

## Appendix VI

### Adjustment Capacity Test

1. A newly appointed teacher of an international school said, 'I value the ideals of this institution as I value my own'. The person's adjustment attitude is –
  - a. He has respect for his self and the institution
  - b. His intention is to maintain good relations only
  - c. He wants to integrate with the institutional context without losing his own context
  - d. He wants to please his authorities
2. An administrator demands all the staff to follow his own choices during organizing any activity in the school. Staff always felt that he owns biased preference towards his own culture and tradition. His accommodation tendency is –
  - a. Marginalizer
  - b. Separator
  - c. Integrator
  - d. None of the above
3. A staff member in an educational organization always tries to accommodate the wishes of other members to the extent possible. He tries to adjust his own work in accordance with the wishes of others. His way of adjustment with the organization is –
  - a. He is trying to win the laurels of each and every person in the organization
  - b. Neglecting his own ideals he is trying to please other members
  - c. He is trying to fulfill his own goals while working for others
  - d. He has a cunning attitude
4. Adjustment is –
  - a. Accommodation
  - b. Well being in a given situation
  - c. Specific behaviour shown to accommodate well in a given context
  - d. None
5. It is found in a survey that teachers working in an international educational organization are more concerned with their professional duties than other relations in the organizations. They are ready to forgo their home responsibilities in order to perform the given duty and are not concerned with maintaining human relations even in the organization. The attitude of teachers towards their professional adjustment is –
  - a. They have concern for the organization only
  - b. They have concern for their home
  - c. They are concerned neither with organization nor with their home but with their self
  - d. None of the above
6. There are various types of adjustment patterns identified basing on the behaviour of individuals in an organization. They are – *integrators; marginalizes; separators; and assimilators*. This behaviour is characterized by which of the following factors?
  - a. Experiences received by the person in other contexts than in the present working organization

- b. Organizational behaviour
  - c. Organizational Climate
  - d. Response of the individual to the given situation
7. Adjustment is an attempt to accommodate in a given situation in a good state. It refers to the general concept of well-being, which is an affective evaluation of one's life situation. In line with this definition, which of the following factors influence the process of adjustment
- a. Self esteem
  - b. Self awareness
  - c. Both a & b
  - d. None of the two
8. A range of outcome measures identified through researches conducted on adjustment process are as follows - anxiety, mood, depression, subjective well-being, satisfaction, and happiness. Exact measure of these factors on a rating scale indicates –
- a. Subjective experiences faced by the individual
  - b. Extent of well being of the individual
  - c. An evaluation of the well adjusted and maladjusted nature of the individual
  - d. All of the above
9. In the present world echoing the concept of globalization and internationalization of education, in addition to content knowledge which of the following factors specifically helps in good adjustment of students in foreign culture.
- a. Proficiency in language of foreign culture
  - b. Knowledge of host and own culture
  - c. Aspects of own culture helping in mixing with other culture
  - d. All of the above
10. Studies have identified a wide range of variables, such as knowledge, language proficiency, attitudes, and previous experiences, levels of ethnocentrism, social support, cultural similarity, adventure, and self-construals as responsible for adjustment of a person. Keeping in mind these factors, an international study program desires to design the course content. Choose the list of additional courses to be incorporated with normal subject courses in order to make the program a success
- 1. A course on the language of the host country
  - 2. A course on the culture and geography of host country
  - 3. A course on Human Rights
  - 4. A course on the process of globalization and its effect on nations
- a. 1&3      b. 3&4      c. 1&4      d. 1&2
11. Difference between Adaptation and Adjustment
- a. Both are same
  - b. Adjustment is a process to adapt in a given context
  - c. Adaptation is a process and adjustment is the product
  - d. They are not related
12. Emotions are “read-out mechanisms” because they provide information to us about our status in relation to the world (Buck, 1984). This statement

emphasizes on which of the following in order to adjust better to the given environment

