

**STUDY OF ADJUSTMENT AMONG WORKING
WOMEN IN RELATION TO FAMILY
ENVIRONMENT, SOCIAL SUPPORT AND
SOME PSYCHOLOGICAL FACTORS**

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THESIS

**Submitted in partial fulfilment of the
requirement for the degree of**

**Doctor of Philosophy
in
Psychology**


**Department of Psychology
UNIVERSITY OF CALICUT**

KERALA - 673 635, INDIA

January - 2003

CERTIFICATE

This is to certify that this thesis, **“Study of Adjustment among Working Women in Relation to Family Environment, Social Support and Some Psychological Factors”** is an authentic record of research carried out by me and that no part of it has been presented before for any other degree, diploma or title.


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This is to certify that this thesis, "**Study of Adjustment among Working Women in Relation to Family Environment, Social Support and Some Psychological Factors**" is an authentic record of research carried out by Smt. Anna Job, P., under my guidance and supervision, and that no part of it has been presented before for any other degree, diploma or title.


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ACKNOWLEDGEMENT

It is with great pleasure that I express my deep sense of gratitude to my supervisor, Dr. C.B. Asha, ^{Professor} ~~reader~~, Department of Psychology, Calicut University, for her valuable guidance and sustained interest bestowed on me at every stage of my investigation.

I express my gratitude to Dr. Anitha Raveendran, Professor, Head of the Department of Psychology, Calicut University, for permitting me to use her 16, Personality Questionnaire (Malayalam Adaptation) in the present study. I am thankful to her for her valuable advice during the period of this work.

I extend my sincere thanks to the working women who served as subjects of my study and to my friends and colleagues for their sincere co-operation in completing this work.

I express my gratitude to my friend and classmate Dr. Sasidharan. T., Lecturer, Department of Psychology for his valuable advice in the statistical analysis and test construction.

Finally I express my gratitude to my Husband, Mother, Daddy and Son who have motivated and assisted me in completing this work.

ANNA JOB. P.

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CHAPTER I

INTRODUCTION

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1. INTRODUCTION

The roles and activities of women tend to be matters of controversy and concern in industrializing and industrial societies. In agrarian civilizations, with much productive work centered on the household, women could usually combine their productive tasks and their family responsibilities, if not without friction, then at least without causing moral disquiet. Industrial production, and the expansion of employment opportunities for women outside the household, brings with it a new set of worries about how that combination can be managed in new circumstances. A frequently expressed concern is the possible harm that might be done to the young child by being deprived of the attention of the mother while the latter is out at work. The employment of women has also been judged, by some, as harmful to the quality of family life and the proper upkeep of the home.

In India during the vedic age (2500 - 1500 B.C.) women were greatly respected and had considerable freedom to move about in the family and society. They took an intelligent part in public affairs.

In the age of Brahamans (1500 BC to 500 BC) gradual changes in the status of women had started. Girls who went through a course of education were commonly from the higher sections of society and some of the women attained distinction in the field of theology and philosophy and some of them took up teaching career.

But during the ages of sutras and epics (500 BC to 560 AD) the status of women changed considerably. They discouraged girls education, encouraged child marriage and widow marriage was opposed. A wife was expected to serve her husband and to keep him satisfied. The theory of perpetual tutelage of women was clearly formulated by Manu- the law giver of Hindu society. The status of women continued to deteriorate during the ages of smrities (AD 500 to AD 1800) and also during the Muslim rule.

During the British rule, social reformers like Raja Ram Mohan Roy, Gandhiji, Annie Beasant and political parties like the Indian National Congress and various women's organizations made pressures to raise the status of women. As a result, education of women was encouraged, the eligible

age of marriage was raised and employment of women was made feasible (Kapur, 1972).

After Independence the pace of change in the role and status of women in India were greatly accelerated. Various acts and statutes viz., The Child Marriage Restraint Act, 1929, The Hindu Gains of Learning Act, 1930, The Hindu Succession Act, 1956, Special Marriage Act, 1954; Hindu Marriage Act, 1955; Dowry Prohibition Act 1967; forbade discrimination, among citizens on the ground of sex and women could claim all the rights and privileges of a man.

The new opportunities for education and employment, the emergence of new socio economic patterns and privileges of equal legal and political rights to women are slowly changing the traditional conceptions of the role and status of women in Indian society. As a result of this Indian women are in the labour force.

While the nature of labour force changes as a function of growing maternal employment, family life is also undergoing a corresponding shift in organization and definition. Marriages are being transformed from a complementary relationship in which husband and wife perform different but interdependent

tasks, to a parallel relationship in which both spouses are employed and both share the domestic responsibilities for home and children. Changes in family roles undergo still more pervasive changes in societal attitudes regarding the proper roles of men and women. These trends in labour force, in family life, and in gender-role prescriptions can be expected to have consequences for the emotional states of the men and women experiencing them. The employment of wives and mothers may be producing resultant changes in the psychological well-being of parents.

There are two competing views on the psychological effects of maternal employment. One holds that the traditional division of labour between the sexes has been functional and beneficial to both. Consequently, as increasing numbers of mothers perform family and work roles, they should experience an increase in role conflict and its resultant strains. This 'role strain' interpretation necessarily assumes that there is a fixed quantity of time, energy, and commitment available for work and family responsibilities.

The second view emphasizes the positive consequences of employment for women's well-being. As women join the

labour force, the strains they experience may, as a consequence, be reduced. 'Gainful employment signifies an opening for women. They get out.' This is consistent with the key assumption of a "multiple identities" hypothesis which holds that there are benefits to be gained through the accumulation of social identities.

But considering the social and cultural context of individual lives, especially shifts in social expectations regarding men's and women's roles. Those who perceive the meshing of work and family roles as personally valuable and culturally sanctioned, who benefit from supportive employment policies and who are encouraged by an ideology of gender equality, should be the least prone to role conflicts and overloads and consequently, the most likely to benefit from their labour force participation.

Review of related literature reveals that multiple roles are associated with competing demands, which can lead to role overload and resulting strain. Measures of role strain include somatization, depression, anxiety, obsessive compulsiveness, discomfort, anger and dissatisfaction. Responsibilities may cripple a woman's climb up the career ladder, while the

burden of care can lead to emotional collapse, financial hardship, strained personal relationships and declines in physical health (Brody, 1985, Cantor, 1983).

Marriage and parenthood can be sources of great satisfaction and happiness for women but can also bring extreme stress. The uniform finding has been that women experience appreciably more change than men in the transition to parenthood (Belsky, Lang and Huston, 1986) and that the subsequent stress particularly affects working class women and working women with difficult infants (McKim, 1987). Combining work and family does not only mean juggling parenting with world outside the home. Increasingly, it means providing care for elderly parents or in-laws as well, and it is women who provide the bulk of this care (Brody and Schoonover, 1986). Even though, multiple role of working women leads to role over load and role strain, there are some psychosocial factors which lessens the role strain and facilitate adjustment of working women. Coping seems to be associated with high income and job satisfaction, not marrying early, and being able to arrange time for family activities. Problems can accumulate across roles, but so can rewards.

Participation in multiple roles may cancel some of the negative events generated by particular role.

Involvement in multiple roles has been found to offer certain benefits. Some women with multiple identities have reported superior health (Thoits, 1983). Some employed women have a more autonomous sense of self as a result of working and a number of dual – career families rate their life – styles positively. Skinner (1980) found that the healthiest women have multiple roles – a job, husband and often children.

Social support has been thought both to build stress resistance and to serve as a buffer when stress is present. The needs of persons under stress can include emotional support, informational support and instrumental support. The benefits of social support may depend on the degree of individuals integration into a large social net work (Cohen and Wills, 1985).

1.1 Definitions of Adjustment

According to Shaffer (1961) adjustment is the process by which a living organism maintain the balance between his

needs and the circumstances that influence the satisfaction of his needs.

Arkoff (1968) defines adjustment as a person's interaction with his/her environment. A healthy individual constantly strives to meet their needs and reach their goals. At the same time they are under pressure from the environment to behave in certain ways. Adjustment involves the reconciliation of personal and environmental demands.

Eyeseaks Encyclopaedia of Psychology (1972) defines adjustment as a state in which the needs of the individual on one hand and claims of society on the other hand become fully satisfied. The important components of adjusted behaviour are the possession of a wholesome out look on life, a realistic perception of self, emotional and social maturity, and a good balance between inner and outer forces that activate human behaviour.

Gilmer (1975) defines behavioural adjustment as the process of trying to bring about a balance between needs' stimuli and the opportunities offered by the environment. It is a concept that develops gradually in our understanding.

One common definition of adjustment is adaptation behaviour that permits individuals to meet the demands of the environment. These demands may be physical or psychological (Rathus and Nevid, 1983).

Adjustment is also seen as a process by which an individual attempts to cope with master, and transcend the challenges of life by utilizing a variety of technique and strategies (Kaplan, 1984). The idea is that each human enters the world with certain bodily needs and measurements. The person adjusts to the environment in order to satisfy these needs as smoothly and safely as possible.

1.1.1 Theoretical Approaches to Adjustment

Even though there are many theories in psychology to view adjustment of which mostly applied are psycho analytic perspective, behaviouristic, the social – learning perspective and the humanistic perspective.

1.1.2 Psycho analytic perspective

Sigmund Freud who originated this theory gave much importance to hidden primitive impulses particularly sexual and aggressive impulses as influencing human behaviour than conscious ideas. According to Freud most of the mind is

unconscious and having conflicting wishes. People usually try to satisfy these impulses, yet at the same time seek to avoid the condemnation of others and themselves. So people would often delude themselves about their true motives.

From psychoanalytic point of view, adjustment implies keeping the basic impulses at tolerable levels. It means walking a tight rope, meeting needs by finding outlets for internal pressures while managing to avoid social disapproval and self condemnation. Freud believed that processes of personal adjustment are mostly, unconscious and that we are unaware of the real reasons for much of our behaviour.

Neo-Freudians have felt that it is too dim a view of human nature. Psycho-analyst such as Erickson, Henry, Murray and Karen Horney have argued that some human functioning is fully conscious and that people experience constructive conscious motives as well as basic gut level urgings.

1.1.3 Social Learning Perspective

Social learning theory is based on the principles of learning especially classical conditioning, operant conditioning and observational learning. From this people learn to respond

in specific ways to specific situations because of the consequences of their behaviour or because they observe others responding in certain ways. However, most social learning theorists believe that many responses may involve active conscious decision making, based on our skills, values and expectations of reward or punishment.

From a social learning point of view, adjustment implies learning rewarding responses to environmental stimulations. In order to be able to gain rewards accurate expectations about the world and acquired adequate social and technical skills must have been developed.

Social learning theorists argue that maladjustment as in the case of an inappropriate social expectations or excessive anxieties, is also learned through experience. It is possible that painful experience will cause to develop habits of avoiding rather than meeting the challenges of life.

1.1.4 Behaviouristic Perspective

Behavioural psychology is an approach that emphasizes the learning process. It calls attention to such concepts as habits and conditional responses. The subject matter of behavioural psychology is behaviour itself, not the mind. Thus

behavioural psychology tends to down grade such concepts as ego, unconscious motives and defence mechanisms. Behavioural psychology sees human problems as the result of learned error tendencies. Just as they are learned, they can be unlearned. This point of view can be applied with equal facility to overt behaviour (e.g., excessive nail biting) or to covert behaviour (e.g. excessive anxiety). Thus for the behavioural psychologist the prime pathway towards adjustment and growth is learning new and effective ways to behave. Adjustment through the selfmodification of behaviour is an increasingly dominant theme of behavioural psychology. But the idea is far from new.

1.1.5 Humanistic perspective

Humanistic psychologists give much importance to the individual. According to them each individual must try to be self aware of himself and thereby be able to react appropriately to the changing situations. The humanist adjustment implies that each individual should accept one's own self for what he is. He should not live according to standards of parent and others but he should be aware of himself and should live

according to his self. If one possesses stable or consistent personality one can call him as a well adjusted person.

Humanists do not deny that some sources of motivation are necessary to respond to the environment according to principles of learning. But to them the essential qualities of being human are self awareness and the ability to make conscious choices to define behaviour and one's own unique personality.

1.1.6 Areas of Adjustment

Theoretical as well as empirical attempts were made to explain adjustment with reference to different contexts.

1.1.7 Family Adjustment

Family is the first and long term context in which as person has to adjust. It can be defined in terms of simple physical coherence, of happiness of achievement of certain tasks or success in dealing with family problems.

Family conflicts arise because its members are not in agreement on the role that each of them has to play. Other conflicts stem from personality clashes among the family members and differing philosophies of life.

1.1.8 Vocational Adjustment

Arkoff (1968) has defined vocational adjustment in various ways. First it can be equated with vocational maturity. Secondly, vocational adjustment through a succession of related and increasingly desirable jobs. A third way of defining vocational adjustment is a continuous and life long process, that it can be divided into 5 stages: (1) growth stage (2) exploration stage (3) establishment stage (4) maintenance stage (5) retirement or declining stage.

1.1.9 Marital Adjustment

'Marriage' is another important area of adjustment. It represents an important social and personal long term bond. A marriage will be successful if it persists and if it brings happiness to the people involved in it. Marriage adjustment can be understood by focusing the marriage needs of the couple. Conflict arises when the need patterns of the spouses are incompatible or when they become increasingly so with the passive years. Another important aspect is the sex need. Usually problems arise when there are crucial differences in a couple's sex needs, attitude, arousability and satisfaction. A second useful focus concerns the view that each person takes

of himself, his spouse and other people. A third is on the role they are expected to play. Marital conflicts arise when husbands and wives differ in their role expectations or in their role perceptions (Arkoff, 1968).

1.1.10 Social Adjustment

Social adjustment is necessary for the survival of the individual as well as for the survival of society. The term is also used to indicate the processes by which an individual or a group reaches a state of social equilibrium in the sense of experiencing no conflicts with the milieu. The biological connotations of the concept show its close relation to the theory of evolution. The adaptation character of behaviour modifiable through learning is also part of the total problematics of social adjustments.

1.2 Social Factors

1.2.1 Family Environment

Family environment is the general emotional atmosphere or tone in a family. At times, the emotional climate may be difficult to perceive as it, truly exists, because of a facade created by others. To determine the family environment, there

is an interpersonal relationship among family members on the directions of personal growth emphasized in the family and on the organization or structure of the family. Family environment mainly measures the three domains of the family climate. The relationship dimension, personal growth or goal orientation dimension and system in maintenance and change dimension.

1.2.2 Relationship Dimension

The relationship dimension includes cohesion, expressiveness and conflict. The dimension assess the degree of commitment, help and support family members provide one another the extent to which the family members are encouraged to act openly and to express their feelings directly; and the amount of openly expressed anger, aggression and conflict among family members. In families that were perceived as being cohesive, young people engaged social action and also in the use of professional help, and did not declare that they were defeated nor did they declare that they did not have the strategies to cope. It could be conjectured that in these families there is a sense of security in one's identity and in the family as a source of support for the

individual. A feature of the relationship dimension of family functioning is the expressiveness within the families. In families that score highly on expressiveness within the families, young people did not show a need to resort to relaxing, diversion or wishful thinking nor did they keep to themselves. In families that are high on conflict, young people resort to the use of tension reduction strategies (Moos and Moos, 1981).

1.2.3 Personal Growth Dimension

Independence, achievement orientation, intellectual – cultural orientation, active recreational orientation and moral – religious emphasis constitute personal growth dimension. This dimension is indicative of the extent to which family members are assertive and self sufficient and make their own decisions; and the extent to which activities are cast into an achievement – oriented or competitive frame work. Generally, in families that are perceived as scoring highly on the personal growth dimension, young people display industry and work hard and achieve and are resourceful in seeking social support from others.

In the families where they are high on the achievement – orientation there seems to have a high usage of physical recreation, hardwork and achievement, seeking social support and physical relaxation and low usage of maladjustment and tension reduction. In families that are having an intellectual cultural orientation there is high use of seeking social support; focus on problem solving, focus on hardwork and achievement. Another important feature of the personal growth dimension of family functioning is moral and religious emphasis. In families that are high on moral and religious orientation, young people use seeking spiritual support, relaxing diversions and they work hard and achieve (Moos and Moos, 1981).

1.2.4 System Maintenance Dimension

Organisation and control are the two important aspects of system maintenance dimension. The dimension assesses the degree of importance of clear organization and structure in planning family activities and responsibilities and the extent to which set rules and procedures are used to run family life. In authoritarian families where there is a high degree of control

there is little use of work hard and achieve (Moos and Moos, 1981).

Family sociologists remarked that home and family are at the centre of ambition and self respect from ordinary man and woman. The family provides the supreme comfort and support for persons of all ages. The successful rearing of a family provides the main sense of achievement for most people.

Initial efforts of social scientists beginning in the 1930's to investigate possible relationships between work and family life focused primarily on the presumed negative consequences of employment among married women. Much of the maternal employment literature tested the proposition that children whose mothers work outside the home are deprived of a critical attachment, adversely affecting their later development. At the same time sociologist predicted that women's entry into the paid labour market would occur at the expense of a cohesive family unit.

1.2.5 Changes in the pattern of family organization

With the advent of industrial civilization and with advancement of technology, new factors of social

transformation began to accumulate which were potent enough to cause devastating social changes. The old size of family and the scope of economic security it could provide have almost vanished. Family is gradually becoming the smallest unit of human association which is essential for the prime act of provocation. As families attempt to hold on to satisfying habits and values of the past and at the same time participate in the society of the present; certain adaptations in family roles and activities occur. The family is largely on the receiving end of social pressures, yielding, adjusting and changing the society changes. The technological revolution, the population revolution, the democratic revolution has affected the family organization.

The education of women has made them unable to accept the drudgery of house work and child care without damage to their personalities. Some social thinkers believe that the family has outlined its usefulness. Factors seen to contribute to family instability are (i) lessened external control because of heightened mobility and shifting friendship groups, (2) heightened external pulls because of needs to achieve and increased interaction between the sexes both at work and

involuntary associational membership and the conflict between economic and humanistic values.

1.2.6 The effect of family on women's career development

Now Indian society is passing through a transitional phase where neither traditional ideologies have faded nor have modern ideologies been firmly rooted in the ways of society. So it is probable that women with multiple roles are likely to experience a great deal of stress and distress in their lives because of their own demands and expectations, those of their spouses, their children and outside employment. There are several psychosociological and biographical factors that are related to problems of multiple roles. The relationship between distress, stress, marital adjustment and coping strategies thus become an important issue (Agarwal, 1994). Laws (1979) contends that family and children affect career to a greater extent than career affects family. The absence of family demands appears to be beneficial for career advancement. Frieze, Fisher, Hanusa McHugh and Valle (1978) noted that single professional women tends to be more productive and successful than married professional women.

Social factors like social support also plays a vital role in the career development of women.

1.3 Social Support

Social support has been broadly defined as a range of significant interpersonal relationships that have an impact on the individuals functioning (Capalan, 1974). Hirsch (1980) notes that social support encompasses those people who are at present significant and who are either members of one's social network (i.e., family or friends) or non mental health professionals (such as physician or clergy). Social support refers to the resources potentially useful information and things provided to individuals or social units (e.g. a family) in response to the need for help and assistance (Cohen and Syme, 1985; Dunst and Trivette, 1990). The person and institutions with which a family and its members come in contact either directly or indirectly are referred to as the family's personal social network that is the primary source of support to families and individual family members (Dunst and Trivette, 1990).

Supportive social systems are presumed to provide tangible assistance, promote more active coping and help

individuals maintain their sense of self esteem in the face of difficulty (Heller and Swindle, 1983). Social support can mederate stress experience and its effects. Caplan (1976) has suggested that support system may aid members to mobilize their psychological resources, master strain, share tasks and obtain necessary supplies such as information and skills.

Observations in a variety of setting have led to the idea that social support (a) contributes to positive adjustment and personal development and increased well-being in general (Cohen and Wills, 1985; Brenda et al., 1990). (b) provides a buffer against the psychological consequences of exposure to stressful life events (Cohen and Syme, 1985; Cohen and Wills, 1985; Kessler and McLeod, 1985).

Recently, much attention has been given to two ways of social support; perceived support and received support. Perceived support refers to the psychological sense of support derived from feeling loved, valued and part of a network of reliable and trusted social relationships (Gottlieb, 1985). It is more stable over time because it is not context dependent. Received support, on the other hand, represents concrete instances of helping derived from one's social network, with

this help or 'provisions' usually being categorized as emotional support, instrumental support, appraisal support and informational support (House and Kahn, 1985). The term 'enacted' support in the place of received support has been used by some authors (Barrera, 1986; Tardy, 1985).

The presence of caring relationships and the experience of social support indisputably contribute to the quality of person's life. Workload and quality of experiences at work and at home are major predictors of work family strains. On the contrary, social support and sex role attitudes are major predictors of work family gains (Barnet, Rosalind and Nancy, 1993). We can therefore suggest that the social support is to be provided by friends, workmates and neighbours. These relationships are intimate levels of social support.

1.3.1 Friends

Friends may engage in leisure time activities and talk a lot with, and this may displace negative emotions such as depression and anxiety, which may have damaging bodily emotional and mental effects. Friends have been found to produce direct benefits on mental health, particularly with those who have lost other relationships. Studies of happiness,

reveal that being with friends is the most common source of joy. They could provide help or advise to control emotions. And some kinds of talk can be successful when it solves problems, when it produces a more constructive outlook or allows catharsis, as in psychotherapy. It seems very likely that cooperation leads directly to positive relations between people, and to positive emotions (Argyle, 1991). Women give more social support than men. Women having more intimate relationship with both family and friends, are more comfortable with intimacy than men are and benefit more from social support (Hobfoll, 1988).

1.3.2 Workmates

Workmates can buffer the effects of a work stresses on physical and mental health. Workmates can cooperate and provide help at work. They operate partly like friends and also engaged in many non work activities, visiting homes talking or gossip, discussing personal life, having coffee or meals together and look after. This kind of support is more useful than family support to help with work difficulties and this results work stresses being perceived as less stressful (Argyle, 1989).

1.3.3 Neighbours

Neighbour's support is considerably weaker than of friends. For the traditional families, neighbours lived very close are a major source of help and support. For eg. financial support, and food etc. To seek support, working women are required to maintain friendly relations with immediate neighbours and need to bother to know most of their neighbours.

1.3.4 Family support

It has the greatest effect on the mental health of working women. Many studies have shown the importance of close relationships for both physical and mental health. The family is a special kind of social group, engaging in a kind of biological cooperation, in which members eat and sleep together and look after each other, in a high degree of intimacy (Argyle, 1991). It is found that in a close or "Communal" relationship, those involved are much concerned with the needs and welfare of one another, and that doing things to help the other is a source of joy (Williamson and Clark, 1989). The benefits for physical health come from family members looking after one another, with the result that there is better

health behaviour and in addition, the immune system is strengthened by intimate attachments (Argyle, 1991). Family support increases self-esteem and feeling of mastery.

1.4 Psychological Factors

A variety of psychological factors are found to play a vital role in the adjustment of working women. The present study is concerned with two crucial factors viz. self concept and personality.

1.4.1 Self concept

Self concept begins to develop almost from birth. We differentiate between sensations and feelings that come from himself/herself and those that come from the environment. Early experiences of pleasure or pain, affection or rejection from the conceptual anchor for future self concept. When one begin to use language and encounter more and more experiences the self concept takes shape and subsides resisting major changes.

Self concept come from interaction with others. At the earliest parents as most powerful "others" provide the basic framework for the self concept. Finally, all aspects of the

society in which one live in contribute to the development of self concept.

In the formation of self concept learning is an important process. It is relatively a permanent psychological change that occurs as a consequence of experience. There are three important aspects of learning that form the self conceptual association, consequences and motivation. Though the self concept is the product of learning, problems in learning may damage the self concept.

1.4.2 Definition of self concept

Self concept is a composite of thoughts and feelings which constitute a person's awareness of his individual existence, his perception of what he has, his conception of who he is and his feelings about his characteristics, qualities and properties. In short, self concept is the totality of one's way of seeing himself. It is the attitude and feeling that a person has regarding himself. The function of self concept is motivating, integrating and organizing the world of experiences with which he comes across.

According to English and English (1958) self concept is the fullest description of oneself of which a person is capable

at any given time. The emphasize is upon the person as the objective of his own self knowledge and includes his feelings about what he conceived himself to be. Hall and Lindzey (1957) defines self-concept as how he perceives himself, what he thinks of himself, how he values himself and how he attempts though various activities to enhance or defend himself. Mehrens (1967) states that how a person perceives himself will be termed self concept and what he writes as a report form will be termed his reported self concept or self report.

Coleman (1965) defines an individual's self concept as his picture or image of himself, his view of himself as distinct from other persons and things. This self image incorporates his perception of what he is really like (self identity) and of his worth as a person (self evaluation) as well as his aspiration for growth and accomplishment (self ideal).

The ideal self concept is defined by Rogers (1969) as the self concept which the individual would most like to possess, upon which he places the highest value for himself. To Hurlock (1981) it is the terms what a person can call his and what are the structural components which form the self

concept. According to her the concept of self has three components, the perceptual, the conceptual and attitudinal. The perceptual component is similar to physical self concept which includes the images of one's appearance, attractiveness and sex appropriateness of body and the different parts of his body.

Good (1973) considered self concept as the individual's 'perceptions' of himself as a person which includes his abilities, appearance, performance in his job and other phases of daily living. The changes in the concepts of self by his inconsistent and temporary nature need not be accompanied by drastic changes in the behaviour of the individual concerned. It is possible that changes in the self concept, by virtue of its importance, and centrality and its longer stability will be accompanied by important changes in the behaviour of individual.

Rosenberg (1979) defines self concept as the 'totality of the individuals thoughts and feelings having reference to himself (or herself) as an object'. According to him self concept is a person's 'picture' of himself or herself. The picture is not the 'true self'. We cannot see ourselves as we

really are, we can only infer what we are like. Our pictures of what we are like are profoundly supplemented by our perceptions of what we wish to be like. In fact, this idealized image may tyrannize us.

1.4.3 Self concept and adjustment

Self concept is a social phenomenon. It arises out of interaction and is modified in the course of further interaction. It is based upon the individual's interpretation of the responses of others, and influences the individual's behaviour. Since the individual's behaviour affects the actual responses of other, the process becomes a circular one. Coomb (1969) found that interpersonal success results in a more favourable self-concept, which leads to a great amount of social participation, which in turn tends to promote more interpersonal success.

Positive self concept is good for better adjustment. Self esteem is an integral part of emotional well-being. No one can maintain psychic health and a negative self concept at the same time. Those who maintained a negative self concept over the two year period manifested considerably more personality

maladjustment than those who maintained positive self concepts.

1.4.4 Personality

The term 'personality' is often used by the lay public to denote the external appearance of an individual. In philosophy the meaning of personality has been interpreted in the sense of the internal self. The word personality has been derived from the Latin word 'persona' which means mask. Thus personality is not a fixed state but a dynamic totality which is continuously changing due to interaction with environment. Personality is known by the conduct, behaviour, activities, movements and everything else concerning the individual.

Many investigations from different disciplinary backgrounds and point of view defined the term 'personality' in different ways. Eysenck (1953) has defined personality as "the sum total of the actual or potential behaviour patterns of the organisms as determined by heredity and environment and it originates and develops through the functional interaction of the four main sections into which these behaviour patterns are organized, the cognitive sector, the conative sector, the

affective sector and the somatic sector. Functional interaction of these sectors constitutes the essence of personality". In the words of Allport (1961) "personality is the dynamic organization within the individual of those psychophysical systems that determine his characteristic behaviour and thought".

According to Hurlock (1981) most of the popular meanings of personality fall under two headings. The first usage equates the term to social skills or adroitness. An individuals personality is assessed by the effectiveness with which he/she is able to elicit positive reactions from a variety of persons under different circumstances. The second usage considering the personality of the individuals is the most outstanding or salient impression which he creates in others. A person may have an "aggressive personality" or "sensitive personality" or a "fearful personality". Byrne defines personality as the culmination of all the relatively enduring dimension of the individual differences on which he can be measured (Lamberth, Rappaport and Rappaport, 1978).

1.4.5 Theories of Personality

Personality theories are categorized into mainly four; Psycho analytic theories, Trait theories, social learning theories and phenomenological/existential theories.

1.4.6 Psycho Analytic Theories

Psychologists have studied the human personality from different disciplinary backgrounds and different points of view, the most famous are those from the Psychoanalytic tradition. Personality, according to Freud (1915), represents the compromise between the needs of the individual and the demands of the society. Freud divided personality into structures (the Id, the ego and the super ego) that represents the dynamic interaction of specific processes. It is the harmonious functioning of these structures that determine the adequacy of personality development. Although similar to Freud in some respects, Jung's personality theory differs in three basic ways, it is concerned with man's racial history, with the influence of the future and with the concept of the self. Contemporary to Freud and Jung, Adler's major concepts are compensations, schemes of orientation, social interests, sibling rivalry and self esteem. Fromm's theory of personality

provides a bridge between psycho-analysis, existentialism and the social sciences.

1.4.7 Trait Theory

In diverse settings, personality characteristics have a fairly generalized effect on behaviour. Personality traits are relatively enduring. Allport (1961) felt that there were pervasive dispositions in individuals that determine most aspect of individual behaviour (cardinal traits) and less pervasive but still quite generalized traits (central traits) Cattell strongly adheres to the proposition that whatever exists in some quantity, and can in principle be measured. Cattell differentiated between source traits and surface traits. Source traits are underlying sources of observed behaviour, surface traits are clusters of trait elements that appear in hand together.

1.4.8 Social learning Theories

Social learning theorists are of the view of behaviour modification, by strengthening some behaviours and weakening others. Classical and instrumental conditioning are the two basic procedures, social learning therapist use in the study of learning. Dollard and Miller were two personality

theorists who set out to combine Freudian Psychoanalytic theory and Hullian learning theory. They emphasized the role of drive, cue, response and reinforcement in learning, and the role of conflict in maladaptive behaviour. Wolpe incorporated principles of classical conditioning into a theory of reciprocal inhibition and developed a technique of systematic desensitization. Bandura, working with children, emphasized the role of models and imitations in learning.

1.4.9 Phenomenological/Existential Theories

Phenomenological or existential theories explain personality in terms of the importance of personal consciousness, the freedom to think, feel and act and the necessity of values for a meaningful life. Existentialism and phenomenology are related; but can be distinguished because each approaches the study of people differently. Existentialism encourages the analysis of theoretical concepts such as meaning, freedom, anxiety and their importance to human experience. Phenomenology focuses on the technique of investigation. Kelly's phenomenological theory emphasizes people's ability to assess and adjust to experiences. Rogers believes that people organize their experiences around a subtle

feature of their self concept. Maslow suggests that personality is an individual's unique expression of his or her needs. They have stressed a basic drive towards self actualization as the organizer of all the diverse forces whose interplay continually creates what a person is. Humanistic theories have been described as being holistic, dispositional, phenomenological and existential and they are definitely optimistic about human nature (Zimbardo, 1995).

1.4.10 Role of Personality and Adjustment

A number of personality theorists have chosen to emphasize the function of personality in mediating the adjustment of the individual. Personality consists of the varied and yet typical efforts at adjustment that are carried out by the individual (Hall and Lindzey, 1985). A very general meaning of personality adjustment, according to Patty and Johnson (1953) "is the process of living itself the dynamic equilibrium of the total organism or personality". Adjustment is an active process that occurs as the individual lives in his home, takes education, does some job and engages in social relationships. Adjustment is the process of establishing a

psychological relationship between the individual and his environment.

The importance of the need for a desirable personality for better adjustment is confirmed by many studies. The study of Rozenweigh (1944) points out the importance of personality which is individuals capacity to withstand frustration without failure of psychological adjustment. Sherman and Joast (1942) have found that neurotics have lower frustration tolerance. Their study further revealed that introverts and neurotics have more adjustment problems than others. Gupta (1978) has found positive and significant relationship between personality adjustment and extraversion introversion. Neuroticism is found to be inversely but highly and significantly related to personality adjustment.

1.5 Demographic factors of Adjustment

Besides social and psychological factors demographic/ personal factors also affect adjustment of working women. Age, gender, financial status, time and place of work, education, religion and caste and biological factors such as motherhood, menstrual cycle and physical health play a crucial role in their adjustment.

Available studies show that usually lower socio economic groups (as measured by occupation, education, income or any combination) experience greater level of stress in terms of life events and job stress than do higher socio economic groups (Keita and Jones, 1994). The study conducted by Tavris (1976) among working wives from affluent families report that the subjects expressed greater feelings of self-esteem and competence. Full time house wives were found more satisfied with their marriage. The least satisfied group often came from working class families and was less educated.

Age and sex of the individual seem to affect adjustment. Gender differences is found in work stress of executives. It is also found that stress experience increases with advancing age. Sex is found to be a major factor affecting the stress condition (Beena and Poduval, 1994).

Mental health of the individual also affects adjustment. Multiple roles are associated with competing demands, which can lead to role overload and resulting strain. Anhensel (1986) examined the relationship of depression to joint effects of strain from marital and employment roles. She found that employed wives with a combination of low marital strain and

low employment strain had the lowest rates of depression rates significantly lower than for non employed wives with low marital strain suggesting the benefits from multiple roles.

In the case of working women, place of work and time to be spent in the work place cause great strain. The women who were employed part time expressed the most life satisfaction. Their situations apparently gave them the social and psychological benefits of employment but also allowed them more times to fulfill their family responsibilities (Ferre, 1976).

