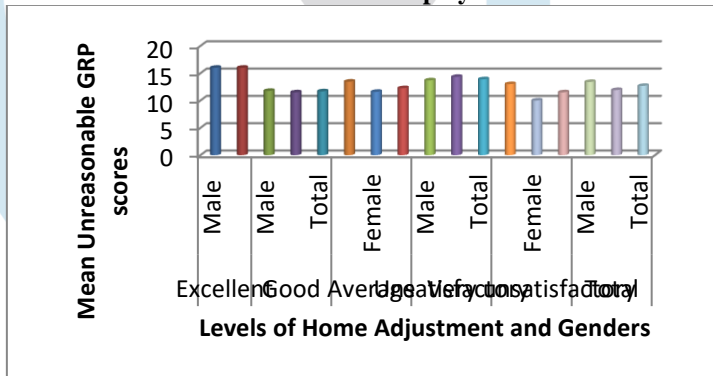
Graph 3

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



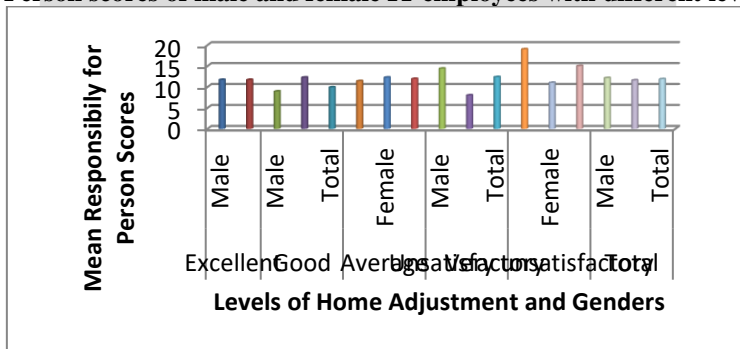
Graph 4

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



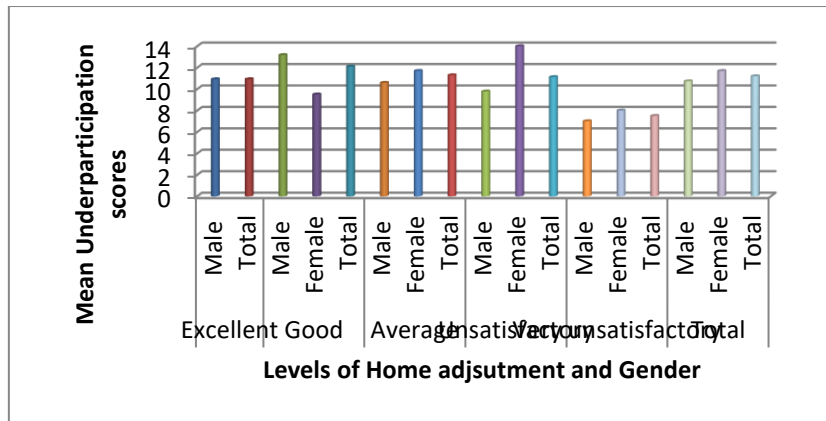
Graph 5

Mean Responsibility for Person scores of male and female IT employees with different levels of Home adjustment



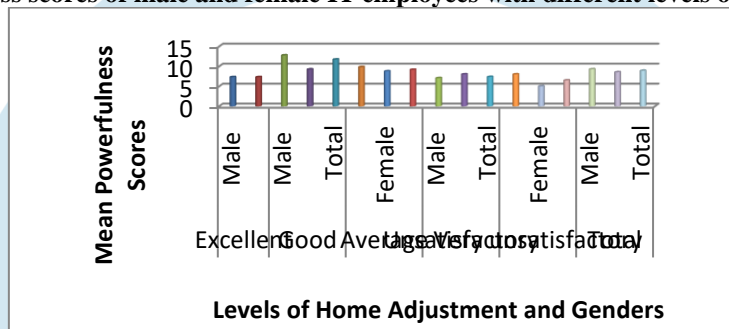
Graph 6

Mean Under participation scores of male and female IT employees with different levels of Home adjustment



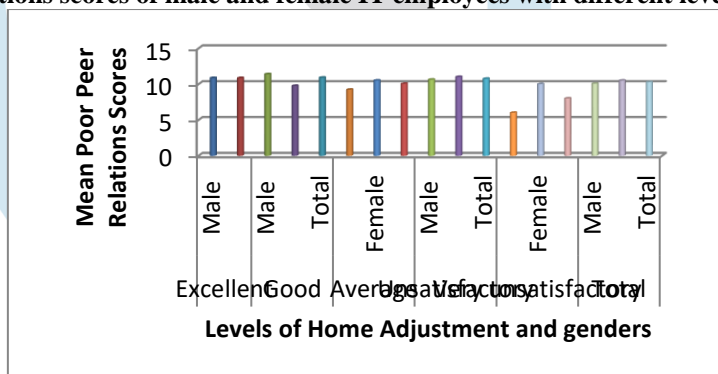
Graph 7

Mean Powerfulness scores of male and female IT employees with different levels of Home adjustment



Graph 8

Mean Poor Peer Relations scores of male and female IT employees with different levels of Home adjustment



HYPOTHESES OF STUDY:

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

TWO-WAY ANOVA:

Mean scores organizational climate of male and female IT employees with different levels of home adjustment and results of two-way ANOVA.

Table No. 1
Organizational climate

Adjustment	Gender	Home	
		Mean	SD
Excellent	Male	60.77	3.63
	Female		
	Total	60.66	5.78
Good	Male	55.00	5.43
	Female	59.00	6.19
	Total	56.03	9.51
Average	Male	52.52	6.17
	Female	53.79	7.70

	Total	48.33	5.96
Unsatisfactory	Male	53.00	6.54
	Female	49.82	6.48
	Total	52.00	0.00
Very unsatisfactory	Male	46.00	0.00
	Female	49.00	3.13
	Total	54.88	8.68
Total	Male	52.53	6.18
	Female	53.74	7.65
	Total	60.77	3.63
F (adjustment)		F = 9.825; p=.000	
F (gender)		F= 4.434; p=.036	
F (interaction)		F= 6.487; p=.000	

Home: It employees with different levels of home adjustment differed significantly ($F=9.825$; $p=.000$), where we find that as the home adjustment problems increased, Home scores decreased linearly and significantly. The mean Home scores of IT employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 60.66, 56.03, 48.33, 52.00 and 54.88 respectively. Gender comparison revealed a significant difference between male and female employees ($F=4.434$; $p=.036$), where male employees had higher c 000 scores compared to female employees. The interaction between adjustment levels and gender was found to be highly significant ($F=6.487$; $p=.0000$), revealing that the pattern of Home scores are differ for male and female employees irrespective of their adjustment levels.

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 draws conclusion on home adjustment of individual family members and families as a whole, across different literatures. This paper findings lead to the following conclusion : first, there is systematic research as studies are either missing a theoretical background or large neglect the multi information. Second, there is a call for more longitudinal studies including all family members, as adjustment is a process that unfolds over time.

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