CHAPTER VIII

ANALYSIS - IV - OCCUPATIONAL ADJUSTMENT AND TEMPERAMENT

8.1   Todd and Ewine define "adjustment as a state of harmonious relation with the environment wherein one is able to obtain satisfaction for one's needs and to meet fairly well the physical and social demands."

Occupational adjustment is shown in terms of satisfaction or dissatisfaction in work environment. To determine this selection of occupation and their job satisfaction, adjustment with work patterns, pay scale opportunity and productivity are important components. Usually adjustments would depend on the age of the worker and the number of years he has been in the profession and the type of industry in which he is engaged. An attempt is therefore made here to establish some relationship between these variables and the extent of adjustment of workers to their work environment.

TABLE 8.1

OCCUPATIONAL ADJUSTMENT AND TYPE OF INDUSTRY

Level of adjustment		Industrial category							
		Cham	HEngg	Paint	Ext	Textile	Glass	Pha rma	Others
				(Respondents)					
High	No	34	31	41	21	36	28	25	90
	%	68	62	82	42	72	56	50	90
Low	No	16	19	9	29	14	22	25	10
	%	32	38	18	58	28	44	50	10

(for list of abbreviations, see appendix   )

It is seen that the level of occupational adjustment is high in all industries except the textile where 58 percent of the workers are not well adjusted. The reasons are already noted in Chapter V.

TABLE 8.2

OCCUPATIONAL ADJUSTMENT AND YEARS WORKED

Level of adjustment	Years worked						Total respond- ents	
	0-5 years		6-10 years		Above 10 years			
	(Respondents)							
	N	%	N	%	N	%	N	%
High	52	18.43	50	17.43	184	64.3	286	100%
Low	35	21.3	31	18.9	98	59.8	164	100%
	87		81		282		450	

It is clear that with more years of exposure to work, the adjustment also increases. Occupational adjustment is more among those exposed above 10 years.

TABLE 8.3

OCCUPATIONAL ADJUSTMENT AND AGE

Level of Occupational adjustment	Age Groups						Total respondents	
	20-30		31-40 (Respondents)		Above 40			
	N	%	N	%	N	%	N	%
High	90	29.41	76	24.83	140	45.75	306	100
Low	29	20.1	43	29.9	72	50.0	144	100
	119		119		212		450	

It is seen that above 40 years of age the occupational adjustment is high.

8.2   Temperament is a stable aspect of the character of an individual, which is often regarded as biologically rooted, and also providing the fundamental disposition which through interaction with the environment produces a personality. An individual is often characterised by his temperament.

TABLE 8.4

TEMPERAMENT COMPONENT

Temperament component		Industrial category							
		Chem	HEngg	Paint	Fert	Textile	Glass	Pharma	Others
				(Respondents)					
Active	No.	44	41	40	41	39	45	47	82
	%	88	82	80	82	78	90	94	82
Impulsive	No.	21	22	24	12	12	16	19	26
	%	42	44	48	24	24	32	38	26
Dominant	No	40	22	31	23	37	42	38	57
	%	80	44	62	46	74	84	76	57
Emotional	No.	40	28	41	31	29	38	28	
	%	80	56	82	62	58	76	56	
Social	No.	44	44	30	50	41	44	43	66
	%	88	88	60	100	82	88	86	66
Reflective	No.	36	11	18	47	28	21	41	26
	%	72	22	36	94	56	42	82	26
Nervous	No.	32	20	34	16	23	19	18	48
	%	64	40	68	32	46	38	36	48

In Chemical industry, the respondents are active, dominant, emotional, social, reflective and are having low rating of impulsiveness. But they have a high rating of

nervousness. This may be due to contact with toxic substances and dangers related to it. The heavy engineering respondents have low dominant and reflective rating. This may be due to lack of communication and less influence of outside activity, more of physical labour and extended hours of work, and, at the same time, insecurity regarding their job if they indulge in other activities.

Taking all industries, paints have slightly high rating of impulsive and nervous component. The reason could be the small size of the work force in this industry which makes the workers less organised, as well as due to the handling of toxic materials. The workers are less reflective by temperament. Rest of the components do not show significant difference.