In the case of couples who live apart suggest that marital forms inherent strains make it a difficult life style. Time and place discontinuities result from two residence living. Two residences mean that spouses are not able to mesh and coordinate time schedules nor do they share the common base of their co-resident counterparts (Gross, 1987). Because of the social problems, role strain is increasing. This causes many psychological problems.

The most uniform finding has been that women experience appreciably more change than men in the transition to parenthood (Belsky and Huston, 1986). The

subsequent stress particularly affects working class women and working women with difficult infants (McKim, 1987). Combining work and family does not only mean juggling but parenting with work outside the home. Increasingly, it means providing care to elderly parents and or in-laws as well and it is women who provide the bulk of this care.

Menstrual cycle causes several biological as well as psychological changes in working women. Pre-menstrual symptoms causes mood changes. The regularity of profiles suggest that variability in the severity of pre menstrual symptom may be the result of individual differences in the expression of one's underlying pathopsychological process (Jane, Annette and Hainke, 1993). The pre-menstrual tension subjects showed a significantly higher pre disposition to anxiety and neuroticism and a lower pre disposition to extroversion than the intermenstrual subjects. Depression symptoms were linked to the timing factor but were worse and more prolonged in subjects with high neuroticism, heavy bleeding or some pain (Mukopadhya, 1993).

The aforementioned reviews suggest that adjustment of working women is related to a variety of factors ranging from

social, psychological, to biographical/personal factors. The present investigation is an effort to examine the role of these factors in facilitating or hindering adjustment of working women and to provide knowledge base to help them deal with the stresses and strains of family and work life and thus improve quality of life and enhance their satisfaction.

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CHAPTER II

REVIEW OF LITERATURE

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2. REVIEW OF LITERATURE

Working women as a group is a large and growing up labour force whose position in society is changing by the very force of their number. Their contribution to the national economy, society and family is judged as essential and valuable.

However, this change in status and recognition as contributing members does not likely to guarantee them life satisfaction. A casual observation will reveal that some women live their life with a sense of fulfillment whereas others come to face life preoccupied with betterness and self-pity. These differences may be suggestive of contrasting pathways, one endowed with maternal comforts and the other marked by deprivation. This does not mean that material well being always ensure happiness and fulfillment and hard times lead to despair and dissatisfaction. Relatively little is known about histories associated with successful and unsuccessful functioning of working women. Research studies have not produced

consistent evidence or understanding about how various factors account for the psychological well-being and life satisfaction of working women. There are not many findings on the correlates of their successful adjustment based on which general statements can be made about the phenomenon. Studies also do not reflect the role of social and psychological factors in the case of successful adaptation and adjustment.

However, in this chapter an attempt is made to give a brief account of the available studies reported so far.

2.1 Family Environment, Social Support and Adjustment

Adjustment of working women depends on a host of factors ranging from personal to situational. Among a variety of situational factors family environment and social support appear to be the most significant. Recently, with the propelling of family support movements, there has been an increased awareness of the wide range of different aspects of family functioning in relation to the life, work and satisfaction of the individuals (Asha, 1994). For

example Iris and Barrett (1972) and Weltz (1957) have found significant relationship between attitudes towards job and those towards life. Consistent relationship between job satisfaction and life satisfactions has been reported by Kornhauser (1965) also. An examination of the relation between life role status and level of professional and personal role satisfaction indicates that role status and responsibility as well as control in the work place significantly contribute to personal satisfaction. Further it is observed that life satisfaction leads to job satisfaction for both men and women (Schmilt, 1981). Nair and Kulkarni (1984) point out that employees adjustment outside their job can significantly affect their satisfaction with job. They have found the employees who are low in home adjustment are less satisfied with job than those who are better adjusted. Most of the studies available suggest a cause effect relationship between family functioning and work life. According to Locke (1976) this cause effect relationship could work in both directions, that is work attitudes could affect family attitudes and vice versa. The mechanism that

is operative on bringing about such effect is emotional generalization and spill over (Asha, 1994).

Another potent factor that relates to working women's adjustment is multiple role and the representations related to it. It is pointed out that though there is nothing extraordinary, such responsibilities are likely to cause severe depression, unhappiness and mental ill health in women. This is also likely to affect their general well being (Asha, 1992). Rossmann and Campbell (1965) and Stolz (1960) reported that service they carry a heavy burden of responsibilities the working mothers usually develop tension. According to Hollahan and Gilbert (1978), Cleary and Mechanics (1983) Working women always experience greater inter-role conflicts and overload of work than men, generally because of women's greater family responsibilities. Evidence show that even when both the spouses work, wives have to perform a disproportionate share of child care and household chores, regardless of their social position (Scarr, 1987). Findings, indicate that responsibilities may cripple a woman's climb up of the career ladder, while the burden leads to emotional collapse, financial hardships and

decline in physical health (Brody, 1985, Cantor, 1983). Employed women also have to deal with stresses associated with their occupational roles (Reisch, 1984, Sund and Ostwald, 1985, Woods, 1985) often without any reassignment of household responsibilities.

Multiple role juggling i.e., simultaneously attending to demands of different roles is found to affect the daily mood states of employed mothers. It seems to have immediate effects on task enjoyment and mood. However, contrast effects and habituations to role juggling overtime are also reported. Further mood states tend to spill over from one episode to the next within a day, but contrast effects are found across days. The results reflected the complex nature of physical adjustment to multiple role occupancy (Williams et al., 1991).

Bental and Grenhaus (1983) investigated the conflict that women experience between their home and non home roles. It was found that the time demands of the non home role strongly associate with conflict for women whose husbands hold relatively traditional sex role attitudes than

for women whose husbands hold relatively non-traditional attitudes. It was also found that traditionally oriented women tend to use reacting coping strategies to deal with intense conflicts.

A study by Krantz and Ostergreuv (2001) conducted among Swedish women ascertains that heavy domestic responsibility and or a job strain situation are factors that seem to contribute a high level common physical and mental symptoms among salaried women of 30-50 years of age. Double exposure is rated as a high risk factor because of synergy.

Noor (1995) in a longitudinal survey of two groups of women differing in occupational status examined the cumulative continuation of the work and family role experiences to well being. It is reported that work overload significantly predict distress at times. But none of the family role variables relate to well-being. It is also noted that high occupational status tempers the negative effects of work overload.

Misra and Bajpai (1998) report on the spill over effects of inter role conflict experienced by women on their marital relations and interpersonal communication. Result suggests that conflict between multiple roles has spill over effect penetrating into their marital life. But the extent varied with the area of marital relatives.

Though not conclusive the findings of a few studies reveal that along with hardships and troubles, involvement in multiple roles offers certain beneficial effects also. Wurf (1987) reports that multiple role performance provides cognitive cushioning in the face of stress and expands potential sources of self-esteem, control and social support. These benefits enhance both mental and physical health (Sorensen and Verbugge, 1987). Some women with multiple role identities have reported superior health (Mostow and New Berry, 1975, Thoits 1983; Verbugge, 1983; Verbugge and Madans, 1985; Waldron and Herold, 1986) whereas a few appear to have a more autonomous sense of self as result of working (Meisenhelder, 1987; Warren and McEachren, 1985).

Successful management of life problems requires skills and personal resources, such as social support to deal with the demands to which one is exposed (Moos and Mitchell, 1982). Tavis and Mann (1977) report that problem solving skills, emotional health and social involvements are related to resources that bear an adequate psychological functioning when individuals encounter life transitions and crises.

The significance of social involvement for psychological well being highlighted in social network analysis and research on stressful events (Cobb, 1979) is central to the adjustment of working women. Many studies particularly in aging emphasise the pattern of interaction with others as important in optimal adjustment (Neugraten, Havighurst and Tobin, 1961; Maddox, 1963). However it is now widely acknowledged that the relationship between adjustment and social support is not as simple as suggested. Several studies; show that social involvement is more strongly related to subjective well being for persons of lower social economic status than for persons of higher status (Larson, 1978) and that the beneficial effects of

social support are especially pronounced among working class women.

According to Curtona, Russel and Rose (1986) positive resources such as social support have beneficial effects on health in the context of stressful life experiences. Studies conducted among elderly persons indicate that major life events are predictive of deterioration in mental functions, physical health, morale and leads to depression (Amster and Krauss, 1974, Sands, 1981-82; Holahan, Holahan and Belk, 1984, Ayuso-Gutierrez, de Diego and Martin, 1982; Linn, Hunter and Harris, 1980).

According to Wearer and Mathews (1991) women who work full time outside the home have greater work satisfaction than women engaged in full time house keeping. Fokkama (2002) observes that doing job outside home and family responsibility particularly child care improves women's health. It is reported that enjoying good health enables women to work outside the home and working outside the some promotes health. Multiple role commitment as positively relates to life satisfaction, self

esteem and self acceptance of working women (Ruderman et al., 2002).

The role of a large number of other factors such as type of institutions, attitude of working women towards work and family (Prasad and Bhustan, 1986, Shukla and Verma, 1986); values and preferences (Ross and Mirowsky, 1994) were investigated in relation to adjustment. Voydemot et al. (1994) reported marital quality as related to family organization. Marital duration relates significantly with marital adjustment (Kumar, 1994). Psychosocial well being of working women is also related to her/husband's values and preferences regarding child care while parents are at work (Ross and Mirowsky, 1994). Again relationship between family cohesion and marital adjustment has been reported by Fisc-loglu and Lorenzetic, 1994).

Personal stressors are found to affect work performance and career progress as well as health and well being of women (Bhagath and Ford, 1991). The role of emotional maturity in adjustment is stressed in the study by Rangan (1994). The author report greater emotional

maturity leads to greater marital adjustment. Work itself seems to influence adjustment and mental health of a number of working women. For example, Fronens study suggests that there is highly positive relationship between work and family satisfaction.

Panda (1996) found marital and social adjustment as negatively affected by employment. Vasudev and Chaudhary (1998) compared working-non working women in marital adjustment and found that working women had higher marital adjustment. Adjustment problems of working women in relation to non working has been examined by Singh and Bawa (1996). They observed that working women are better adjusted at home and socially and non working women found better adjusted emotionally.

Association between social support and adaptation has been observed in a large number of other studies also. Cassel (1976) has noted that the social environment, particularly the presence or absence of other members of the same species influence organisms susceptibility to environmental disease agents. He suggests that the best

way to prevent disease is strengthening individual's social support systems rather than trying to decrease their exposure to stress.

Family therapists and Psychiatrists point out that the social environment including the nuclear and extended family, the work place and community play significant role in the etiology and course of Psychiatric disorders (Speck and Rueveni, 1969). Community Psychologists (Auerbach and Kilmann, 1977; Whitcher and Fisher, 1979) observed that by extending care and support health care professionals contribute to the well being of the socially isolated and economically disadvantaged. Developmental Psychologists also emphasize the connection between attachment and social support (Bowlby, 1969, 1980) and the importance of secure interpersonal relationships for successful adaptation over the life span.

According to Beels, Gutwirth, Berkeley and Struening (1984) social support, like nutrition, is not a concept that can be readily applied from health to illness. Each mental

problem has its own special sensitivity to factors of environmental support.

Much of the research on social support has focussed on the process by which social support affects well-being. A great deal of the literature has evaluated whether or not social support moderates the impact of stressful life events as well-being or more severe forms of psychopathology. It is suggested that the three dimensions of support namely, social network, perceived support and enacted support play different roles with respect to the mental health problems. Leslie and Grady (1985) have reported that certain life events such as divorce or death of a loved one can change the structure of social relationships and lead to increased distress. On the other hand because of their own discomfort, people sometimes intentionally or unintentionally avoid others who have experienced traumatic events such as being diagnosed as having cancer or losing a child (Wortman and Lehman, 1985). By having less contact with network members while experiencing a stressful life event, the individual receives less support during this time of possible increased need. This shift in

contact with network members may ultimately impact whether or not certain persons remain significant members in that persons social net work. Thus it seems that enacted support and social embeddedness are implicated.

Robinson and Garber (1995) observe that social support contributes to well being by meeting the basic human need for affiliation and attachment. That is regardless of the stress encountered social support has a negative impact on distress and a positive relation with adjustment. Having supportive life with family and friends lessens distress and thus helps individuals to live happy and productive lives. Social support is also hypothesized as preventing the initial occurrence of stressful life events that would add to distress and maladaptive outcomes.

A number of studies, affirm that social support lessens the distress or maladjustment associated with negative life events (Heller and Swindle, 1983; Kessler and McLeod, 1985; Kessler, Price and Wortman, 1985, Mitchell, Billings and Moos, 1982, Thoits; 1982). Supportive social net works assist the individual to make realistic cognitive

appraisals of the negative events and thus help to cope effectively with them. (Cohen and Wills, 1985).

Enacted support is concerned with the amount of help provided by members of the social network and the quality of this support. There is a growing literature showing that both the absence of supportive interactions and presence of negative, conflictual interpersonal exchanges are associated with problems like depression (Burbach, and Broduin, 1986; Coyne and Downey, 1991; Downey and Coyne, 1990; McCauley and Myers, 1992); Schizophrenia (Cohen and Sokolovsky, 1978, Bebbington and Kuipers, 1988, Kavanagh, 1992); Bipolar disorders (Miklowitz, Goldstein, Nuechterlein, Synder and Mintz, 1988) and eating disorders (Szmukler, Eisler, Russel and Dare 1985).

In sum, the studies reviewed highlight the importance of the context of social interactions with members of the individuals social net work against the onset of problems and the maintenance of mental health.

2.2 Self Concept, Personality and Adjustment

Modern social psychologists are faced with the task of integrating forces within both the person and the environment so as to explain many of the interfering issues that affect the individuals encounter. Such an attempt could be seen with regard to the study of individuals reaction to stressful life events and how they cope with distressing events and situations and regulate their behaviour.

In this context, it is important to examine the studies that propose that personality dispositions such as neuroticism (Eysenck and Eysenck, 1985, McGrae and Costa 1986) or social competence (Heller and Swindle, 1983; Sarason et al., 1985) explain why some people become distressed and others remain restraint when faced with stressful events; and why some find life the most unhappy while others find it the most successful and satisfied. These studies report that people who are socially skilled tend to cope better with life stressors.

The effects of interaction of personality and social support on well being has been highlighted in a few studies. An example is the research on locus of control and social support (Lef court, Martin and Saleh, 1984 and Sandler Lakey, 1982) report that persons with internal control belief for negative events and low level of social support are more likely to become depressed or otherwise distressed than are people with internal control beliefs and access to support under conditions of stress. This suggests that control beliefs and support interact to moderate the effect of stress on well being. Lef court et al. (1984) have also found that adults with internal control beliefs derived greater benefit from support than did adults with external control beliefs presumably because they are more discriminating and strategic in their use of support.

Russell and Wells (1994) in a study among couples examined the relationship between three personality attributes (Psychoticism, extraversion, and neuroticism) of each partner and the quality of marriage of each partner. The results revealed that neuroticism influences quality of marriage.

Eyesenk and Morlay (1994) assessed the work styles of 35 academic staff members as a function of individual differences in work, locus of control, extraversion and neuroticism. The results show neuroticism as associated with poor work structuring a dislike of challenging work, negative beliefs about ability and performance and negative attitudes and behaviour relating to failure. Life satisfaction correlates negatively with neuroticism and positively with religious commitment. Sexual anxiety, superego conflicts and childhood fears of God mainly associate with neuroticism but not with religious commitment (Pfeifer and Waelty, 1995).

In a significant attempt Hussain and Kumary (1995) explored the relationship of personality dimensions of Psychoticism, extra version and neuroticism with ego strength and adjustment in hundred male college students. Result reveal that ego strength has a positive relationship with psychoticism and neuroticism but a non significant positive relationship with extraversion and there is a non significant correlation between neuroticism and adjustment in that high neuroticism – Psychoticism is related to low

adjustment and high extraversion related better adjustment.

Hussain and Priyadarsini (1996) have investigated the correlate between personality variables such as extraversion neuroticism, dependence proneness and authoritarianism and adjustment problems of the aged. Results reveal that only neuroticism has a significant negative correlation with adjustment. Dependence proneness is found to negatively affect health and overall adjustment.

The relationship between marital adjustment of spouse and their economic condition, married life span and personality factor has been examined by Khokkar and Yama (1998). The result suggest that the adjusted and maladjusted married couples do not differ in economic conditions but married life span is longer among adjusted couples. Shyness and withdrawing traits of wives and humbleness in husbands are indicators of marital adjustment.

The relationship between personality traits and adjustment pattern has been emphasized by Hussena

(1998). The author has found all the personality traits and adjustment pattern as positively and significantly correlated.

A study by Mohan and Aktar (1986) among adolescents reveals that extraversion is to have significant positive correlation with social, emotional and total adjustment. Neuroticism is found to be significantly though negatively correlated with home, health, social, emotional and total adjustment. Psychoticism is also found to have significant negative correlation with home, health, emotional and total adjustment. Life scale scores were positively related to home health, emotional, and total adjustment.

Consideration of the relation between individual personality and environment has lead to a discussion on the effects of how do people's skills in obtaining and maintaining. Social networks, encouraging positive relationships and expressing needs contribute in an optimal way to their level of social support and affect the life course (Carpenter, Hansson, Rountree and Jones, 1984; Sarason,

Sarason and Shearin, 1986). It is emphasized that early experiences with social support may lead to particular personality characteristics which in turn lead to certain support experiences in later life (Sarason, Pierce and Sarason, 1990) that is influential in handling stressful life events. Sarason et al. (1991) in their work with college students have found that perceptions of support from others are positively related to perceptions of others, as well as self perceptions, beliefs about others' views and parents' and friends' actual opinions about the target person.

2.3 Biographical factors and Adjustment

The review of research studies also suggests possible interaction among biographical/personal variables and adjustment of working women.

Role of gender is examined in a number of studies. Srivastava (1987) reports that mental health of female teachers is significantly lower than that of male teachers. Women seen to be poorly adjusted emotionally and socially and at home and work place than their male counter parts (Prasad and Bhustan, 1986). However with regard to

satisfaction with job no gender difference is observed by researchers (Raja Sekhar, Bharath and Reddy, 1991).

Usha Sree, Shesha Reddy and Vinayal (1995) investigated the relationship of gender and gender role to experience of job stress and job satisfaction, the study indicates significant effect of gender role differences on job stress. It is also observed that masculine and androgenous subjects experience more stress than feminine subjects.

Panda, Pradhan and Somapathy (1996) report that mental health and job satisfaction among school teachers positively relates to gender.

Age is another variable that has been examined in relation to adjustment of women. Studies that investigate the role of age to family adjustment and job satisfaction reveal that age relates positively to family cohesion. (Fisloglu, Lorenzetic, 1994) and mental health (Panda, Pradhan and Somapathy, 1996) but not related to job satisfaction both among male and female employees (Ushasree et al., 1995). It has been also reported that anxiety among working women is a function of their age.

Type of institution as well as employment itself are found related to mental health of working women. Singh (1997) reports that working status of women has a significant effect on anxiety. Type of institution where the women work also highly relate to their mental health and job satisfaction.

Relationship of education and adjustment has been reported by Fisloglu, Lorenzetic (1994). Marital adjustment is found to improve with education. Women with doctoral degree has shown better marital adjustment than those with bachelors degree or masters degree.

Graham et al. (2000) related parental status and marital adjustment and reported the potential moderating effects of social support on the relation between parental status and marital adjustment. Women with children and securing lower social support are found more vulnerable to lower marital adjustment than the other groups of women. Marital duration and number of children are also found to correlate significantly with perceived family cohesion (Fisloglu and Lorenzetic, 1994) and adjustment.

Though inconclusive, the few studies available categorically state the relationship of biographically/personal variables to adjustment of working women.

To sum, the aforementioned studies reveal that deterioration and changes in family interaction and poor support received from the social network (enacted support) including family can result in increased distress and possible maladjustment. The studies also show that personality and self concept that develop based on a history of individuals experiences can play significant roles in the onset and maintenance of psychological problems. At the same time the studies reviewed propose that high levels of social support, positive family functioning and conducive personal factors may result in individuals interpreting events as less stressful when they first occur, may increase their coping options or may boost individuals self-esteem and sense of self efficacy, thus leading to effective management of problems, better adjustment and mental health.

The review also suggest the importance of biographical personal variable in facilitating or hindering superior adjustment of working women.

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CHAPTER III

DESCRIPTION OF THE TESTS USED

Contents

- ***Adjustment inventory***
- ***Family environment scale***
- ***Social support scale***
- ***Self concept scale***
- ***16 personality questionnaire – Form C***
- ***Personal data***

3. DESCRIPTION OF THE TESTS USED

The present study was conducted using the following instruments.

1. Adjustment Inventory
2. Family Environment Scale
3. Social Support Scale
4. Self Concept Scale
5. 16 Personality Questionnaire – Form C
6. Personal Data Sheet

3.1 Adjustment Inventory

The inventory was prepared based on Bell Adjustment Inventory (1962) to assess the different level of adjustment functions that may be obtained from the relationship with others. The present scale includes items from five areas of adjustment viz., emotional, health, family, social and work.

3.1.1 Preparation of the preliminary form

The present inventory is used as a measure of determining the extent to which the working women adjust to the social, personal and working situations.

Items for the inventory were constructed on the basis of information gathered from descriptions of working situations as well as reported experiences of dual earner families in the literature. The items were framed in such a way that the working women could easily understand the feelings or the attitude described by the items.

Generally, adjustment inventories are used to assess the state of equilibrium i.e., the extent to which the individual's dealings with himself as well as with his environment are satisfactory. Adjustment inventories also serve as a means of inferring whether individual is free of conflict, worry and anxiety in her day to day dealing with the environment and himself.

The investigator had gone through all the available inventories (for eg. Bell, 1939, Mocney and Gordon, 1950) which are constructed for the purpose of assessing the level of adjustments of students and maladjusted individuals. Since they do not cover all the areas of adjustment with which the present study is concerned to measure, it was decided to develop a new inventory that would assess adjustment in five

areas namely emotional, health, family, social and work adjustment.

Items in the inventory were developed based on record of maladjusted adults as well as descriptions of the phenomenon of adjustment and reports in the available literature. A few of the items were taken from the adjustment inventory developed by the Department of Psychology, Calicut University and also from the Department of Psychology, Kerala University. For work adjustment apart from books, the job descriptive Index and job satisfaction scale were also made use of for writing the items.

A total of 85 items were thus constructed. The items of the inventory were written in Malayalam, the regional language. The items were also grouped into subscales A, B, C, D and E on theoretical or logical grounds. Care was taken to include approximately the same number of items in each subscale.

3.1.2 Concept Interpretations

Subscales

A. Emotional Adjustment

Emotional integration of an individual freedom from anxiety, worry, feeling of guilt, absence of abnormal fears, a general feeling of satisfaction, a calm and unperturbed temperament.

B. Health Adjustment

Satisfaction with present health, an energetic confident attitude and lack of complaints of illness.

C. Family Adjustment

Cohesion of the family in love and affection among the family members, absence of conflict and disagreements of opinions, presence of feeling of integration.

D. Social Adjustment

Ability to interact freely without inhibitions participations in social activities, social sensitivity, good relationships with others, a desire for social interactions, role playing in key positions and a feeling of being liked by others.

E. Work Adjustment

Satisfaction with the present work, friendly and co-operatively with colleagues and superiors, absence of conflicts and disagreements of opinions, satisfaction with the duties assigned, general atmosphere, well being.

The statements were subjected to scrutiny by two judges. They were requested to evaluate the statements in terms of good and poor adjustments given for each area. Based on their comments a few unsuitable items were removed and few were modified. The result was an Inventory of 85 items with subscales A, B, C, D and E having 17, 17, 17, 17 and 17 items respectively (Appendix I).

The Adjustment Inventory was prepared in the form of statements, they could be responded by giving 'yes' or 'no' answers. Instructions are given on the facing sheet of the inventory with one item answered as example. The subject has to mark 'x' if the statement is false and '✓' if it is right with regard to her. The answers are to be marked on the inventory itself against the respective serial numbers in each section.

3.1.3 Standardisation samples

The inventory is prepared for the purpose of working women in Kerala. Therefore for the purpose of item analysis, the inventory was administered to a sample of working women from Calicut, Malappuram and Trichur districts. This sample includes working women varying in religion, education, age, income, marital status and residing on different localities. The total number of subjects selected for the preliminary tryout is 425. They were selected from Government, Quasi-government and private institutions. The mean age of the sample was 25 to 55 years.

3.1.4 Administration of the inventory

The inventory is self-administering. It can be used for individual as well as for group administration. After establishing good rapport general instructions regarding the matrix and purpose of testing, etc. were given to the respondents. Then they were requested to go through the specific instructions given on the facing sheet of the inventory and then to indicate their agreement or disagreement by putting '✓' mark on 'x' mark as the case may be. They were also asked not to leave any item unanswered.

3.1.5 Scoring

Answers are scored with the help of the scoring keys. The statement marked as indicative of problem is given a score of zero whereas the statement indicating no problem is given a score of one. All the scores thus obtained are then added upto get the total adjustment score.

3.1.6 Preparation of the final form

To compare the quality of the instrument, reliability and validity of each statement in the adjustment inventory was checked. A better item sequence and type of distribution can also obtained by this.

In the present inventory, item analysis was done on the responses of 400 subjects out of the 425 collected. The remaining 25 answer sheets were rejected, picking out answer sheet at random. Items with the discrimination index 0.19 and above and within the difficulty index range of 0.35 to 0.92 have been included in the final form of the inventory. For the item analysis purpose, procedure suggested by Garret (1969) is made use of. The selected items on the basis of item analysis is shown in Appendix II.

On the basis of discrimination and difficulty indices, 77 out of 85 items are retained in the final form (Appendix III). The final form of the inventory has 16, 16, 14, 15 and 16 items on the subscales A, B, C, D and E.

3.1.7 Reliability

Reliability of the inventory was found by test-retest as well as by split-half method. A sample of 35 working women of the age group of 25-55 years from Calicut District was used for this purpose. The correlation coefficients obtained by the first method, applying Spearman-Brown prophecy formula and odd even reliability are given in Table 1 and 2.

Table 1. Showing the test-retest reliability coefficients

Measures of adjustment	First testing		Second testing		Correlation coefficient r
	Mean	SD	Mean	SD	
Emotional	12.37	3.56	13.14	3.00	0.78
Health	12.50	3.12	12.90	2.91	0.82
Family	12.80	2.70	13.20	2.43	0.95
Social	11.88	3.60	12.25	3.00	0.81
Work	13.48	2.38	13.91	2.34	0.76
General	63.40	9.76	64.20	10.13	0.78

Table 2. Showing the odd-even reliability coefficients

Measures of adjustment	Odd items		Even items		Correlation
	Mean	SD	Mean	SD	r
Emotional	5.2	2.11	6.68	1.26	0.71
Health	6.17	1.41	5.62	1.52	0.76
Family	6.91	1.95	5.51	2.00	0.88
Social	5.42	2.09	4.22	2.16	0.80
Work	6.88	1.39	7.50	0.87	0.93
General	30.50	5.95	29.50	3.76	0.82

3.1.8 Validity

Scores obtained by a sample of 35 subjects belonging to the age group of 25 to 55 years. Adjustment inventory was correlated with those obtained from them using the Adjustment Inventory developed by Department of Psychology, Calicut University. (In this Inventory area of work adjustment is not included). So for the validation of work adjustment translated and standardized version of JDI developed by Department of Psychology, Calicut University was used.

Table 3. Showing the correlation coefficients for adjustment inventory

Adjustment inventory		Adjustment inventory developed by Calicut University		Correlation γ
Mean	SD	Mean	SD	
42.8	7.02	38.3	5.95	0.54
Job description index		Work adjustment		Correlation γ
Mean	SD	Mean	SD	
3.61	12.6	4.1	2.3	0.56

The fairly good validity coefficient establishes that the test is able to measure the adjustment of the working women.

The reliability and validity coefficients indicate that the adjustment inventory used in the present study is reasonably dependable and can be used for the purpose for which it is intended, in Kerala.

3.2 Self Concept Scale

3.2.1 Preparation of the preliminary form

With a view to collect and consolidate the items for the draft scale an exhaustive survey of literature related to the conceptualization and measurement of self concept was

conducted. At this stage, the need for an operational definition of the construct was felt, and the following description was accepted.

Self concept to “ the totality of attitudes, judgements and values of an individual relating to his behaviour abilities and qualities”. Social psychologists posit that the origin of the self concept are rooted in a life long process of social interaction, individuals develop self awareness and self knowledge through familial and cultural socialization and the assumption of social roles. Three of these psychological processes that are particularly relevant to the development of the self concept are self perception, reflected appraisal and social comparison.

On the basis of this definition and related ideas 20 items were collected for the draft scale. Of these 11 items were taken from self concept scale by Chadha and 9 items were from Mohsin self concept inventory. The criteria for selection of these items were the following: Simplicity in wording, unambiguity, cultural appropriateness and non repetition of the idea. These items were suitably modified for inclusion in the present scale. Selected items were shown for the opinion

of the two experts based on their suggestions, some of the items were modified. All the 20 items were in the form of self evaluating method. There were equal number of positive and negative items, arranged in a random order. The items were expected to tap self perception from a wide variety of behavioural domains including academic, social, physical and emotional aspects (Appendix IV).

3.2.2 Standardization sample

The sample on which the preliminary form has been administered for the purpose of standardizing the test consisted of 100 subjects (working women of Calicut district in Kerala state). While selecting this sample adequate representation was given to aspects of locale (rural/urban), religion, educational qualifications, marital status, income etc. The mean age of the sample was 35 years.

3.2.3 Procedure

The test materials of the self esteem inventory consisted of the test booklet in which the instructions and 20 items were printed in English and the response sheet containing the response categories A, B, C, D and E represented in the

columns for each of the 20 items. The following instructions were given to the subjects.

“Some statements are given below. Indicate in the response sheet given to you, how much you agree with each statement. There are five response categories, very often, often, undecided, rarely, very rarely. After reading each statement mark your answer with a ‘x’ mark in the appropriate column. Please note: select undecided only when you can not say clearly either you agree or disagree with a statement. Do not omit any statement. Your responses will be kept confidential”.

3.2.4 Scoring

The scoring was done as follows: A score of 5, 4, 3, 2 or 1 was given to the category – very often, often, undecided, rarely, very rarely for a positive item. The scoring was in the reverse order, for a negative item. Item analysis was done on the response of 100 subjects. Items with the discrimination index of 0.21 and above and within difficulty index range of 0.61 to 0.92 have been included in the final form of the self concept scale. For the item analysis purpose procedure

suggested by Garret (1969) is made use of the selected items on the basis of item analysis are shown in Appendix V.

On the basis of discrimination and difficulty indices 13 out of 20 items were retained for inclusion in the final form (Appendix VI). Thus, the final form of the self concept scale has 13 items.

3.2.5 Reliability

Reliability of the inventory was found by test-retest as well as by split-half method. A sample of 35 working women of the age group of 25-55 years from Calicut district was used for this purpose. The reliability obtained by the first method applying Spearman-Brown prophecy formula and odd even reliability are given in Tables 4 and 5.

Table 4: Showing test-retest reliability

Methods	First testing		Second testing		Correlation coefficients r
	Mean	SD	Mean	SD	
Test-retest	48.70	5.70	49.90	5.60	0.96

Table 5: Showing odd-even reliability

	Odd items		Even-items		Correlation coefficient
	Mean	SD	Mean	SD	r
Split-half	24.1	3.54	21.22	3.96	0.67

3.2.6 Validity

Scores obtained by a sample of 35 subjects belonging to the age group of 23-35 years on the self concept scale were correlated with those obtained by them on self Esteem Inventory developed by Thomas and Sam Sanada Raj (1985). The correlation coefficients are given in Table 6.

Table 6: Showing the correlation coefficients between self concept score and Self Esteem Inventory

Self concept		Self esteem		Correlation coefficient r
Mean	SD	Mean	SD	
43.42	5.87	70.00	9.66	0.58

3.3 Family Environment Scale

Family Environment Scale (Moos and Moos, 1981 Adapted Version) measures people perceptions of their

conjugal or nuclear family environments. It consists of 10 subscales assessing three dimensions i.e., the relationship dimensions, the personal dimensions, and the system maintenance dimensions.

3.3.1 The Relationship Dimension

The dimensions are measured by the cohesion, expressiveness and conflict subscales. The subscales assess the degree of commitment, help and support family members provide for one another, the extent to which family members are encouraged to act openly and to express their feelings directly and the amount of openly expressed anger, aggression and conflict among family members.

3.3.2 The Personal Growth Dimensions

Measured by the independence, achievement orientation and moral religious emphasis sub-scales. These sub-scales assess the extent to which family members are assertive, are self sufficient, make their own decisions, the extent to which activities (such as school and work) are cast into achievement oriented or competitive framework, the degree of interest in political, social, intellectual and cultural activities, the extent

of participation in social and recreational activities and the degree of emphasis on ethical and religious issues and values.

3.3.3 The System Maintenance Dimensions

Measured the organization and control sub-scales. These sub-scales assess the degree of importance of clear organization and structure in planning family activities and responsibilities and the extent to which set rules and procedures are used to new family life.

3.3.4 Administration and Scoring

The scale was administered individually to the subjects. They were asked to read the instructions given on the facing sheet of the scale and to mark their answers on the answer sheet.