- a. It is always expected to control emotions in order to maintain peacefulness in the situation
  - b. Forcefully controlling emotions will affect person's health status. So, it is always better to be open about our inner feelings
  - c. One has to regulate emotions in order to enhance clarity in thinking in controlling the situation
  - d. None of the above
13. Avoidance of conflict is identified as the most needed thing for successful adjustment of a person in a given situation. If this is true, then which of the following mechanisms help in avoiding conflict?
- a. Emotional Control
  - b. Emotional Regulation
  - c. Control of situation
  - d. Self Composure
14. Emotion regulation, critical thinking, openness, and flexibility are identified as factors responsible for personal growth of the individual in relation to dealing with differences and conflicts arising out of living context. Of all these, emotion regulation is very important for adjustment, because –
- a. Regulating emotions will help in keeping cheerful mood
  - b. Emotional outburst controls the conflict in living environment
  - c. Emotional regulation keeps negative thinking in check so one can see the reality of situation
  - d. Out of four factors it is given the first place
15. Which of the following skills are needed for present day teacher to adjust properly with the classroom teaching
- 1. Knowledge of technology
  - 2. Use of technology in teaching learning
  - 3. Knowledge of students' needs
  - 4. Content mastery
- a. 1 & 3              b. 2 & 3              c. 2, 3, & 4              d. 2 & 4
16. A Sanskrit language teacher has been given appointment in an international school of a cosmopolitan city. In the orientation program the teacher was told to use English language in conversation and change to modern way of dressing. What is the option before the teacher loaded with traditional values and customs?
- a. He has to completely change his customs according to the school environment
  - b. It is better to leave the job as traditional values and customs are more important
  - c. Teacher can change his communication language to English, but not his mannerisms
  - d. Teacher can bring the necessary changes in language and dressing mannerisms
17. An employee in a teaching position in an educational institution always raises his voice against the shortcomings of the management regarding various administrative matters of the institution, but with little success. Which of the following qualifies his adjustment behaviour?

- a. Negative
  - b. Irrational
  - c. Uncompromising
  - d. Unacceptable
18. One group of teachers in an Indian higher education institution strongly opposed the celebration of Valentine's Day, as it is going against the values uphold by the institution. Second group opines that one has to be along with changing times. Values also change with time. Which of the following best describes the situation?
- a. First group of teachers are religiously biased
  - b. Second group of teachers are well adjusted with the situation
  - c. First group of teachers are maladjusted to the changing environment
  - d. Second group of teachers are compromising as they are adjusting to a situation that is not needed for their context
19. Adaptability is defined as the ability of an organism to survive significant changes in its environment, spread to new habitats, and come up with novel solutions to its surroundings. Which of the following situations best supports the above statement?
- a. An Indian international school celebrating Valentine's Day as part of its curricular activities
  - b. An international school in India following holiday pattern of its Western Counterpart
  - c. Celebration of each and every festival in schools of Baroda City
  - d. None of the above
20. In recent years education system at all levels is charged with malpractices and corruption. One of the reasons identified for prevalence of this situation is apathy of employees towards the situation. This behaviour is the result of –
- a. Fear of people to revolt against corruption
  - b. Everyone is concerned with their own goals
  - c. People are going against their inner self to survive
  - d. Administration has the power to control corruption, not individuals
21. A teacher is always concerned with her teaching and research related activities most of the time she is not interested in taking active part in other activities in the organization even on request. She says that it is not that she is not interested in these activities but she is not good at performing these activities. At this juncture of her career she is not in a position to concentrate on other activities except formal duties. Her statement indicates that –
- a. She is reluctant to accept other duties than academic
  - b. She is aware of her limitations and accepted the fear of failure
  - c. She is trying to avoid work
  - d. She is interested only in teaching
22. A recently established international school in Baroda city is following the academic culture of relevant Board providing the certification. As a rule, the school started offering local language Gujarati as one of the options. After some time, school management felt that it can be removed from option as most of the students are from local community and offering another foreign language will be of some use. Parents of students whose mother tongue is not Gujarati opposed this move as learning Gujarati is important for their wards to sustain life in future. This situation is referring to –

