CHAPTER 3

PROBLEM

**Problem**

**PERSONALITY AND ADJUSTMENT**

**APPROACHES TO MEASUREMENT OF ADJUSTMENT**

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- Prognostic Approach

**IMPORTANCE OF THE INVENTORY**

**USE OF THE INVENTORY**
Indian education system at all levels is in a state of transition. Everyone has realised the futility of traditional educational system. It has been proved largely unrelated to life and that created a wide gulf between its content and purposes (12). The Radhakrishnan Commission (47) has made important recommendations for the improvement of higher education. The education commission appointed by the Government of India has also made a number of recommendations for the improvement of our educational set-up in terms of structure and standard (48). An attempt has been made in its recommendation to relate education to the actual needs of the individual and that of the nation. It recommends modernization of education at all levels. As a part of modernization of education, guidance programmes have been developed at various levels of education (48).

As a result of these recommendations several changes to be effected. Guidance programmes have been introduced at various stages of education - especially at college and university levels.

To meet one of the requirements of good psychological tests and inventories, for increasing effectiveness of guidance service, the present attempt is made to develop a personality inventory in Gujarati for assessing the level of total adjustment and the level of specific adjustment in the separate areas - health, emotional, family, social and educational of an individual.
Personality and Adjustment

The terms adjustment have various meanings in use. According to Gates et al. (42) "adjustment is a continual process by which a person varies his behaviour to produce a more harmonious relationship between himself and his environment." It indicates the extent to which an individual's personality functions efficiently in his environment.

Personality consists of relatively stable psychological characteristics of the individual that dispose him to deal with situations in certain distinctive ways. Thus, at the point that adjustment is treated as a process, the realm of the psychology of personality has been entered. Because in the similar situation two different people will often show distinct adjustment processes. e.g. Exposed to social pressure, one individual conforms to it, another acts independently. Further, personality comprises, and can be described as, stable variations in the techniques or process of adjustment. Since two individuals will adjust differently to the same situation, this differences in adjustment itself constitutes variation in personality. This means that when two individuals show a different form of adjustment, each form of adjustment can often be regarded as a trait of personality. For example one individual tends to persist in striving even after he has suffered defeats, while another individual gives up (62).

In nutshell, personality and adjustment are interrelated. They are two sides of the same coin. It is almost impossible to speak of one without the other (75).
APPROACHES TO MEASUREMENT OF ADJUSTMENT

There are two fundamental approaches to the measurement of personality or adjustment. The first approach called self-report approach, involves asking the individual himself what he thinks, feels, says, and does, the second approach, called observational approach, involves finding out about the individual from others who have known him (73).

In the self-report techniques the examiner asks questions or presents stimuli to which the individual being measured responds. From the responses obtained, the examiner forms some idea of the subject's personality or adjustment. In the observational techniques, the examiner asks someone who knows the subject well to express opinion about the subject.

Both these methods are widely used, personality inventories, tests of attitudes and tests of interests are typical self-report instruments, whereas rating scales, anecdotal records and sociograms are examples of the observational type of report.

The personality inventory measuring adjustment of an individual falls into two categories (40), diagnostic illustrated by Bell Adjustment Inventory (14) and Minnesota Multiphasic Personality Inventory, and Prognostic illustrated by Burgess and Cortell, Terman (34). Diagnostic personality inventories measurements adjustment in general. It indicates whether individually is happy or in harmony with himself and persons around him. That is to say that here main concern is of diagnosis of the presence or absence of adjustment without going into details. This general adjustment is basic to an individuals adjusting himself in specific situations.
Prognostic inventories are designed to predict adjustment at some future date, and usually, in a defined and specific situation e.g. adjustment in marriage, adjustment in an individual's occupational calling etc.

The present attempt intends to develop personality inventory similar to Bell Adjustment Inventory. It is mainly concerned with the diagnosis of the presence or absence of adjustment in general and specific adjustment difficulties in five separate areas - health, emotional, family, social and educational.

IMPORTANCE OF THE INVENTORY

The review of related work done in the foregoing pages indicated that very few personality inventories are available in Gujarati. Whatever inventories are available are developed as a part of the research project to serve only limited purposes. Further, very few of them have norms based on large sample and commercially available for larger use. Only two or three are commercially made available for larger use. This itself reveals the importance of the present inventory.

Rapidly changing society and increasing complexity of life put numerous challenging problems to the individuals. For adolescent subjects, because of their peculiar stage of development, those problems create more mental tension and conflict. In this situation some are able to adjust by themselves while some are able to adjust if proper help is given at an early stage of maladjustment. This present inventory will have its importance in identifying adjusted and maladjusted students.
Modern philosophy of education practices put emphasis on the understanding of each educand and thereby to help him in achieving the development of his whole personality. An essential aspect of understanding of an individual is to know his functioning in his environment. A good teacher is aware that the entire effort to educate a maladjusted will be a waste. The present inventory will help every teacher or educational institutes in understanding their educands and thereby to help them in achieving their potentialities to the fullest extent.

The inventory will have an important function to perform in guidance as the use of this inventory not only indicates the level of general adjustment but also likely to point out relatively specific areas of adjustment difficulties.

Lastly, the inventory will push further the development of the guidance movement in Gujarat and will also encourage others for directing their efforts in developing several other psychological tests or inventories for assessing personality.

USE OF THE INVENTORY

The present personality inventory can be used for a variety of purposes. The section that follows discusses some of the uses of the present inventory:

1. The use of this inventory will facilitate individual and group guidance programmes as it will help the counsellor or institutions in identifying subjects according to the
nature and type of help required. At the moment India not only falls short of psychological tools but also falls short of trained guidance personnel. So at this juncture the inventory can be successfully put to use for guidance and counselling purpose. Further, it not only shows the level of general adjustment but also the degree of adjustment in specific areas.

2. The inventory can be given to an individual before the actual counselling starts. The result of the inventory will give an opportunity to the counsellor to understand his client before the actual counselling interview starts. So it can be used as a prelude to counselling interview.

3. The use of this inventory will help teacher in understanding students of his class both individually and collectively. It may help him in selecting appropriate approach for an individual or a group of individuals.

4. Several institutions directly or indirectly attempt to relieve the mental tensions and conflict by providing different curricular and extracurricular activities and guidance services to their students. The present inventory may be administered to assess the effectiveness of such programmes from time to time.

5. Lastly, the inventory may be used for several research purposes.