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## A comparative analysis of job adjustment between male & female school teachers

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### Abstract

Adjustment is the premium cause and need of human being. All human beings adjust in earth through the adaptable process. So the aim of the present study is to explore the "Comparative Analysis of Job Adjustment between Male & Female School Teachers". A total number of 100 male physical education teachers (50 male & 50 Female) are examined for the study by a standardized questionnaire. The all subjects are related to physical education field. Their age group is in the stage of between 30 to 40 years. To evaluate the involvement in job adjustment were calculated through the teachers adjustment inventory designed by S.K. Mangal was applied. To analysis the theory of the study illustrative statistics like mean and standard variation & t ratio were used. It concludes the more difference of job adjustment among male and female physical education teachers of Punjab. The level of significance set at 0.05 levels.

**Keywords:** Job adjustment, male, female school teachers

### Introduction

#### Adjustment

The term 'adjustment' has been defined several psychologists & experts. Some important statements about adjustment have been presented as follows: "The ability to accommodate oneself to changing circumstances is a mark of maturity, could be easily interpreted as a definition of adjustment.

Adjustment is the ability to select appropriate and effective measures to meet the demands of the environment while maintaining a healthy attitude toward the circumstances. Adjustment is the process of finding and adopting modes of behavior suitable to the environment or change in the environment. The favorable natural and unfavorable adaptation of an organism to external and internal stimulation and the process by which individual or groups accept, compromise with or acquire with social forces or one another.

#### Education for adjustment

Those individuals, whose behavior pattern is in terms of social customs and manners, are considered normal. Such individuals as are unable to adjust according to social situations are considered maladjusted. It may be pointed out here that certain definitions of adjustment emphasize the efforts made by the individual to deal with environmental stresses and meet his need. These efforts are also termed as adjusted behavior. (H. C. Smith 1961).

#### Nature of adjustment

According to James C. Coleman', adjustment is the "outcome of the individual's efforts to deal with stress and meet his needs.

According to H. C. Smith, A good adjustment is one which is both realistic and satisfying: At least in the long run, it reduces to a minimum the frustrations. (Walia, N 1971).

#### Method and Technique

The survey study was designed to find out the significance difference in job adjustment between male & female school teachers. The 100 (50 male & 50 female) teachers were selected for this study with the age group of 30 to 40 years. The random sampling method was used for selection of subject.

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Only difference of job adjustment were calculated through the teachers adjustment inventory designed by S.K. Mangal was applied. The t ratio was used for significance of this study.

After that the difference in job adjustment was presented in following table & graph.

**Table: 1:** 't' Ratio of Job Adjustment in Physical Education Teacher

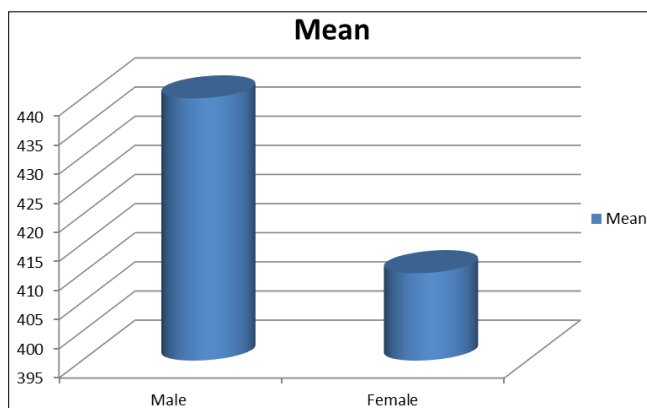
S/No	Category	Mean	S.D	Mean difference	S.E	't' ratio
1	Male	440	45.23	30	9.2	3.26
2	Female	410	47.56			

Level of Significance 0.05

Tabulated value at (98df) =2.02

According to above table; statistically represent that the Mean and Standard Deviation with regard to male physical teacher is 440 and 410 of female, where as in case of S.D. of male teachers is 45.32 and 47.56 of female teachers respectively. The calculated t-value is 3.26, which is more than the tabulated' value 2.00 at 0.05 level.

So, it indicates that there is significant difference in involvement in job adjustment between male & female physical education teachers of Punjab.



**Fig 1:** Graphical Representation of Descriptive statistics of Job Adjustment of Physical Education Teachers

## Conclusion

After the used of standardized statistical analysis (t ratio) it can be concluded that the male physical education teachers are better in job adjustment are compare to female teachers.

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