The fertilizer industry is well organised.The benefits from their organisation have helped most of the respondents as they are active, less impulsive, emotional reflective and less nervous. The activities of the industry have great impact on them. It is seen that 50(100%) are social and 47(94%) reflective by nature. They rate low for dominant component may be due to the fact that the decisions are made jointly so this factor has a low rating. The other reason may be less of internal problems because of the highly organised nature of the industry.

In textile and pharmaceutical industry there are no

significant problems. In glass industry the major problem is related to low reflective component. The reason could be insecurity of job and less involvement in outside activity.

In other industries, respondents shows low rate of reflective component. This work force is unorganised and have less of communication among themselves.

TABLE 8.5

TEMPERAMENT COMPONENT AND YEARS WORKED

Temperament component	Years of exposure						Total respond-ents	
	0-5 years		6-10 years		Above 10 years			
	(Respondents)							
	N	%	N	%	N	%	N	%
Active	65	17.15	67	17.68	247	65.17	379	100
Impulsive	36	20.81	42	24.28	95	54.91	173	100
Dominant	36	12.86	44	15.71	200	71.43	280	100
Emotional	46	15.23	52	17.22	204	67.55	302	100
Sociable	69	19.60	54	15.34	229	65.06	352	100
Reflective	23	10.09	36	15.79	169	74.12	228	100
Nervous	41	19.52	34	16.19	135	64.29	210	100

It is seen that most of the components have higher ratings with more years of exposure. Reflective component is

high among 10.09% respondents in initial stage of work but above 10 years of exposure it is high among 74.12%.

Sociable and nervous components are high in the initial years but slightly low in 6-10 years but is again high in the above 10 years exposure group.

TABLE 8.6

TEMPERAMENT COMPONENTS AND AGE

	Age Groups						Total respondents	
	20-30 years		31-40 years		Above 40 years			
	N	%	N	%	N	%	N	%
Active	96	25.33	103	27.18	180	47.49	379	100
Impulsive	57	32.95	46	26.59	70	40.46	173	100
Dominant	56	27.45	70	34.32	78	38.23	204	100
Emotional	71	23.51	85	28.15	146	48.34	302	100
Sociabale	88	25.00	85	24.15	179	50.85	352	100
Reflective	34	13.71	93	37.50	121	48.79	248	100
Nervous	53	25.24	49	23.33	108	51.43	210	100

It is observed that there is gradual increase in rating of components in all 3 groups of age. There is not much difference in 31-40 years and above 40 years for the dominant component.

The respondents show more social and nervous temperament in initial stage; it is less in 31-40 years and again the rates rise sharply in the age group above 40 years.

The respondents show more impulsive temperament in initial stage, a little less in second group, and again high in above 40 years age.

It therefore appears that increasing age and long years of working have adverse effects on the temperament of the workers. Although most of the workers become more active probably due to greater responsibilities that they have to undertake, their nervousness and emotional problems appear to increase. Increasing physical disability, the awareness regarding the hazards of the profession and lack of security in the event of any calamity were some of the causes for the increasing emotional stresses.

TABLE 8.7

Variable   Occu.Adjustment
By Variable   Industry

Analysis of Variance

Source	D.F.	Sum of Squares	Mean Squares	F Ratio	F Prob.
Between Groups	7	55.6697	7.9528	14.3735	0.0
Within Groups	442	244.5569	.5533		
Total	449	300.2266			