Scoring was done using the scoring system developed by Asha (1987) based on the scoring system described by Moos and Moos (1981).

3.3.5 Reliability and validity coefficients

The adapted English version of Family Environment scale by Moos and Moos (1981) seems to have high validity and reliability.

3.3.5.1 Reliability : Test-retest reliability coefficients for 56 members from 14 families (interval of 6 weeks) ranged from 0.74 to 0.88. Stability coefficients for 42 members (interval of 10 weeks) range from 0.66 to 0.83 (Asha, 1987).

3.3.5.2 Validity: The activity of the scale to discriminate between two criterion groups of normal and distressed families are taken as an index of validity. When compared to normal families distressed families are found lower on cohesion, expressiveness, independence and intellectual and cultural orientation but higher on conflict and control (Asha, 1987).

3.4 Social Support Scale

Social support scale (Asha, 1998) was used for assessing social support. It is used to measure received social support. It assesses seven relational provisions namely; attachment, social integration, reassurance, reliable alliance, guidance and opportunity for nurturance as identified by Weiss (1974) and provision for psychological safety.

All these provisions are needed for individuals to feel adequately supported and to avoid loneliness although different provisions may be most crucial at different stages of life cycle. Each of these provisions may be obtained from a

particular kind of relationship, but multiple provisions may be obtained from the same sources. The such relational provisions in social support scale are:

1. Attachment, a sense of emotional closeness and security – usually provided by a spouse or lover.
2. Social integration, a sense of belonging to a group of people who share common interests and recreational activities – usually obtained from friends.
3. Reassurance of worth, acknowledgement of one's competence and skill – usually obtained from co-workers.
4. Reliable alliance, the assurance that can count on others for assistance under any circumstances – usually obtained from family members.
5. Guidance, advice and information – usually obtained from teacher, mentors or parent figures.
6. Opportunity for nurturance, a sense of responsibility for the well being of another usually obtained from one's children.
7. Psychological safety, a sense of being protected and looked after – usually obtained from belief in God or divine power.

3.4.1 Administration and scoring

The scale can be administered individually or in group. Each provision is assessed by four items, two that describe the presence and two that describe the absence of the provisions. The respondents are to indicate whether they receive the particular support provision or not. The respondents are to express their agreement by marking '✓' and disagreement by marking 'X' in the respective columns provided in the inventory.

Specific instructions are given on the facing sheet of the inventory itself.

3.4.2 Reliability

The internal consistency for the total score was fairly high ranging from 0.81 to 0.90 across a variety of samples tested. Odd-even reliability of the full scale was established as 0.86.

3.4.3 Validity

Validity coefficient of the full scale when the scores on the scale with those on Perception of Community Support Inventory (Subrahmanian, 1989) were correlated is 0.90.

3.5 16 PF Personality Questionnaire - Form C (Malayalam Adaptation Rema, 1994)

On the basis of their factorial research, Cattell and his co-workers have developed a number of personality inventories, of which the best known is the sixteen personality questionnaire. Originally published in 1949, the 16 PF is designed for use with young adults (from age of 16 years or 17 years) to late maturity. The 16 PF is virtually self administering and can be used with groups and individuals. It is applicable to a wide range of educational levels and is available in some fifteen languages.

There are six forms of 16 PF forms A and B are for 'Newspaper literate' adults consisting of 187 items each, Form C and D with a somewhat less demanding vocabulary and consisting of 105 items each and Form E and F which have 142 item each with a very simple vocabulary and are intended for use with the educationally disadvantaged. Forms A through D use a three choice response pattern which includes an 'in-between' alternative Forms E and F have only two choices.

Whether longer or shorter forms of the 16 PF are used all forms measure 16 dimensions of personality. Each dimension is identified as a factor and each factor is designated by an alphabet four second order scores from a combination of the sixteen factors are also obtained. The second order scores provide a convenient capsule description of personality. The primary and second order factors of 16 PF Questionnaire are shown below.

3.5.1 Primary Factors

Factor	Low sten score description	High sten score description
A	Reserved - Sizothymia	Outgoing - Affectothymia
B	Dull - Low intelligence	Bright - High Intelligence
C	Affected by feeling - Lower ego strength	Emotionally stable - Higher ego strength
E	Humble - Submissiveness	Assertive - Dominance
F	Sober - Desurgency	Happy - Go lucky - Surgency
G	Expedient - Weaker super ego strength	Conscientious - Stronger super ego strength
H	Shy - Threctia	Venture some - Parmia
I	Tough minded - Harria	Tender minded - Premsia

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Factor	Low sten score description	High sten score description
L	Trusting – Alaxia	Suspicious – Protension
M	Practical – Praxernia	Imaginative – Autia
N	Forthright – Artlessness	Astute – Shrewdness
O	Self assured – untroubled adequacy	Apprehensive – guilt proneness
Q1	Conservative – conservation of temperament	Experimenting – Radicalism
Q2	Group dependent - group adherence	Self-sufficient - self sufficiency
Q3	Undisciplined self-conflict low self sentiment integration	Controlled high strength of self sentiment
Q4	Relaxed – Low Ergic tension	Tense – High Ergic Tension

3.5.2 Second order factors

Symbol	Technical Title	Popular label
Q1	Exvia – Invia	Extroversion – Introversion
Q2	Adjustment – Anxiety	Low Anxiety – High Anxiety
Q3	Pathmia – Cortertia	Sensitivity – Emotionalism tough poise
Q4	Subduedness – Independence	Dependence – Independence

Adapted version of 16 PF Form C is used in the present study.

3.5.3 Reliability

Sufficiently high parallel form reliability and item to factor correlation were reported by the author (Rema, 1989). Equivalent form reliability between English and Malayalam version is reported by computing item wise correlation coefficients and this ranged from 0.27 to 0.98 except for three items. Internal consistency was also worked by item to factor correlations within the Malayalam form and the correlation coefficients are reported to be sufficiently high.

3.5.4 Validity

Validity of the Malayalam adaptation of 16 PF forms was found by computing factor wise correlations between scores on the English and Malayalam Forms and this ranged from 0.74 to 0.98 and the values are presented in Table 7. Validity was also estimated by calculating the mean of the correlations of all the items with the respective factor scores and this ranged from 0.58 to 0.90.

Table 7: Showing the validity coefficients of 16 PF Form C

Sl. No.	Factor-wise correlation coefficients between the English version and Malayalam version		Sl. No.	Validity was also estimated by calculating the mean of correlation of all item with respective factor scores	
1	A	0.98	1	A	0.90
2	B	0.97	2	B	0.61
3	C	0.90	3	C	0.58
4	E	0.74	4	E	0.63
5	F	0.90	5	F	0.65
6	G	0.90	6	G	0.65
7	H	0.97	7	H	0.68
8	I	0.95	8	I	0.71
9	L	0.92	9	L	0.70
10	M	0.93	10	M	0.64
11	N	0.91	11	N	0.60
12	O	0.89	12	O	0.61
13	Q1	0.89	13	Q1	0.70
14	Q2	0.91	14	Q2	0.70
15	Q3	0.93	15	Q3	0.59
16	Q4	0.78	16	Q4	0.60

3.5.5 Administration and scoring

The 16 PF Form C was administered to working women individually. Simple and clear instructions were printed on the booklet through the test was continued the investigation reminded the respondents that they should not dally and should give immediate answers and move along. Answers were always made on separate answer sheets.

Hand scoring method was used. Two card board stencil keys were used. One covered factors A, C, F, H, L, N, Q1 and Q3 and other covered factors M, B, E, G, I, M, O, Q2 and Q4. Each answer scored 0, 1 or 2 points except for factor B answers, which scored 0 or 1. The score of each single item contributed to only one factor. After fitting the stencil over the answer sheet the marks visible through the holes for each factor were counted and sum of the scores of each factor indicated the raw score of that factor.

A sten score of 1 to 3 was considered low, score of 4 to 7 as slightly deviant, score of 5 and 6 was average and score of 8 to 10 as high.

3.6 Personal Data Sheet

Personal Data Sheet is prepared for collecting information regarding age, education, income, religion, marital status and location of living and other biographical details.

CHAPTER IV

SELECTION OF SAMPLE, ADMINISTRATION OF TESTS AND STATEMENT OF THE PROBLEM

Contents

- *Selection of sample*
- *Administration of tests*
- *Scoring procedure*
- *Statement of the problem*
- *Objectives*
- *Hypothesis*

4. SELECTION OF SAMPLE, ADMINISTRATION OF TESTS AND STATEMENT OF THE PROBLEM

4.1 Selection of sample

The sample consisted of 300 working women from various government institutions. The sample was drawn randomly from a list of government institutions in Trichur, Palghat and Malappuram districts of Kerala. From the selected institutions only those women who were willing to participate in the study were included for data collection.

(Private institutions were not included in the study as a result of resistance shown by their management because they were not willing to spent one and half working hours for answering the questionnaires)

The present sample belonged to the age group 25-55 years. Women from different socio-economic and education status, religion, living background, marital status and age group were chosen. Every attempt was made to make the sample representative group of the working women in Kerala.

The details of the sample of working women who participated in the study are given in Appendix XI

4.2 Administration of the tests

The tests are administered individually. The subjects are met at their working places. After mentioning the purpose of the visit, the cooperation of the subject is sought. While testing, maximum care is taken to avoid the presence of others and external distractions. After giving the general information, the personal details are collected in the Bio-data sheet. The inventories are given one by one with the specific instructions needed for answering the items in each test. Administration procedures for tests used in the present study are given below.

4.3 Adjustment Inventory

The instructions given in the facing sheet of the inventory are read out to the subject. The instructions are given as follows. "This inventory is concerned with your day to day life adjustment. The statements are related to your emotional, health, family, social and work statuses and conditions. They are classified accordingly as falling into five sections. A, B, C, D and E. Read each statement carefully. If

you agree with the statement put tick mark (✓) and if you disagree or the statement is not related to you, put a cross (x) mark in the appropriate columns of the answer sheet. Please respond to all the statements. Do not waste your time thinking too much about a particular statement. When Section A is completed, go on with the next section and so on until all the items in the inventory are answered”.

4.4 Self Concept Scale

The subject is instructed as follows. “Some characteristics are given below. Indicate in the response sheet given to you, how much you agree with each characteristic. There are five response categories, very often, often, undecided, rarely, very rarely. After reading each statement mark your answer with a ‘X’ mark in the appropriate column. Please note; select undecided only when you can not say clearly either you agree or disagree with a statement. Do not omit any statement. Your responses will be kept confidential”.

4.5 Family Environment Scale

The following instructions are given to the subjects. “In this questionnaire there are 90 statements about families.

You are to decide which of these statements are true of your family and which are false. If you think the statement is true or mostly true of your family, make an 'X' mark in the box labelled T (True). If you think the statement is false or mostly false of your family, make an "x" in the box labelled F (false).

You may feel that some of the statements are true for some family members and false for others. Mark 'T' if the statements is true for most members and mark F if the statement is false for most members. If the members are evenly divided, decide what is the stronger overall impressions and answer accordingly.

Remember, we would like to know what your family seems like to you. So do not try to figure out how other members see your family, but do give us your general impressions of your family for each statement".

4.6 Social Support Scale

The instructions printed on the questionnaire are read out to the subject. "Here are some statements regarding the support that you receive from family members, colleagues, friends and community. Read each statement carefully, and if

you agree with the statement put '✓' mark in the column against the statement, and if you disagree with the statement put 'x' mark in the respective column against the statement. Do not omit any of the statement. Please try to respond all the statements. The responses will be kept confidential. Do not spend too much time by thinking”.

4.7 Sixteen Personality Questionnaire

The following instructions are given to the subjects before administering the tests. “Here are some questions which give you a chance to say what sort of a person you are and to state your inclinations and dispositions. Since each person is different there are no “right” or “wrong” answers except what is true for you. For each question three possible answers are given. Try to decide which of the answers represent your usual way of acting or feeling and put a (x) mark in the answer sheet against one of the three alternatives. Try to avoid middle answers as much as possible. Answer the questions as frankly and truthfully as possible. Although this is an untimed test, do not spend time thinking over the questions, put down your first reaction for each question”.

Before collecting back, the answer sheets were checked for omissions or overlap in answers.

4.8 Scoring procedure

The scoring of each test is done with the help of scoring keys.

For the adjustment inventory, the statement marked as a problem is given a score of zero and the statement indicating no problem is given a score of one. The scores obtained for each section are then added together to get the total adjustment score. In each area as well as for the inventory as a whole a high score is indicative of good adjustment whereas a low score shows maladjustment.

In the self concept scale the scoring is done as follows. A score of 5, 4, 3, 2 and 1 is given to the category, very often, often, undecided, rarely, very rarely of a positive item. The scoring is in the reverse order, for negative items. High score indicates better self concept and low score indicates poor self concept.

Scoring of the family environment scale is done by the scoring system developed by Asha (1987). In this scale the

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statement marked as a problem is given a score of one. The scores obtained are added together to get the total family environment score. High score is indicative of healthy family environment and a low score shows distressed family environment.

The score for social support is directly obtained from the answer sheet corresponding to the serial number of '✓' mark made by the subject. For the response indicating support, a score of one is given and zero is given for poor and lack of support. A high score in the scale is indicative of good social support and a low score shows poor/lack of social support.

Hand scoring method was used in the 16 PF questionnaire. Two card board stencil keys were used. One covered factors A, C, F, H, L, N, Q1 and Q3 and other covered factors M, D, B, E, G, I, M, O, Q2 and Q4. Each answer scored, 0, 1 or 2 points except for factor B answers, which scored 0 or 1. The score of each single item contributed to only one factor. After fitting the stencil over the answer sheet the marks visible through the holes for each factor were counted and sum of the scores of each factor indicated the raw score of that factor.

Personal data sheet is used to collect information regarding demographic/personal variables such as age, education, income, religion, marital status and location of living.

4.9 Statement of the problem

It is evident from the review (Chapter II) that documented evidence suggest that working women are experiencing many problems in day to day life. Very often the complexity and multiplicity of these problems seem to incapacitate them and prevent them from moving up the career ladder. This very often breeds frustration and disappointment which in turn may affect both their family and work life.

According to the census report during the year 1991 nearly 14% of women were in the work force of India. The available data (Table 8) show that the trend is gradually changing. The statistics show female work participation rate as increasing sine 1971.

Table 8: Work force in India and Kerala showing the percentage of women during 1971-1991 (1991 Census)

Census year	India			Kerala		
	Persons	Male	Female	Persons	Male	Female
1971	34.17	52.75	14.22	22.79	45.22	14.60
1981	36.70	52.62	19.67	30.53	44.89	16.61
1991	37.68	57.56	22.73	32.05	47.81	16.90

The review suggests that women's entry into the work force has brought about changes in their life style; social network, family relationships etc., thereby affects their personal life and adjustment. It is in this context, the present study is planned. The study specifically reads as "Study of Adjustment Among Working Women in Relation to Family Environment, Social Support And Some Psychological Factors".

4.10 Objectives

The present study was planned on a sample of 300 working women with the objectives stated below.

- (i) To examine six areas of adjustment, viz., emotional adjustment, health adjustment, family adjustment, social adjustment, work adjustment and general adjustment in relation to family environment and enacted social support.

- (ii) To explore the relationship of six areas of adjustment viz., emotional adjustment, health adjustment, family adjustment, social adjustment, work adjustment and general adjustment to psychological factors namely self concept and personality.

- (iii) Further it is proposed to see whether demographic/personal variables such as age, education, income, religion, marital status and location of living influence working women's emotional adjustment, health adjustment, family adjustment, social adjustment, work adjustment and general adjustment.

4.11 Hypotheses

4.11.1 Hypothesis related to Social factors and different areas of Adjustment.

The studies reviewed (Chapter II) provide a contextual scenario of adjustment problems experienced by working women. A number of studies highlight the role of various social factors to facilitate or hinder adjustment. The present study is meant to verify the impact of type of family environment and enacted social support on different dimensions of adjustment.

The following specific hypotheses were formulated.

4.11.2 Family and Adjustment of working women

Hypotheses

1. There are significant differences among working women from healthy, neutral and distressed families on their emotional adjustment.
2. Women from healthy, neutral and distressed families differ significantly among themselves on health adjustment.

3. Women from healthy, neutral and distressed families differ significantly on family adjustment.
4. There are significant differences among women from healthy, neutral and distressed families on their social adjustment.
5. There are significant differences among women from healthy, neutral and distressed families on work adjustment.
6. The groups of women from healthy, neutral and distressed families differ significantly among themselves on general adjustment.

4.11.3 Social Support and Adjustment of working women

Hypotheses

7. Working women from better supported, moderately supported and poorly supported families differ significantly on their emotional adjustment.
8. There are significant differences among groups of working women from better supported moderately

supported and poorly supported families on their health adjustment.

9. There are significant differences among working women from better supported, moderately supported and poorly supported families on their family adjustment.
10. Working women from better supported moderately supported and poorly supported families differ significantly among themselves on social adjustment.
11. Women for better supported, moderately supported and poorly supported families show significant difference among themselves on work adjustment.
12. There are significant differences among working women from better supported, moderately supported and poorly supported families on general adjustment.

4.11.4 Hypotheses related to Psychological Factors and different areas of Adjustment

Psychological factors are significant with respect to facilitating adjustment of working women. The review of literature (Chapter II) on this respect reveal that good adjustment depends on a variety of Psychological factors. The

self concept of women and their personality pattern are associated with their adjustment in various areas. In order to examine the role of self concept and personality pattern on adjustment of working women the following hypotheses were framed.

4.11.5 Self concept and Adjustment of working women

Hypotheses

13. There is significant difference among women with better self concept, moderate self concept and poor self concept on their emotional adjustment.
14. Women with better self concept, moderate self concept and poor self concept differ significantly on health adjustment.
15. There is significant difference among women with better self concept, moderate self concept and poor self concept on family adjustment
16. There is significant difference among women with better self concept, moderate self concept and poor self concept on social adjustment.

17. Significant difference exists among women with better self concept, moderate self concept and poor self concept on work adjustment.
18. There is significant difference between women with better self concept and moderate self concept and poor self concept on their general adjustment.

4.11.6 Personality factors and Adjustment of working women

Hypotheses

19. The personality factors are significantly related to different dimensions of adjustment viz., emotional, health, family, social, work adjustment and general adjustment.

4.11.7 Hypotheses related to Biographical/Personal Factors and different areas of Adjustment

The present study is also intended to examine the relationship of some biographical/personal factors to various areas of adjustment. The effects of a set of demographic/personal factors were examined through the following hypotheses.

Hypotheses

20. Younger and older groups of working women differ significantly among themselves with respect to emotional, health, social, family, work and general adjustment.
21. Working women of different educational level differ significantly among themselves with respect to emotional, health, family, social, work and general adjustment.
22. Working women of different income status differ significantly among themselves with respect to emotional, health, family, social, work and general adjustment.
23. Working women from different religious groups differ significantly among themselves with respect to emotional, health, family, social, work and general adjustment.
24. Married and unmarried working women differ significantly with respect to emotional, health, social, family, work and general adjustment.

25. Urban and rural working women differ significantly with respect to emotional, health, social, family, work and general adjustment.

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CHAPTER V

ANALYSIS OF RESULTS AND DISCUSSIONS

Contents

- *Social factors and adjustment*
- *Psychological factors and adjustment*
- *Biographical factors and adjustment*

5. ANALYSIS OF RESULTS AND DISCUSSIONS

The results of the present investigation and the discussion are presented in three sections as follows:

- Section A - Social factors namely family environment and social support on various dimensions of adjustment.
- Section B - Psychological factors namely self concept and personality and various dimensions of adjustment.
- Section C - Biographical factors and various dimensions of adjustment.

SECTION A

5.1 SOCIAL FACTORS AND DIMENSIONS OF ADJUSTMENT

A woman's satisfaction seems not to hinge simply on whether she works inside or outside of the home. It is more critical for her to choose her life role for herself. She needs to have enjoyable social contacts; and to be involved in activities that provide her with feelings of competence and self esteem.

Family organization and social attitudes have exerted powerful retrogressive impact on women's employment. The adjustment of women with dual-roles is indeed remarkable, but in this process they undergo a great deal of strain and stress; both physical and mental. Adjustment takes the form of a highly developed sensitivity to the needs and wishes of others. The most artful women become masterful at manipulation, learning to wait for the proper times, circumstances and issues on which they can express their own view-points. Working women, thus are forced to discover mechanisms of balancing the strains and gains from their predicament.

Healthy family environment and support from the family members facilitate better adjustment. Much of the adjustment problems can be reduced by the social and emotional support given by the family members.

5.1.1 Effect of Family environment on Adjustment of working women

One of the objectives of the present study is to see whether there is any significant difference among groups of working women from healthy families, neutral families and distressed families in their adjustment viz., emotional, health,

family, social, work and general adjustment (total score). For this purpose the entire sample of three hundred working women are divided into three groups viz., groups of working women from healthy families, neutral families and distressed families. This is done by dividing the score distribution (total family environment score) at the first and third quartiles. Thus the subject who fall above Q3 constitute the healthy family group, those who fall below Q1 constitute distressed family and those fall between Q1 and Q3 constitute the neutral family group.

Table 8: Break-up of sample on the basis of family environment

Groups	Number of subjects
Working women from healthy family	100
Working women from neutral family	144
Working women from distressed family	56
Total	300

The scores of the three groups of working women on each of the different areas of adjustment are subjected to one way analysis of variance with a view to study the effect of

family environment on their adjustment. In cases where F. ratios show significant differences among the groups, the mean scores of the different groups are compared to see if the differences among the means are significant.

5.1.2 Family environment and Emotional adjustment

Hypothesis: *There are significant differences among working women from healthy, neutral and distressed families on their emotional adjustment.*

The summary of the analysis of variance on emotional adjustment of three groups of working women is tabulated in Table 9.

The results show that there is no significant effects for family environment on emotional adjustment of working women.

Table 9: Summary of analysis of the scores on emotional adjustment

Sources	df	SS	MS	F ratio
Between means	2	27.02	13.51	1.37
Within groups	297	2927.54	9.85	*NS
Total	299	2954.56		

* Not significant

The three groups working women from healthy families, distressed families and neutral families are found more or less similar with respect to emotional adjustment. Working women are found emotionally stable irrespective of the type of family they hail from. This may be due to the social roles they occupy.

The Hypothesis is rejected.

The present results confirmed the findings of Sachs Ericsson and Clario (2000) that multiple roles are generally found to be associated with lower rates of disorders for men and women. The multiple roles may be associated with both stressors and protective factors.

5.1.3 Family environment and Health adjustment

Hypothesis: *Women from healthy, neutral and distressed families differ significantly among themselves on health adjustment.*

The results of the analysis of variance of the scores on health adjustment of the three groups of families (distressed, neutral and healthy) of working women are given in Table 10.

Table 10: Summary of analysis of the scores on health adjustment

Sources	df	SS	MS	F ratio
Between means	2	9.73	4.87	0.58
Within groups	297	2479.44	8.35	*NS
Total	299	2489.17		

* Not significant

The results reveal that there is no significant difference in health adjustment among women from healthy, distressed and neutral families. The three groups are homogenous with respect to health adjustment. The results suggest that multiple roles of working women facilitate the health adjustment.

The Hypothesis is rejected.

The findings are in line with those reported by Fokkema (2002) that enjoying good health enables mothers to work outside the home (selection effect) and working outside the home promotes mothers' health (health effect).

5.1.4 Family environment and Family adjustment

Hypothesis: *Women from healthy, neutral and distressed families differ significantly on family adjustment.*

The summary of the analysis of variance on family adjustment of three groups of families is presented in Table 11. The results reveal that family environment has significant effect on family adjustment of working women.

Table 11: Summary of analysis of the scores on family adjustment

Sources	df	SS	MS	F ratio
Between means	2	230.57	115.29	
Within groups	297	3581.91	12.06	9.56**
Total	299	3812.48		

** P<0.01

The scores are further analysed using 't' test. The results, given in Table 12 indicate that the mean scores of the healthy family group differ significantly from that of distressed family group. Significant difference is also observed between the mean scores of healthy family group and neutral family group as well as between neutral family group and distressed family group of working women. The mean scores of the three

groups show that healthy family group tends to be better adjusted in family than the other two groups.

The Hypothesis is accepted

Table 12: Means, SDs and 't' values of three groups of women on family adjustment

Sl. No.	Groups	N	Mean	SD	Groups compared	't' value
1	Healthy family	100	13.21	2.66	1&2	2.73**
2	Neutral family	144	12.12	3.62	1&3	4.06**
3	Distressed family	56	10.69	4.28	2&3	2.23*

* P<0.05 ** P<0.01

The results show that healthy family environment leads better family adjustment. Working women from distressed families seem to have poor family adjustment. The present results confirm the findings by Mathews and Power (2002) that work-home factors contribute Psychological distress among women.

5.1.5 Family environment and Social adjustment

Hypothesis: *There are significant differences among women from healthy, neutral and distressed families on social adjustment.*

The summary of analysis of variance of the scores on social adjustment of three groups of families is given in Table 13. The results show significant effect for family environment on social adjustment of working women.

Table 13: Summary of analysis of the scores on social adjustment

Sources	df	SS	MS	F ratio
Between means	2	225.37	112.68	
Within groups	297	2754.33	9.27	12.15**
Total	299	2979.70		

** P<0.01

An examination of the results in Table 14 show that the three groups differ significantly among one another on social adjustment. The mean scores indicate that healthy family group differs significantly from the neutral families and distressed family groups.

The hypothesis is accepted.

Table 14: Means, SDs and 't' values of three groups of women on social adjustment

Sl. No.	Groups	N	Mean	SD	Groups compared	't' value
1	Healthy family	100	11.33	3.23	1&2	4.19**
2	Neutral family	144	9.71	2.88	1&3	4.31**
3	Distressed family	56	9.13	3.12	2&3	1.26*

* P<0.05 ** P<0.01

Results as a whole suggest that family cohesion enhances social adjustment of working women. Leisure time activities facilitate social empowerment and social change. Recreation can influence women's everyday lives in the form of self-sufficiency, a shift in perspective, connection to others and mental clarity. The results with regard to social adjustment seem to be in line with the findings of Pohl, Borrie and Patterson (2000).

5.1.6 Family environment and Work adjustment

Hypothesis: *There are significant differences among women from healthy, neutral and distressed families on their work adjustment.*

Analysis of variance of the data presented in Table 15 reveals a significant effect for family environment on work adjustment.

Table 15: Summary of analysis of the scores on work adjustment

Sources	df	SS	MS	F ratio
Between means	2	52.25	26.13	
Within groups	297	2238.27	7.54	3.46*
Total	299	2290.52		

* P<0.05

The results are further analysed using 't' test. Table 16 shows the results of family environment on work adjustment. Among the three groups, healthy family groups and distressed family groups 't' value obtained is significant at 0.01 level. The mean scores for neutral families and distressed families do not show significant difference. The mean scores of healthy family

differ from the neutral family. The difference in means scores is also found to be significant at 0.05 level.

The hypothesis is accepted.

Table 16. Means, SDs and 't' values of three groups of women on work adjustment

Sl. No.	Groups	N	Mean	SD	Groups compared	't' value
1	Healthy family	100	14.42	2.19	1&2	2.40*
2	Neutral family	144	13.65	3.08	1&3	2.60**
3	Distressed family	56	13.35	2.72	2&3	0.68

* P<0.05 ** P<0.01

The results reveal that working women from healthy families are better adjusted in work. They make smooth transition into work, successful at their jobs, and balance work and family. The present results are in line with those reported by De Bord, Canu and Kerpelman (2000) that individuals experience greater success when their own needs and needs of their families were being met and when they were able to meet the demands of work, leading to greater work family fit.

5.1.7 Family environment and General adjustment

Hypothesis: *The group of women from healthy, neutral and distressed families differ significantly among themselves on general adjustment.*

Table 17 shows the summary of analysis of variance on scores of general adjustment. The results reveal family environment has a significant effect on general adjustment of working women.

Table 17: Summary of analysis of the scores on general adjustment

Sources	df	SS	MS	F ratio
Between means	2	1907.18	953.59	
Within groups	297	3341.09	11.25	84.76**
Total	299	5248.27		

** P<0.01

The results given in Table 18 indicate that mean score of healthy family group differs significantly from that of neutral family group and distressed family group. The mean scores of the three groups show that the healthy family group is better adjusted than the other two groups.

The results suggest that in healthy families there is provision for healthy interaction among family members, cohesion, and understanding and less conflict. Working women from such families are likely to be emotionally stable, mentally healthy and better supported to face the stresses and strains of day to day life. Contrary to this, women from distressed families may lack the above provisions and receive poor support from their family members. This condition is likely to lead to general adjustment problems among working women from distressed families.

The hypothesis is accepted.

Table 18. Means, SDs and 't' values of three groups of women on general adjustment

Sl. No.	Groups	N	Mean	SD	Groups compared	't' value
1	Healthy family	100	63.48	10.07	1&2	3.42**
2	Neutral family	144	59.09	9.56	1&3	3.22**
3	Distressed family	56	56.78	13.64	2&3	1.16

** P<0.01

The results reported are in line with those reported by Stevens, Kilger and Riley (2002); that work has on one sphere of family functioning - family cohesion - considering the

mediating roles of work-to-family spillover and negotiated aspects of the marital and family relationship.

5.2 SOCIAL SUPPORT AND ADJUSTMENT OF WORKING WOMEN

Social support plays a vital role in the adjustment of working women. Literature review shows that support of family members, friends, spouse etc. facilitates adjustment of working women social support is the best medicine at the time of stress.

A second objective of the present is to examine the effects of social support on various areas of adjustment viz. emotional adjustment, health adjustment, family adjustment, social adjustment, work adjustment, and General adjustment,. For the purpose of analysis of data the entire sample is divided into three groups viz. groups of working women from poorly supported families, moderately supported families and better supported families. This is done by dividing the score distribution (total social support score) at the first and third quartiles. Thus subjects who fall above Q_3 constitute the better supported family group and those who fall between Q_1 and Q_3 constitute the moderate group.

The scores by the three groups on each of the different areas of adjustment are subjected to one way of analysis of variance. In cases where F ratio's show significant differences among the groups, the mean scores between different groups are compared to see if the differences between the means are significant.

5.2.1 Social support and Emotional adjustment

Hypothesis: *Working women from better supported, moderately supported and poorly supported families differ significantly on their emotional adjustment.*

The summary of the analysis of variance on Emotional adjustment of the three groups of working women is tabulated in Table 19. The results show significant effect for social support on emotional adjustment.

Table 19: Summary of analysis of the scores on emotional adjustment.

Source	df	S.S	M.S	F. ratio
Between means	2	383.82	191.91	
Within groups	297	2749.56	9.25	20.74*
Total	299	3133.38		

* P<0.01

The scores are further analysed using 't' test. The results, given in Table 20 indicate that the mean scores of the three groups of working women differ significantly in the area of emotional adjustment. Between the poorly supported groups and better supported groups, between the poorly supported groups and moderately supported groups the difference in mean score is significant at 0.01 level. With respect to moderately supported group and better supported groups, the difference in mean score is significant at 0.05 level.

The hypothesis is accepted.

Table 20: Means, SDs and 't' values of the three groups of women on emotional adjustment

Sl. No.	Groups Compared	N	Mean	S.D.	Groups compared	't' value
1.	Poorly supported family group	41	9.04	3.35	I & II	5.64**
2.	Moderately supported family group	222	12.03	3.06	I & III	5.99**
3.	Better supported family group	37	13.10	2.54	II & III	2.03*

** P<0.01 * P<0.05

The results suggest that better supported group of working women are better adjusted emotionally than the moderately and poorly supported groups. The result in the emotional adjustment measure explains that poor social support promote emotional problems and affect the mental health of working women. Whereas better social support lowers the emotional problems like anxiety, frustration, fear etc. and facilitates good mental health.

5.2.2 Social support and Health adjustment

Hypothesis: *There are significant differences among groups of working women from better supported, moderately supported and poorly supported families on their health adjustment.*

Recent literature review reveals that role overload and poor support of family members causes severe stress and related physical ailments among working women. The results presented (Table 21) show the summary of analysis of variance of the scores on health adjustment of the three groups of working women namely, better, moderately and poorly supported groups.

Table 21: Summary of analysis of the scores on health adjustment

Source	df	S.S	M.S	F-ratio
Between means	2	134.21	67.10	
Within groups	297	2433.76	8.19	8.19**
Total	299	2567.97		

** P<0.01

The findings suggest significant effect for social support on health adjustment. In the health adjustment measure of working women a significant difference is observed among all the three groups (Table 22). The poorly supported group and moderately supported group differ significantly at 0.01 level. Similarly, poorly supported group and better supported group also differ significantly at 0.01 level. In all these cases the results explain that the better supported group has less health problems. Social support seems to enhance health adjustment of working women.

The hypothesis is accepted.

Table 22: Means, SDs and 't' values of the three groups of women on health adjustment

Sl. No.	Groups Compared	N	Mean	S.D.	Groups compared	't' value
1.	Poor support	41	10.54	3.06	I & II	3.99**
2.	Moderate support	222	12.50	2.87	I & III	7.74**
3.	Better support	37	12.24	2.63	II & III	0.52

** P<0.01

The finding is in line with the findings reported by Singer *et al.* (2001) that social net works and social support have been found to be beneficial to the health of individuals in a variety of ways reducing mortality rates, improving recovery from serious illness and increasing use of preventive health practices. Social relationships appear to be particularly important to women.

