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## The comparative study on occupational adjustment between government and private college physical education directors

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### Abstract

The present study aims at compare the occupational adjustment between government and private college Physical education Directors. A total of 50 Physical Education directors were selected as subjects, 25 from government and private college respectively. The data was collected in all India ball badminton tournament held at Alva's education foundation in the academic year 2019-2020. The researcher used standard job adjustment inventory constructed by Wadiazarine. D for data collection. Collected data was analyzed by t-test and calculating the mean and standard deviation at significance level of 0.05. The result confirms there is no significant difference in occupational adjustment between selected groups.

**Keywords:** occupational adjustment, all India ball badminton, physical education directors etc

### Introduction

Human resources are considered as the most important asset of an organization and the quality of human resources may have a great influence on success, survival and promotion of organization. Nowadays, work-related tensions are prevalent among people, typically affecting adjustment of those people working as health and education. Organizational commitment among general practitioners: a cross-sectional study of the role of psychosocial factors.

According to Dawis and Lofquist, (1958) people enter their needs into the work environment and in return working environment has demands from employees. Two key elements in this theory are work adjustment and environmental structure. Work adjustment is ideal when person and environment have matching work needs and work skills. A worker's attempts to improve his/her fitness to work environment can be considered as actions designed to achieve work adjustment

The basic assumption in the theory of work adjustment is that each individual employee seeks to achieve and maintain a positive relationship with their work environment. Work adjustment is an important factor in individual's successful continuation in work setting. Various definitions of work adjustment have been offered, one of which is defined as compatibility between an individual and a work environment. Emotional adjustment may include good mental health, personal life satisfaction and coordination between feelings, activities and thoughts, i.e. emotional adjustment is the mechanism by which individual achieves emotional stability. In fact, work-related tensions and poor fit to the work environment may result in expensive costs to employees and organizations including less efficiency, increased job withdrawals, development of physical and mental disorders, repeated sick leave requests and increase in number of events during work, weak performance of personnel and reduction in job satisfaction. Work related stress among teachers has serious implications on their work performance, health and psychological status (Capel, 1987; Cooper, 1986; Pierce and Molly, 1990). Occupational stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself or caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional

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well-being if not managed effectively. Job stress results from various interactions of the worker and the environment of the work they perform their duties. Location, gender, environment, and many other factors contribute to the build-up of stress. Job stress results from the interaction of the worker and the conditions of work. Views differ on the importance of worker characteristics versus working conditions as the primary cause of job stress.

People enter their needs into the work environment and in return working environment has demands from employees. Two key elements in this theory are work adjustment and environmental structure. Work adjustment is ideal when person and environment have matching work needs and work skills. A worker's attempts to improve his/her fitness to work environment can be considered as actions designed to achieve work adjustment. (Dawis and Lofquist- (1958)

### Physical education director

The Physical Education director shall be responsible for promoting the culture of sports and supervising sports related activities in the university, colleges and recognized institutions. They Cultivate excellence in various domains of sports and also to promote a spirit of healthy competition Promote sports, culture and organize activities.

### Delimitation

1. This study was restricted to the only men Physical Education director.
2. This study will delimited the private and government college physical education directors only.
3. This study will delimited to Physical education directors, who are representing their university team as a manager and coach in all India Ball badminton tournament.

### Limitation

1. Socio cultural economic condition of subject included in the study was not uniform.
2. The researcher will depend on the answers of the subject there is no method to judge whether the subject is given

correct answer.

## Methodology

### Selection of the subjects

A total of 50 Physical Education directors were selected as subjects, 25 from government and private college respectively. The subjects was selected in all India ball badminton tournament held at Alva's education foundation in the academic year 2019-2020.

### Used tools

To know the occupational adjustment of the physical education directors. Researcher used the standard job adjustment inventory constructed by Wadiazarine.d (1958).

