

APPENDIX - DJOB ADJUSTMENT INVENTORY

The Job adjustment inventory is developed by Wadia Z. D(1958)*

The inventory was administered on the sample of nurses, teachers and industrial workers working in organisations located in Baroda city.

The following steps constitute the development of job adjustment inventory.

1. Determining the symptoms of occupational maladjustment:

The determine the symptoms of occupational maladjustment letters were written to various vocational guidance centres, psychologists, and Heads of department of Psychology all over India. From their replies a common list of symptoms was made upon which the present work is based. These symptoms related to

- (a) Employer/Employee relationships
- (b) Employee/Employer relationship
- (c) Relationships between employee/supervisor
- (d) Relationship with the work itself
- (e) the employees own opinion about the job and himself.

* Wadia, Zarine. D.

"Construction and Standardization of an Occupational Adjustment Questionnaire for Adolescents"

Unpublished M.A.Dissertation,M.S.University of Baroda,Baroda,1958.

2. Preparation of inventory:

With above symptoms given as a basis to work, the sample of maladjustment and well adjusted persons, (the preliminary form of inventory) was prepared which included 51 items.

Thus, questionnaire was formed on the basis of Bell's inventory and other observations.

3. Fixing up an external criteri to validate the inventory:

In order to have a valid inventory, a valid and reliable external criterion has to be decided upon. As this has been the first work of its kind, there was nothing to base the work upon. Hence, before the actual work began, it was decided that as external criteria, the opinion of the supervisors and superiors would be relied upon.

In order to avoid the problem of personal factor coming into the judgement, an interview was taken concerned with the individual in case of any doubt. When an individual was stamped as maladjusted as well adjusted, it was made a point to interview the superior/supervisor and obtain reasons from him as to why he had been put into one group or the other. If it was found that a particular supervisor was too close to the individual being rated, the opinion of another person was also taken to Counteract the possibility of bias.

The superior/supervisor was made clear about the purpose of whole study.

4. The standardisation of the inventory:

The two criterion group as obtained from the ratings from employer, superior, supervisor, the inventory as a whole was administered to both the groups to ascertain whether the items discriminated between the two criterion groups. Thereafter, item analysis was carried out. The chi square test was applied to determine the level of significance of the difference between the two groups in their scores.

Thus, chi square test served as a test of validity. The items which showed significant chi square were considered valid for the inclusion in the final inventory.

5. To determine the internal consistency of each item:

This was necessary as it gives a measure of correlation between the test item and a criterion. The Biserial 'r' method was employed here with the help of tables prepared by Flannagan.

The consistency value of each item was calculated by finding correlation between the item score and the total score on the test.

An item yielding high biserial 'r' with the total inventory had greater internal - consistency than one that yielded a

low biserial 'r'. Thus upper thirty three (27% of 123 = 33) constituted the group of maladjusted employees and the lower thirty three formed the group of adjusted employees.

The items showing the significant discriminative value (item validity) and higher internal consistency were chosen for the final form of the inventory. The items showing an 'r' of .25 and above and also a significant discriminative value have been considered.

6. Fixing Norms:

The final inventory was administered to two hundred and ninety two persons. The standardisation of the scoring scheme included following steps:

- (a) The correlation of the mean score and its reliability
- (b) The fixing of norms
- (c) The correlation of the reliability coefficient of scores
- (d) Ascertaining of the validity of scores.

In the present work there are only thirty five items in the inventory. The highest score on the inventory is thirty four and the lowest is two. This range is divided into seven step intervals.

Here the assumed mean comes to 17.

True mean $17 + (-2.45) = 14.55$

The standard deviation 7.7

Reliability of the Mean or Standard error of the Mean:

The true mean lies between 15.75 and 13.37.

The reliability - (Accuracy of the measuring tool):

This was tested by the Test-Retest method. The inventory was administered to ninety nine subjects twice. The interval between the two administration being about two months. The reliability coefficient calculated by Product moment method was .85

Validity = (It measures what it purposes to measure)

The selection of the criterion is prerequisites.

In the present work, the rating by superiors/supervisors was selected as the external criterion as was done while standardising the inventory.

JOB ADJUSTMENT

Determining the Symptoms of occupational Maladjustment:

To determine the symptoms of occupational maladjustment, letters were written to various Vocational Guidance Centres, Psychologist, and Heads of Department of Psychology situated all over India, concerned with this problem of adjustment. (Names Appendix A). From their replies a common list of symptoms was made upon which the present work was based. These symptoms related to

- (a) employer/employee relationships
- (b) employee/employee relationships
- (c) relationships between employee/supervisor
- (d) relationship with the work itself
- (e) the employees own opinion about the job and himself.