5.2.3 Social support and Family adjustment

Hypothesis: *There are significant differences among working women from better supported, moderately supported and poorly supported families on their family adjustment.*

The results in Table (23) shows the summary analysis of variance of the scores of the three groups of working women on family adjustment.

Table 23: Summary of analysis of the scores on family adjustment

Source	df	S.S	M.S	F-ratio
Between means	2	804.54	402.27	
Within groups	297	7432.3	25.02	16.00 **
Total	299	8236.84		

** P<0.01

The results presented in Table 24 show significant differences in mean score between groups of poorly supported and moderately supported, poorly supported and better supported and also between better supported and moderately supported groups. In all the cases the comparably better supported groups seem to be better adjusted in family. The results suggest that better social support facilitates adjustment of working women in their family.

The hypothesis is accepted.

Table 24: Means, SDs and 't' values of the three groups of women on family adjustment

Sl. No.	Groups Compared	N	Mean	S.D.	Groups compared	't' value
1.	Poor support	41	8.32	3.68	I & II	8.38**
2.	Moderate support	222	12.70	2.96	I & III	7.74**
3.	Better support	37	14.10	2.82	II & III	2.69**

** P<0.01

The results indicate the role of social support in adjustment of working women. It is seen that receiving tangible, emotional and practical support from their partners at home and colleagues at work place as well as friends is helpful in balancing the competing demands of work and family. The findings are in conformity with the findings of Burke and Weirr (1977).

5.2.4 Social support and Social adjustment

Hypothesis: Working women from better supported, moderately supported and poorly supported families differ significantly among themselves on social adjustment.

Summary of analysis of variance (Table 25) show that there is significant effect for social support on social adjustment.

Table 25: Summary of analysis of the scores on social adjustment

Sources	df	S.S	M.S	F-ratio
Between means	2	170.68	85.34	
Within groups	297	2959.14	9.96	8.57**
Total	299	3129.82		

** P<0.01

The results in Table 26 indicate that mean scores of the better supported group and poorly supported group differ significantly. Poorly supported group and moderately supported group as well as moderately supported group and better supported group also show significant differences with respect to social adjustment.

The hypothesis is accepted.

Table 26: Means, SDs and 't' values of the three groups of women on social adjustment

Sl. No.	Groups Compared	N	Mean	S.D.	Groups compared	't' value
1.	Poor support	41	8.17	3.64	I & II	3.69**
2.	Moderate support	222	10.16	3.08	I & III	4.41**
3.	Better support	37	11.54	3.04	II & III	2.51**

** P<0.01

The findings indicate that social support facilitate the social adjustment of working women. It may be assumed that support of the family members, friends and the wide social network is likely to improve social adjustment of working women.

5.2.5 Social support and Work adjustment

Hypothesis: *Working women from better supported, moderately supported and poorly supported families show significant difference among themselves on work adjustment.*

The results reveal significant effect for social support on work adjustment indicate that working women having better social support are better adjusted at work than the less supported groups. The better supported group appears to be

more socially adjusted than the other two groups and the moderately supported group is, however, more adjusted than the poorly supported group. The results show that social adjustment improves with improvement in social support.

Table 27: Summary of analysis of the scores on work adjustment

Source	df	S.S	M.S	F-ratio
Between means	2	147.02	73.51	
Within groups	297	1779.57	5.99	12.27**
Total	299	1926.59		

** P<0.01

The scores are further analysed using 't' test. The results presented in the table 28 indicate that the mean scores of the better supported group and poorly supported group differ significantly. The mean scores of poorly supported group of working women also differ significantly.

The hypothesis is accepted.

Table 28: Means, SDs and 't' values of the three groups of women on work adjustment

Sl. No.	Groups Compared	N	Mean	S.D.	Groups compared	't' value
1.	Poor support	41	12.00	3.56	I & II	4.89**
2.	Moderate support	222	14.08	2.26	I & III	2.26*
3.	Better support	37	14.32	2.00	II & III	0.62

** P<0.01, *P<0.05

The results indicate that women having better social support seem to be better adjusted in work and experience better job satisfaction. Partner support is highly significant for women's job satisfaction. The results support the findings of Roxburgh (1999).

5.2.6 Social support and General adjustment

Hypothesis: *There are significant differences among working women from better supported, moderately supported and poorly supported families on general adjustment.*

With respect to general adjustment of working women the summary of analysis of variance presented in Table 29 reveals significant effect for social support on adjustment. The

results indicate that level of social support affects level of adjustment.

Table 29: Summary of analysis of the scores on general adjustment

Source	df	S.S	M.S	F-ratio
Between means	2	7255.70	3627.85	
Within groups	297	27150.67	91.42	39.68**
Total	299	34406.37		

** P<0.01

Further analysis of the mean scores using 't' test (Table 30) indicates that mean scores of poorly supported and moderately supported groups, poorly supported and better supported groups as well as better supported and moderately supported groups of working women differ significantly. The better supported group seems to be better adjusted than moderately supported and poorly supported group. Also the moderately supported groups appears to be more adjusted than the poorly supported group.

The hypothesis is accepted.

Table 30: Means, SDs and 't' values of the three groups of women on general adjustment

Sl. No.	Groups Compared	N	Mean	S.D.	Groups compared	't' value
1.	Poor support	41	48.07	10.72	I & II	8.09**
2.	Moderate support	222	61.48	9.56	I & III	7.66**
3.	Better support	37	65.32	8.97	II & III	2.28*

*P<0.05

** P<0.01

The results suggest that social support, to whether it is from family, friends or co-workers, facilitates adjustment of working women. Better support reduces role strain and role conflicts of women and increases their physical and mental health. This is also likely to lead to better job satisfaction and work adjustment.

SECTION B

5.3 PSYCHOLOGICAL FACTORS AND DIMENSIONS OF ADJUSTMENT

Similar to the social factors, psychological factors like self concept and personality seem to influence adjustment of working women. In the work family conflict the role of working women is also crucial to the kind of conflict they experience. They are not passive persons who just experience work-family conflicts. But they can set up a strategy for managing these role conflicts. In being able to take control at work, and at family women should have the skills that they could apply on various situations and have the flexibility to meet the needs of work and family responsibilities. Personal traits that are considering as roots of a personality are likely to provide stable resources for them to manage the stresses and lead well adjusted life.

Working women's personality and self concept seem to facilitate better adjustment in their work-family role. The personal traits are considered as 'roots of a positive life'.

5.3.1 Personality and Adjustment

In order to maintain the work family balance, personality characteristics are important. It is found that people high on negative affectivity and neuroticism experience more work family conflict. Similarly extraverted individuals report less work-family conflict and significantly more positive spillover.

An examination of the studies conducted in the area indicates that personality traits influence adjustment of working women. Working women having a mature personality easily adjust to the situation and get the benefit of multiple role.

To assess the relationship between personality traits and various dimensions of adjustment, Correlation coefficients between each trait and different dimensions of adjustment were worked out. The extent and level of personality factors are also depicted in the form of pie diagram.

5.3.2 FACTOR A: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

*A- Sizothymia
Reserved, detached
critical aloof and stiff*

*A+ Affectothymia
Warm hearted, outgoing,
easy going and participating*

The extent and different levels of Factor A (high, moderate and low) for the total sample were examined and the details are presented in Figure 1.

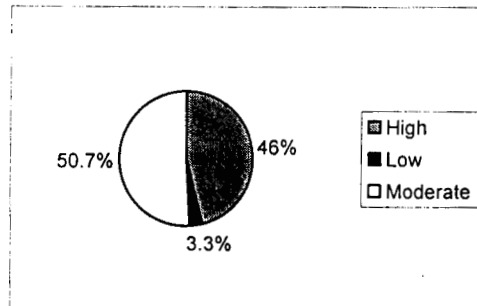


Fig. 1. Extent and levels of personality factor A in total sample

As per Fig.1, 46 per cent of working women have high score in the personality Factor A which indicates that they are warmhearted, outgoing and participating in nature. Moderate level of Factor A is seen in 50.7% of sample of working women. Only 3.3% is found as belongs to low level for Factor A which shows they are reserved and detached in their behaviour.

5.3.3 Personality Factor A and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 31. Correlation coefficient of personality factor A to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.106	NS
Health	0.108	NS
Family	0.088	NS
Social	0.240	0.01
Work	0.082	NS
General	0.181	0.01

Results in Table 31 reveal that personality factor A is significantly correlated to social adjustment and general adjustment. Figure 1 indicates that majority of the working women are A+ in character. i.e., warm hearted, outgoing and participating in nature. However, Factor A does not seem related to other dimensions of adjustment namely, emotional, health, family and work adjustment that is likely to enhance social adjustment, working women are generally natural "joiners", more readily form groups and they are more generous in personal relationship. They are socially bold, less afraid of criticism, better able to remember names of people and more casual in meeting obligations. They have to adjust

flexibly to a lot of compromises with human failings. It is this characteristic expressions that facilitate the general adjustment of working women.

The hypothesis is partially accepted.

5.3.4 FACTOR B : CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

B- low intelligence

B+ high intelligence

The extent and different levels of Factor B (high, moderate and low), for the total sample were examined and the details are presented in Figure 2.

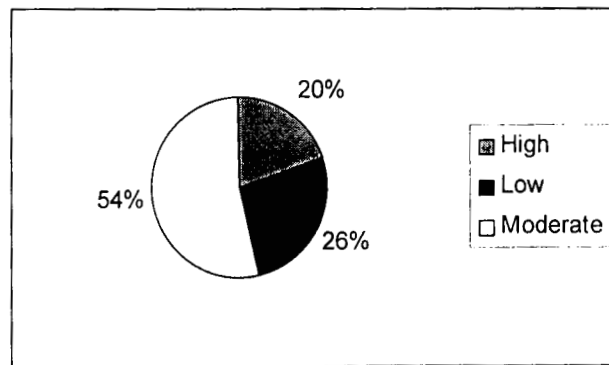


Figure 2. Extent and levels of personality factor B in total sample

Figure 2 shows that 20% of working women have high score in the personality Factor B which reveals that they are highly intelligent and bright. 54% belong to moderate level of intelligence and 26% to low level of intelligence.

5.3.5 Personality Factor B and measures of Adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 32. Correlation coefficient of personality factor B to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.001	NS
Health	0.070	NS
Family	0.002	NS
Social	0.063	NS
Work	0.082	NS
General	0.057	NS

Results indicate that trait B has no significant correlation to different measures of adjustment. The results show that intelligence is not associated with adjustment of working women. Findings of the present study suggest that

adjustment, whether it is emotional, health, family, social, work or general adjustment, is a domain independent and unaffected by the intellectual level of working women.

The hypothesis is rejected.

5.3.6 FACTOR C: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

C- Emotional instability or Ego weakness affected by feelings, emotionally less stable, easily upset

C+ Higher ego strength emotionally stable, mature, faces reality, calm

The extent and different levels of Factor C (high, moderate and low) for the total sample were examined and the details are presented in Figure 3.

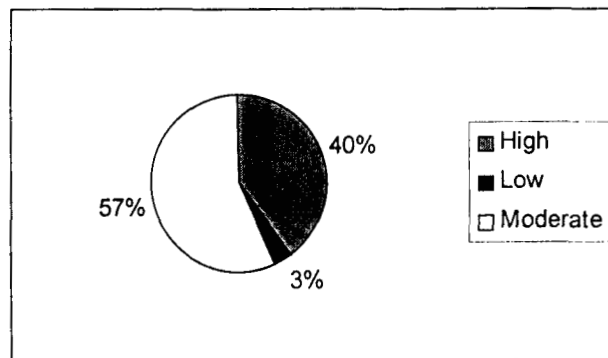


Figure 3. Extent and levels of personality factor C in total sample

Figure 3 shows 40% of the total sample as having a high score in the personality factor C which indicates that they have higher ego strength are emotionally stable, mature, calm and faces reality. Moderate level of Factor C is found in 57% of the total working women. Low level of Factor C is seen in only 3% of the entire samples.

5.3.7 Personality Factor C and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 33: Correlation coefficient of personality factor C to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.296	0.01
Health	0.284	0.01
Family	0.270	0.01
Social	0.194	0.01
Work	0.227	0.01
General	0.363	0.01

Figure 3 depicts that more than 40% of the entire sample is C+ in character. The results presented in Table 33 show

that personality Factor C is positively and significantly correlated to all the six measures of adjustment. The results suggest that the characteristic expression of the trait i.e. high ego strength has a facilitating influence on emotional, health, family, social, work and general adjustment of working women.

Emotional stability may reduce many problems and perhaps enhances emotional adjustment and reduces health problems. It is also likely to facilitate better family adjustment, stability, calmness, emotional maturity seem to help them to deal with family problems. C+ in personality factor C also suggests that they could understand the realities of a situation in a mature manner and adjust to the facts.

In the social and work adjustment also significant correlation is seen. Emotional maturity may help them to restraint in avoiding difficulties and adjust to the difficulties thrown upon them from outside as well as to maintain better group morale and functions as good organizers.

The hypothesis is accepted.

5.3.8 FACTOR E: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

<i>Low score</i> <i>E- Submissiveness</i> <i>obedient, mild, easily</i> <i>led, docile,</i> <i>accommodating</i>	<i>High Score</i> <i>E+Dominance or</i> <i>ascendance</i> <i>assertive, aggressive,</i> <i>competitive, stubborn</i>
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The extent and different levels of Factor E (high, moderate and low) for the total sample were examined and the details are presented in Figure 4.

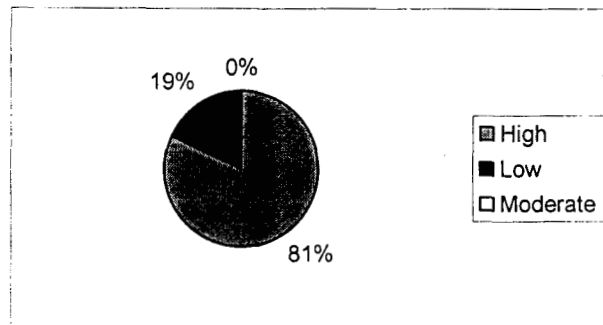


Figure 4. Extent and levels of personality factor E in the total sample

Figure 4 shows the extent and level of personality factor E. 81% of working women are reported to have low score in Factor E and 19% are found to be with moderate score. None of entire sample is found to be higher on Factor E. Results

reveal that 81% of working women are submissive in their behaviour. They are mild, obedient and accommodating.

5.3.9 Personality Factor E and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 34. Correlation coefficient of personality factor E to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.014	NS
Health	-0.009	NS
Family	0.009	NS
Social	-0.060	NS
Work	-0.026	NS
General	-0.028	NS

The results show negligible insignificant correlation between personality Factor E and measures of adjustment namely, emotional, health, family, social, work and general adjustment. The results may be interpreted in terms of the level and extent of Factor E as shown in Fig.4. The results

suggests that being submissive is not conducive to being well adjusted in the case of working women.

The hypothesis is rejected.

5.3.10 FACTOR F: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

Low score
F- Desurgency
sober, taciturn,
serious

High score
F+ Surgency
Enthusiastic, headless,
happy go lucky

The extent and different levels of Factor F (high, moderate and low) for the total sample were examined and the details are presented in Figure 5.

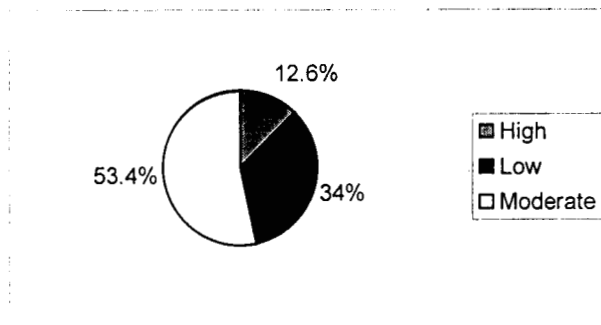


Figure 5. Extent and levels of factor F in total sample

As per figure 5, 34% of the entire sample of working women have high score on factor F, whereas 53.4% reported

moderate level of Factor F. Low level of Factor F is shared by 12.6% of the total sample of working women.

Results reveal that high score of working women indicate that they are enthusiastic, talkative, sociable and happy, go lucky. Low scores of factor shows that they are sober, taciturn, serious in character. Majority of the sample is moderate in Factor F.

5.3.11 Personality Factor F and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 35. Correlation coefficient of personality factor F to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.184	0.01
Health	0.170	0.01
Family	0.121	0.05
Social	0.378	0.01
Work	0.112	0.05
General	0.278	0.01

The results show that the Factor F is significantly correlated to the six measures of adjustment. The results suggest that personality factor F influences women in emotional, health, family, social and work adjustment as well as in general adjustment. Higher the characteristic expression of the trait, better the adjustment of women in all the areas.

Figure 5 shows 34% of workingwomen as having high score in the personality Factor F. Characteristic expression of the factor F describes working women as talkative, cheerful, frank and happy go lucky that reduces their emotional problems leading to better adjustment. In group interaction situations they are apt to make many group favourable remarks, a character likely to make them acceptable to the family and work to such situation. Thus positive E character place, again facilitating adjustment acts as a supporting source for enhancing better adjustment of working women.

Hypothesis is accepted.

5.3.12 FACTOR G: CHARACTERISTIC EXPRESSION OF
THE SOURCE TRAIT

Low Score
G-Low super ego
strength

High Score
G+ Super ego strength

The extent and different levels of Factor G (high, moderate and low) for the total sample were examined and the details are presented in Figure 6.

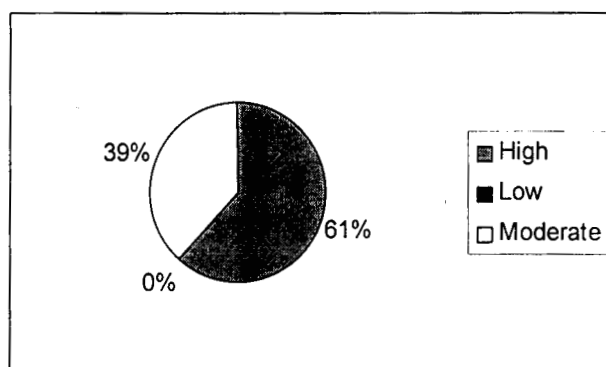


Figure 6. Extent and levels of personality factor G in total sample

In the Figure 6, 61% of the working women seems to have high score on Factor G whereas 39% shows moderate level of factor G. None of the sample appears as having low level of factor G. The results reveal that majority of working women as having high superego strength. This shows they are determined, responsible, emotionally disciplined conscientious and dominated by sense of duty. None of them is found, undependable, self indulgent and frivolous.

5.3.13 Personality Factor G and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 36: Correlation coefficient of personality factor G to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.063	NS
Health	0.069	NS
Family	0.054	NS
Social	0.100	NS
Work	0.104	NS
General	0.109	0.05

Results obtained (Table 36) when the scores on G Factor are correlated with scores and different dimension of adjustment, indicate no significant correlation for Factor G to emotional, health, family, social and work adjustment. However, the correlation between Factor G and general adjustment is significant. The results suggest that emotional, health, family, social and work adjustment are independent of

superego strength. However, general adjustment very much depends on super ego strength of working women.

Hypothesis is partially accepted.

5.3.14 FACTOR H: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

<i>Low score</i> <i>H- Threctia</i> <i>shy, timid, restrained,</i> <i>threat, sensitive</i>	<i>High score</i> <i>H+ Parmia</i> <i>adventurous, thick</i> <i>skinned, socially bold</i>
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The extent and different levels of Factor H (high, moderate and low) for the total sample were examined and the details are presented in Figure 7.

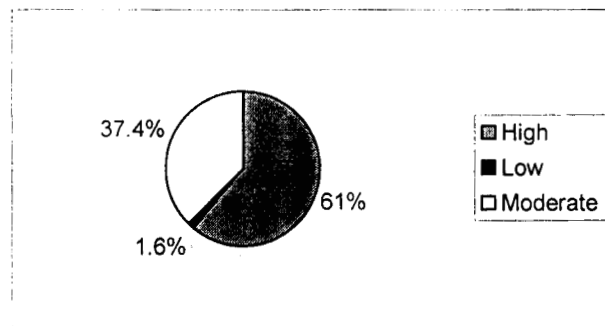


Figure 7. Extent and levels of personality factor H in total sample

Figure 7 reveals 61% of sample of workingwomen has high score on factor H whereas 37.4% has moderate level of Factor G. Low level of factor G is seen in 1.6% of the entire sample.

The results describe the majority having a high score on Factor H as socially bold, adventurous, friendly, active, like meeting people and responsive; 1.6% of the total sample as shy and withdrawn and 37.4% as fully in between these two categories of women

5.3.15 Personality Factor H and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 37: Correlation coefficient of personality factor H to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.237	0.01
Health	0.159	0.01
Family	0.248	0.01
Social	0.385	0.01
Work	0.238	0.01
General	0.365	0.01

Results reveal that a significant correlation is seen between Factor H and the six measures of adjustment. The findings suggest that emotional, health, family, social and work adjustment as well as general adjustment of workingwomen is highly related to the personality trait H. The present results may be explained in relation to the characteristic expression of Factor H. The predominance of Factor H shows working women are found to show a tendency to be adventurous, friendly and socially bold. This might have facilitated their emotional, health, family, social and work adjustment and in turn helped them to be better adjusted generally.

The hypothesis is accepted.

5.3.16 FACTOR I: CHARACTERISTIC EXPRESSION OF THE

SOURCE TRAIT

Low score

I- Harria

Tough minded, rejects

illusion

High Score

I+ Premsia

*Tender minded,
sensitive, dependent,
overprotected*

The extent and different levels of Factor I (high, moderate and low) for the total sample were examined and the details are presented in Figure 8.

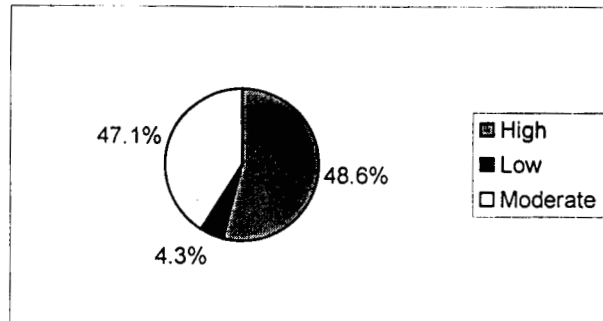


Figure 8. Extent and levels of personality factor I in the total sample

In Figure 8, 48.6% of the total sample have high score on Factor I whereas 47.1% are found belonging to the moderate level of factor I. Only 4.3% of the working women come under low score for Factor G.

Results reveal that 48.6% of the working women are appears to be tender minded, kind, gentle and affectionate. 4.3% are found to be tough minded and unsentimental and 47.1% are moderate who are neither tough minded nor tender minded.

5.3.17 Personality factor I and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 38: Correlation coefficient of personality factor I to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.034	NS
Health	0.003	NS
Family	-0.014	NS
Social	0.069	NS
Work	-0.000	NS
General	-0.009	NS

Table 38 show no significant correlation between personality factor I and six dimensions of adjustment. The nature of correlation values suggests that health and social adjustment are independent of Factor I. Though negligible the negative correlations visible in the case of emotional, family, social, work and general adjustment may be interpreted in terms of the extent and level of the factor present in the sample. Information based on Fig.8 suggests that tender

mindedness, sensitivity and dependency in women do not help them to be well adjusted emotionally and socially and at home and work place. These characters also do not facilitate general adjustment.

The hypothesis is rejected.

5.3.18 FACTOR L: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

<i>Low Score</i>	<i>High score</i>
<i>L- Alaxia</i>	<i>L+ Protension</i>
<i>Trusting, accepting conditions</i>	<i>Suspecting, jealous</i>

The extent and different levels of Factor L (high, moderate and low) for the total sample were examined and the details are presented in Figure 9.

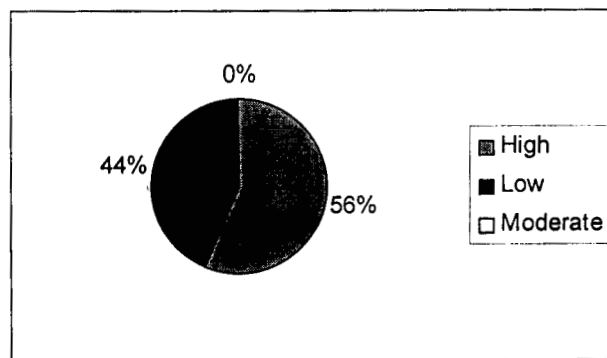


Figure 9. Extent and levels of personality factor L in total sample

Figure 9 exhibits 56% of working women as having high score in factor L which indicates that they are suspicious of interference, jealous and dogmatic. None of the entire sample show low score in factor L. 44% of working women come under the moderate group.

5.3.19 Personality Factor L and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 39: Correlation coefficient of personality factor L to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.127	0.05
Health	-0.025	NS
Family	-0.128	0.05
Social	-0.047	NS
Work	-0.090	NS
General	-0.121	0.05

The results (Table 39) reveal that negative correlations exist between Factor L and six dimensions of adjustment. In

emotional, family and general adjustment significant negative correlations are found.

The present results may be interpreted in terms of the characteristic expression of the trait L in the working women. The suspicious and jealous nature of them, as revealed from Fig.9, might have adversely affected their emotional adjustment and interfered with their family life. This in turn might have lead to general maladjustment.

The hypothesis is partially accepted.

5.3.20 FACTOR M: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

<i>Low Score</i>	<i>High score</i>
<i>M- Praxernia</i>	<i>M+ Autia</i>
<i>practical has "Down to earth" concerns</i>	<i>Imaginative, Bohemian, Absent minded</i>

The extent and different levels of Factor M (high, moderate and low) for the total sample were examined and the details are presented in Figure 10.

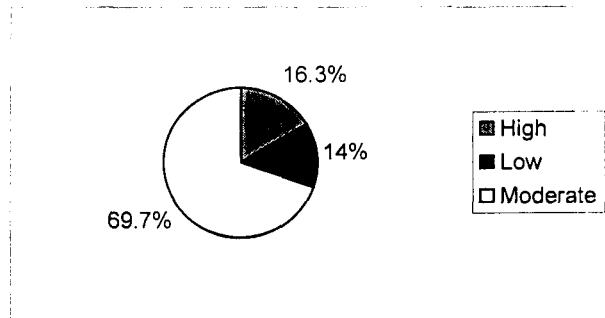


Figure 10. Extent and levels of personality factor M in total sample

Figure 10 shows 14% of the total sample as high in factor M and 16.3% are low in this factor. 69.7% of the working women are moderate in the factor M. This reveals that majority of the working women are matured in thinking, practical and satisfied with the group unity and groups regard for rules of procedures.

5.3.21 Personality Factor M and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 40: Correlation coefficient of personality factor M to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.031	NS
Health	0.034	NS
Family	0.065	NS
Social	0.026	NS
Work	0.108	NS
General	0.012	NS

The results indicate no significant correlation between the factor M and six measures of adjustment. Personality factor M seems to have no effect on adjustment. Emotional, health, family, social and work adjustment as well as general adjustment is independent of the personality factor M present in the working women.

Table 40 reveals the correlation coefficients between personality factor M and measures of adjustment. The results indicate no significant correlation between the factor M and six measures of adjustment. Personality factor M seems to have no effect on adjustment. Emotional, health, family, social and

work adjustment as well as general adjustment is independent of the personality factor M present in the working women.

The hypothesis is rejected.

5.3.22 FACTOR N: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

Low score
N- Naivete
Forth right,
unpretentious

High Score
N+ Shrewdness
Worldly, Astute

The extent and different levels of Factor N (high, moderate and low) for the total sample were examined and the details are presented in Figure 11.

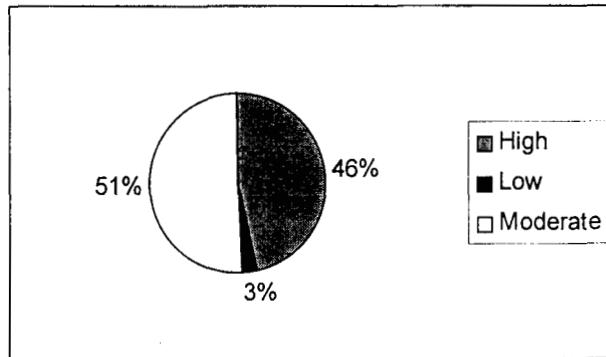


Figure 11. Extent and levels of personality factor N in total sample

Figure 11 shows 3% of the total sample as high in personality factor N, whereas 46% as moderate and 51% as

low. The results reveal that majority of working women are genuine, gregarious emotionally involved, spontaneous, natural and has blind trust in human nature. High scores indicate that they are shrewd, polished and artful.

5.3.23 Personality Factor N and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 41: Correlation coefficient of personality factor N to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.178	0.01
Health	-0.136	0.05
Family	-0.131	0.05
Social	-0.058	NS
Work	-0.207	0.01
General	-0.198	0.01

The results (Table 41) indicate negative correlations between the factor N and six measures of adjustment. Significant negative correlation are observed in the case of emotional, health, family and work adjustment and also in

general adjustment. A possible explanation for the trend seen in relation to the characteristic expressions of the Factor N. As shown in Fig.11 their blind trust and spontaneous emotional involvement are likely to breed problems in emotional, health, family work and general adjustment. However, the negligible correlation between Factor N and social adjustment show that social adjustment is more or less independent of personality factor N.

The hypothesis is partially accepted.

5.3.24 FACTOR O: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

Low score
O- Self assured,
placid, secure

High Score
O+ Apprehensive, self
resproaching, insecure
and worrying

The extent and different levels of Factor O (high, moderate and low) for the total sample were examined and the details are presented in Figure 12.

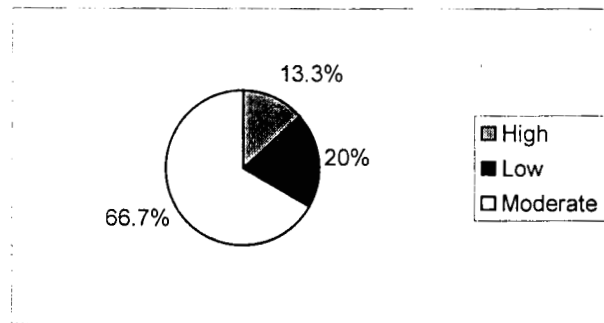


Figure 12. Extent and levels of personality factor O in total sample

Figure 12 presents 20% of the workingwomen as having high score in the personality factor O whereas 66.7% as belonging to moderate level of personality factor O. Only 13.3% of total sample seems to belong to low level. Results indicate that 20% of the entire sample is worrying, anxious, depressed and brooding type. 13.3% show self confident, cheerful and no fears. 66.7% i.e., the majority express moderate character.

5.3.25 Personality factor O and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 42: Correlation coefficient of personality factor O to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.131	0.05
Health	-0.085	NS
Family	-0.039	NS
Social	-0.169	0.01
Work	-0.085	NS
General	-0.146	0.05

The results presented in Table 42 show that personality factor O and adjustment measures are negatively correlated. The correlation coefficient obtained for O factor are significantly negative with respect to emotional, social and general adjustment. The results suggest that adjustment in these dimensions relate to the personality characteristics such as self confidence, cheerfulness and also the state of having no fears.

The hypothesis is partially accepted.

5.3.26 FACTOR Q1: CHARACTERISTIC EXPRESSION OF THE
SOURCE TRAIT

Low score
Q1- Conservatism of
temperament
Conservative, respecting
established ideas,
tolerant of traditional
difficulties

High Score
Q1+ Radicalism
Experimenting, liberal,
analytical, free thinking

The extent and different levels of Factor Q1 (high, moderate and low) for the total sample were examined and the details are presented in Figure 13.

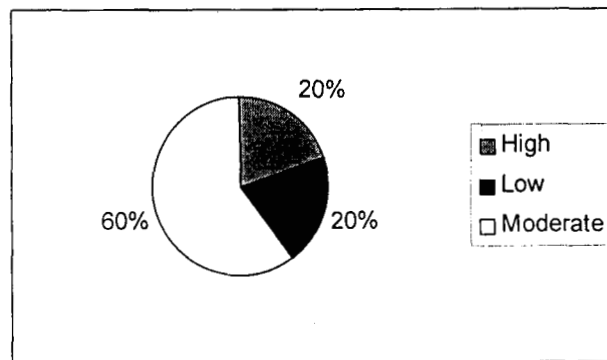


Figure 13. Extent and levels of personality factor Q1 in total sample

In figure 13, 20% of the working women seems to have high score in the personality factor Q1 whereas 60% show

moderate level of score in factor Q1. Low score is found in 20% of total sample.

5.3.27 Personality Factor Q1 and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 43: Correlation coefficient of personality factor Q1 to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.012	NS
Health	0.050	NS
Family	0.093	NS
Social	0.096	NS
Work	-0.008	NS
General	0.074	NS

The results (Table 43) reveal no significant correlation between the factor Q1 and six measures of adjustment. The present results suggest that adjustment of working women i.e., emotional adjustment, health adjustment, family adjustment, social adjustment, work adjustment and general adjustment are independent of the personality factor Q1.

The hypothesis is rejected.

5.3.28 FACTOR Q2: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

Low score
Q2- Group dependency
Socially group dependent

High Score
Q2+ Self sufficiency
self sufficient,
resourceful, prefers own
decisions

The extent and different levels of Factor Q2 (high, moderate and low) for the total sample were examined and the details are presented in Figure 14.

