

# A Co-Relational Study of Adjustment among Professional and Non-Professional Working Women with respect to Psychological Variables

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**ABSTRACT---** *The adjustment of working women is the need of the hour. There are number of variables which influence the adjustment of a person. These variables may be demographic, social, and personal as well Psychological too. It should not be wrong to say that an adjusted woman can handle the stress, depression, anxiety and other mental tensions in better way as compared to a woman who is poor or mal-adjusted women. A woman can improve her adjustment with respect to proper use of some psychological variables namely emotional intelligence, spiritual intelligence and life satisfaction. if she uses her intelligences of emotions and spirituality in a constructive way she can manage better adjustment at workplace as well as at home. Similarly, on the other hand If, she is well satisfied with her life means she is having a positive vision towards life further he life satisfaction variable will boasts her adjustment too both at home as well as at workplace. Adjustment in relational to three psychological constructs, which influence everyone in the cut throat competition to lead a mentally healthy and well-adjusted life. The present study aims to explore the adjustment in relation to their psychological variables namely emotional intelligence, spiritual Intelligence and life satisfaction among professional and non-professional working women. For this purpose, data 280 professional and 250 non-professional working women of Punjab were collected by following the systematic sampling technique.. The scales used for collection were with the help of Bell Adjustment Inventory by H. M. Bell (1961) adapted by Investigator, Emotional Intelligence Scale (EIS)-(2002) by Hyde, et al, Spiritual Intelligence Scale (SIS) by Dhar and Dhar (2010) and Life Satisfaction Scale by Singh and Joseph (2007). The findings explored that significant difference exhibited in the adjustment of given sample with respect to psychological variables. The present study further suggested that the family members/ work organizer to take immediate measures to provide adequate training for developing emotional and spiritual Intelligences as well life satisfaction to lead a person adjusted life.*

**Keyword-** *Adjustment, Emotional Intelligence, Spiritual Intelligence and Life Satisfaction Professional and Non-professional working women*

## INTRODUCTION

The status of Indian women has been considerably enhanced in the country during the post-Independence era. Now, with the advancement in the time, they are coming out of womb of traditional and custom-ridden society. Being the part of country, that gives high importance to the family responsibilities and dedication towards workplace. So, sometimes, they feel psychological low or weak. Adjustment of working women is the need of the hour

because if a woman faces adjustment problems being playing dual role, then, it does not directly influence on her physical and mental health but also disturb the family and workplace environment and sometimes it becomes difficult for women to uphold a balance between at workplace and personal life due to their adjustment problems. Women are back bone of a family and being working in nature they also contribute an important role to raise economy of the family as well as for the country. Adjustment is a psychological phenomenon. But sometimes, due to overload of work pressure at both the places may cause adjustment problems among the.

Hota (2000) found there was significant and positive relationship of all the five dimensions of adjustment namely home, health a, social, emotional and occupational with organizational health.

Pandey and Bharadwaj (2010) stated that there are seven stages which help to analysis the process of adjustment starts from a person need and ends with environment.

*Person, Need, Conflict, Tension, Restlessness, Tension reduction efforts, Release, Adjustment and Environment.*

Sharma (2017<sup>c</sup>) adjustment has significant correlation with emotional-spiritual intelligences along with life satisfaction.

Sharma (2018<sup>a</sup>) found occupational adjustment is significantly related with respect to emotional and spiritual intelligences.

### *Emotional intelligence*

There is an intelligence that is called Emotional intelligence Which has the capacity to judge, understand the situations and to take action accordingly by using the best balanced of emotions as a 'source of power' and 'knowledge' acquired by a person to deal with adverse conditions. The people who are equipped with emotional intelligence are less depressed, healthier and better adjustable and have good relations with others. Emotional intelligence is combination of powerful thoughts and action which further guide us how to use both (thoughts and action) in the best way. So, emotional intelligence emerged as an important predictor to bring success in life. It has been studied by many investigators that emotional intelligence as an important as intellectual intelligence or more than logical reasoning of a person in any field.(Sharma,2017<sup>d</sup>)

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Goleman (1995) defined that to some extent an individual's achievement in life is measured by the way in which form he/she uses his/her emotional intelligence or in the form of presenting emotions according to surroundings. He said that an emotionally intelligent person deals with surrounding in a more matured way. Proper use of emotional intelligence enables an individual to be conscious of his feelings and of others. And also argued that emotional intelligence is a basic prerequisite in the use of intelligence quotient. It can be said in another way that emotions rule the heart while intelligence reigns supreme in the brain.