Symptoms of adjustment/Maladjustment:

- (1) An employee not having the physical fitness required by a particular job.
- (2) An employee having much less intelligence than the demands of the job.
- (3) An employee having superior intelligence than required by the job.
- (4) Lack of interest in the job.
- (5) An employee with little aptitude for the job.
- (6) An employee who lacks knowledge regarding the prospects and conditions of his occupation in the country and outside too.
- (7) An employee with a lengthy sickness or absence record.
- (8) An employee who shows dissatisfaction with his job.
- (9) An employee often irresponsible or irregular on the job.
- (10) An employee who shows feelings of anxiety, frustration and signs of general neuroticism.
- (11) An employee who gets no emotional satisfaction from his job.

- (12) An employee who can not cope with the work.
- (13) An employee who can not take instructions from superiors.
- (14) An employee who cannot cooperate with his colleagues.
- (15) An employee who believes he gets no status from his job.
- (16) An employee who continuously feels he is being treated unfairly by his boss.
- (17) An employee whose output of work is significantly less than the normal.
- (18) An employee who shows much irritability at work.
- (19) An employee who has a large record of breakages against him.
- (20) An employee who shows a lack of desire to know and learn more about the job.
- (21) An employee who constantly uses bad language and calls names.
- (22) An employee who dislikes his job intensely.
- (23) An employee who is constantly complaining about working hours.
- (24) An employee who constantly thinks of leaving his present job.
- (25) An employee who indulges in day dreams of a new job.
- (26) An employee who has unhappy relations both with supervisors and colleagues.

Occupational Adjustment Scale:

	<u>Yes</u>	<u>Uncertain</u>	<u>No</u>
1. Are you pleased with the vocation you have chosen?	_____	_____	_____
2. Do you feel that this job has a bad effect on your health?	_____	_____	_____
3. Do you feel happy as you set out for work every day?	_____	_____	_____
4. Do you like working with your colleagues?	_____	_____	_____
5. Did you enter this field of work because you could see no other openings for you?	_____	_____	_____
6. Do you feel like 'checking up' your job and not earning about the consequences?	_____	_____	_____
7. When you see other promotions being given around you, do you think that management has deliberately overlooked you?	_____	_____	_____
8. Do you trust your supervisors to do their best for you?	_____	_____	_____
9. Do you find that your present superior takes all the credit for a piece of work you have done by yourself.	_____	_____	_____
10. Do you feel that management considers your complaints seriously?	_____	_____	_____
11. Do you feel that your temperament is suited to this job?	_____	_____	_____

	<u>Yes</u>	<u>Uncertain</u>	<u>No</u>
12. Do you feel that people are spying on you all the while sending in reports about your work to the management?	___	___	___
13. Do you think that in this job employees are given fair treatment?	___	___	___
14. Do you feel that you are being treated like a machine?	___	___	___
15. Do you feel happy when your supervisor sends for you?	___	___	___
16. Do you think you chose the wrong occupation?	___	___	___
17. At the end of the day are you usually irritable?	___	___	___
18. Do you feel that your job is sufficiently stimulating and worth your while?	___	___	___
19. Do you feel that you know less than you should do about your job and that one day you will be found out?	___	___	___
20. Do you think that comparatively too much work is thrust on you?	___	___	___
21. Is your family pleased with the job you have taken up?	___	___	___
22. Do you go ahead with your work inspite of difficulties that are before you?	___	___	___

	<u>Yes</u>	<u>Uncertain</u>	<u>No</u>
23. Do you consider your employers as always fair in their treatment towards you?	—	—	—
24. Do you feel that your present employer lacks sympathy and understanding when he has to deal with your personal problems.	—	—	—
25. When you come to work, do you find you cannot do your best because your home problems keep coming in to your mind and taking up your time?	—	—	—
26. Do you feel that you should be doing something better than you are at present?	—	—	—
27. Do you like the idea of staying on with this job permanently?	—	—	—
28. Do you think it is necessary for you to 'play politics' to get a promotion, a transfer or an increase in your salary in your present job?	—	—	—
29. Is it easy for you to get on with the other employees?	—	—	—
30. Are you confident that conditions of your work are on their way to improvement?	—	—	—
31. Don't you feel that management has given you all it can to make your day comfortable and pleasant while you work?	—	—	—
32. Do you feel that because you are young you are not treated with the respect given to older members of the staff?	—	—	—

	<u>Yes</u>	<u>Uncertain</u>	<u>No</u>
33. Do you feel that management gives you due credit for any constructive suggestions, made by you?	—	—	—
34. Are you satisfied with the whole set-up around you?	—	—	—
35. Do you feel that there is too much favouritism in your department, and to get on, one has to flatter one's superior?	—	—	—