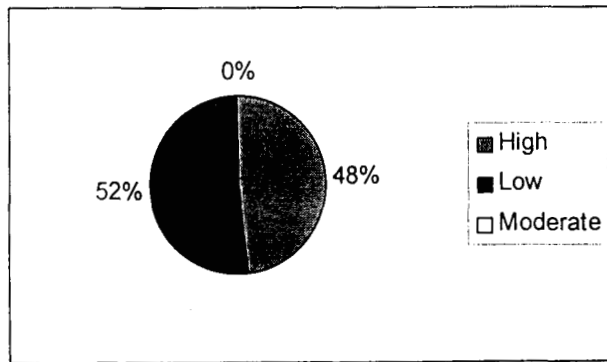


Figure 14. Extent and levels of personality factor Q2 in total sample

As per Figure 14, 48% of working women have high score in personality factor Q2 whereas 52% have moderate scores. None of them have low scores in Factor Q2. Results reveal that

48% of working women are self sufficient, resourceful and prefer own decisions whereas none of them prefer group dependency. 52% of them fall in between these two groups.

5.3.29 Personality Factor Q2 and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 44: Correlation coefficient of personality factor Q2 to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.065	NS
Health	0.069	NS
Family	0.123	0.05
Social	0.153	0.05
Work	0.096	NS
General	0.143	0.05

Significant correlations (at 0.05 level) are observed in measures of family, social, and general adjustment. The characteristic expression of the Factor Q2 suggests that self sufficiency in women, their resourcefulness and preference for own decisions go a long way in reducing problems in family and

social relations and facilitating general adjustment. The results also indicate that emotional, health and work adjustment are independent of Factor Q2.

The hypothesis is partially accepted.

5.3.30 FACTOR Q3: CHARACTERISTIC EXPRESSION OF THE SOURCE TRAIT

Low score
Q3- Low self-sentiment
integration

High Score
Q3+ High strength of
Self-sentiment

The extent and different levels of Factor Q3 (high, moderate and low) for the total sample were examined and the details are presented in Figure 15.

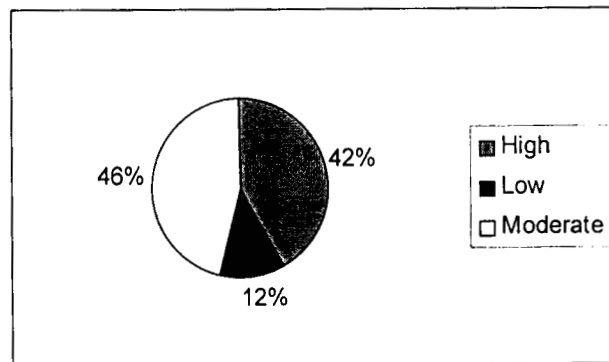


Figure 15. Extent and levels of personality factor Q3 in total sample

As shown in Fig. 15, 42% of the working women have high score whereas 46% are moderate and 12% have low scores in personality Factor Q3+. Results indicate that working women who belong to Q3+ have controlled, will power and socially precise whereas those with Q3 reveals low self sentiment. 46.8% shows moderate level of mature integration and self sentiment.

5.3.31 Personality factor Q3 and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 45: Correlation coefficient of personality factor Q3 to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	0.152	0.01
Health	0.142	0.05
Family	0.166	0.01
Social	0.275	0.01
Work	0.164	0.01
General	0.259	0.01

Results presented in Table 45 show significant positive correlations between emotional, health, family, social, work and general adjustment of working women and Factor Q3. Results suggest that women's high strength of self-sentiment makes them to adjust emotionally and maintaining good health. This factor also seem to facilitate their family, social and work adjustment and enhances general adjustment of working women.

The hypothesis is accepted.

5.3.32 FACTOR Q4: CHARACTERISTIC EXPRESSION OF THE
SOURCE TRAIT

Low score
Q4- *Relaxed, tranquil,*
unfrustrated, composed

High Score
Q4+ *Tense, frustrated,*
driver, fretful

The extent and different levels of Factor Q4 (high, moderate and low) for the total sample were examined and the details are presented in Figure 16.

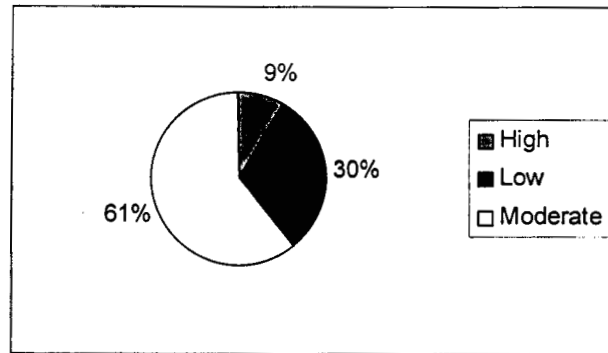


Figure 16. Extent and levels of personality factor Q4 in total sample

Figure 16 reveals, 9% of the workingwomen as having a high score in factor Q4 whereas 61% reported moderate level in factor Q4. Low level of factor expression is seen in 30% of total working women.

Results indicate that Q4+ working women (9%) are tense and frustrated in character; Q4- working women (30%) are relaxed and unfrustrated and the moderate group are less tense, less frustrated and less fretful but not much relaxed and tranquil.

5.3.33 Personality Factor Q4 and measures of adjustment

Hypothesis: *Personality factors are significantly related to different dimensions of adjustment.*

Table 46: Correlation coefficient of personality factor Q4 to different measures of adjustment

Adjustment measures	Correlation coefficient	Level of significance
Emotional	-0.402	0.01
Health	-0.246	0.01
Family	-0.243	0.01
Social	-0.182	0.01
Work	-0.222	0.01
General	-0.372	0.01

Results from the Table 46 reveal that there are significant negative correlations between the factor Q4 and six measures of adjustment. The results may be explained with reference to the characteristic expression of the Factor Q4. The tense, frustrated fretful nature of women seems to affect adjustment negatively. The personality characteristics are likely to create emotional problems, health problems, problems in family and social set up and work place. The personality characteristics also seem to lead to general and adjustment among working women.

The hypothesis is accepted.

5.4 SELF-CONCEPT AND ADJUSTMENT OF WORKING WOMEN

From the review of available studies it becomes clear that the presence of positive self concept strongly influences the success of adjustment in the lives of working women. Negative self concept is likely to affect the physical as well as psychological well-being of working women.

Balamani (1998) reported that employed women are higher on social self concept. Higher self concept reduces emotional problems like anxiety, depression, and frustration, facilitating better health adjustment. Positive self concept also enhances the social relationships, family adjustment and leads to better performance in their work. Self concept has a positive impact on the general adjustment of working women.

To examine the effect of self concept on different areas of adjustment the total sample of 300 women was grouped into 3 categories namely groups with poor, moderate, first and better self concept. This was done by dividing the score distribution on self concept at the first, middle and third quartiles.

Then the scores on each area of adjustment was subjected to analysis of variance (one way). In case where F

ratios were significant, the mean scores of groups compared were examined using 't' test to understand the significance in difference between mean scores.

5.4.1 Self concept and Emotional adjustment

Hypothesis: *There is significant difference among women with better self concept, moderate self concept and poor self concept on their emotional adjustment.*

Table 47 shows relationships of emotional adjustment to self concept of working women.

Table 47: Summary of analysis of the scores on emotional adjustment

Source	df	S.S	M.S.S.	F. ratio
Between means	2	181.77	90.88	9.26**
Within groups	297	2913.84	9.81	
Total	299	3095.61		

**P<0.01

Table 47 indicate that there is significant effect for self concept on emotional adjustment. The F-ratio is found significant at 0.01 level. Further analysis of the scores using 't' test reveal that groups of women having better self concept

differ significantly in emotional adjustment than those with moderate self concept and poor self concept.

The hypothesis is partially accepted.

Table 48: Means, SDs and ‘t’ values of the three groups of women on emotional adjustment

Area of adjustment	Groups of working women	N	Mean	SD	Groups compared	‘t’ value
Emotional adjustment	Poor self concept	36	12.00	2.98	1 & 2	1.23
	Moderate self concept	215	11.33	3.34	1 & 3	2.55*
	Better self concept	49	13.45	2.12	2 & 3	5.64**

*P<0.05 **P<0.01

The results show that self concept has significant effect on emotional adjustment of working women. From the means presented in Table 48 it is evident that groups of women with poor self concept, moderate self concept and better self concept differ significantly with each other in emotional adjustment. Those with better self concept seems better adjusted emotionally than the other two groups. It also appear that group of women with moderate self concept is comparatively better in emotional adjustment than those with poor self concept. The present results reveal that better self concept leads to better emotional adjustment.

5.4.2 Self concept and Health adjustment

Hypothesis: *Women with better self concept, moderate self concept and poor self concept differ significantly and health adjustment.*

Table 49: Summary of analysis of the scores on Health adjustment

Source	df	S.S	M.S.S.	F. ratio
Between means	2	389.58	194.79	23.58**
Within groups	297	2454.31	8.26	
Total	299	2843.89		

** P<0.01

Summary of analysis of variance (Table 49) indicates that F ratio is significant at 0.01 level. This suggests significant effects for self concept on health adjustment of working women. Self concept seems to influence health adjustment of working women.

The hypothesis is partially accepted.

Table 50: Means, SDs and ‘t’ values of the three groups of women on health adjustment

Area of adjustment	Groups of working women	N	Mean	SD	Groups compared	‘t’ value
Health adjustment	Poor self concept	36	11.14	3.29	1 & 2	1.68
	Moderate self concept	215	12.12	2.89	1 & 3	3.40**
	Better self concept	49	13.35	2.45	2 & 3	3.06**

**P<0.01

Results from the table 50 show a significant difference between the groups with poor self concept and better self concept as well as between those with moderate self concept and better self concept. Mean scores show that working women with better self concept are having better health adjustment than the other two groups of women. The findings clearly point out that better self concept has a facilitating effect on health adjustment.

5.4.3 Self concept and Family adjustment

Hypothesis: *There is significant difference among women with better self concept, moderate self concept and poor self concept on family adjustment.*

Table 51: Summary of analysis of the scores on Family adjustment

Source	df	S.S	M.S.S.	F. ratio
Between means	2	84.36	42.18	3.65*
Within groups	297	3432.92	11.55	
Total	299	3517.28		

* P<0.05

Table 51 indicates that there is significant effect for self concept on family adjustment of women. The F ratio is found significant at 0.05 level. Further analysis of the scores using t test reveal that groups of women having moderate self concept and better self concept differ significantly in family adjustment than those with better self concept.

The hypothesis is partially accepted.

Table 52: Means, SDs and 't' values of the three groups of women on family adjustment

Area of adjustment	Groups of working women	N	Mean	SD	Groups compared	't' value
Family adjustment	Poor self concept	36	12.17	3.33	1 & 2	0.25
	Moderate self concept	215	12.02	3.45	1 & 3	1.80
	Better self concept	49	13.47	3.22	2 & 3	2.81**

**P<0.01

Result from the table 52 shows a significant difference between the groups of moderate self concept and high self concept groups of working women. Mean difference indicate that working women with high self concept are better adjusted in their family.

Self concept seems better adjusted in family than the other group. However no significant difference is seen between those with poor and moderate self concept as well as between those with poor and better self concept.

5.4.4 Self concept and Social adjustment

Hypothesis: *There is significant difference among women with better self concept, moderate self concept and poor self concept on social adjustment.*

Table 53: Summary of analysis of the scores on Social Adjustment

Source	df	S.S	M.S.S.	F. ratio
Between means	2	73.44	36.72	3.50*
Within groups	297	3117.29	10.50	
Total	299	3190.73		

*P<0.05

Table 53 indicate that there is significant effect for self concept on social adjustment. The F-ratio is found significant at 0.05 level. Further analysis of scores using ‘t’ test reveal that groups of women having better self concept are better adjusted socially than those with, poor self concept and moderate self concept.

The hypothesis is partially accepted.

Table 54: Means, SDs and 't' values of the three groups of women on social adjustment

Area of adjustment	Groups of working women	N	Mean	SD	Groups compared	't' value
Social adjustment	Poor self concept	36	10.19	3.89	1 & 2	0.58
	Moderate self concept	215	9.79	3.15	1 & 3	1.20
	Better self concept	49	11.14	3.11	2 & 3	2.74**

**P<0.01

The results show that group of women with poor and moderate self concept and those with poor and better self concept do not differ. The results also show significant difference between the better self concept group and moderate self concept group in their mean scores on social adjustment in findings reveal that working women with better self concept are better adjusted socially than those with moderate self concept.

5.4.5 Self concept and Work adjustment

Hypothesis: *Significant difference exists among women with better self concept, moderate self concept and poor self concept on work adjustment.*

Table 55: Summary of analysis of the scores on work adjustment

Source	df	S.S	M.S.S.	F. ratio
Between means	2	31.63	15.82	2.44
Within groups	297	1924.36	6.47	N.S.
Total	299	1955.99		

N.S. – Not Significant

Group of women with poor, moderate and better self concept seem to be homogenous with respect to their work adjustment. Results presented in Table 55 show no significant effect for self concept on work adjustment. The findings suggest that work adjustment of women is not influenced by their self concept.

The hypothesis is rejected

5.4.6 Self concept and General adjustment

Hypothesis: *There is significant difference between women with better self concept, moderate self concept and poor self concept on their general adjustment*

Table 56: Summary of analysis of the scores on general adjustment

Source	df	S.S	M.S.S.	F. ratio
Between means	2	1486.71	743.36	64.36**
Within groups	297	3432.92	11.55	
Total	299	4919.63		

**P<0.01

The results given in Table 56 show that the F ratio obtained is significant at 0.01 level. This suggests significant effect for self concept on general adjustment of working women. The results of analysis of variance reveal that self concept of workingwomen affect the general adjustment in a significant way.

The hypothesis is partially accepted.

Table 57: Means, SDs and 't' values of the three groups of women on general adjustment

Area of adjustment	Groups of working women	N	Mean	SD	Groups compared	't' value
General adjustment	Poor self concept	36	58.94	12.66	1 & 2	0.03
	Moderate self concept	215	59.00	10.53	1 & 3	2.84**
	Better self concept	49	65.94	8.89	2 & 3	4.76**

**P<0.01

Mean scores of general adjustment (Table 57) reveal that working women having better self concept and poor self concept differ significantly at 0.01 level. Similarly working women with moderate self concept and better self concept show significant difference in general adjustment. The personality factors are related to direction of adjustment viz., emotional, health, family, social and work adjustment and general adjustment. The findings suggest that working women having better self concept are better adjusted in the measure of general adjustment, than their counterparts with comparably poor self concept. However, no significant difference is observed between those with poor and moderate self concept.

SECTION C

5.5 BIOGRAPHICAL FACTORS AND VARIOUS DIMENSIONS OF ADJUSTMENT

Review (Chapter II) suggests that social and psychological factors, personal/biographical factors also play crucial roles with respect to the adjustment of working women. Hence, in the following part, the personal demographics with respect to age, education, religion, income, marital status and location of living are examined. For the purpose of analysis of scores on measures of adjustment in relation to biographical data the total sample of 300 women were categorized into sub-groups based on their age, education, religion income, marital status and location of living. Then the scores of the biographical sub groups on each of the dimensions of adjustment were subjected to t-test for independent samples. The results are presented in the following pages.

Table 58: Break-up of the sample of 300 women based on age, education, income, religion, marital status and location of living.

Variable	Groups	Description	Number
Age	Group I (26-35 years)	Young	105
	Group II (36- 45 years)	Middle aged	107
	Group III (46-55 years)	Elder	88
Education	Group I	Matriculate	115
	Group II	Graduate	83
	Group III	Postgraduate	66
	Group IV	Professional	36
Income	Group I	Low Income	82
	Group II	Middle Income	94
	Group III	Upper Middle Income	86
	Group IV	High Income	38
Religion	Group I	Hindu	193
	Group II	Muslim	13
	Group III	Christian	94
Marital Status	Group I	Married	274
	Group II	Unmarried	26
Area of Living	Group I	Urban	81
	Group II	Rural	116
	Group III	Semi Urban	103

5.5.1 Age and Adjustment

Hypothesis: *Younger and older groups of working women differ significantly among themselves with respect to emotional, health, social, family, work and general adjustment.*

The results presented in Table 59 show that young women differ significantly from older women in the measure of family adjustment. Older group of working women seem to have more problems with family than the other two groups. The young and middle aged women are found comparatively well adjusted in family. The results suggest that increase in age causes poor family adjustment.

However no significant difference among the three groups of working women is noted in emotional adjustment, health adjustment, social adjustment, work adjustment and also in general adjustment. In all these dimensions that young, middle aged and elder women are more or less similar with regard to their adjustment in the concerned area.

The hypothesis is partially accepted.

Table 59: Means, SDs and 't' values of the scores on six measures of adjustment of the three groups of women

Variable	Groups	N	Mean	SD	Groups compared	't' value
Emotional	25-35 yrs	105	11.49	3.54	1 & 2	0.37
	35-45 yrs	107	11.66	3.10	1 & 3	1.43
	45-55 yrs	88	12.17	2.99	2 & 3	1.16
Health	25-35 yrs	105	12.35	2.97	1 & 2	0.250
	35-45 yrs	107	12.45	2.60	1 & 3	1.39
	45-55 yrs	88	11.73	3.24	2 & 3	1.69
Family	25-35 yrs	105	11.89	3.75	1 & 2	0.35
	35-45 yrs	107	12.06	3.29	1 & 3	2.28**
	45-55 yrs	88	13.01	3.18	2 & 3	2.06**
Social	25-35 yrs	105	10.17	3.53	1 & 2	0.24
	35-45 yrs	107	10.06	2.84	1 & 3	0.48
	45-55 yrs	88	9.93	3.47	2 & 3	0.29
Work	25-35 yrs	105	13.68	2.79	1 & 2	0.11
	35-45 yrs	107	13.64	2.27	1 & 3	1.48
	45-55 yrs	88	14.25	2.54	2 & 3	1.75
General	25-35 yrs	105	59.56	12.23	1 & 2	0.22
	35-45 yrs	107	59.88	8.85	1 & 3	0.90
	45-55 yrs	88	61.09	11.29	2 & 3	0.82

**P<0.01

In the measure of family adjustment of working women, the type of family in which she live and family relationship help or hinder adjustment. Similarly age of the working women and that of her spouse also contribute effective marital and family adjustment. The results confirm the findings reported by Kapur (1979).

5.5.2 Education and Adjustment

Hypothesis: *Working women of different educational level differ significantly among themselves with respect to emotional, health, family, social, work and general adjustment.*

Results in Table 60 show significant difference in emotional adjustment among professionals and matriculates. Significant difference his emotional adjustment is also observed among the group of graduates and professionals, post graduates and professionals. From the mean scores, professionals it is seen that professionals are more adjusted emotionally than the other groups. Results suggest that higher education facilitates emotional adjustment of working women.

In the measure of health adjustment matriculates and post graduates differ significantly. Similarly, graduates and post graduates also differ significantly in health adjustment.

Mean scores reveal that post graduates are better adjusted in health. However, no significant difference is observed among the other groups of women.

The mean scores of the family adjustment reveals that professionals are better adjusted in their family life. Significant difference is observed between the groups of graduates and professionals. Results suggest that higher education promotes family adjustment of working women. In the measure of social and work adjustment no significant difference in mean scores is observed. The findings reveal that education has no effect on social and work adjustment of working women.

Mean scores of general adjustment suggest that professionals are better adjusted than the other three groups. Significant difference is observed among the graduates and professionals also. Results reveal that education enhances general adjustment of working women.

The hypothesis is partially accepted.

Table 60: Means, SDs and 't' values of the scores on six measures of adjustment of the four groups of women.

Variable	Groups	N	Mean	SD	Groups compared	't' value
Emotional	1. Matriculates	115	11.43	3.36	1 & 2	0.26
	2. Graduates	83	11.55	3.17	1 & 3	0.67
	3. Post graduates	66	11.76	3.11	1 & 4	3.16**
	4. Professionals	36	13.25	2.91	2 & 3	0.45
					2 & 4	2.85**
					3 & 4	2.41**
Health	1. Matriculates	115	11.89	3.06	1 & 2	0.09
	2. Graduates	83	11.85	2.79	1 & 3	2.15*
	3. Post graduates	66	12.86	2.85	1 & 4	1.66
	4. Professionals	36	12.80	2.81	2 & 3	2.17*
					2 & 4	1.70
					3 & 4	0.01
Family	1. Matriculates	115	12.36	3.08	1 & 2	1.63
	2. Graduates	83	11.55	3.70	1 & 3	0.30
	3. Post graduates	66	12.52	3.67	1 & 4	1.40
	4. Professionals	36	13.25	3.42	2 & 3	1.60
					2 & 4	2.43*
					3 & 4	1.05
Social	1. Matriculates	115	10.29	3.30	1 & 2	1.85
	2. Graduates	83	9.44	3.12	1 & 3	0.08
	3. Post graduates	66	10.33	3.40	1 & 4	0.66
	4. Professionals	36	10.25	3.21	2 & 3	1.65
					2 & 4	1.28
					3 & 4	0.18
Work	1. Matriculates	115	14.17	2.20	1 & 2	2.30
	2. Graduates	83	13.31	2.84	1 & 3	0.71
	3. Post graduates	66	13.92	2.34	1 & 4	0.57
	4. Professionals	36	13.75	3.11	2 & 3	1.44
					2 & 4	0.73
					3 & 4	2.29
General	1. Matriculates	115	60.13	10.07	1 & 2	1.58
	2. Graduates	83	57.72	10.97	1 & 3	0.77
	3. Post graduates	66	61.39	10.88	1 & 4	1.44
	4. Professionals	36	63.30	11.95	2 & 3	2.04
					2 & 4	2.40*
					3 & 4	0.80

*P<0.05, **P<0.01

The present results partially confirm the findings reported by Kapur (1979), Subramanian (1989). In their study authors report that there is relationship between education status and general adjustment of women.

5.5.3 Income and Adjustment

Hypothesis: *Working women of different income status differ significantly among themselves with respect to emotional, health, family, social, work and general adjustment*

The results presented in Table 61 show significant differences among the groups of women in all the areas of adjustment except health and social adjustment. In emotional adjustment low income group differs significantly from the middle, upper middle and high income groups. The mean scores indicate that the lower income group is poorly adjusted emotionally than the other three groups. The results also showed that high income group is better adjusted than the other groups. The findings suggest that financial status is a crucial factor that facilitates emotional adjustment. Poor income may lead to anxiety, frustration, depression and other emotional problems.

In the measures of health and social adjustment the four groups, do not show significant difference. Results reveals that income has no effect on the social and health adjustment of working women.

In family adjustment a significant difference in means is observed among the groups of high income and low income women. Mean scores indicate that lower income group is poorly adjusted in family than the other three groups. Significant difference on mean score is also observed between middle income and lower income groups, as well as between lower income and upper middle income groups. Results reveal that working women from high income group are better adjusted in family. Findings suggest that economic status satisfies the material needs of family members which leads to better adjustment.

Working women from lower income group and high income group show significant difference in the area of work adjustment. No significant difference is observed among the other three groups. Results show that working women from high economic group are better adjusted in work than their counterparts from lower income group.

Further, in general adjustment measure, also low income group differs significantly from the middle income group, upper middle income group and high income group. Mean score reveals the working women from high income group as better adjusted than the low income group. Deprivation and emotional problems which affect the general adjustment of working women from lower income status. In high income group however economic freedom may satisfy their material needs and enhances better adjustment.

The hypothesis is partially accepted.

Table 61: Means, SDs and 't' values of the scores on six measures of adjustment of the four groups of women.

Variable	Groups	N	Mean	SD	Groups compared	't' value
Emotional	1. Low Income	82	10.32	3.57	1 & 2	3.01**
	2. Middle Income	94	11.88	3.26	1 & 3	4.23**
	3. Upper middle	86	12.46	2.59	1 & 4	4.22**
	4. High Income	37	12.92	2.93	2 & 3	1.33
					2 & 4	1.79
				3 & 4	1.47	
Health	1. Low Income	82	11.83	3.04	1 & 2	0.54
	2. Middle Income	94	12.07	2.77	1 & 3	1.21
	3. Upper middle	86	12.40	3.08	1 & 4	1.81
	4. High Income	37	12.84	2.75	2 & 3	0.75
					2 & 4	1.45
				3 & 4	0.79	
Family	1. Low Income	82	11.29	3.65	1 & 2	1.49
	2. Middle Income	94	12.09	3.46	1 & 3	3.10**
	3. Upper middle	86	12.89	3.01	1 & 4	3.65**
	4. High Income	37	13.68	3.18	2 & 3	1.66
					2 & 4	2.53**
				3 & 4	1.30	
Social	1. Low Income	82	9.76	3.55	1 & 2	0.68
	2. Middle Income	94	10.11	3.28	1 & 3	0.78
	3. Upper middle	86	10.16	3.09	1 & 4	0.98
	4. High Income	37	10.38	3.08	2 & 3	0.11
					2 & 4	0.48
				3 & 4	0.37	
Work	1. Low Income	82	13.23	2.73	1 & 2	1.59
	2. Middle Income	94	13.87	2.60	1 & 3	1.74
	3. Upper middle	86	13.93	2.46	1 & 4	3.22**
	4. High Income	37	14.65	1.98	2 & 3	0.15
					2 & 4	1.86
				3 & 4	1.73	
General	1. Low Income	82	56.48	11.24	1 & 2	2.11*
	2. Middle Income	94	60.04	11.13	1 & 3	3.23**
	3. Upper middle	86	61.86	9.86	1 & 4	4.12**
	4. High Income	37	64.46	9.16	2 & 3	1.16
					2 & 4	2.35**
				3 & 4	1.42	

*P<0.05, **P<0.01

In the case of emotional adjustment, the finding that working women belonging to high socio-economic status are

better adjusted is supported by Kessler and Cleary (1980). This may be because better economic status makes access to various resources that are useful in dealing with problems.

With regard to general adjustment also, economic status seems to have a positive effect. The study reports high income group are better adjusted than comparatively low income groups of working women. These results confirm the findings reported by Kapur (1979), Hoffman (1975).

5.5.4 Religion and Adjustment

Hypothesis: *Working women from different religious groups differ significantly among themselves with respect to emotional, health, family, social, work and general adjustment*

In the present study number of Muslim women is minimal due to various reasons like random sampling of institutions, educational backwardness of Muslim women and their reluctance to go for work. However an attempt was made to see the effect of religion with samples interviewed.

The results show that Hindu Women tend to have better emotional adjustment than the other two groups. It is seen that Hindu group of working women show a significant

difference from Christian and Muslim women in the measure emotional adjustment.

The results also reveal that the three groups of working women do not show significant difference in measures of family, health, social and work adjustment.

The hypothesis is partially accepted.

Table 62: Means, SDs and 't' values of the scores on six measures of adjustment of the three groups of women.

Variable	Groups	N	Mean	SD	Groups compared	't' value
Emotional	1. Hindu	193	11.37	3.39	1 & 2	2.08**
	2. Muslim	13	12.92	2.53	1 & 3	2.62*
	3. Christian	94	12.37	2.87	2 & 3	0.72
Health	1. Hindu	193	11.95	2.96	1 & 2	1.25
	2. Muslim	13	12.84	2.48	1 & 3	1.84
	3. Christian	94	12.63	2.91	2 & 3	0.28
Family	1. Hindu	193	12.08	3.59	1 & 2	0.63
	2. Muslim	13	12.69	3.35	1 & 3	1.30
	3. Christian	94	12.62	3.16	2 & 3	0.07
Social	1. Hindu	193	9.94	3.30	1 & 2	0.93
	2. Muslim	13	10.92	3.70	1 & 3	0.60
	3. Christian	94	10.18	3.16	2 & 3	0.69
Work	1. Hindu	193	13.82	2.56	1 & 2	0.93
	2. Muslim	13	14.62	1.85	1 & 3	0.60
	3. Christian	94	13.72	2.61	2 & 3	0.69
General	1. Hindu	193	59.18	11.47	1 & 2	1.98*
	2. Muslim	13	64.00	8.25	1 & 3	1.83
	3. Christian	94	61.52	9.52	2 & 3	1.00

*P<0.05, **P<0.01

The present results partially confirm the findings reported by Bhogle et al. (1978). In their study, the authors report the Muslim women as having maximum number of problems when compared to women from Hindu and Christian communities.

The results also partially confirm the findings reported by Subramanyan (1989). In his study it is found that elderly Muslim women show significant difference in the social, health and general adjustment than women from other communities.

5.5.5 Marital status and Adjustment

Hypothesis: *Married and unmarried working women differ significantly with respect to emotional, health, family, social, work and general adjustment*

Result in Table 63 indicate no significant difference on emotional, health, social, and work adjustment as well as general adjustment of working women. In the measure of family adjustment married women are found to be better adjusted than unmarried women. From the results it is found that marital status facilitates family adjustment whereas it has no significant effect on other dimensions of adjustment.

The hypothesis is partially accepted.

Table 63. Means, SDs and 't' values of the scores on six measures of adjustment of the two groups of women.

Areas of adjustment	Groups	N	Mean	SD	Groups compared	't' value
Emotional	Married	274	11.78	3.19	1 & 2	1.42
	Unmarried	26	11.46	3.72		
Health	Married	274	12.19	2.95	1 & 2	0.34
	Unmarried	26	12.38	2.86		
Family	Married	274	12.47	3.39	1 & 2	3.21**
	Unmarried	26	10.23	3.49		
Social	Married	274	10.08	3.16	1 & 2	0.29
	Unmarried	26	9.88	4.32		
Work	Married	274	13.88	2.52	1 & 2	1.25
	Unmarried	26	13.23	2.77		
General adjustment	Married	274	60.40	10.66	1 & 2	1.45
	Unmarried	26	57.19	12.39		

**P<0.01

With regard to family adjustment, which is part of a woman's duty, takes the form of a highly developed sensitivity to the needs and wishes of others. Women, more than men, are expected to contribute to domestic harmony. It is a part of the adjustment process in making compromises, even if such compromises lead to sacrificing one's own needs. The results are in line with the findings reported by Hoffman (1975), Ramu (1989), Snapp (1993).

5.5.6 Location of Living and Adjustment

Hypothesis: *Urban and rural working women differ significantly with respect to emotional, health, family, social, work and general adjustment.*

The results given in Table 64 suggest that there is no significant difference among urban, semi urban and rural groups of women in their emotional, health, family, social and work adjustment as well as in general adjustment. The results show that location of living has no influence on adjustment of working women.

The hypothesis is rejected.

Table 64: Means, SDs and 't' values of the scores on six measures of adjustment of the three groups of women.

Variable	Groups	N	Mean	SD	Groups compared	't' value
Emotional	1. Urban	81	11.65	3.05	1 & 2	0.15
	2. Rural	116	11.72	3.36	2 & 3	1.23
	3. Semi Urban	103	11.86	3.27	1 & 3	0.47
Health	1. Urban	81	12.44	2.49	1 & 2	0.15
	2. Rural	116	11.95	3.33	1 & 3	0.85
	3. Semi Urban	103	12.30	2.78	2 & 3	0.37
Family	1. Urban	81	12.33	3.64	1 & 2	0.02
	2. Rural	116	12.34	3.30	1 & 3	0.34
	3. Semi Urban	103	12.15	3.50	2 & 3	0.41
Social	1. Urban	81	10.38	3.43	1 & 2	0.81
	2. Rural	116	9.99	3.23	2 & 3	0.99
	3. Semi Urban	103	9.89	3.43	1 & 3	0.23
Work	1. Urban	81	14.01	2.44	1 & 2	0.16
	2. Rural	116	13.96	2.40	2 & 3	1.24
	3. Semi Urban	103	13.53	2.77	1 & 3	1.20
General	1. Urban	81	60.82	10.73	1 & 2	0.67
	2. Rural	116	59.97	11.08	2 & 3	0.15
	3. Semi Urban	103	59.75	10.72	1 & 3	0.68

The effect of location of living is insignificant in all measures of adjustment. Mean scores show superiority of urban women over rural and semi urban women in all areas of adjustment. But the difference is not significant. The finding is in line with findings of Kapur (1979), Subramanyan (1989).

A review of the findings reported above, suggest that social factors namely family environment and social support significantly influence the adjustment of working women.

Healthy family interaction seems to facilitate their emotional, health, family, social, work and general adjustment. On the contrary distressed family environment is found to breed more emotional, health and social problems; mal-adjustment at home and work places and poor general adjustment.

Healthy families nurture cohesion and contentment, encourage members to extend help and support, to act openly and express feelings, share responsibility and to develop self sufficiency. There is organization and structure in planning family activities, ethical considerations and involvement in social and cultural activities. Such an environment might have encouraged trusting and mutually satisfy relationship

and this might, in turn, have helped in fostering healthy adjustment among working women.

An examination of the findings relating adjustment and social support shows that better enacted support plays a crucial role in the adjustment of working women, women who are well supported are seen better in emotional, health, family, social, work and general adjustment than those having poor supported provisions.

These findings may be explained with respect to the role that social support plays. Successful management of life problems requires resources to deal with the demands to which one is exposed. Social involvements function as important resources that bear an adequate psychological functioning when women encounter life transitions and crises. It appear that social support serves a protective role during times of stress through an enhancement of coping behaviour and thus associates with good mental health and better adjustment among working women.