### Administration of questionnaire

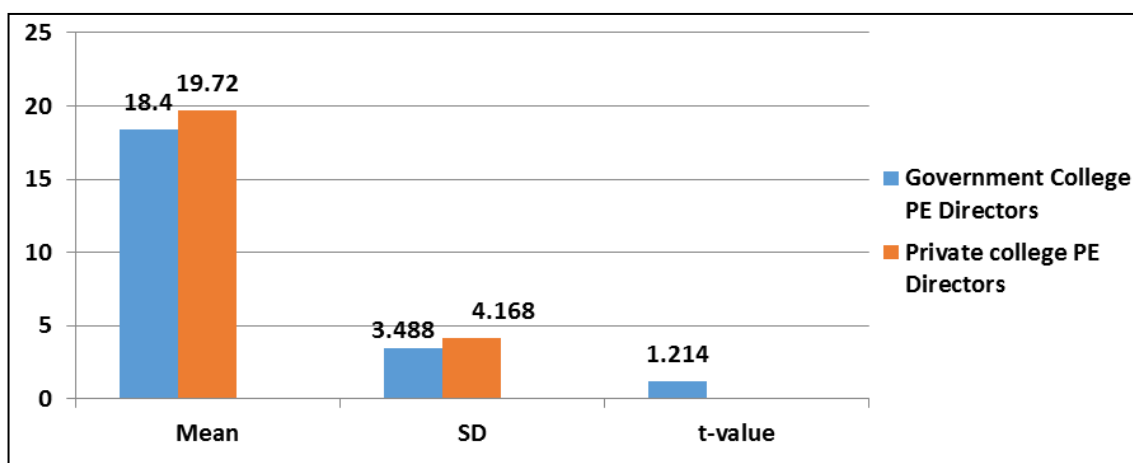
Researcher personally meets the subjects. At the beginning researcher briefly explain about study. Then handed over the questionnaire to subjects and asking the doubts in regard understanding the questions, investigator cleared over there. The researcher given the enough time to fill the questionnaire.

### Analysis of Data

The subjects were assigned to Physical Education directors status groups according to their scores and numbers. They were analyzed by t-test and calculating the mean and standard deviation. Then the attempt was presented in suitable tables and figures form. The data analyzed with the significance level of 0.5.

### Analysis and interpretation of data

This chapter will give the information of overall study. This chapter deals with the analysis and interpretation of data that was collected from the respondents through questionnaire. The collected data was coded and tabulated using mean and standard deviation the data has been analysis and interpreted accordingly to the objective of the study. This chapter includes following tables and figures.



**Fig 1:** The figure no 1 showing Graphical presentation of the occupational adjustment of government college physical education director and privet college Physical education directors

The above figure shows the mean, standard deviation and t-value of the occupational adjustment of government and private college physical education directors. The researcher finds 18.4 mean and 3.488 standard deviation of government college physical education directors and 19.72 mean, 4.168 Standard deviation of private college physical education directors. The t-value is -1.214. It shows that there is no

significance difference in occupational adjustment between government college Physical Education directors and private college physical education directors.

### Discussion on hypothesis

After statistical analysis research confirm that t-value is less than t-critical value, so we accept the null hypothesis ( $H_0$ ).

Hence researcher concludes that there is no significance difference in occupational adjustment among Government and private college Physical education directors.

### Summary, Conclusion and Recommendation

In this present study research try to analysis the occupational adjustment between s private college physical education directors. After analysis research confirms there is no difference in occupational adjustment in selected groups. The job satisfaction is not only get a good salary, also it's depends relationship with colleagues, workplace environment, supports from management, other staff etc.

### Conclusion

- This study concludes that there is no significance difference in occupational adjustment between government and private college Physical Education director.
- After statistical analysis research confirms that t-value is less than t-critical value, so accept the null hypothesis ( $H_0$ ).

### Recommendation

The experience of the investigator during the period of this study as well as the finding of the present study would lead to the following recommendation.

- A similar study could be done in different university Physical Education directors
- A study could be investigated between subject teachers and Physical Education teacher.
- A study could be investigated between male and female Physical Education directors.

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