- a. It is important to learn the local language for children whose parents are migrated from other places
  - b. School is the only place where language can be learnt in proper way
  - c. Organizational culture of school is not according to the social expectation
  - d. School has to follow the rules and regulations of the certifying Board irrespective of societal requirement.
23. A lady teacher in a school is given teaching from second period onwards on request. Even though this measure is opposed by other teachers, management justified their decision saying that looking into the constraints faced by the teacher, temporarily this adjustment is done. Her satisfactory work record with the organization is also taken into consideration while giving this flexibility. Which of the following statements supports the decision of the management?
- a. Management can alter their decisions at any time for any person
  - b. Rules and regulations can be overlooked on preference
  - c. Management can adjust working times of a teacher if request made is genuine
  - d. A teacher has to work hard to get gains from Management
24. Any change in the functional aspect of any organization is not met with full agreement in the first note. It is the general tendency of the people to resist most of the times. Even things like hiking salary, increasing holiday duration also met with some of other criticism. This situation arises due to –
- a. People are generally resistant to change
  - b. It takes some time for people to adjust on all levels to the changed environment
  - c. The resent shown is an expression of stress an individual is facing while adjusting himself with the changed environment
  - d. It is nothing to do with adjustment.
25. An employee in an organization always maintains aloofness with peer group regarding his personal life and a part of his working life. It is not that he is arrogant or egoistic. He takes care of his formal relationship requirements with his peer group. He generally opines that more involvement with people will spoil the relationship and affects his goals of achievement negatively. His behaviour indicates that –
- a. He does not want to reveal his plans for future development
  - b. He set boundaries because he neither wants to affect the group dynamics set for working in organization nor his own goals
  - c. Other people generally tend to come in the way of achievement so it is better to avoid them
  - d. His is suspicious of other peoples' intentions towards him.
26. Indian constitution adopted socialism, secularism and sovereignty as its goals of development. In spite of many hurdles faced this ideal is never changed and process of development is going on with highs and lows. This process has led to many changes in social context of Indian society on positive and negative fronts. This sustenance of change is due to –
- a. Any change brought in by government has to be accepted by people even in democratic order
  - b. People has resistance in mind but they are not daring enough to revolt
  - c. It is a consciously planned unification process without hurting the beliefs, culture, traditions and aspirations of people.
  - d. Improvement in literacy has helped in this endeavour

27. In a group activity the leader always insists on members to arrive in time and finish the work according to set target. Leader opines that even though untoward circumstances may cause some disturbance in maintaining time, it is always on the attitude of the members to take care of this aspect. Members feel that leader has no consideration for them. Which of the following statements support the decision of the leader?
- a. Leader is generous enough by accepting the notion of unexpected circumstances
  - b. Unnecessary provisions on part of leader will lead to loss of group dynamics set for working.
  - c. A leader can be lenient to members otherwise disciplines is lost
  - d. Both a & b
28. Two persons joined the organization at same time and are progressing towards professional development process more or less in a same direction. One person always seems to be looking for advice from his colleague for proceeding with any work related assignment. When warned by other colleagues, the other person replied, "Both of us have to go hand in hand with mutual respect and belief in order to survive.. It is not domination of one over the other, but making things come to an end." He intends to convey that –
- a. Both are trying to dominate each other in doing the work
  - b. In a group work one has to take the lead role
  - c. It appears to be domination and exposing the limitations of other persons
  - d. Both of them are trying to finish up the given work successfully by understanding limitations and aspirations of each other
29. A religious person working in a MNC that does not follow the holiday schedule according to the culture and traditions of his own said that he adjusts his schedule at home to celebrate festivals according to the work schedules in the organization. His statement indicates that –
- a. One has to forgo his traditional commitments in order to survive in the present day competition
  - b. It is not surrender to survival, but maintenance of own culture and giving respect to organizational culture
  - c. It is adjusting self to adapt to organizational rules and regulations
  - d. Both b and c