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## STUDY OF HEALTH 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:** Schachter [2004] attempted to study the effects of family move on the academic adjustment of adolescents. The purpose of this study was to examine how a family move to a new community affects adolescents' academic adjustment to a new school. The findings showed that the students new to the school showed poorer academic adjustment than students who had been in their school district for a longer time.

**Objectives:** Main purpose of study is health 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 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 health adjustment.

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

**Key word:** Health 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'

**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.

**Ethel L Jones [1996]** studied the relationship between the variables of family climate and academic achievement as perceived by the students. The purpose of the study was to find out if there was a statistically significant relationship between students' perception of their family climate and scholastic achievement. The students included lived either with their natural parents or single-mother or single-father The results indicated that there were only slight differences in the students' perceptions of their family climate. However, a statistically significant relationship was found between the students' perception on their family climate and reading achievement. A statistically significant relationship was also found between the students' perception of their mothers and reading and mathematics achievement. The researcher concluded that there was a measurable interaction between family members which was related to their scholastic 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.

**Elegbellye. O.S. and Akoda. B.A. [2001]** studied psychological implications of single and double parenting background on academic performance of Nigerian adolescents. The findings showed that there was a significant difference between the academic achievement of children who belonged to single and double parenting backgrounds. A significant difference was noticed between the performance in mathematics and English language of children from father present and father absent families. Similarly, a significant difference was also found between academic achievement of children from mother present and mother absent families.

**James L. Rodriguez [2002]** explored the relationship between family environment and academic achievement among three-generation Mexican-American high school students. This study examined generation differences in the perceptions of family environment and academic achievement of Mexican -American high school students. Analysis of covariance procedure revealed first and second generation students reported significantly higher grades and higher levels of family monitoring than third generation students. Regression analyses revealed that family involvement was a significant predictor of student grades across all the three generations of students.

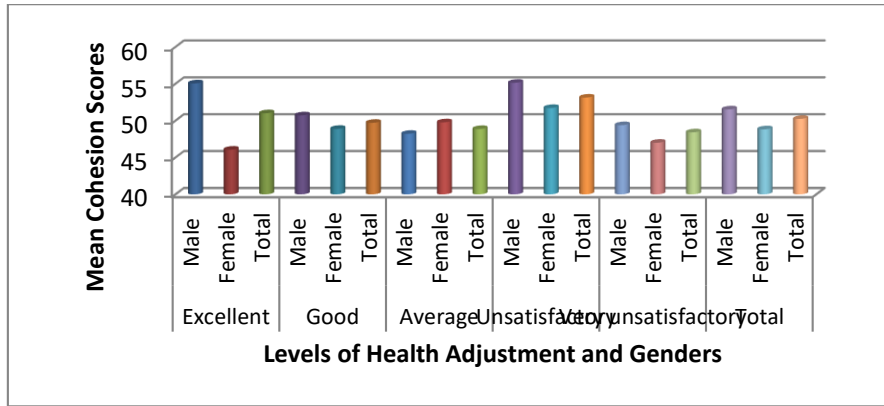
**Antonia Lozano Diar [2003]** conducted a study on personal, family and academic factors affecting achievement in secondary school students. The present study aimed at establishing relationship between personal, family and academic factors that accounted for school failure, as well as determined how these factors influenced each other. The hypotheses were fulfilled differentially, showing the selective predictive powers of the different contextual variables [family and school related] in accounting for school failure in students of secondary education. Results of this study made clear that the personal, family and academic factors directly influence students' academic achievement.

## **ANALYSIS AND INTERPRETATION OF THE DATA:**

In this paper, the methodology adopted for the present investigation was presented. This research paper is on the 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.

