found to be negative. Predictability of work also counted as significantly co-related with job-innovation mode of adjustment and this co-relation was also negative. For the organizational factors, only one factor i.e. decision making process significantly co-related with self-change mode of adjustment whereas, not even a single factor was co-related significantly with job-innovation mode of adjustment. As mentioned previously, the stepwise multiple regression was further employed to predict the new hire’s adjustment mode on the basis of selected specific variables. For the self-change mode of adjustment, job novelty and decision making process came out to be the significant predictors. They together accounted only 4.14 percent of the variance of self-change mode of adjustment. For the job-innovation mode of adjustment achievement motivation, predictability of work, need for power and SCT came out as significant predictors. They together accounted approximately 15 per cent of the variance of job-innovation mode of adjustment. Therefore, the results of the study indicate that above mentioned variables are significant predictors of self-change or job-innovation mode of adjustment amongst the middle level new hires in private sector organizations. In conclusion, future researches may add to more understanding by examining several other factors in predicting new hires choice of adjustment mode and by expanding modes of adjustments beyond self-change and job-innovation.
standards, communication flow, reward system, responsibility, conflict resolution, organizational structure, motivational level, decision making process, support system, warmth and identity problems of organizational climate have been taken to carry out the study.

The ways in which new hires adjust themselves into work organizations have always been a topic of immense interest for scholars of organizational behaviour and managers of organizations. The need for productive adaptation of the new hire in a new setting has been debated on the grounds of their early adjustment and socialization and their positive outcomes such as organizational commitment, turnover and job performance. Although the researches about 'Individuals adjustment patron' have progressed in identifying descriptive models of adjustment process, empirical research testing these models has legged far behind. So far, a very few studies have simultaneously tested the impact of individual, job and organizational variables on new hires choice of either mode of adjustment i.e. self-change or job-innovation at the work unit. Therefore, a need was felt to study the relationship between the factors that influence and determine the mode of adjustment of a new hire in Indian organizations. Hence, following problem was generated.
PROBLEM

To study the self-change and job-innovation as modes of adjustment amongst the middle level new hires in private sector organizations.

OBJECTIVES

1) To find out the correlation between the mode of adjustment i.e. self-change/job-innovation and individual factors.
2) To find out the correlation between the mode of adjustment i.e. self-change/job-innovation and job factors.
3) To find out the correlation between the mode of adjustment i.e., self-change/job-innovation and organizational factors.
4. Establishing the above factors as predictive of new hires mode of adjustment i.e. self-change and job-innovation at the work place.

METHODOLOGY

DESIGN

Since, it was a co-relational study, an expost facto multivariate co-relational design was used to carry out the results.

SAMPLE

Randomly selected large sample of 300 new hires were taken from production based private sector organizations. All the
organizations from which the samples collected were production based from Delhi, Haryana and Uttar Pradesh, states of India.

TOOLS AND VARIABLES

The general questionnaires used in the study are following:

1. Power Motive Scale (Dr. Y.S. Dhapola & Dr. Gopal Singh, 1990)
2. Growth Need Scale (West, 1987).
3. Rotter’s Locus of Control Scale, Hindi Version (Dr. Anand Kumar & S.N. Srivastava, 1985)
4. DEO-MOHAN Achievement Motivation Scale (Dr. Pratibha Deo & Asha Mohan, 1985).
5. Scale of Self-Efficacy (Bandura, 1985).
12. Organizational Climate Inventory (Chattopadhyay & Aggarwal, 1976).
PROCEDURE

After selecting all the scales and inventories needed for the study they were arranged properly. Thus, one set of questionnaire was prepared and entitled as ‘Reducing Employee Turnover’. The questionnaire was administered to all the three hundred subjects and the data were collected. The scoring was done with the help of ‘Manuals’ and ‘Answer Keys’.

ANALYSES

The obtained scores were then subjected to statistical analysis. The data were analyzed by employing bivariate inter-correlation and stepwise multiple regression to identify the predictors of mode of adjustment i.e. self-change and job-innovation.

RESULTS AND DISCUSSION

The results of multiple co-relation showed mixed findings. For the individual factors, achievement motivation, need for power and self-esteem co-related significantly with job-innovation mode of adjustment. Surprisingly, none of the individual factor was found to be significantly co-related with self-change mode of adjustment. For the job factors, only one factor, i.e. job novelty co-related significantly with self-change mode of adjustment whereas, material rewards at work co-related significantly to job-innovation mode of adjustment but this co-relation was
found to be negative. Predictability of work also counted as significantly co-related with job-innovation mode of adjustment and this co-relation was also negative. For the organizational factors, only one factor i.e. decision making process significantly co-related with self-change mode of adjustment whereas, not even a single factor was co-related significantly with job-innovation mode of adjustment. As mentioned previously, the stepwise multiple regression was further employed to predict the new hire’s adjustment mode on the basis of selected specific variables. For the self-change mode of adjustment, job novelty and decision making process came out to be the significant predictors. They together accounted only 4.14 percent of the variance of self-change mode of adjustment. For the job-innovation mode of adjustment achievement motivation, predictability of work, need for power and SCT came out as significant predictors. They together accounted approximately 15 per cent of the variance of job-innovation mode of adjustment. Therefore, the results of the study indicate that the variables studied in the investigation are significant predictors of self-change or job-innovation mode of adjustment. In conclusion, future researches may add to more understanding by examining several other factors in predicting new hires choice of adjustment mode and by expanding modes of adjustments beyond self-change and job-innovation.