Group	Count	Mean	Standard Deviation	Standard Error	Minimum	Maximum	95 Pct Conf Int for Mean		
Grp 1	50	2.8780	.7418	.1049	1.7000	4.4000	2.6672	To	3.0888
Grp 2	50	2.8120	.9082	.1284	1.2000	4.5000	2.5539	To	3.0701
Grp 3	50	3.5180	.8877	.1255	1.3000	4.5000	3.2657	To	3.7703
Grp 4	50	2.3080	.8675	.1227	1.0000	4.3000	2.0615	To	2.5545
Grp 5	50	2.7120	.5313	.0751	1.7000	4.0000	2.5610	To	2.8630
Grp 6	50	2.5540	.5761	.0815	1.5000	4.1000	2.3903	To	2.7177
Grp 7	50	2.6440	.8830	.1249	1.4000	4.2000	2.3931	To	2.8949
Grp 8	100	3.1850	.5807	.0581	1.0000	4.2000	3.0698	To	3.3002
Total	450	2.8662	.8177	.0385	1.0000	4.5000	2.7905	To	2.9420

(*) Denotes pairs of groups significantly different at the .050 level.

		Grp 4	Grp 6	Grp 7	Grp 5	Grp 2	Grp 1	8	3
Mean	Group								
2.3080	Grp 4								
2.5540	Grp 6								
2.6440	Grp 7								
2.7120	Grp 5								
2.8120	Grp 2								
2.8780	Grp 1	*							
3.1850	Grp 8	*	*						
3.5180	Grp 3	*	*	*	*	*			

The above table shows the association between occupational adjustment and various groups of industry. It is clear from the table that group 1 (Chemical industry) differs significantly at 0.05 level of confidence from group 4(Fertilizers). Similarly group 8(Other industries) differs significantly from group 4(Fertilizers), group 6 (glass) group 7(Pharmaceuticals) at 0.05 level of confidence. It is also seen that group 3(Paints) differs significantly from group 4(Fertilizers), group 6(glass), group 7(Pharmaceuticals), group 5(Textile) group 2(Heavy Engineering) and group 1(Chemical industry) at 0.05 level of confidence . Rest of the groups show: no significant difference.

Occupational adjustment thus differs from industry to industry. Maximum problem of adjustment is in the paint industry followed by the unorganised sector. Adjustment problems are also high in the chemical and heavy engineering industries.

TABLE 8.8

Variable   OCCU. ADJUSTMENT
By Variable   Years worked

Analysis of Variance

Source	D.F.	Sum of Squares	Mean Squares	F Ratio	F Prob.
Between Groups	2	1.1352	.5676	.8483	.4288
Within Groups	447	299.0914	.6691		
Total	449	300.2266			

Group	Count	Mean	Standard Deviation	Standard Error	Minimum	Maximum	95 Pct Conf Int for Mean	
Grp 1	87	2.9126	.8961	.0961	1.0000	4.5000	2.7217 To	3.1036
Grp 2	81	2.9481	.8161	.0907	1.2000	4.2000	2.7677 To	3.1286
Grp 3	282	2.8284	.7931	.0472	1.0000	4.5000	2.7354 To	2.9213
Total	450	2.8662	.8177	.0385	1.0000	4.5000	2.7905 To	2.9420

No two groups are significantly different at the .050 level

The above table shows that occupational adjustment and years worked.

The Scheffe procedure shows that no two groups are significantly different at 0.050 level. This means that the occupational adjustment problem is more or less same in all groups.

TABLE 8.9

Variable   Occu.Adjustment
By Variable   Age

Analysis of Variance

Source	D.F	Sum of Squares	Mean Squares	F Ratio	F Prob.
Between Groups	2	3.7255	1.8628	2.8083	.0614
Within Groups	447	296.5011	.6633		
Total	449	300.2266			

Group	Count	Mean	Standard Deviation	Standard Error	Minimum	Maximum	95 Pct Conf Int for Mean	
Grp 1	119	3.0176	.8351	.0766	1.0000	4.5000	2.8660 To	3.1692
Grp 2	119	2.8025	.8417	.0772	1.3000	4.4000	2.6497 To	2.9553
Grp 3	212	2.8170	.7868	.0540	1.0000	4.5000	2.7105 To	2.9235
Total	450	2.8662	.8177	.0385	1.0000	4.5000	2.7905 To	2.9420

No two groups are significantly different at .050 level

The above table shows the association between problem of occupational adjustment and age.

It is seen that no two groups are significantly different at 0.50 level of confidence. This means that occupational adjustment problem is more or less same in all age groups.