Again, the results of the present study suggest that psychological factors such as self concept and personality influence adjustment of working women.

Findings when adjustment is examined in relation to self concept reveal that better self concept positively relate to various dimensions of adjustment. Working women having better self concept are found better adjusted emotionally and socially. They are also seen superior with respect to health, family and work as well as in general adjustment when compared to those with poor self concept.

One possible explanation of these findings is that generally, positive self concept helps women to evaluate themselves and the world around favourably. This is likely to lead to perceiving and interpreting relations, events and situations in a positive way. This might have facilitated their better adjustment emotionally and socially and superior adjustment in health, family and work and better general adjustment.

With regard to the relationships between personality and adjustment of working women of the 16 personality factors examined 12 factors are found as having significant correlations with various dimensions of adjustment. The personality factors A, C, F,G, H, Q2 and Q3 are found highly significant and positively related to different areas of adjustment. To state it in descriptive terms, ego strength and

emotional stability (A+); enthusiastic and happy go lucky nature (F+); socially bold and adventurous nature (H+); self sufficiency and resourcefulness (Q2+) and high strength of self sentiment and integration (Q3+) are found to facilitate adjustment of working women in all areas namely; emotional, health, family, social, work and general adjustment. Factors L, N, O and Q4 are negatively and significantly related to a few measures of adjustment. It is revealed that trusting, adaptive and easy to get on with nature (L-); of working women fosters their emotional, family and general adjustment. Whereas forthrightness, natural and spontaneous nature (N-) helps adjustment in emotional, health, family and work as well as their general adjustment. Again, placid, self assured and confident nature (O-) enhances emotional, social and general adjustment. Further, relaxed, composed and unfrustrated nature (Q4-) tends to lead to emotional, health, family, social, work and general adjustment.

The results also indicate that Factors of personality such as B, I, M and Q1 are not related to the dimensions of adjustment studied. The findings show that general adjustment as well as emotional, health, family, social, work adjustment and general adjustment are independent of the four factors of personality mentioned above. In other words

characteristics such as intelligence (B+); dominance and assertiveness (E+), sensitivity and dependence (I+); imaginative and absent minded character (M+) and critical, liberal and analytical nature (Q1+) do not contribute to adjustment in general and to emotional, health, family, social and work adjustment of working women.

An examination of the results also suggests the association between adjustment and biographical factors. The findings show that all the biographical factors studied, except location of living, influence adjustment to a considerable extent. Adjustment relates to better education and high income and improves as the age advances. It is facilitated by marital status and religious background. Thus, married women are seen as better adjusted than their unmarried peers. Again, Hindu women are found more adjusted than those belonging to other religious groups.

CHAPTER VI

SUMMARY AND CONCLUSION

Contents

- *Method*
- *Analysis*
- *Results*
- *Objectives*
- *Hypothesis*
- *Conclusion*
- *Implication of the study*
- *Scope for further research*

6. SUMMARY AND CONCLUSION

The problem of working women has assumed added importance during the past four decades. Consequently the need for understanding the correlates of life adjustment has been increasingly felt.

While the nature of labour force changes as a function of growing maternal employment, family life is also undergoing a corresponding shift in organization and definition. Most of the employed women have grafted their outside jobs on to their family responsibilities instead of substituting a work role outside the home for their work roles within the home.

Research findings suggest that psychological as well as social factors affect the adjustment of working women. The studies however, have failed to produce consistent evidence for understanding about the adjustment patterns. Research in this area has brought forward so many contradictory findings on the correlates of adjustment of working women. In this context it is expected that the present study will provide information about how and to what extent social,

psychological and demographic factors interact with the adjustment of working women.

The present study was carried out to examine the influence of social factors such as family environment and social support on various dimensions of adjustment namely, (1) emotional adjustment, (2) health adjustment, (3) family adjustment, (4) social adjustment, (5) work adjustment and (6) general adjustment. The study also explores the relationship of psychological variables such as self concept and personality on various dimensions of adjustment.

It was also intended to study the influence of demographic variables viz. age, education, income, religion, marital status and location of living of working women on various dimensions of adjustment.

6.1 METHOD

6.1.1 Sample

The subjects for the present investigation consist of 300 working women of the age range 25-55 years randomly selected from Trichur, Palghat and Malappuram districts of Kerala State. They include working women from urban and

rural areas of different age and religious groups as well as from different educational, economic and marital status.

6.1.2 Tools used

The following inventories were used in the present study:

1. Adjustment Inventory
2. Family Environment Scale
3. Social Support Scale
4. Self Concept Scale
5. 16 Personality Questionnaire and
6. Personal Data Sheet

6.1.2.1 Adjustment Inventory

The Adjustment Inventory, prepared by the investigator, is used to assess the problems faced by the working women. The preliminary adjustment inventory consists of 85 items with the sub scales A, B, C, D and E having 17, 17, 17, 17 and 17 items respectively. The inventory is given to working women of the age range 25-55 years. From among them a total of 425 response sheets are selected for item analysis and preparation of the final form. The final form of the adjustment

inventory has 80 items arranged in five subscales A, B, C, D and E with items 16, 16, 17, 15 and 16 respectively.

6.1.2.2 Family Environment Scale

Family Environment Scale (Moos and Moos, 1981; Adapted version) measures people's assessment of their conjugal or nuclear family environments. It consists of 90 items with 10 subscales assessing three dimensions i.e., the relationship dimensions, the personal dimensions and the system maintenance dimensions.

6.1.2.3 Social Support Scale

This inventory prepared by Asha (1996) used for assessing social support. It is used to measure received social support. It assesses seven relational provisions namely; attachment, social integration, reassurance, reliable alliance, guidance and opportunity for nurturance as identified by Weiss (1974) and provision for psychological safety.

6.1.2.4 Self Concept Scale

Self concept scale, prepared by the Investigator, used to assess the self concept of working women. On the basis of

related ideas 20 items were collected for the draft scale. All the 20 items were in the form of self evaluating method. There were equal number of positive and negative items, arranged in a random order. The items were expected to tap self perception from a wide variety of behavioural domains including academic, social and emotional aspects.

Item analysis was done on the response of 100 subjects. Items with the discrimination index of 0.21 and above and within difficulty index range of 0.61 to 0.92 have been included in the final form of the self concept scale.

On the basis of discrimination and difficulty indices 13 out of 20 items were retained for inclusion in the final form. Thus, the final form of the self concept scale included 13 items.

6.1.2.5 Sixteen Personality Questionnaire - Form C

This questionnaire is the Malayalam Adaptation of 16 PF Form C by Rema (1994). The 16 PF is virtually a self administering questionnaire and can be used with groups and individuals. Each dimension is identified as a factor and each factor is designated by an alphabet. Four second order scores

from a combination of the sixteen factors are also obtained. The second order scores provide a convenient capsule description of personality. (The second order factors have not included in the present study).

6.1.2.6 Personal Data Sheet

Personal data sheet is prepared for collecting information regarding age, socio-economic status, education, marital status religion and location of living.

6.1.3 Administration and scoring

All the tests are self administering. The instructions are given on the facing sheet of each test. The answers are to be marked in separate answer sheets specified for each test. After giving general informations, the bio-data are collected and the inventories are administered one by one with specific instructions needed for answering the items in each test.

The answer sheets are scored with the help of the scoring keys prepared for each test. A personal data blank is also used to collect information about the demographic variables.

6.1.4 Analyses

The analyses of the data are carried out under three sections

Section A - Social factors namely family environment and social support on various dimensions of adjustment.

Section B - Psychological factors namely self concept and personality and various dimensions of adjustment.

Section C - Biographical factors and various dimensions of adjustment

6.1.5 Section A

In this section social factors like family environment and social support are analysed. In the first part of this section, working women are classified into three groups viz., working women from healthy family, neutral family, and distressed family based on their scores on family environment scale. Then the scores obtained by these subgroups on six dimensions of adjustment are subjected to one way analysis of

variance. In case where F ratios are found significant, 't' test is employed to see whether difference in mean scores between the groups compared are significant or not.

In the second part of this section working women are classified into three groups viz. working women from better supported, moderately supported and poorly supported families based on their scores on social support scale. Then the scores obtained by these sub groups on six dimensions of adjustment are subjected to one way analysis of variance. In case where F ratios are found significant, 't' test is conducted to see whether differences in mean scores between the groups compared are significant or not.

6.1.6 Section B

This section deals with the psychological factors such as self concept and personality. In the first part of this section working women are classified into three groups viz. working women having better self concept, moderate self concept and poor self concept based on their scores on self concept scale. Then the scores obtained by these sub groups on six dimensions of adjustment are subjected to one-way analysis of variance. In case where the F ratios are found significant, 't'

test is done to see whether differences in mean scores between the groups, compared are significant or not.

In the second part of this section the relationship between 16 personality factors of working women and six areas of adjustment are analysed using correlational analysis.

6.1.7 Section C

In this section, since the aim is to study the relationship of demographic variables to adjustment dimensions, the samples are divided into sub groups based on age, education, income, religion marital status and location of living. The scores of the sub groups on different variables under study are analysed using 't' test.

6.2 Results

The following are the results obtained in the present study.

1. Working women from healthy, neutral and distressed families do not show significant difference on their emotional and health adjustment. The three groups of

women are homogenous with respect to emotional and health adjustment.

2. In the case of family adjustment working women from distressed families differ significantly from the healthy families and neutral families. Similarly in the measure of social adjustment distressed families show significant difference from the healthy families and neutral families. In all the cases women from healthy families are better adjusted than those from distressed and neutral families.
3. The three groups of working women differ significantly from one another in work adjustment. The healthy family group differs significantly from the neutral and distressed family groups. Significant difference is observed among the healthy families and neutral families and distressed families in the general adjustment of working women. In both work adjustment and general adjustment women from healthy families are found better adjusted.

4. Among the groups of social support better supported group differs significantly from the moderately supported and poorly supported groups in the emotional adjustment. The better supported women are more adjusted emotionally.
5. The three groups of working women differ significantly in the health adjustment. Better supported group differ significantly from the moderately supported and poorly supported group. Better support seems to facilitate health adjustment.
6. In the family adjustment measure better supported group shows significant difference from the moderately supported and poorly supported group. Those with better social support are found to show good family adjustment.
7. The three groups of working women differ significantly in social adjustment. Better supported group differs significantly from the moderately supported and poorly supported group. Better supported women are found as better adjusted socially than the other groups.

8. Better supported group differ significantly from the moderately supported and poorly supported group in the dimension of work adjustment. Women with better social support seems to have better work adjustment.
9. In general adjustment measure better supported group differ significantly from the moderately supported and poorly supported groups of working women. Better social support is found to enhance general adjustment.
10. In the case of self concept, groups of women with poor self concept, moderate self concept and better self concept differ significantly from each other in emotional adjustment. Groups with better self concept are better adjusted in emotional, health, family, social and general adjustment. In the dimension of work adjustment no significant difference is observed among the three groups of women. The three groups are founds similar with respect to work adjustment.
11. When the relationship between 16 personality factors and adjustment of working women has been examined, 12 factors are found as having significant correlations with various dimensions of adjustment. The personality

factors A, C, F, G, H, Q2 and Q3 are found highly significant and positively related to different areas of adjustment. To state it in descriptive terms, ego strength and emotional stability (A+); enthusiastic and happy go lucky nature (F+); socially bold and adventurous nature (H+); self sufficiency and resourcefulness (Q2+) and high strength of self sentiment and integration (Q3+) are found to facilitate adjustment of working women in all areas namely; emotional, health, family, social, work and general adjustment. Factors L, N, O and Q4 are negatively and significantly related to a few measures of adjustment. It is revealed that trusting, adaptive and easy to get on with nature (L-); of working women fosters their emotional, family and general adjustment. Whereas forthrightness, natural and spontaneous nature (N-) helps adjustment in emotional, health, family and work as well as their general adjustment. Again, placid, self assured and confident nature (O-) enhances emotional social and general adjustment. Further relaxed composed and unfrustrated nature tends to lead to emotional, health, family, social, work and general

adjustment. The results also indicate that factors of personality such as B, I, M and Q1 are not related to the dimensions of adjustment studied. The findings show that general adjustment as well as emotional, health, family, social, work adjustment and general adjustment are independent of the four factors of personality mentioned above. In other words characteristics such as intelligence (B+); dominance and assertiveness (E+), sensitivity and dependence (I+); imaginative and absent minded character (M+), and critical, liberal and analytical nature (Q1+) do not contribute to adjustment in general and to emotional, health, family, social and work adjustment.

12. With respect to age significant difference is not observed in the measures of adjustment among groups of working women except in the dimension of family adjustment. Significant difference is observed between the groups of young women and older women in their family adjustment.
13. In the case of religion Hindu women tend to have better emotional adjustment than the Christian and Muslim

women. It is found that the three groups of working women do not show significant difference in measures of family health, social and work adjustment.

14. In the case of income low income group differs significantly from the middle, upper middle and high come group in emotional adjustment. In the measures of health and social adjustment the four groups, do not show significant difference. In family and work adjustment significant difference is observed among the groups of high income and low income women.

Further in general adjustment measure also low income group differs significantly from the middle income, upper income and high income groups. High income group is better adjusted than the lower income group.

15. In the case of education, professionals are found to be better adjusted emotionally than the matriculates, graduates and post graduate groups of working women.

In the measure of health adjustment post graduates are found to be better adjusted than the other groups of

women. Professionals are found to be better adjusted in their family life. No significant difference is observed in the work and social adjustment among the three groups of working women.

16. In marital status no significant difference is observed on emotional, health, social and work adjustment among the married and unmarried women. Married women are found to be better adjusted in family than unmarried women.
17. There is no significant difference among urban, semi urban and rural groups of women in their emotional, health, family, social and work adjustment as well as in general adjustment. The results show that location of living has no influence on adjustment of working women.

6.3 Conclusions

The most important conclusions that emerge from the present study are:

1. Healthy family environment facilitates good adjustment among the working women.

2. Better social support leads to better adjustment of working women.
3. Better self concept enhances good adjustment of working women.
4. Certain personality factors facilitates the adjustment of working women, especially, the factors A, C, F, G, H, Q2 and Q3.
5. Demographic factors except location of living influence the adjustments of working women.

6.4 Implications of the study

The findings of the study may be helpful to design programmes for creating awareness among the public regarding various issues of women. The information obtained from the study may be useful to the policy makers to plan programmes particularly related to women empowerment. The knowledge generated from the present study is likely to help in developing remedial counseling programmes to help women deal with problems at home and work place.

6.5 Scope for further research

An extensive investigation can be planned including unemployed women and women from unorganized sectors as well as those from private and quasi-government sectors.

The study can be done to examine the effect of levels of occupations on adjustment of working women.

A study can be planned at the state level including women from different ethnic groups.

An attempt can be made to design a suitable intervention package to help working women to manage problems and enhance their potential.

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APPENDICES

- 13. ഭാവിയ്യിൽ ഉണ്ടാകുന്ന കഷ്ടതകളെക്കുറിച്ചാർത്ത് ഞാൻ വിഷമിക്കാറില്ല () ()
- 14. ജീവിതം അവസാനിപ്പിച്ചാലോയെന്ന് ഞാൻ പലപ്പോഴും വിചാരിച്ചിട്ടുണ്ട്. () ()
- 15. എന്റെ കഴിവിൽ എനിക്ക് നല്ല വിശ്വാസമുണ്ട് () ()
- 16. എന്റെ പ്രവൃത്തികളെ മറ്റുള്ളവർ വിമർശിക്കുന്നതായി തോന്നാറുണ്ട് () ()
- 17. പൊതുവെ ഏത് കാര്യം ചെയ്യുമ്പോഴും അത് വിജയത്തിലെത്തുമെന്നാണ് എന്റെ വിശ്വാസം () ()

ബി.

- 1. എനിക്ക് പൊതുവെ അസുഖങ്ങളൊന്നും വരാറില്ല () ()
- 2. വൈകുന്നേരമാകുമ്പോൾ എനിക്ക് വലിയ ക്ഷീണം തോന്നാറുണ്ട്. () ()
- 3. സാധാരണയായി എനിക്ക് തലവേദന വരാറില്ല () ()
- 4. എനിക്ക് പലപ്പോഴും വയറിളക്കവും ഛർദ്ദിയും ഉണ്ടാകാറുണ്ട് () ()
- 5. എനിക്ക് വിറയലോ തളർച്ചയോ ഉണ്ടാകാറില്ല () ()
- 6. എന്റെ കൈകാലുകൾക്ക് മിക്കപ്പോഴും നല്ല തണുപ്പ് തോന്നാറുണ്ട് () ()
- 7. സമുപ്രായക്കാരോട് താരതമ്യപ്പെടുത്തുമ്പോൾ എന്റെ ശാരീരികാരോഗ്യം തൃപ്തികരമാണ്. () ()
- 8. ദഹനക്കെട് മൂലം ഞാൻ പലപ്പോഴും വിഷമിക്കാറുണ്ട് () ()
- 9. അപകടങ്ങളിൽപ്പെട്ട് വലിയ മുറിവോ ചതവോ ഒന്നും എനിക്കുണ്ടായിട്ടില്ല. () ()
- 10. എനിക്ക് ആസ്മയും ചുമയും കൂടെ കൂടെ വരാറുണ്ട് () ()
- 11. എനിക്ക് നല്ല ഉറക്കം ലഭിക്കാറുണ്ട് () ()
- 12. എനിക്ക് പലപ്പോഴും തൊണ്ട വേദന വരാറുണ്ട് () ()
- 13. എനിക്ക് കൂടെകൂടെ ജലദോഷം വരാറില്ല. () ()
- 14. അടുത്തകാലത്തായി എന്റെ ഭാരം കുറഞ്ഞിട്ടുണ്ട് () ()
- 15. എനിക്ക് ഒരിക്കലും നെഞ്ചുവേദന ഉണ്ടാകാറില്ല. () ()
- 16. രാവിലെ എഴുന്നേൽക്കുമ്പോൾ എനിക്ക് നല്ല ഉന്മേഷം തോന്നാറുണ്ട് () ()
- 17. എനിക്ക് സന്ധികൾ തോറും പലപ്പോഴും വേദന വരാറുണ്ട് () ()

സി.

- 1. സന്തോഷകരമായ ഒരു കൂടുംബജീവിതമാണ് എന്റേത് () ()
- 2. ജോലിക്ക് പോകേണ്ടത് കൊണ്ട് വീട്ടുകാര്യങ്ങളിൽ വേണ്ടത്ര ശ്രദ്ധിക്കാൻ കഴിയാറില്ല. () ()
- 3. ഞാൻ വീട്ടിൽ സാധാരണയായി ആരോടും വഴക്കിടാറില്ല. () ()
- 4. വീട്ടിലുളളവർക്കെല്ലാം തന്നെ എന്നോട് വെറുപ്പാണെന്ന് ചിലപ്പോൾ തോന്നാറുണ്ട്. () ()

5. സ്നേഹത്തിന്റെ ഉറച്ച ഒരു അടിത്തറ എന്റെ ബന്ധങ്ങളിലുള്ളതുകൊണ്ട് എന്റെ പ്രവർത്തനങ്ങളെല്ലാം രസകരമാണ്. () ()
6. ഞങ്ങളുടെ ദാമ്പത്യ ജീവിതം സംതൃപ്തമാണ് () ()
7. കുട്ടികളെ പരിചരിക്കുന്നതിൽ എനിക്ക് വേണ്ടത്ര ശ്രദ്ധ ചെലുത്തുവാൻ കഴിയാറില്ല. () ()
8. കുടുംബാംഗങ്ങളിൽ ചിലരുടെ പെരുമാറ്റം എന്നെ വേദനിപ്പിക്കാറുണ്ട്. () ()
9. ഈശ്വര പ്രാർത്ഥനാവേളയിലും വിനോദവേളകളിലും ഞങ്ങൾ എല്ലാവരും ഒന്നിച്ച് പങ്കെടുക്കാറുണ്ട് () ()
10. വിഷമങ്ങൾ വരുമ്പോൾ താങ്ങുംതണലുമായി നിൽക്കേണ്ടവർ എന്നെ കൈയൊഴിയുന്നതാണ് എന്റെ അനുഭവം () ()
11. എന്റെ വീട്ടുകാർ പരസ്പരം അറിഞ്ഞു പെരുമാറുന്നവരായതുകൊണ്ടാണ് വലിയ പ്രശ്നങ്ങളൊന്നും ഉണ്ടാകാത്തത്. () ()
12. സാമ്പത്തിക ഞെരുക്കം സ്ഥിരമായി പിരിമുറുക്കം ഉണ്ടാകാറുണ്ട് () ()
13. എന്റെ കുടുംബജീവിതം സഹപ്രവർത്തകരുടേതിനേക്കാൾ സന്തോഷകരമാണ്. () ()
14. കുടുംബത്തിലെങ്കിലും എന്റെ ഇഷ്ടങ്ങളും താല്പര്യങ്ങളും അറിഞ്ഞ് പെരുമാറുവാൻ മറ്റുള്ളവർ കൂടുതൽ ശ്രദ്ധിച്ചിരുന്നെങ്കിൽ എന്ന് ഞാൻ മോഹിച്ച് പോകുന്നു. () ()
15. കുട്ടികൾക്ക് വളരുവാൻ വളരെ ആരോഗ്യകരമായ ഇടമാണ് ഞങ്ങളുടെ കുടുംബം () ()
16. വീട്ടുകാര്യങ്ങളിൽ ഗൃഹനാഥൻ വേണ്ടത്ര ശ്രദ്ധിക്കുന്നില്ലെന്ന് എനിക്ക് ചിലപ്പോഴൊക്കെ തോന്നാറുണ്ട് () ()
17. എന്റെ കുടുംബാംഗങ്ങൾ നല്ല രമ്യതയിലാണ് കഴിയുന്നത് () ()

സി.

1. മറ്റു തിരക്കുകൾക്കിടയിലും ഞാൻ പൊതുവെ ആഘോഷങ്ങൾക്ക് സമയം കണ്ടെത്താറുണ്ട് () ()
2. ഞാൻ ചുമക്കേണ്ട ചിലരോട് മാത്രമേ കൂട്ടുകൂട്ടാറുള്ളൂ () ()
3. പുതിയ പുതിയ കൂട്ടുകാരെ സമ്പാദിക്കുന്നത് എനിക്കിഷ്ടമാണ്. () ()
4. പൊതുചടങ്ങുകളിൽ നിന്ന് കഴിയുന്നതും ഒഴിഞ്ഞുമാറുന്ന പ്രകൃതമാണേന്റേത്. () ()
5. മറ്റുതിരക്കുകൾ ഉണ്ടെങ്കിലും സാമൂഹ്യ പ്രവർത്തനങ്ങൾക്ക് സമയം കണ്ടെത്താൻ എനിക്ക് സാധിക്കാറുണ്ട് () ()
6. സമൂഹത്തിൽ നിന്നും അകന്നുമാറി ജീവിക്കണമെന്ന് പലപ്പോഴും ഞാൻ ചിന്തിക്കാറുണ്ട് () ()
7. എന്റെ സുഹൃത്ത് ബന്ധങ്ങൾ എക്കാലത്തുമെനിക്ക് ആഹ്ലാദപ്രദമാണ്. () ()
8. ഒരു യോഗസ്ഥലത്ത് ചെന്നാൽ പിൻനിരകളിൽ ഇരിക്കുന്നതാണെന്നിരിക്കിഷ്ടം () ()
9. മറ്റുള്ളവർ എന്റെ സാന്നിധ്യം ഇഷ്ടപ്പെടാറുണ്ട് () ()
10. സുഹൃത്തുക്കളോട് പോലും സംസാരിക്കുവാൻ കാര്യങ്ങൾ കിട്ടാതെ ഞാൻ വിഷമിക്കാറുണ്ട് () ()
11. സാമൂഹ്യ പ്രവർത്തനങ്ങളിൽ ഞാൻ അതീവതല്പരയാണ് () ()

(P.T.O)

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12. എന്തുകൊണ്ടോ എന്റെ പെരുമാറ്റം പലപ്പോഴും മറ്റുള്ളവരെ മുറിപ്പെടുത്തുന്നതായിത്തീരുന്നു () ()
13. ട്രെയിനിലും ബസ്സിലും പോകുമ്പോൾ സഹയാത്രികരോട് സംസാരിക്കാൻ എനിക്കിഷ്ടമാണ്. () ()
14. മറ്റുള്ളവരുടെ പെരുമാറ്റവും സംസാരവും പലപ്പോഴും ഏനിക്ക് മുഷിപ്പനായി തോന്നാറുണ്ട് () ()
15. പൊതുകാര്യങ്ങളിൽ നേതാവകാൻ എനിക്കിഷ്ടമാണ് () ()
16. പൊതുസ്ഥലങ്ങളിൽ കാര്യങ്ങൾ സംസാരിക്കുന്നതിന് പ്രയാസം തോന്നാറുണ്ട് () ()
17. എല്ലാം തുറന്ന് പറയാവുന്ന സുഹൃത്തുക്കളുള്ളത് എന്റെ ഒരു വലിയ ഭാഗ്യമാണ്. () ()

ഇ.

1. ജോലി ചെയ്ത് സ്ഥലത്ത് എനിക്ക് ധാരാളം കൂട്ടുകാരുണ്ട് () ()
2. സഹപ്രവർത്തകർ എന്നെകൂടെകൂടെ കളിയാക്കാറുണ്ട് () ()
3. അർഹിക്കുന്ന അംഗീകാരം എനിക്ക് ജോലി സ്ഥലത്തു നിന്ന് ലഭിക്കാറുണ്ട്. () ()
4. ജോലി സത്യസന്ധമായും കൃത്യനിഷ്ഠയോടും കൂടി ചെയ്യുന്നയാളാണ് ഞാൻ () ()
5. മേലധികാരികൾ വളരെ കർശനമായി പെരുമാറുന്നതുകൊണ്ട് അവരുമായി പൊരുത്തപ്പെട്ട് ജോലി ചെയ്യുന്നതിന് പ്രയാസമുണ്ട് () ()
6. എനിക്ക് ലഭിക്കുന്ന വേതനത്തിൽ ഞാൻ സംതൃപ്തനാണ് () ()
7. എന്റെ ജോലി വളരെയധികം മാനസിക സംഘർഷം ഉളവാക്കുന്നതാണ് () ()
8. മേലുദ്യോഗസ്ഥന്മാർക്ക് പൊതുവെ എന്നെ ഇഷ്ടമാണ്. () ()
9. പല ജോലികളും മുഷിപ്പനായി തോന്നാറുണ്ട് () ()
10. എന്റെ ജോലി വളരെ രസകരവും പ്രയോജനപ്രദവുമായതിനാൽ എനിക്ക് സന്തോഷമുണ്ട് () ()
11. കാര്യങ്ങൾ തുറന്ന് പറയുന്നതുകൊണ്ട് പലപ്പോഴും മേലധികാരികളുടെ അപ്രീതി സമ്പാദിക്കാറുണ്ട് () ()
12. സഹപ്രവർത്തകർ പരസ്പരം സഹകരിച്ച് ജോലി ചെയ്യുന്നതുകൊണ്ട് ഞങ്ങളുടെ ജോലി സ്ഥലം ഒരു കുടുംബം പോലെയാണ് () ()
13. വ്യക്തിത്വ വികസനത്തിന് യോജിച്ചതാണ് എന്റെ ജോലി () ()
14. വീട്ടുകാര്യങ്ങളിൽ വളരെയധികം ഉത്തരവാദിത്വങ്ങളുള്ളതുകൊണ്ട് ഔദ്യോഗിക കൃത്യനിർവ്വഹണത്തിൽ വേണ്ടത്ര ശ്രദ്ധ കൊടുക്കാൻ സാധിക്കാറില്ല. () ()
15. ചെയ്യേണ്ട ജോലികൾ വളരെ വേഗം മനസ്സിലാക്കുന്ന കൂട്ടത്തിലാണ് ഞാൻ () ()
16. മേലധികാരികൾ ശരിയായി മാർഗ്ഗനിർദ്ദേശം നൽകാത്തത് പലപ്പോഴും മാനസിക സംഘർഷത്തിനിട നൽകുന്നു. () ()
17. പൊതുവെ എന്റെ ജോലിയിൽ നിന്ന ആത്മ സംതൃപ്തിയും സന്തോഷവും ലഭിക്കുന്നുണ്ട്. () ()

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Appendix II

ITEM SELECTION – ADJUSTMENT INVENTORY

Sl. No.	Emotional Adjustment		Health Adjustment		Family Adjustment		Social Adjustment		Work Adjustment	
	Item difficulty	Item validity	Item difficulty	Item validity	Item difficulty	Item validity	Item difficulty	Item validity	Item difficulty	Item validity
1	*0.16	0.75	0.30	0.60	0.55	0.82	0.38	0.75	0.30	0.81
2	0.41	0.54	0.17*	0.44	0.40	0.51	0.52	0.48	0.30	0.79
3	0.36	0.85	0.32	0.69	0.34	0.74	0.34	0.77	0.31	0.87
4	0.54	0.66	0.48	0.88	0.44	0.81	0.49	0.55	0.37	0.94
5	0.41	0.74	0.50	0.75	0.47	0.78	*0.13	0.37	0.51	0.86
6	0.45	0.43	0.34	0.79	0.47	0.78	0.48	0.70	0.26	0.82
7	0.27	0.77	0.40	0.82	0.40	0.50	0.51	0.86	0.38	0.76
8	0.59	0.70	0.31	0.86	0.52	0.49	0.49	0.54	0.43	0.92
9	0.66	0.76	0.36	0.84	0.42	0.70	0.47	0.80	0.53	0.73
10	0.54	0.66	0.26	0.81	0.61	0.79	0.50	0.77	0.44	0.82
11	0.38	0.76	0.27	0.75	0.34	0.78	0.22	0.35	*0.09	0.71
12	0.45	0.56	0.28	0.69	0.43	0.63	0.50	0.76	0.26	0.82
13	0.38	0.70	0.32	0.68	0.42	0.68	0.29	0.52	0.30	0.81
14	0.56	0.72	0.32	0.68	0.51	0.62	0.48	0.65	0.50	0.77
15	0.50	0.77	0.31	0.65	0.61	0.80	*0.18	0.21	0.44	0.82
16	0.51	0.61	0.56	0.72	0.43	0.63	0.48	0.36	0.38	0.70
17	0.40	0.83	0.29	0.55	0.36	0.84	0.38	0.75	0.51	0.87

*Items deleted

Section A 1*

B 2*

C -

D 5*, 15*

ADJUSTMENT INVENTORY

കൈമാറ്റം ചെയ്ത സാധനങ്ങൾ സംബന്ധിച്ച ചില പ്രസ്താവനകളാണ് താഴെ കൊടുത്തിരിക്കുന്നത്. ഓരോ പ്രസ്താവനകളും വായിച്ച് ശരിയായവയ്ക്ക് 'ശരി' എന്നടയാളം കൊടുത്തിട്ടുള്ളതിന് താഴെ '✓' എന്ന അടയാളവും വിയോജിക്കുന്നുവെങ്കിൽ 'തെറ്റു' എന്നടയാളം കൊടുത്തിട്ടുള്ളതിന് താഴെ 'X' അടയാളം പ്രസ്താവനയ്ക്ക് നേരെ കൊടുത്തിട്ടുള്ള വലയങ്ങളിൽ രേഖപ്പെടുത്തുക. ദയവായി എല്ലാ പ്രസ്താവനകൾക്കും ഉത്തരം നൽകുക. താഴെ ഉത്തരങ്ങൾ രഹസ്യമായി സൂക്ഷിക്കുന്നതാണ്. കൂടുതൽ ആലോചിച്ച് സഭയം കളയാതെ ആദ്യം തോന്നുന്നതനുസരിച്ച് ഉത്തരങ്ങൾ അടയാളപ്പെടുത്താവുന്നതാണ്.

