



Adjustment: Process, Achievement, Characteristics, Measurement and Dimensions

Suraj Sharma, *Research Scholar, SRT Campus, HNB Garhwal University, Srinagar, Garhwal*

Abstract

Adjustment as per the literature is the behavioural procedure by which people and different creatures keep up a balance among their different needs or between their needs and the impediments of their surroundings. A succession of alteration starts when a need is felt and finishes when it is fulfilled. Thus adjustment is related to need. Adjustment has two aspects viz. process and achievement as discussed in this paper. Further some characteristics and dimensions of adjustment has been discussed in this paper.

Key Words: - adaptation, behaviour, concept of adjustment, need.

Introduction:

Adjustment means the reaction to the demands and pressures of social environment imposed upon the individual. The demand to which the individual has to react may be external or internal. Psychologists have viewed 'adjustment' from two important perspectives. For one, adjustment is an achievement and for another, adjustment is a process. The first point of view emphasizes the quality or efficiency of adjustment and the second lays emphasis on the process by which an individual comes to term with the external environment.

In general, the adjustment process involves:

- (1) A need
- (2) The obstructing or incompleteness of this need,
- (3) Varied movement, or exploratory conduct joined by critical thinking, and

- (4) Some reaction that evacuates or possibly diminishes the starting boost and finishes the alteration.

Social and cultural adjustments are similar to physiological adjustments. People strive to be comfortable in their surroundings and to have their psychological needs (such as love or affirmation) met through the social networks they inhabit. When needs arise, especially in new or changed surroundings, This compel activities guided toward satisfaction of those needs. In this way, people increase their familiarity and comfort with their environments, and they come to expect that their needs will be met in the future through their social networks. Ongoing difficulties in social and cultural adjustment may be accompanied by stress or depression.

Adjustment as achievement: Adjustment as achievement means how efficiently an individual can perform his duties under different circumstances. If we perceive



adjustment as achievement, we have to set criteria to judge the quality of adjustment. No universal criteria can be set for all times to come because criteria involve value judgments which differ from culture to culture and from generation to generation within the same culture. Four criteria have been evolved by psychologists to judge the adequacy of adjustment. They are:

- Physical health,
- Psychological comfort,
- Work efficiency, and
- Social acceptance.

Adjustment as process: Adjustment as a process is important for teachers. Students' adjustment largely depends on their interaction with the external environment in which they live.

They always try to adjust to it. Piaget has studied the adjusting process from different angles.

He uses the term assimilation and accommodation to represent the alternation of oneself or environment as a means of adjustment. A person who carries his values and standards of conduct without any change and maintains these in spite of major changes in the social climate is called assimilator. The person who takes his standards from his social context and changes his beliefs in accordance with the altered values of the society is called accommodator.

In order to adjust successfully in society a person make use of two devices i.e. assimilation and accommodation.

The problem arises when socio-psychological needs are not fulfilled and it often results in maladjusted behaviour. However, when these needs are completely satisfied, a temporary

state of equilibrium is established in the organism and the activity towards that goal ceases.

Thus, healthy adjustment is a process whereby an individual meets his biological, psychological and social needs successfully and establishes a balance between his inner needs and external demands of the society through appropriate behavioural responses.

Definition of Adjustment:

The Dictionary of Education defines adjustment as "the process of finding and adopting modes of behaviour suitable to the environment or to the changes in the environment".

According to Gates and others,

"The term adjustment has two meanings. In one sense it is a continuous process by which a person varies his behaviour to produce a more harmonious relationship between himself and environment.... In another sense adjustment is a state i.e. the condition of harmony arrived at by the person whom we call adjusted."

Characteristics of a well adjusted person:

A healthy and well-adjusted person should possess/display some observable behavioural characteristics. These behavioural patterns must be according to the social expectations of an individual. These patterns are as follows:

- Awareness of his strengths and limitations.
- Respecting himself and others.
- An adequate level of aspirations.
- Satisfaction of basic needs.
- Absence of critical and fault finding attitude.



- Flexibility in behaviour.
- The capacity to deal with the adverse circumstances.
- A realistic perception of the world.
- A feeling of ease with his surroundings.
- A balanced philosophy of life.
- Future- vocational and educational.
- Health and physical development.
- Finance, living conditions and employment.
- Social and recreational activities.
- Adjustment to school and college work.
- Curriculum and teaching.

Elements in adjustment: There are certain prime elements for fulfilment of needs necessary for healthy adjustment of a person. They are as follows:

- Emotional Maturity
- Satisfaction of needs
- No obstacle in achieving needs
- Strong motives in realizing needs
- Feasible geographical atmosphere to fulfil needs

Areas of adjustment: Adjustment in case of an individual should consist of personal as well as environmental components. These two aspects can be further divided into smaller aspects related to the personal and environmental factors. Adjustment, although seems to be of universal characteristics or quality may have different dimensions and aspects.

Joshi (1964) and Pandey in their research study covering school and colleges, have given 11 areas or dimensions of an individual's adjustment.

- Courtship, sex and marriage.
- Social psychological relations.
- Personal psychological relations.
- Moral and religious.
- Home and family.

Measurement of adjustment: generally in behavioural sciences, following five different types of measuring techniques are used:

- Testing techniques,
- Projective techniques,
- Inventory techniques,
- Sociometric techniques,
- Scaling techniques.

In the measurement of adjustment inventory technique are the most popular because they have many advantages over the other techniques. For example the testing and projective techniques can be used to assess the characteristic of individual at conscious and unconscious level respectively. However the Inventory technique involves both conscious and unconscious behaviour.

Conclusion:

For one, adjustment is an achievement and for another, adjustment is a process.

The first point of view emphasizes the quality or efficiency of adjustment and the second lays emphasis on the process by which an individual adjusts to his external environment.



Thus, healthy adjustment is a process whereby an individual meets his biological, psychological and social needs successfully and establishes a balance between his inner needs and external demands of the society through appropriate behavioural responses.

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The author, Suraj Sharma, Research Scholar, SRT Campus, HNB Garhwal University, Srinagar, Garhwal