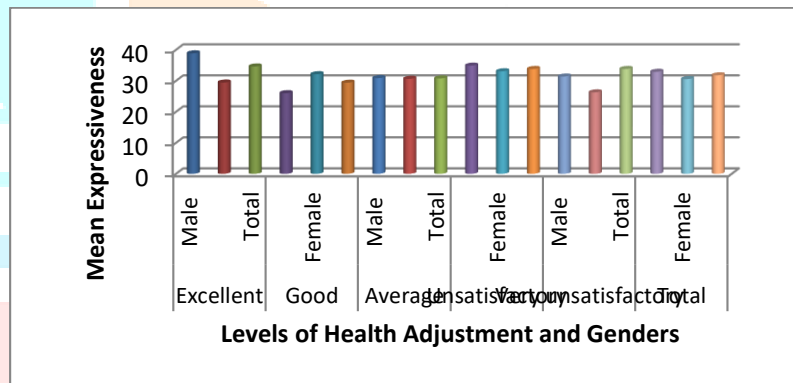
**Graph 1**

**Mean cohesion scores of male and female IT employees with different levels of health adjustment**



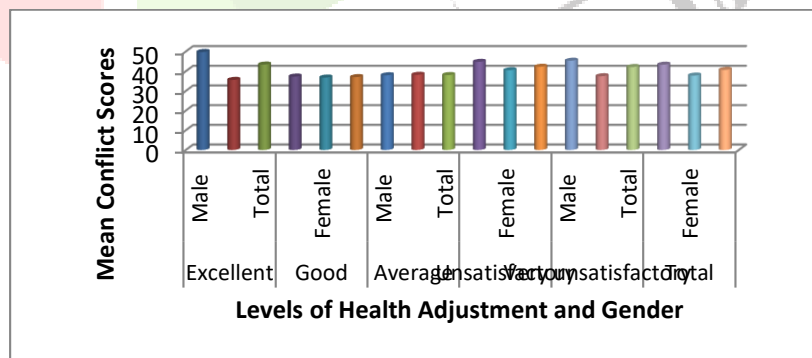
**Graph 2**

**Mean expressiveness scores of male and female IT employees with different levels of health adjustment**



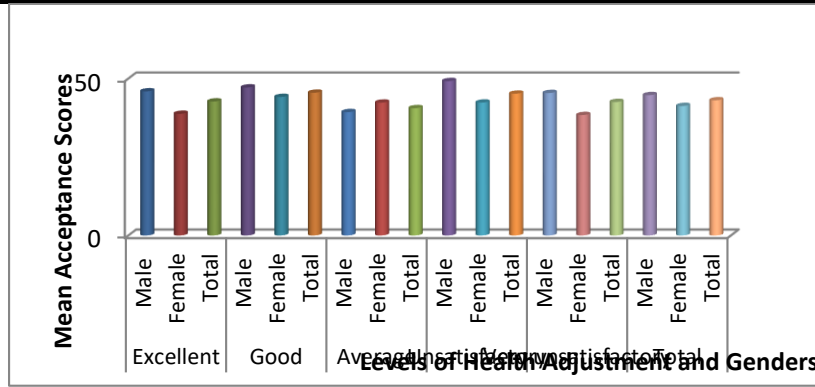
**Graph 3**

**Mean conflict scores of male and female IT employees with different levels of health adjustment**



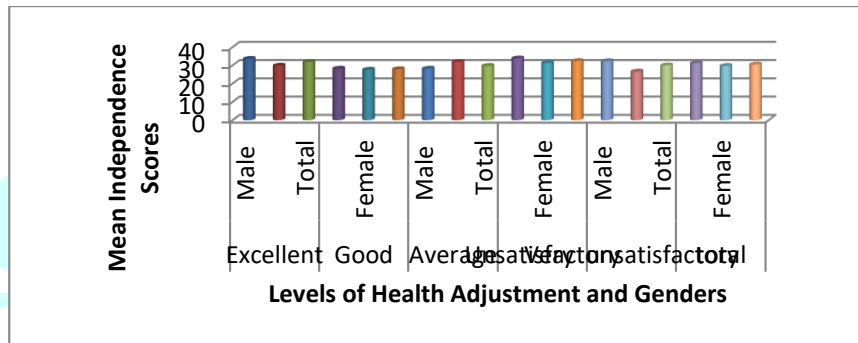
**Graph 4**

**Mean acceptance scores of male and female IT employees with different levels of health adjustment**



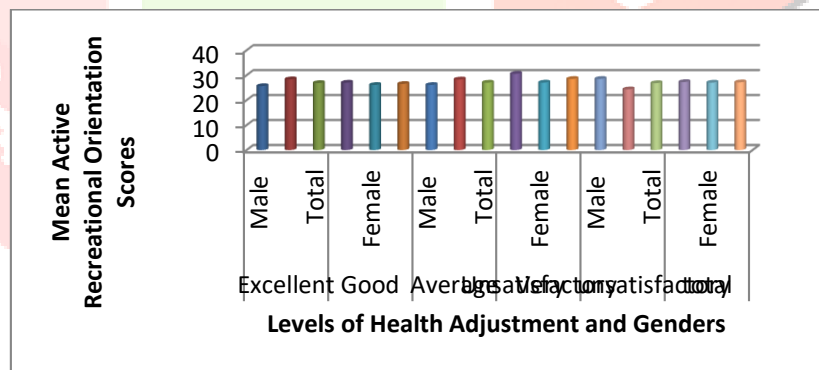
**Graph 5**

**Mean Independence scores of male and female IT employees with different levels of health adjustment**



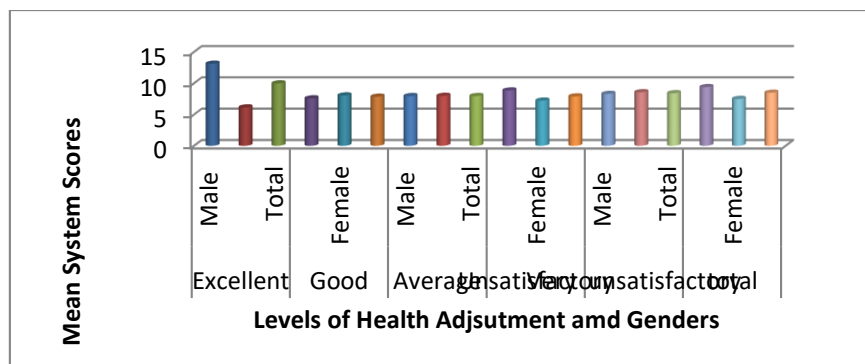
**Graph 6**

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



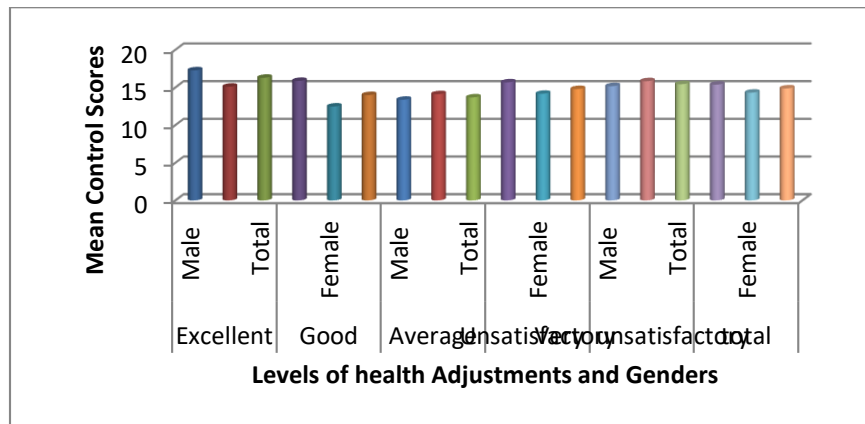
**Graph 7**

**Mean System scores of male and female IT employees with different levels of health adjustment**



Graph 8

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



## HYPOTHESES OF STUDY:

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