	ഉത്തരം	
	ശരി	തെറ്റു
ഉദാ:- എല്ലായ്പ്പോഴും ഞാൻ സത്യം പറയാറില്ല.	()	()
ഈ പ്രസ്താവനയോട് യോജിക്കുന്നുവെങ്കിൽ 'ശരി' എന്നതിന് താഴെ കൊടുത്തിട്ടുള്ള വലയത്തിൽ '✓' അടയാളമിടുക.	(✓)	()
വിയോജിക്കുന്നു എങ്കിൽ 'തെറ്റു' എന്നതിന് താഴെ കൊടുത്തിട്ടുള്ള വലയത്തിൽ 'X' അടയാളമിടുക	()	(X)
പ്രസ്താവനകൾ	ശരി	തെറ്റു
എ.		
1. എനിക്ക് പലപ്പോഴും നിയന്ത്രിക്കാനാവാത്ത വിധം ദേഷ്യം വരാനുണ്ട്	()	()
2. എന്റെ വികാരങ്ങളെ നിയന്ത്രിക്കാൻ മിക്കപ്പോഴും എനിക്ക് സാധിക്കാറുണ്ട്.	()	()
3. പരമേശ്വരൻ എന്തെങ്കിലും പലപ്പോഴും അലട്ടാറുണ്ട്.	()	()
4. നല്ലൊരുപേരായ മനോഹരനായൊരാളും എനിക്കില്ല.		
5. തിസ്താകാര്യങ്ങൾ പോലും എന്റെ മനസ്സിന് വിഷമം ഉണ്ടാക്കാറുണ്ട്.	()	()
6. എന്റെ മാനസിക ക്ലേശങ്ങൾ അധികമൊന്നും തീണ്ടുനിൽക്കാറില്ല.	()	()
7. കടുത്ത നിരാശബോധം എന്തെങ്കിലും പലപ്പോഴും വിഷമിടിക്കാറുണ്ട്	()	()
8. എന്റെ ദിവസങ്ങൾ മിക്കവാറും പ്രസന്നതയും ഉണർവ്വുമുള്ളവയാണ്.	()	()
9. ഞാൻ ഒരു ഭയം ഭയപ്പെടാതെ പലപ്പോഴും തോന്നാറുണ്ട്.	()	()
10. പ്രശ്നങ്ങൾ വരുമ്പോൾ അവയെ സമീപിക്കാതെ നേരിടാതെ തരളം എനിക്കുണ്ട്.	()	()
11. ആത്മീയവൃത്തികളാൽ പല വിധത്തിലുള്ള സംഘർഷങ്ങൾക്കും വഴിവെക്കാറുണ്ട്.	()	()

- 12. ഭാവിയിൽ ഉണ്ടാകുന്ന കഷ്ടതകളെക്കുറിച്ചെൻ്റെ തോൽ വിഷമിക്കാറില്ല. () ()
- 13. ജീവിതം അവസാനിപ്പിച്ചാലോയെന്ന് തോൽ പലപ്പോഴും വിചാരിച്ചിട്ടുണ്ട്. () ()
- 14. എന്റെ കഴിവിൽ എനിക്ക് നല്ല വിശ്വാസമുണ്ട്. () ()
- 15. എന്റെ പ്രവൃത്തികളെ മറ്റുള്ളവർ വിമർശിക്കുന്നതായി തോന്നാറുണ്ട്. () ()
- 16. പൊതുവെ ഏത് കാര്യം ചെയ്യുമ്പോഴും അത് വിജയത്തിലേക്കുണ്ടെന്നാണ് എന്റെ വിശ്വാസം. () ()

ബി.

- 1. എനിക്ക് പൊതുവെ അസുഖങ്ങളൊന്നും വരാറില്ല. () ()
- 2. സാധാരണയായ എനിക്ക് തലവേദന വരാറില്ല. () ()
- 3. എനിക്ക് പലപ്പോഴും വയറിളക്കവും ഛർദ്ദിയും ഉണ്ടാകാറുണ്ട്. () ()
- 4. എനിക്ക് വിറയലോ തളർച്ചയോ ഉണ്ടാകാറില്ല. () ()
- 5. എന്റെ കൈകാലുകൾക്ക് മിക്കപ്പോഴും നല്ല തണുപ്പ് തോന്നാറുണ്ട്. () ()
- 6. സമൃദ്ധമായകാടോട് താരതമ്യപ്പെടുത്തുമ്പോൾ എന്റെ ശാരീരികാരോഗ്യം തൃപ്തികരമാണ്. () ()
- 7. ഹെന്തോട് മൂലം തോൽ പലപ്പോഴും വിഷമിക്കാറുണ്ട്. () ()
- 8. അപകടങ്ങളിൽപ്പെട്ട് വലിയ മുറിവോ ചതവോ ഒന്നും എനിക്കുണ്ടായിട്ടില്ല. () ()
- 9. എനിക്ക് ആസ്മയും ചുമയും കൂടെ കൂടെ വരാറുണ്ട്. () ()
- 10. എനിക്ക് നല്ല ഉറക്കം ലഭിക്കാറുണ്ട്. () ()
- 11. എനിക്ക് പലപ്പോഴും തൊണ്ട വേദന വരാറുണ്ട്. () ()
- 12. എനിക്ക് കൂടെ കൂടെ ജലദോഷം വരാറില്ല. () ()
- 13. അടുത്തകാലത്തായി എന്റെ ഭാരം കുറഞ്ഞിട്ടുണ്ട്. () ()
- 14. എനിക്ക് ഒരിക്കലും നെഞ്ചുവേദന ഉണ്ടാകാറില്ല. () ()
- 15. രാവിലെ എഴുന്നേൽക്കുമ്പോൾ എനിക്ക് നല്ല ഉറപ്പേപ്പം തോന്നാറുണ്ട്. () ()
- 16. എനിക്ക് സന്ധികൾ തോറും പലപ്പോഴും വേദന വരാറുണ്ട്. () ()

സി

- 1. സന്തോഷകരമായ ഒരു കുടുംബ ജീവിതമാണ് എന്റേത് () ()
- 2. ജോലിക്ക് പോകുന്നതുകൊണ്ട് വീട്ടുകാര്യങ്ങളിൽ വേണ്ടത്ര ശ്രദ്ധിക്കാൻ കഴിയാറില്ല () ()
- 3. തോൽ വീട്ടിൽ സാധാരണയായി ആരോടും വഴക്കിടാറില്ല. () ()

4. വീട്ടിലുള്ളവർക്കെല്ലാം തന്നെ എനോട് വെറുപ്പാണെന്ന് ചിലപ്പോൾ തോന്നാറുണ്ട് () ()
5. സ്നേഹത്തിന്റെ ഉറച്ച ഒരു അടിത്തറ എന്റെ ബന്ധങ്ങളിലുള്ളതുകൊണ്ട് എന്റെ പ്രവർത്തനങ്ങളെല്ലാം രസകരമാണ്. () ()
6. ഞങ്ങളുടെ ദാമ്പത്യ ജീവിതം സംതൃപ്തമാണ്. () ()
7. കുട്ടികളെ പരിചരിക്കുന്നതിൽ എനിക്ക് വേണ്ടത്ര ശ്രദ്ധ ചെലുത്തുവാൻ കഴിയാറില്ല. () ()
8. കുടുംബാംഗങ്ങളിൽ ചിലരുടെ പെരുമാറ്റം എന്നെ വേദനിപ്പിക്കാറുണ്ട്. () ()
9. ഈശ്വര പ്രാർത്ഥനവേളയിലും വിനോദവേളകളിലും ഞങ്ങൾ എല്ലാവരും ഒന്നിച്ച് പങ്കെടുക്കാറുണ്ട്. () ()
10. വിഷമങ്ങൾ വരുമ്പോൾ താങ്ങും തണലുമായി നിൽക്കേണ്ടവർ എന്നെ കൈയൊഴിയുന്നതാണ് എന്റെ അനുഭവം. () ()
11. എന്റെ വീട്ടുകാർ പരസ്പരം അറിഞ്ഞു പെരുമാറുന്നവരായതുകൊണ്ടാണ് വലിയ പശ്ചാത്താപങ്ങളൊന്നും ഉണ്ടാകാത്തത്. () ()
12. സാമ്പത്തിക ഞെരുക്കം സമീപമായി പിരിമുറുക്കം ഉണ്ടാകാറുണ്ട്. () ()
13. എന്റെ കുടുംബ ജീവിതം സഹപ്രവർത്തകരുടേതിനേക്കാൾ സന്തോഷകരമാണ്. () ()
14. കുടുംബത്തിലെങ്കിലും എന്റെ ഇഷ്ടങ്ങളും താല്പര്യങ്ങളും അറിഞ്ഞ് പെരുമാറുവാൻ മറ്റുള്ളവർ കൂടുതൽ ശ്രദ്ധിച്ചിരുന്നുവെങ്കിൽ എന്ന് ഞാൻ മോഹിച്ചു പോകുന്നു. () ()
15. കുട്ടികൾക്ക് വളരുവാൻ വളരെ ആരോഗ്യകരമായ ഇടമാണ് ഞങ്ങളുടെ കുടുംബം. () ()
16. വീട്ടുകാര്യങ്ങളിൽ ഗൃഹനാഥൻ വേണ്ടത്ര ശ്രദ്ധിക്കുന്നില്ലെന്ന് എനിക്ക് ചിലപ്പോഴൊക്കെ തോന്നാറുണ്ട്. () ()
17. എന്റെ കുടുംബാംഗങ്ങൾ നല്ല ഭക്തയോഗിമാണ് കഴിയുന്നത്. () ()

ഡി.

1. മറ്റു തിരക്കുകൾക്കിടയിലും ഞാൻ പൊതുവെ ആഘോഷങ്ങൾക്ക് സമയം കണ്ടെത്താറുണ്ട്. () ()
2. ഞാൻ ചുരുക്കം ചിലരോട് മാത്രമെ കൂടുതൽ ചർച്ചകൾ ഉള്ളൂ. () ()
3. പുതിയ കൂട്ടുകാരെ സമ്പാദിക്കുന്നത് എനിക്ക് ഇഷ്ടമാണ്. () ()
4. പൊതു ചടങ്ങുകളിൽ നിന്ന് കഴിയുന്നതും ഒഴിഞ്ഞു മാറുന്ന പ്രകൃതമാണേൽ. () ()
5. സമൂഹത്തിൽ നിന്നും അകന്നുമാറി ജീവിക്കണമെന്ന് പലപ്പോഴും ഞാൻ ചിന്തിക്കാറുണ്ട്. () ()

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6. എന്റെ സുഹൃത്ത് ബന്ധങ്ങൾ എക്കാലത്തുവെനീക്ക് ആക്ലാപ്രദമാണ്. () ()
7. ഒരു യോഗ സ്ഥലത്ത് ചെന്നാൽ പീൻനികളിൽ ഇരിക്കുന്നതാണെനിക്കിഷ്ടം. () ()
8. മറ്റുള്ളവർ എന്റെ സാന്നിദ്ധ്യം ഇഷ്ടപ്പെടാറുണ്ട്. () ()
9. സുഹൃത്തുക്കളോട് പോലും സംസാരിക്കുവാൻ കാര്യങ്ങൾ കിട്ടാതെ ഞാൻ വിഷമിക്കാറുണ്ട്. () ()
10. സാമൂഹ്യ പ്രവർത്തനങ്ങളിൽ ഞാൻ അതീവ തൽപരയാണ്. () ()
11. എന്തുകൊണ്ടോ എന്റെ പെരുമാറ്റം പലപ്പോഴും മറ്റുള്ളവരെ ദുഃഖിപ്പിക്കുന്നതായിത്തീരുന്നു. () ()
12. ട്രെയിനിൽ പോകുമ്പോൾ സഹയാത്രികരോട് സംസാരിക്കാൻ എനിക്കിഷ്ടമാണ്. () ()
13. മറ്റുള്ളവരുടെ പെരുമാറ്റവും സംസാരവും പലപ്പോഴും എനിക്ക് ദുഃഖിപ്പനായി തോന്നാറുണ്ട്. () ()
14. പൊതുസ്ഥലങ്ങളിൽ കാര്യങ്ങൾ സംസാരിക്കുന്നതിന് പ്രയാസം തോന്നാറുണ്ട്. () ()
15. എല്ലാം തുറന്ന് പറയാവുന്ന സുഹൃത്തുക്കളുള്ളത് എന്റെ ഒരു വലിയ ഭാഗ്യമാണ്. () ()

ജ

1. ജോലി ചെയ്ത സ്ഥലത്ത് എനിക്ക് ധാരാളം കൂട്ടുകാരുണ്ട്. () ()
2. സഹപ്രവർത്തകർ എന്നെ കൂടെ കൂടെ കളിയാക്കാറുണ്ട്. () ()
3. അർഹിക്കുന്ന അംഗീകാരം എനിക്ക് ജോലിസ്ഥലത്തു നിന്ന് ലഭിക്കാറുണ്ട്. () ()
4. ജോലി സത്യസന്ധമായും കൃത്യ നിഷ്ഠയോടുകൂടി ചെയ്യുന്നയാളാണ് ഞാൻ. () ()
5. മേലധികാരികൾ വളരെ കർശനമായി പെരുമാറുന്നതുകൊണ്ട് അവരുമായി പൊരുത്തപ്പെട്ട് ജോലി ചെയ്യുന്നതിന് പ്രയാസമുണ്ട്. () ()
6. എനിക്ക് ലഭിക്കുന്ന വേതനത്തിൽ ഞാൻ സംതൃപ്തനാണ്. () ()
7. എന്റെ ജോലി വളരെയധികം മാനസിക സംഘർഷം ഉളവാക്കുന്നതാണ്. () ()
8. മേലുദ്യോഗസ്ഥൻമാർക്ക് പൊതുവേ എന്നെ ഇഷ്ടമാണ്. () ()
9. പല ജോലികളും ദുഃഖിപ്പനായി തോന്നാറുണ്ട്. () ()
10. എന്റെ ജോലി വളരെ രസകരവും പ്രയോജനപ്രദവുമായതിനാൽ എനിക്ക് സന്തോഷമുണ്ട്. () ()
11. സഹപ്രവർത്തകർ പരസ്പരം സഹകരിച്ച് ജോലി ചെയ്യുന്നതുകൊണ്ട് ഞങ്ങളുടെ ജോലി സ്ഥലം ഒരു കൂടുതൽ പോലെയാണ്. () ()
12. വ്യക്തിത്വ വികസനത്തിന് യോജിച്ചതാണ് എന്റെ ജോലി. () ()
13. വീട്ടുകാരുടെ വളരെയധികം ഉത്തരവാദിത്വങ്ങളുള്ളതുകൊണ്ട് ഔദ്യോഗിക കൃത്യ നിർവ്വഹണത്തിൽ വേണ്ടത്ര ശ്രദ്ധ കൊടുക്കാൻ സാധിക്കാറില്ല. () ()
14. ചെയ്യേണ്ട ജോലികൾ വളരെ വേഗം മനസ്സിലാക്കുന്ന കൂട്ടത്തിലാണ് ഞാൻ. () ()
15. മേലധികാരികൾ ശരിയായി മാർഗ്ഗനിർദ്ദേശം നൽകാത്തത് പലപ്പോഴും മാനസിക സംഘർഷത്തിനിട നൽകുന്നു. () ()
16. പൊതുവേ എന്റെ ജോലിയിൽ നിന്ന ആത്മ സംതൃപ്തിയും സന്തോഷവും ലഭിക്കുന്നുണ്ട്. () ()

SELF CONCEPT INVENTORY**INTRODUCTION:**

In this Inventory there are some characteristic regarding yourself. You have to rate yourself on the following characteristics on a 5 point scale of frequency (very often, often, about 50% of times, rarely and very rarely) for what you think you are at present.

If the characteristic is very often, about 50% of times, rarely and very rarely to yourself make an "X" mark in the box labelled.

Sl. No.	Characteristics	very often	Often	50% of times	Rarely	Very rarely
1.	Honest					
2.	Assertive					
3.	Inferior					
4.	Anxious					
5.	Affectionate					
6.	Dependent					
7.	Shy					
8.	Sympathetic					
9.	Humorous					
10.	Brave					
11.	Quarrelsome					
12.	Expressive					
13.	Intelligent					
14.	Restless					
15.	Adventurous					
16.	Superior					
17.	Reasonable					
18.	Enthusiastic					
19.	Co-operative					
20.	Inventive					

SELF CONCEPT SCALE**INTRODUCTION:**

In this Inventory there are some characteristic regarding yourself. You have to rate yourself on the following characteristics on a 5 point scale of frequency (very often, often, Undecided, rarely and very rarely) for what you think you are at present.

If the characteristic is very often, often undecided rarely and very rarely to yourself make an "X" marks in the box labelled please note; select undecided only when you cannot. Say clearly either you agree or disagree with each characteristic. Do not omit any statement. Your answers will be kept confidential .

e.g. I am honest
I am often honest.

Sl. No.	Characteristic	Very often	Often	Undecided	Rarely	Very Rarely
1.	Assertive					
2.	Inferior					
3.	Affectionate					
4.	Shy					
5.	Humorous					
6.	Brave					
7.	Quarrelsome					
8.	Expressive					
9.	Intelligent					
10.	Restless					
11.	Reasonable					
12.	Enthusiastic					
13.	Co-operative					

Appendix V

ITEM SELECTION – SELF CONCEPT INVENTORY

Sl. No.	Item Difficulty	Item Validity
1*	100	0
2	0.68	0.32
3	0.72	0.70
4*	0.45	0.16
5	0.76	0.38
6*	0.45	0.37
7	0.69	0.61
8*	0.80	0.06
9	0.63	0.34
10	0.78	0.47
11	0.74	0.41
12	0.63	0.48
13	0.61	0.51
14	0.57	0.49
15*	0.48	0.08
16*	0.48	0.16
17	0.70	0.28
18	0.71	0.59
19	0.87	0.31
20*	0.37	0.34

* deleted items

Sl. No.1, 4, 6, 8, 15, 16, 20

കുടുംബാംഗങ്ങൾ, സഹപ്രവർത്തകർ, സുഹൃത്തുക്കൾ സമൂഹം ഇവ ആളുകൾക്ക് എത്രമാത്രം സഹായകരമായരത്നീരുന്ന എന്ന തിനെ സംബന്ധിച്ച് ചില പ്രസ്താവനകളാണ് താഴെ കൊടുത്തിരിക്കുന്നത്. ഓരോ പ്രസ്താവനയും വായിച്ച് താങ്കൾ അതിനോട് യോജിക്കുന്നു എങ്കിൽ 'ശരി' എന്നടയാളപ്പെടുത്തിയിട്ടുള്ളതിന് താഴെ '✓' അടയാളവും വിയോജിക്കുന്നു എങ്കിൽ 'തെറ്റ്' എന്നടയാളത്തിന് താഴെ 'x' അടയാളവും അതത് പ്രസ്താവനയ്ക്ക് നേരെ കൊടുത്തിട്ടുള്ള വലയങ്ങളിൽ രേഖപ്പെടുത്തുക. ദയവായി എല്ലാ പ്രസ്താവനകൾക്കും ഉത്തരം നൽകുക. താങ്കളുടെ ഉത്തരങ്ങൾ രഹസ്യമായി സൂക്ഷിക്കുന്നതാണ്. കൂടുതൽ ആലോചിച്ച് സമയം കളയാതെ ആദ്യം തോന്നുന്നതനുസരിച്ച് ഉത്തരങ്ങൾ അടയാളപ്പെടുത്താവുന്നതാണ്.

	ഉത്തരം	
	ശരി	തെറ്റ്
ഉദാ:		
എന്റെ ദുഃഖങ്ങൾ ആരും മനസ്സിലാക്കുന്നില്ല.		
ഈ പ്രസ്താവനയോട് യോജിക്കുന്നു എങ്കിൽ 'ശരി' എന്നതിന് താഴെ കൊടുത്തിട്ടുള്ള വലയത്തിൽ '✓' അടയാളമിടുക.	(✓)	()
വിയോജിക്കുന്നു എങ്കിൽ 'തെറ്റ്' എന്നതിന് താഴെ കൊടുത്തിട്ടുള്ള വലയത്തിൽ 'x' അടയാളമിടുക.	()	(x)

പ്രസ്താവനകൾ

ഉത്തരം

1. സുരക്ഷിതത്വ ബോധവും സന്തോഷവും നൽകുന്ന തരത്തിൽ ദുഃഖമായ സ്നേഹസഹായങ്ങൾ എനിക്കുണ്ട്	()	()
2. എനിക്ക് ആരോടും മമത തോന്നാറില്ല	()	()
3. എല്ലാ വിഷമതകളും സഹിക്കാൻ സഹായിക്കുന്ന ബന്ധുക്കൾ എനിക്കുണ്ട്	()	()
4. ബന്ധുക്കളിൽ നിന്ന് വളരെ ഒറ്റപ്പെട്ട ഒരു ജീവിതമാണ് എനിക്കുള്ളത്	()	()
5. അടുത്തിടപഴകാൻ പറ്റിയ ധാരാളം സുഹൃത്തുക്കൾ എനിക്കുണ്ട്	()	()
6. വീടിന് പുറത്തുള്ള ആരുമായിട്ടും എനിക്ക് അടുപ്പമില്ല	()	()
7. എനിക്കും സുഹൃത്തുക്കൾക്കും പൊതുവായ പല താല്പര്യങ്ങളുമുണ്ട്	()	()
8. കൂട്ടുകാരുമൊത്ത് സമയം ചെലവഴിക്കുന്നത് ആഹ്ലാദകരമായ കാര്യമാണ്	()	()

10. എന്നെക്കുറിച്ച് സഹപ്രവർത്തകർക്ക് വളരെ മതിപ്പുണ്ട് () ()
11. കൂടെ ജോലി ചെയ്യുന്നവരെക്കുറിച്ച് എനിക്ക് ഒന്നും തന്നെ അറിയില്ല. () ()
12. സഹപ്രവർത്തകരിൽ പലരോടും എനിക്ക് മോശപ്പെട്ട ബന്ധമാണുള്ളത് () ()
13. എന്ത് പ്രശ്നമുണ്ടായാലും എന്നെ സഹായിക്കാൻ വീട്ടിലെല്ലാവരും തയ്യാറാണ്. () ()
14. പ്രശ്നങ്ങൾ ഏകനായി നേരിടുക എന്നത് എന്നെ ബുദ്ധിമുട്ടിക്കാറുണ്ട് () ()
15. ഒരു കാരണവശാലും വീട്ടിലുള്ളവർ എന്നെ ഒറ്റപ്പെടുത്തില്ല () ()
16. വീട്ടിൽ താൻ അധികപ്പറ്റാണെന്ന് തോന്നാറുണ്ട് () ()
17. ഏത് കാര്യത്തിലും എനിക്ക് വേണ്ട ഉപദേശങ്ങൾ നൽകാൻ ആളുകളുണ്ട് () ()
18. എനിക്ക് മാർഗ്ഗനിർദ്ദേശം നൽകാൻ വേണ്ടവർ ഇല്ല () ()
19. മറ്റുള്ളവർ എന്റെ പ്രവർത്തികൾ മനസ്സിലാക്കുകയും എന്നെ പ്രോത്സാഹിപ്പിക്കുകയും ചെയ്യാറുണ്ട് () ()
20. നിർദ്ദേശങ്ങളെ അനുസരിക്കുന്നത് എനിക്ക് ഇഷ്ടമല്ല () ()
21. എന്റെ കാര്യത്തിൽ മക്കൾ ശ്രദ്ധിക്കാണിക്കാറുണ്ട് () ()
22. മക്കൾക്ക് ഞാൻ സ്വീകാര്യ നല്ല/സ്വീകാര്യയല്ല () ()
23. മക്കളുടെ കൂടെയിരിക്കുമ്പോൾ പ്രധാനപ്പെട്ട ഒരാളാണ് ഞാൻ എന്ന് തോന്നാറുണ്ട് () ()
24. മക്കൾ എന്റെ ആവശ്യങ്ങളെപ്പറ്റി അന്വേഷിക്കാറില്ല () ()
25. ജീവിതം സന്തോഷകരമാക്കുന്നതിന് ഈശ്വരവിശ്വാസം എന്നെ സഹായിക്കുന്നു () ()
26. ബുദ്ധിമുട്ടുകൾ തരണം ചെയ്യുവാൻ ഈശ്വരൻ ശക്തി തരുന്നു. () ()
27. ഈശ്വരവിശ്വാസം കൊണ്ട് പ്രത്യേകിച്ച് ഗുണമൊന്നുമില്ല () ()
28. മതപരമായ ചടങ്ങുകൾ സമയം പോകാനുള്ള ഒരു വഴി മാത്രമാണ്. () ()

UNIVERSITY OF CALICUT
FAMILY ENVIRONMENT SCALE

APPENDIX VIII

FORM R

INSTRUCTIONS:

In this questionnaire there are 90 statements about families. You are to decide which of these statements are true of your family and which are false. If you think the statement is true or mostly true of your family, make an "X" in the box labeled T (true). If you think the statement is False or mostly False of your family, make an "X" in the box labeled F (false).

You may feel that some of the statements are true for some family members and false for others. Mark T if the statement is true for most members, Mark F if the statement is false for most members. If the members are evenly divided, decide what is the stronger overall impression and answer accordingly.

Remember, we would like to know what your family seems like to you. So do not try to figure out how other members see your family, but do give us your general impression of your family for each statement.

- | | T (True) | F (False) |
|---|----------|-----------|
| 1. Family members really help and support one another | () | () |
| 2. Family members often keep their feelings to themselves | () | () |
| 3. We fight a lot in our family | () | () |
| 4. We don't do things on our own very often in our family | () | () |
| 5. We feel it is important to be the best at whatever you do | () | () |
| 6. We often talk about political and social problems | () | () |
| 7. We spend most weeknights and evenings at home | () | () |
| 8. Family members attend church, temple or Sunday School fairly often | () | () |
| 9. Activities in our family are pretty carefully planned | () | () |
| 10. Family members are rarely ordered around | () | () |
| 11. We often seem to be killing time at home | () | () |
| 12. We say anything we want to around home | () | () |
| 13. Family members rarely become openly angry | () | () |
| 14. In our family, we are strongly encouraged to be independent | () | () |

(P.T.O)

15. Getting ahead in life is very important in our family () ()
16. We rarely go to lectures, plays or concerts () ()
17. Friends often come over for dinner or to visit () ()
18. We don't say prayers in our family () ()
19. We are generally very neat and orderly () ()
20. There are very few rules to follow in our family () ()
21. We put a lot of energy into what we do at home () ()
22. It's hard to "blow off steam" at home without upsetting somebody () ()
23. Family members sometimes get so angry
they throw things () ()
24. We think things out for ourselves in our family () ()
25. How much money a person makes is not very important to us () ()
26. Learning about new and different things
is very important in our family () ()
27. Nobody in our family is active in sports, Little League, bowling, etc. () ()
28. We often talk about the religious meaning
of Christmas, Passover, or other holidays () ()
29. It's often hard to find things when you need them in our household () ()
30. There is one family member who makes most of the decisions () ()
31. There is a feeling of togetherness in our family () ()
32. We tell each other about our personal problems () ()
33. Family members hardly ever lose their tempers () ()
34. We come and go as we want to in our family () ()
35. We believe in competition and "may the best man win" () ()
36. We are not that interested in cultural activities () ()
37. We often go to movies, sports events, camping, etc. () ()
38. We don't believe in heaven or hell () ()

(P.T.O)

39. Being on time is very important in our family () ()
40. There are a set ways of doing things at home () ()
41. We rarely volunteer when something has to be done at home () ()
42. If we feel like doing something on the spur of the moment
we often just pick up and go () ()
43. Family members often criticize each other () ()
44. There is very little privacy in our family () ()
45. We always strive to do things just a
little better the next time () ()
46. We rarely have intellectual discussions () ()
47. Everyone in our family has a hobby or two () ()
48. Family members have strict ideas about
what is right and wrong () ()
49. People Change their minds often
in our family () ()
50. There is a strong emphasis on following rules in our family () ()
51. Family members really back each other up () ()
52. Someone usually gets upset if you complain in our family () ()
53. Family members sometimes hit each other () ()
54. Family members almost always rely on themselves when a problem comes up () ()
55. Family members rarely worry about job
promotions, school grades, etc. () ()
56. Someone in our family plays a musical instrument () ()
57. Family members are not very involved in recreational activities outside
work or school () ()
58. We believe there are some things you just have to take on faith () ()
59. Family members make sure their rooms are neat () ()
60. Every one has an equal say in family decisions. () ()
61. There is very little group spirit in our family. () ()

62. Money and paying bills is openly talked about in our family () ()
63. If there's a disagreement in our family
we try hard to smooth things over and keep the peace () ()
64. Family members strongly encourage each
other to stand up for their rights () ()
65. In our family, we don't try that hard to succeed () ()
66. Family members often go to the library () ()
67. Family members sometimes attend courses
or take lessons for some hobby or interest (outside of school) () ()
68. In our family each person has different
ideas about what is right and wrong () ()
69. Each person's duties are clearly defined in our family () ()
70. We can do whatever we want to in our family () ()
71. We really get along with each other () ()
72. We are usually careful about what we say to each other () ()
73. Family members often try to one up or out- do each other () ()
74. It's hard to be beby yourself without
hurting someone's feelings in our household () ()
75. "Work before play" is the rule in our family () ()
76. Watching T.V. more important than reading in our family () ()
77. Family members go out a lot () ()
78. The Bible/Gita/Khuran is a very important book in our home () ()
79. Money is not handled very carefully in our family () ()
80. Rules are pretty inflexible in our household () ()
81. There is plenty of time and attention for everyone in our family () ()

82. There are a lot of spontaneous discussions in our family () ()
83. In our family, we believe you don't
ever get anywhere by raising your voice () ()
84. We are not really encouraged to speak
up for ourselves in our family () ()
85. Family members are often compared with
others as to how well they are doing at work or school () ()
86. Family members really like music, art and literature () ()
87. Our main form of entertainment is
watching T.V. or listening to the radio () ()
88. Family members believe that if you sin
you will be punished () ()
89. Dishes are usually done immediately
after eating () ()
90. You can't get away with much in our family () ()

നിർദ്ദേശങ്ങൾ

നിങ്ങളുടെ താത്പര്യങ്ങളേയും സമീപനരീതികളേയും കുറിച്ചറിയാനുള്ള ഏതാനും ചോദ്യങ്ങളാണ് ഈ ചോദ്യാവലിയിൽ കൊടുത്തിരിക്കുന്നത്. മനോഭാവങ്ങളിലും താത്പര്യങ്ങളിലും ഒരോ വ്യക്തിയും വ്യത്യസ്തനായിരിക്കാവുന്നതിനാൽ ശരിയോ തെറ്റോ ആയ ഉത്തരങ്ങളില്ല.

ഓരോ ചോദ്യത്തിനും മൂന്ന് സാധ്യതകൾ ഉത്തരമുണ്ടായി കൊടുത്തിട്ടുണ്ട്. അവയിൽ നിങ്ങൾക്ക് യോജിക്കുന്നത് ഉത്തരക്കടലാസിൽ നിർദ്ദിഷ്ട സ്ഥാനത്ത് (X) എന്ന് അടയാളപ്പെടുത്തി സൂചിപ്പിക്കുക. 'ബി' ഉത്തരങ്ങൾ കഴിയുന്നതും ഒഴിവാക്കുക.

ഉത്തരമെഴുതുമ്പോൾ താഴെപ്പറയുന്ന കാര്യങ്ങൾ ശ്രദ്ധിക്കുക

- 1. സത്യസന്ധവും നിങ്ങളെസംബന്ധിച്ച് ശരിയുമായ ഉത്തരങ്ങൾ മാത്രം നൽകുക.
- 2. ഇത് സമയപരിധി ഇല്ലാത്ത ഒരു ടെസ്റ്റാണെങ്കിലും കഴിയുന്നത്ര വേഗതയിൽ ചെയ്തുതീക്കുവാൻ ശ്രമിക്കണം. ചോദ്യങ്ങളെക്കുറിച്ച് കൂടുതൽ ചിന്തിച്ച് സമയം കളയാതെ ഓരോ ചോദ്യവും വായിക്കുമ്പോൾ തോന്നുന്ന ആദ്യത്തെ പ്രതികരണം രേഖപ്പെടുത്തണം.
- 3. ഉണ്ട് (എ) അല്ലെങ്കിൽ ഇല്ല (സി) എന്ന ഉത്തരങ്ങൾ തെരഞ്ഞെടുക്കാൻ തീരെ നിർബ്ബാഹമില്ലെങ്കിൽ മാത്രമെ (ബി) ഉത്തരങ്ങൾ ഉപയോഗിക്കാവൂ.
- 4. എല്ലാ ചോദ്യങ്ങൾക്കും ഉത്തരമെഴുതാൻ പ്രത്യേകം ശ്രദ്ധിക്കുക. നിങ്ങളുടെ ഉത്തരങ്ങൾ പരമരഹസ്യമായി സൂക്ഷിക്കുന്നതായിരിക്കും.