## TWO-WAY ANOVA:

**Table.1**  
Organizational climate

Adjustment	Gender	Health	
		Mean	SD
Excellent	Male	58.38	6.35
	Female	50.56	5.93
	Total	54.86	7.27
Good	Male	54.29	3.50
	Female	45.19	1.63
	Total	49.26	5.26
Average	Male	52.21	9.33
	Female	57.67	5.90
	Total	54.49	8.48
Unsatisfactory	Male	60.71	10.50
	Female	54.76	2.62
	Total	57.22	7.56
Very unsatisfactory	Male	51.84	8.22
	Female	53.59	5.18
	Total	52.56	7.13
Total	Male	55.23	8.69
	Female	52.53	6.18
	Total	53.94	7.71
F (adjustment)		F=10.081; p=.000	
F (gender)		F=15.914; p=.000	
F (interaction)		F=14.132; p=.000	

**Health:** It employees with different levels of home adjustment differed significantly ( $F=10.081$ ;  $p=.000$ ), 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 54.86, 49.26, 54.49, 57.22 and 52.56 respectively. Gender comparison revealed a significant difference between male and female employees ( $F=15.914$ ;  $p=.000$ ), where male employees had higher Health scores compared to female employees. The interaction between adjustment levels and gender was found to be highly significant ( $F=14.132$ ;  $p=.0000$ ), revealing that the pattern of Health scores are differ for male and female employees irrespective of their adjustment levels.

## RESULTS:

This research paper discusses the result various level of health adjustment by IT employees is given below:

**Cohesion:** It employees with different levels of health adjustment differed significantly ( $F= 6.304$ ;  $p=.000$ ), where we find that as the health 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 51.00, 49.70, 48. 53.12, and 48.41 respectively. Gender comparison revealed a significant difference between male and female employees ( $F=18.030$ ;  $p=.000$ ), where male employees had higher cohesion scores compared to female employees. The interaction between adjustment levels and gender was found to be non-significant ( $F = 7.020$ ;  $p=.000$ ), 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 health adjustment differed significantly ( $F=18.717$ ;  $p=.000$ ) where we find that as the health 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 34.61, 29.38, 30.76, 33.81 and 33.81 respectively. Gender comparison revealed a not significant difference between male and female employees ( $F=15.393$ ;  $p=.000$ ), where male employees had higher cohesion scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant ( $F= 23.189$ ;  $p=.000$ ), 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 health adjustment differed significantly ( $F =9.715$  ;  $p=.000$ ) where we find that as the health 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 43.38 37.00 38.03 42.26 and 42.13 respectively. Gender comparison revealed a significant difference between male and female employees ( $F=49.014$ ;  $p=.000$ ), where male employees had higher Conflict scores compared to female employees. The interaction between adjustment levels and gender was found to be - significant ( $F =13.763$  ;  $p=000$ ), 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 health adjustment differed significantly ( $F=7.591$  ;  $p=.000$ ) where we find that as the health adjustment problems increased, Acceptance and caring t scores decreased linearly and significantly. The mean Acceptance and caring scores of It employees with excellent, good, average, unsatisfactory and very unsatisfactory adjustment are 42.68, 45.47, 40.54, and 45.16 respectively. Gender comparison revealed a significant difference between male and female employees ( $F=32.547$ ;  $p=.000$ ), 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 ( $F = 8.193$ ;  $p=.000$ ), 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 health adjustment differed significantly ( $F =5.243$ ;  $p=.000$ ) where we find that as the health 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 31.83, 27.83, 29.65, and 32.29 respectively. Gender comparison revealed a significant difference between male and female employees ( $F=6.469$ ;  $p=.011$ ); Where male employees had higher Independence scores compared to female employees. The interaction between adjustment levels and gender was found to be -significant ( $F =5.750$ ;  $p=.000$ ) 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 health adjustment differed significantly ( $F =2.789$ ;  $p=.027$ ) where we find that as the health 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 26.85, 26.49, 26.99, and 28.48 respectively. Gender comparison revealed a non-significant difference between male and female employees ( $F=2.213$  ;  $p=.138$ ), where female employees had higher Active recreational orientation compared to male employees. The interaction between adjustment levels and gender was found to be -significant ( $F =8.687$ ;  $p=.000$ ) 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 health adjustment differed significantly ( $F=5.578$ ;  $p=.000$ ); Where we find that as the health 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, 7.88, and 8.39 respectively. Gender comparison revealed a significant difference between male and female employees ( $F=27.650$ ;  $p=.000$ ), 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 ( $F=27.650$ ;  $p=.000$ ), 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 health adjustment differed significantly ( $F=5.578$  ;  $p=.000$ ); Where we find that as the health 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 16.28, 13.98, 13.67, 14.78 and 15.43 respectively. Gender comparison revealed a non-significant difference between male and female employees ( $F=.528$ ;  $p=.468$ ), where female employees had higher Control scores compared to male employees. The interaction between adjustment levels and gender was found to be non-significant ( $F=25.297$ ;  $p=.000$ ), revealing that the pattern of Control scores are differed for male and female employees irrespective of their adjustment levels.

## CONCLUSION:

The need of daily life can be fulfilled with help of good health. It is necessary for a person to mentally and physically healthy for the development of his personality. Only then can a person be fully accommodated in society. Only a healthy person can be able to analyse the thoughts of his family members correctly. When health is not well, problems of coordination also arise. Everyone tries to make adjustment according to his or her different abilities.

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