- 1. മുൻപുണ്ടായിരുന്നതിനേക്കാൾ കൂടുതൽ ഓർമ്മശക്തി ഇപ്പോൾ നിങ്ങൾക്കുണ്ടോ?
(എ) ഉണ്ട് (ബി) കുറച്ച് (സി) ഇല്ല
- 2. 'മറ്റുള്ളവരിൽ നിന്നകന്നു മാറി ഒരു സന്യാസിയെപ്പോലെ ഒറ്റക്ക് ജീവിക്കുവാൻ നിങ്ങൾക്ക് സാധിക്കുമോ?
(എ) അതെ (ബി) ചിലപ്പോൾ (സി) ഇല്ല
- 3. ആകാശം താഴെയൊന്നെന്നും മഞ്ഞുകാലത്ത് ചൂടാണെന്നു പറയുന്ന ഒരാൾ ഒരു കുറ്റവാളിയെ എന്തുവിളിക്കും?
(എ) അക്രമി (ബി) പുണ്യവാളൻ (സി) മോലം
- 4. വൃത്തിഹീനരായ ആളുകളെ കണ്ടാൽ നിങ്ങൾ സ്വീകരിക്കുമോ?
(എ) സ്വീകരിക്കും (ബി) ചിലപ്പോൾ മാത്രം (സി) അവരോട് വെറുപ്പ് തോന്നും.
- 5. പരിചയക്കാരുടെ ജീവിതം മെച്ചപ്പെടുന്നത് കാണാൻ നിങ്ങൾ ഇഷ്ടപ്പെടുമോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
- 6. ആഘോഷാവസരങ്ങളിൽ തമാശയും കഥകളും മറ്റുള്ളവർ ആദ്യം പറയട്ടെ എന്നാണോ നിങ്ങൾ കരുതുക?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
- 7. നിങ്ങളുടെ ദൈനംദിനാവശ്യം കഴിഞ്ഞു മിച്ചം പണമുണ്ടെങ്കിൽ മറ്റുള്ളവരെ സഹായിക്കുന്നതിനായി ഉപയോഗിക്കാറുണ്ടോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
- 8. എന്തെങ്കിലും പടങ്ങളിൽ നിങ്ങളെ കണ്ട്മുട്ടിയാൽ നിങ്ങളുടെ പരിചയക്കാരിൽ അത് വാസ്തവത്തിൽ സന്തോഷമുളവാക്കുമോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
- 9. താഴെ പറയുന്നതിലേതുവിധത്തിൽ വ്യായാമം ചെയ്യാൻ നിങ്ങൾ ഇഷ്ടപ്പെടും?
(എ) സൈക്കിൾ സവാരിയും നീന്തലും(ബി) 'എ'യും 'സി'യും (സി) കളിയും ഗൃഹസുന്ദര്യം

10. ആളുകളുടെ പറച്ചിലും പ്രവൃത്തിയും തമ്മിലുള്ള പൊരുത്തക്കേട് കാണുമ്പോൾ നിങ്ങൾക്ക് പരിഹാസം തോന്നാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) വല്ലപ്പോഴും (സി) ഇല്ല
11. നിങ്ങളുടെ കുട്ടിക്കാലത്ത് ഓരോ ദിവസവും സ്കൂളിൽ പോകുമ്പോൾ വിഷമം തോന്നിയിട്ടുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
12. നിങ്ങൾ പ്രകടിപ്പിക്കുന്ന ഒരഭിപ്രായം മറ്റുള്ളവർ ശ്രദ്ധിക്കാതെ പോയാൽ നിങ്ങൾ എന്തുചെയ്യും?
(എ) സാരമില്ല എന്നു വയ്ക്കും (ബി) 'എ' യ്ക്കും 'സി' യ്ക്കും ഇടയ്ക്ക് (സി) മറ്റുള്ളവർ ശ്രദ്ധിക്കുന്നതു വരെ അത് ആവർത്തിക്കും.
13. ആരെങ്കിലും നിങ്ങളോട് മോശമായി പെരുമാറിയെന്നു തോന്നിയാൽ നിങ്ങൾ -
(എ) അതത്ര ഗൗരവമുള്ളതല്ലെന്നു കരുതി മിണ്ടാതിരിക്കും. (ബി) 'എ' ക്കും 'സി' ക്കും ഇടക്ക്
(സി) നിങ്ങളുടെ നിലപാട് (അഭിപ്രായം) അയാളെ വ്യക്തമായി ബോധ്യപ്പെടുത്തും
14. ആരെയെങ്കിലും നിങ്ങൾ പരിചയപ്പെട്ടാൽ
(എ) അയാളോട് നിങ്ങൾ രാഷ്ട്രീയത്തെക്കുറിച്ചും സാമൂഹിക ചിന്താഗതിയെക്കുറിച്ചും സൗഹാർദ്ദത്തോടെ സംവാദം നടത്തും. (ബി) 'എ' ക്കും 'സി' ക്കും ഇടക്ക് (സി) നിങ്ങളോട് തമാശ പറയാൻ അനുവദിക്കും.
15. നിങ്ങൾ സ്വയം ചെയ്തു തീർക്കുമെന്ന് പ്രതീക്ഷ ചെയ്ത ജോലികൾ പരസഹായം തടാതെ സ്വയം ചെയ്തു തീർക്കുന്നതിൽ അഭിമാനം കൊള്ളാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
16. ഭൃതകാലത്തെക്കുറിച്ചോർക്കുന്നത് സമയം പാഴാക്കലാണെന്ന് തോന്നുന്നുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
17. ധാരാളം സമയമുണ്ടെന്നറിയാമെങ്കിൽക്കൂടി ഒരു തീവണ്ടിയാത്രക്കൊരുങ്ങുമ്പോൾ നിങ്ങൾ തിരക്കിടുകയും അസന്മനാകുകയും ചെയ്യാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
18. മാതാപിതാക്കളോട് നൈമിഷികമായിട്ടെങ്കിലും നിങ്ങൾക്ക് വെറുപ്പ് തോന്നിയിട്ടുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
19. ജോലിക്കാരിൽ നിന്നോ ഉപഭോക്താക്കളിൽ നിന്നോ ദിവസം മുഴുവനും പരാതി കേൾക്കേണ്ടിവരുന്ന ഒരു ജോലി നിങ്ങൾ ഏറ്റെടുക്കുമോ?
(എ) അതെ (ബി) ചിലപ്പോൾ (സി) ഇല്ല
20. താഴെപ്പറയുന്നവയിൽ 'ഏകദേശം' എന്ന പദത്തിന്റെ വിപരീതമായിട്ടുള്ളതേത്?
(എ) യാദൃച്ഛികം (ബി) കൃത്യം (സി) ഏകദേശം
21. കൂടുതൽ ശക്തിയും ഊർജ്ജവും ആവശ്യമുള്ള സമയങ്ങളിൽ അവ ആവശ്യത്തിന് നിങ്ങൾക്കുണ്ടാകാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) കുറച്ച് (സി) ഇല്ല
22. കൂടുതൽ ലൈംഗികതയുള്ള ചലച്ചിത്രങ്ങൾ കണ്ടാൽ നിങ്ങൾക്ക് ലജ്ജയും കുറ്റബോധവും തോന്നാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) കുറച്ച് (സി) ഇല്ല
23. ധാരാളം ആളുകൾ പങ്കെടുക്കുന്ന സൽക്കാരവേളകളിലോ ആഘോഷാവസരങ്ങളിലോ നിങ്ങൾ പോകാറുണ്ടോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
24. നിങ്ങളുടെ അഭിപ്രായം -
(എ) ചില ജോലികൾ മറ്റു ജോലികളുടെയത്ര ശ്രദ്ധയോടെ ചെയ്യേണ്ട ആവശ്യമില്ല (ബി) 'എ'യ്ക്കും 'സി' യ്ക്ക് ഇടക്ക്
(സി) ഏതു ജോലിയും ചെയ്യുന്നെങ്കിൽ നന്നായി ചെയ്യണം

25. തെരുവിലൂടെ നടക്കുമ്പോൾ മറ്റുള്ളവർ നിങ്ങളെ ശ്രദ്ധിക്കുന്നത് നിങ്ങൾക്കിഷ്ടമാണോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
26. താഴെപ്പറയുന്നതിൽ ആരായിത്തീരാനാണ് നിങ്ങൾ ആഗ്രഹിക്കുന്നത്?
(എ) പുരോഹിതൻ (ബി) 'എ' യോ 'സി' (സി) ഉയർന്ന സൈനികോദ്യോഗസ്ഥൻ
27. ചില നിസ്സാരകാര്യങ്ങളിൽ ഒരു അയൽവാസി നിങ്ങളെ പറ്റിക്കുകയാണെങ്കിൽ അയാളെ കുറ്റപ്പെടുത്തുന്നതിനേക്കാൾ നല്ലത് അയാളുമായി ലോഹ്യത്തിൽ കഴിയുകയാണ്
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
28. താഴെപ്പറയുന്നവയിൽ നിങ്ങൾ കാണാനിഷ്ടപ്പെടുന്നതേത്?
(എ) നല്ല പുരാണ സിനിമ (ബി) 'എ' യോ 'സി' യോ (സി) സാമൂഹ്യപുരോഗതിയെ ലക്ഷ്യമാക്കുന്ന നല്ല സിനിമയോ നാടകമോ
29. നിങ്ങളെ ഒരു ജോലിയേൽപ്പിച്ചാൽ ഒന്നുകിൽ സ്വന്തം, രീതിയിൽതന്നെ അവ ചെയ്യും അല്ലെങ്കിൽ രാജിവയ്ക്കും എന്ന് ശരിക്കുമോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
30. ക്ഷീണിച്ചുപോകുമെന്നു കരുതി നിങ്ങൾ ആവേശകരമായ കാര്യങ്ങളിൽ നിന്നു അകന്നു നിൽക്കാനാഗ്രഹിക്കുമോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
31. താഴെപ്പറയുന്നവയിൽ ഏതു കളിക്കാനാണ് നിങ്ങൾ ഇഷ്ടപ്പെടുക.
(എ) ചെസ്സ് (ബി) 'എ' യോ 'സി'യോ (സി) ഫുട്ബോൾ
32. കുഞ്ഞുങ്ങളെ വാക്സിനേറ്റു ചെയ്യുന്നതു ക്രൂരതയാണെന്നും മാതാപിതാക്കൾക്ക് അത് തടയാനുള്ള അവകാശം ഉണ്ടാകണം എന്നും നിങ്ങൾ കരുതുന്നുവോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
33. താഴെപ്പറയുന്നവയിലേതിൽ വിശ്വസിക്കുന്നതാണ് കൂടുതൽ നല്ലത്?
(എ) ഇൻഷുറൻസ് (ബി) രണ്ടിനുമിടക്ക് (സി) വ്യക്തിപരമായ ഭാഗ്യം
34. മനോവിഷമങ്ങൾ പെട്ടെന്ന് മറക്കുന്ന ആളാണോ നിങ്ങൾ?
(എ) അതെ (ബി) ഇടത്തരം (സി) അല്ല
35. നിങ്ങൾ ചെയ്യുതത് തെറ്റാണെന്ന് ബോധ്യമായാൽ അത് ഏറ്റുപറയാൻ പ്രയാസം തോന്നാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
36. ഒരു ഓഫീസിൽ നിങ്ങൾ പണിയെടുക്കുമ്പോൾ ഇഷ്ടപ്പെടുന്നത് -
(എ) സാങ്കേതികവകുപ്പിൽ (ബി) രണ്ടിനുമിടക്ക് (സി) ഇന്റർവ്യൂ ചെയ്യുകയും ആളുകളെ ജോലിയെടുക്കുകയും ചെയ്യുന്ന ഭരണവകുപ്പിൽ
37. താഴെപ്പറയുന്നവയിൽ ഏതു വാക്ക് മറ്റു രണ്ട് വാക്കുകളോട് യോജിക്കുന്നില്ല
(എ) പുച്ഛ (ബി) അരികെ (സി) സൂര്യൻ
38. മോശമായ ആരോഗ്യമൂലം നിങ്ങളുടെ പരിപാടികളിൽ പലപ്പോഴും മാറ്റങ്ങൾ വരുത്തേണ്ടിവരാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) മിക്കപ്പോഴും (സി) ഇല്ല
39. വ്യക്തിപരമായ ആവശ്യങ്ങൾക്ക് ജോലിക്കാരെ വക്കുന്നത് നിങ്ങൾക്കിഷ്ടമാണോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
40. നന്നായി പെരുമാറാൻ കഴിയാത്തതുമൂലം നിങ്ങൾ കൂട്ടുകാരിൽ നിന്നും ഒറ്റപ്പെടാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല

41. സദാചാരനിയമങ്ങൾ മനുഷ്യൻ കൂടുതൽ കർശനമായി പാലിക്കണമെന്ന് നിങ്ങൾക്ക് തോന്നുന്നുണ്ടോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
42. നിങ്ങൾ ചിലപ്പോഴൊക്കെ മിണ്ടാൻ കഴിയാത്തത്ര കോപിഷ്ഠനാകാറുണ്ടോ?
(എ) ഉണ്ട് (ബി) രണ്ടിനുമിടക്ക് (സി) ഇല്ല
43. ശാരീരികാദ്ധാനം അധികം ആവശ്യമുള്ള പ്രവൃത്തികൾ പെട്ടെന്ന് ക്ഷീണിക്കാതെ, മറ്റുള്ളവരേക്കാൾ കൂടുതൽ ചെയ്യാൻ നിങ്ങൾക്ക് കഴിയുമോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
44. സാഹചര്യങ്ങൾ വളരെ പ്രതികൂലമാവുന്ന അവസ്ഥയിലും മിക്ക സാക്ഷികളും സത്യം പറയാൻ തയ്യാറാവുമെന്ന് നിങ്ങൾ കരുതുന്നുവോ?
(എ) അതെ (ബി) കുറെയൊക്കെ (സി) ഇല്ല
45. ചിന്തിക്കുമ്പോൾ അങ്ങോട്ടുമിങ്ങോട്ടും നടക്കുന്നത് നിങ്ങളുടെ ചിന്തയെ സഹായിക്കുമെന്ന് തോന്നുന്നുവോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
46. താഴെപ്പറയുന്നവയിൽ ഏതു കാര്യത്തിലാണ് നമ്മുടെ രാഷ്ട്രം കൂടുതൽ ധനം വിനിയോഗിക്കേണ്ടത്?
(എ) യുദ്ധോപകരണങ്ങൾക്കായി (ബി) രണ്ടിനും (സി) വിദ്യാഭ്യാസത്തിനായി
47. ഒരു സായാഹ്നം ചെലവഴിക്കാൻ താഴെപ്പറയുന്നവയിൽ ഏതു നിങ്ങൾ ഇഷ്ടപ്പെടും.
(എ) വാശിയേറിയ ചീട്ടുകളി (ബി) രണ്ടും (സി) കഴിഞ്ഞ അവധിക്കാല ചിത്രങ്ങൾ കാണുക.
48. താഴെപ്പറയുന്നവയിൽ നിങ്ങൾ കൂടുതലായി വായിക്കാൻ ഇഷ്ടപ്പെടുന്നതേത്?
(എ) ഒരു നല്ല ചരിത്രനോവൽ (ബി) രണ്ടും ഒരു പോലെ (സി) ആഗോളവിഭവങ്ങൾ എങ്ങനെ ഉപയോഗിക്കുമെന്നതിനെക്കുറിച്ച് ഒരു ശാസ്ത്രജ്ഞന്റെ ലേഖനം
49. ഈ ലോകത്തിൽ നല്ല മനുഷ്യരാണ് വിൽപ്പനകളേക്കാൾ കൂടുതലെന്ന് നിങ്ങൾ വിശ്വസിക്കുന്നുവോ?
(എ) അതെ (ബി) കുറെയൊക്കെ (സി) ഇല്ല
50. സ്വന്തം ജോലിയിൽ നിങ്ങൾ മറ്റുപലരേക്കാളും കൂടുതലായി കഴിവും സാമർത്ഥ്യവും പ്രകടിപ്പിക്കാറുണ്ടോ?
(എ) അതെ (ബി) മിക്കപ്പോഴും (സി) ഇല്ല
51. മറ്റാരെയും കാണാൻ തോന്നാത്തവിധം ദുഃഖിതനും നിരുത്സാഹവാദനുമായി ചിലപ്പോഴെങ്കിലും നിങ്ങൾക്ക് സ്വയം അനുഭവപ്പെടാറുണ്ടോ?
(എ) വളരെ ചുരുക്കമായി (ബി) ചിലപ്പോഴൊക്കെ (സി) മിക്കപ്പോഴും
52. നിങ്ങൾ ചെയ്യുന്നത് പൂർണ്ണ ബോധ്യമുള്ളപ്പോഴൊക്കെ അത് എളുപ്പമായി ചെയ്യാൻ നിങ്ങൾക്ക് കഴിയുമോ?
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
53. താഴെപ്പറയുന്നവയിൽ ഏതു ജോലി നിങ്ങൾ ഇഷ്ടപ്പെടുന്നു.
(എ) ഓഫീസിലെ മാനേജർ (ബി) 'എ'ക്കും 'സി'ക്കും ഇടക്ക് (സി) കെട്ടിടങ്ങളുടെ പ്ലാൻ വരയ്ക്കുന്ന ആർക്കിടെക്റ്റ്
54. കറുപ്പ് ചാരനിറത്തിനോട് എന്നപോലെ വേദനക്ക്
(എ) മുറിവ് (ബി) രോഗം (സി) അസ്വസ്ഥത
55. ഉറക്കത്തിൽ സംസാരിക്കുകയോ നടക്കുകയോ ചെയ്യാതെ സുഖനിദ്രയുള്ള ആളാണോ നിങ്ങൾ
(എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
56. സുഹൃത്തിനോട് മനഃപൂർവ്വം നൂണ പറഞ്ഞശേഷം നിങ്ങൾക്ക് അയാളെ ലജ്ജയില്ലാതെ അഭിമുഖീകരിക്കാൻ കഴിയുമോ?
(എ) അതെ (ബി) ചിലപ്പോൾ (സി) ഇല്ല

57. സാമൂഹിക ചടങ്ങുകൾ സംഘടിപ്പിക്കുന്നതിനു നിങ്ങൾ എപ്പോഴെങ്കിലും ഉൾജ്ജ്വലമായി പങ്കെടുത്തിട്ടുണ്ടോ?
 (എ) ഉണ്ട് (ബി) വല്ലപ്പോഴും (സി) ഇല്ല
58. നിങ്ങൾ കൂടുതൽ ആരാധിക്കുന്നത് ?
 (എ) ബുദ്ധിമാനായ വിശ്വാസിക്കാനാവാത്ത ഒരാളെ (ബി) രണ്ടിനുമിടക്ക് (സി) പ്രലോനങ്ങളെ അതിജീവിക്കാനുള്ള മന:ശക്തിയുള്ള ഒരു സാധാരണക്കരനെ
59. ന്യായമായ ഒരു പരാതി ഉന്നയിച്ചുകഴിഞ്ഞാൽ നിങ്ങൾക്ക് സാധാരണയായി സംതൃപ്തി തോന്നാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
60. നിരുത്സാഹപ്പെടുത്തുന്ന ചുറ്റുപാടുകൾ നിങ്ങളെ കരച്ചിലിന്റെ വക്കുവരെ എത്തിക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) വല്ലപ്പോഴും (സി) ഇല്ല
61. നമ്മൾ വിചാരിക്കുന്നതിലധികം സൗഹൃദം പല വിദേശരാജ്യങ്ങൾക്കും നമ്മോടുണ്ടെന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
62. മറ്റുള്ളവരിൽ നിന്നകന്നു സ്വന്തം ചിന്തകളിൽ മുഴുകാൻ ഇഷ്ടപ്പെടുന്ന അവസരങ്ങൾ എല്ലാ ദിവസവും ഉണ്ടാകാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
63. ശാന്തനായിരിക്കുന്ന സമയങ്ങളിൽ നിങ്ങൾ അംഗീകരിക്കുന്ന ചെറിയ നിയമങ്ങളും നിയന്ത്രണങ്ങളും മറ്റും ചിലപ്പോൾ നിങ്ങളെ അലട്ടാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) കുറിയൊക്കെ (സി) ഇല്ല
64. ശിക്ഷിക്കേതിരായുള്ള ആധുനിക രീതിയേക്കാൾ നല്ലതാണ് ശിക്ഷ നൽകിയുള്ള പഴയ വിദ്യാഭ്യാസ സമ്പ്രദായം എന്ന് നിങ്ങൾ കരുതുന്നുവോ?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
65. നിങ്ങൾ സ്കൂൾ ജീവിതത്തിൽ കൂടുതലായി പഠിച്ചത്?
 (എ) ക്ലാസ്സിൽ പോയിട്ട് (ബി) രണ്ടിനുമിടക്ക് (സി) പുസ്തകം വായിച്ച്
66. ചെറിയ സാമൂഹിക ബാധ്യതകളിൽ നിന്നും കഴിയുന്നത്ര അകന്നുനിൽക്കാനാണോ നിങ്ങൾ ശ്രമിക്കുക?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
67. ഒരു പ്രശ്നം കൂടുതൽ പ്രയാസമുള്ളതായി തോന്നിയാൽ നിങ്ങൾ -
 (എ) വേറൊരു പ്രശ്നമെടുക്കും (ബി) 'എ'ക്കും 'സി'യ്ക്കും ഇടക്ക് (സി) അതേ പ്രശ്നത്തെ വേറൊരു രീതിയിൽ സമീപിക്കും
68. വ്യക്തമായ കാരണങ്ങളില്ലാതെ തന്നെ നിങ്ങൾക്ക് അതിയായ ആധി, കോപം, ചിരി ഇവ ഉണ്ടാകാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോൾ (സി) ഇല്ല
69. ചിലസമയങ്ങളിൽ മറ്റു സന്ദർഭങ്ങളിലുള്ളത്ര നന്നായി ശ്രദ്ധകേന്ദ്രീകരിക്കാൻ കഴിയാറില്ലെന്ന് നിങ്ങൾക്ക് തോന്നുന്നുണ്ടോ.
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
70. മറ്റുള്ളവരുടെ സൗകര്യം കണക്കിലെടുത്ത് നിങ്ങൾ പ്രവൃത്തികളുടെ സമയം ക്രമീകരിക്കുമോ?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
71. ഈ സംഖ്യാശ്രേണി പൂർത്തിയാക്കാൻ നിങ്ങൾ ഏതു സംഖ്യകൾ കൂട്ടിച്ചേർക്കും? 1, 2, 3, 6, 5
 (എ) 10 (ബി) 5 (സി) 7
72. മറ്റുള്ളവരുടെ പ്രവൃത്തികളെ നിങ്ങൾ വിമർശിക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) വല്ലപ്പോഴും (സി) ഇല്ല

73. അഹംഭാവുകളും ഡംഭോരുമായവരുടെ സാന്നിദ്ധ്യം നിങ്ങളെ അസ്വസ്ഥനാക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) വല്ലപ്പോഴും (സി) ഇല്ല
74. ഏതവസരത്തിലും യാത്രചെയ്യാൻ നിങ്ങൾ ഇഷ്ടപ്പെടുന്നുണ്ടോ?
 എ) അതെ (ബി) വല്ലപ്പോഴും (സി) ഇല്ല
75. പെട്ടെന്നുണ്ടായ വേദനകൊണ്ടോ രക്തം കണ്ടിട്ടോ എപ്പോഴെങ്കിലും നിങ്ങൾക്ക് മോഹാലസ്യം പോലെ വന്നിട്ടുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴെല്ലാം (സി) ഇല്ല
76. ആന്തുകാലിക പ്രശ്നങ്ങളെക്കുറിച്ച് മറ്റുള്ളവരുമായി സംസാരിച്ചിരിക്കാൻ നിങ്ങൾക്കിഷ്ടമാണോ?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
77. താഴെപ്പറയുന്നവയിൽ ആരാകാൻ നിങ്ങൾ ഇഷ്ടപ്പെടുന്നു?
 (എ) എഞ്ചിനീയർ (ബി) രണ്ടും ഒരുപോലെ (സി) സാമൂഹിക സിദ്ധാന്തങ്ങൾ പഠിപ്പിക്കുന്ന ടീച്ചർ
78. മറ്റുള്ളവരുടെ പ്രശ്നങ്ങളിൽ ഇടപെടുകയോ അതു പരിഹരിക്കാൻ ശ്രമിക്കുകയോ ചെയ്യാനുള്ള പ്രവണത നിങ്ങൾക്ക് സ്വയം നിയന്ത്രിക്കേണ്ടിവരാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
79. നിങ്ങളുടെ അയൽക്കാരിൽ എത്രപേരോട് സംസാരിക്കുന്നത് ബോറടിയായി നിങ്ങൾക്കനുഭവപ്പെടാറുണ്ട്?
 (എ) എല്ലാവരോടും തന്നെ (ബി) ചിലരോട് (സി) ആരോടും ഇല്ല
80. നിങ്ങൾ വായിക്കുന്നതിൽ പ്രചരണത്തിന്റെ അംശങ്ങൾ ഉണ്ടെങ്കിൽ മറ്റുള്ളവർ ചൂണ്ടിക്കാണിച്ചുതരാതെ നിങ്ങളത് മനസ്സിലാക്കുമോ?
 (എ) അതെ (ബി) ചിലപ്പോൾ (സി) ഇല്ല
81. ഏതു കഥയിലും ഒരു ഗുണപാഠമുണ്ടായിരിക്കണമെന്ന് നിങ്ങൾ കരുതുന്നുവോ?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
82. ഏതു വ്യവസായത്തിലും കൂടുതൽ പ്രശ്നമുണ്ടാകുന്നത് താഴെ പറയുന്നവയിൽ ഏതു കൂട്ടരാണെന്നാണ് നിങ്ങളുടെ വിശ്വാസം?
 (എ) നിലവിലുള്ള രീതികളെ മാറ്റുകയും വ്യത്യസ്തപ്പെടുത്തുകയും ചെയ്യുന്നവർ (ബി) ഇരുതരക്കാരും (സി) പുതിയ രീതികൾ നടപ്പിലാക്കാൻ വിസമ്മതിക്കുന്നവർ.
83. പ്രായോഗികമല്ലേ എന്ന സംശയം കാരണം സ്വന്തം അഭിപ്രായങ്ങളും ആശയങ്ങളും പ്രായോഗികമാക്കാൻ നിങ്ങൾ ചിലപ്പോൾ മടിക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) കുറെയൊക്കെ (സി) ഇല്ല
84. നിങ്ങളെ കാണുന്നതുതന്നെ വെറുപ്പാണെന്നമട്ടിൽ ചില അഹംഭാവുകളായ ആളുകൾ പെരുമാറാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
85. മറ്റുള്ളവരുടെ മുമ്പിൽ നാണക്കേടുണ്ടാകാത്ത വിധം വിശ്വസനീയമായ ഓർമ്മശക്തിയുടെ ഉടമയാണോ നിങ്ങൾ?
 (എ) അതെ (ബി) ഇടത്തരം (സി) ഇല്ല
86. മറ്റുള്ളവർ നിങ്ങളോട് പെരുമാറുന്നതിനേക്കാൾ മോശമായരീതിയിലാണോ നിങ്ങൾ അവരെ കരുതുക?
 (എ) അതെ (ബി) ചിലപ്പോൾ (സി) അല്ല
87. സംസാരിക്കുമ്പോൾ മറ്റുള്ളവരേക്കാൾ സാവധാനത്തിലാണോ നിങ്ങൾ പ്രതികരിക്കുക?
 (എ) അതെ (ബി) ചിലപ്പോൾ (സി) അല്ല
88. ഒരു വാച്ചിന്റെ രണ്ടു സൂചികൾ 65 മിനുട്ട് കൂടുമ്പോൾ ഒരുമിയ്ക്കുന്നു എങ്കിൽ വാച്ച് ഓടുന്നത്?
 (എ) മെല്ലെയാണ് (ബി) കൃത്യമായാണ് (സി) വേഗത്തിലാണ്
89. മറ്റുള്ളവർക്കുവേണ്ടി കാത്തുനിൽക്കേണ്ടി വന്നാൽ നിങ്ങൾക്ക് വല്ലത്ത ക്ഷോഭം വരുമോ?
 (എ) അതെ (ബി) ചുരുക്കമായി (സി) ഇല്ല

90. നിങ്ങൾ അഹംഭാവിയും അല്പനൂമാണെന്ന് മറ്റുള്ളവർ കരുതാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) വല്ലപ്പോഴും (സി) ഇല്ല
91. ജോലി ചെയ്യാനുള്ള ശരിയായ സാമഗ്രികൾ കിട്ടിയില്ലെങ്കിൽ പരാതി പറയണോ എന്ന് സാവധാനത്തിലാണോ നിങ്ങൾ തീരുമാനിക്കുക?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
92. വീട്ടിൽ നിങ്ങൾ
 (എ) വിശ്രമസമയം കൊച്ചുവർത്തമാനം പറഞ്ഞ് ഉല്ലസിക്കും (ബി) രണ്ടും (സി) പ്രത്യേക ജോലികൾ ചെയ്യുവാൻ ഉപയോഗിക്കും.
93. മറ്റുള്ളവരുമായി സൗഹൃദം സ്ഥാപിക്കുന്നതിൽ നിങ്ങൾ മെല്ലെയാണോ?
 (എ) അതെ (ബി) വല്ലപ്പോഴും (സി) അല്ല
94. ആളുകൾ കവിതയിൽ പറയാൻ ശ്രമിക്കുന്ന കാര്യങ്ങൾ സാധാരണ ഗദ്യത്തിൽ നേരെ പറഞ്ഞാൽ പോലെ എന്നു നിങ്ങൾ ചിന്തിക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
95. സൗഹൃദം ഭാവിക്കുന്നവർ ചിലപ്പോൾ ചതിക്കുമെന്ന് നിങ്ങൾ സംശയിക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) കുറെയൊക്കെ (സി) ഇല്ല
96. നിങ്ങളിൽ കാര്യമായ യാതൊരു മാറ്റവുമുണ്ടാക്കാതെയാണോ നിങ്ങളുടെ ഈ വർഷത്തെ ഏറ്റവും നാടകീയമായ അനുഭവങ്ങൾ കടന്നുപോകുന്നത്?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
97. നിങ്ങൾ സാവധാനമാണോ സംസാരിക്കുക?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) അല്ല
98. നിങ്ങൾക്കു ചില കാര്യങ്ങളിൽ ഉള്ള യേശു അനിഷ്ടമോ നിയന്ത്രിക്കാൻ കഴിയാതെ വരാറുണ്ടോ?
 ഉദാഹരണമായി ഒരു മൃഗം, ഒരു പ്രത്യേക സ്ഥലം മുതലായവ
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
99. ഒരു സംഘത്തിൽ താഴെ പറയുന്നവയിലേതാകാൻ നിങ്ങൾ ഇഷ്ടപ്പെടും
 (എ) സാങ്കേതിക പുരോഗതിക്കുവേണ്ടി പണിയെടുക്കുന്നയാൾ (ബി) രണ്ടിലേതെങ്കിലും (സി) റിക്കാർഡുകൾ സൂക്ഷിക്കുകയും നിയമങ്ങൾ പാലിക്കപ്പെടുന്നോ എന്ന് പരിശോധിക്കുകയും ചെയ്യുന്ന ആൾ
100. ഒരു സാമൂഹിക പ്രശ്നത്തെപ്പറ്റിയുള്ള വോട്ടെടുപ്പിൽ ഏതഭിപ്രായം രേഖപ്പെടുത്തണമെന്ന് തീരുമാനിക്കാൻ നിങ്ങൾ താഴെ പറയുന്നവയിൽ ഏതു വായിക്കും.
 (എ) അതെക്കുറിച്ചുള്ള ഒരു നല്ല നോവൽ വായിക്കും (ബി) രണ്ടിലേതെങ്കിലും (സി) സ്ഥിതി വിവരക്കണക്കുകളും മറ്റുവസ്തുതകളും അടങ്ങുന്ന ഒരു പുസ്തകം വായിക്കും.
101. രാത്രിയിൽ നിങ്ങൾ തികച്ചും അത്ഭുതകരവും അർത്ഥശൂന്യവുമായ സ്വപ്നങ്ങൾ കാണാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോൾ (സി) ഇല്ല
102. വീട്ടിൽ തികച്ചും ഏകാകിയായി കുറച്ചു സമയം ചിലവഴിക്കേണ്ടിവന്നാൽ ആധിയും യേശുവുമുണ്ടാകുമോ?
 (എ) അതെ (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
103. തീരെ ഇഷ്ടമില്ലാത്ത ആളുകളോട് സൗഹൃദം ഭാവിച്ച് അവരെ നിങ്ങൾ വഞ്ചിക്കാൻ ശ്രമിക്കാറുണ്ടോ?
 (എ) ഉണ്ട് (ബി) ചിലപ്പോഴൊക്കെ (സി) ഇല്ല
104. ഏതാണ് മറ്റു രണ്ടിനോടും യോജിക്കാത്തത്?
 (എ) ഓടുക (ബി) കാണുക (സി) തൊടുക
105. സീതയുടെ അമ്മ മോഹന്റെ അച്ഛന്റെ പെങ്ങളായാൽ മോഹന് സീതയുടെ അച്ഛനോടുള്ള ബന്ധം
 (എ) സഹോദരൻ (ബി) അനന്തിരവൻ (സി) അമ്മാവൻ/ചിറ്റപ്പൻ

PERSONAL DATA SHEET

APPENDIX X

Mark your answers with the help of statements or tick mark (✓) wherever necessary.

- 1. Age range : 25 - 35 Yrs., 35 - 45 Yrs, 45 - 55 Yrs.
- 2. Marital Status : Married/Unmarried
- 3. Religion and Caste :
- 4. Specify your Education Qualification and Salary and that of your husband.

	Educational Qualification	Occupation	Gross Salary (p.m)
Your's			
Husband's			

5. Annual Income of the family from all sources.

below 50,000	50,000 to 1 lakh	1 lakh - 2 lakhs	Above 2 lakhs

- 6. Are you staying along with family/ hostels :
- a) If in the family whether Joint family/Nuclear family
- b) If joint family members present :
 - i) Motherin law
 - ii) Father in law
 - iii) Brothers/Brother in law
 - iv) Sisters/Sisters in law
 - v) Cousins etc.
 - vi) Any other.

- 7. Number of Children, specify their age :
- 8. Whether you belong to Rural/ Urban/ Semi Urban Area :
- 9. Do you employ house maids/ Servants to help you family chores :
- 10. Leisure time activities :

Appendix – XI

CLASSIFICATION OF SAMPLES

Sl. No.	Category	Number
1.	Primary teachers	30
2.	High School teachers	47
3.	College teachers	16
4.	University Professors	14
5.	Administrative officers	14
6.	Bank employees	18
7.	Clerical Assistants	26
8.	Librarians	8
9.	Nurses	10
10.	Scientists	6
11.	Doctors	7
12.	Engineers	14
13.	Agricultural officers	12
14.	Veterinary Surgeons	16
15.	Technical assistants	16
16.	Peons	20
17.	Anganwadi workers	26
	Total	300

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