Sharma(2019) stated that emotional intelligence is a well-adjusted behavior to judge the situations under critical circumstances.

Sharma (2013) showed that scholars with high emotional intelligence exhibited found better adjusted than counterparts.

Mishra and Vashist (2014) stated that emotional intelligence supports the human beings to manage the any particular circumstances and to establish a feeling of well adjusted and brings psychological balanced among individuals which guide them to lead a complete and fully satisfied life.

Balakrishnan and Raju (2015) found that a working person with high emotional competency was capable to respond suitably to pressure at the workplace and his emotional bonds with his employees and along with his emotional abilities greatly helped to increase his job satisfaction as well as job performance. And further he added that emotional competency helps in better adaptation.

#### *Spiritual intelligence*

There is an intelligence whose proper use in life can bring inter and intra peace in a person's life and branches of psychology, neurology, and anthropology sciences of twentieth century have given it the name as "spiritual intelligence". Spiritual intelligence is the capability to inquiry question linked to the presence of an individual's on the earth. To know the real purpose of one's existence, a feeling to do justice with self and with other's.

Spiritual intelligence guides us to come close to the supreme power to quench the thrust of our spirit. Spirituality is a base of originality open to all. It inculcates the quality of aliveness which sparks new ideas, investigation, thoughts, annotations, insights, compassion, imaginative expression, earnest endeavors, and liveliness (Sharma, 2017<sup>b</sup>).

Zohar and Marshall (2000) stated that when a person is having high spiritual intelligence then he is seemed to have more logical and have appropriate behavior. While on the contrary in case of low spiritual intelligence he is seemed to have more problematic behavior. So finally they concluded that high spiritual intelligence lead better satisfaction and an enactment in life.

Sharma (2017<sup>c</sup>) found that adjustment in relation to spiritual intelligence among Buddhism's follower and non-follower in relation to nature of Job that is regular or contractual. Moreover, findings revealed that the Buddhism followers were better adjusted in their life without concerning the nature of their job as compared to Buddhism's non-follower whether having regular job. As

Buddhism's non-follower were having low spiritual intelligence.

#### *Life satisfaction*

Life satisfaction is an evaluation of a person's apparent level of wellbeing, adjustment and contentment. It is an individual's measurement which helps to see positivity throughout life in the every aspect of life. Life satisfaction is a multidimensional phenomenon as it is directly or indirectly influenced by social, psychological, economic and by many more parameters. The concept for life satisfaction has different means for different people. Life satisfaction is a person's personal evaluations for his/her present achievements and for future expectations. Everyone is having their own perception with respect to the life satisfaction.

In other words it is sum of total attitudes of individuals towards different areas of life like family, work, health and social relations. Life satisfaction is a complex index of person's adjustment, thoughts towards life and events, perception and experience of problems and interactional events. The concept for life satisfaction has different means for different people. It determines a person's adjustment, mood fluctuations, bonding with families with others, with belongings what ever have, and desires for future and finally talent to manage with day-to-day activity. Life satisfaction is nothing than a person's vision towards life as a whole, relatively than the evaluation of prevailing feelings.

Jankowski et al., (2012) and Nalini (2013) stated that some people measured life satisfaction with respect to financial terms, qualifications, experiences; number of belongings may have, as well as many other parameters.

Sharma (2012) defined life satisfaction referred to retrospective assessment of life's happiness through self-judgments.

#### *1.1. Statement of the problem*

### **A CO-RELATIONAL STUDY OF ADJUSTMENT AMONG PROFESSIONAL AND NON-PROFESSIONAL WORKING WOMEN WITH RESPECT TO PSYCHOLOGICAL VARIABLES**

#### **OBJECTIVES**

- I. To compare and study the adjustment of professional and non-professional working women in relation to low and high emotional intelligence.
- II. To compare and study the adjustment of professional and non-professional working women relation to low and high spiritual intelligence.
- III. To compare and study the adjustment of professional and non-professional working women relation to low and high life satisfaction.
- IV. To study relationship of adjustment with all psychological variables.

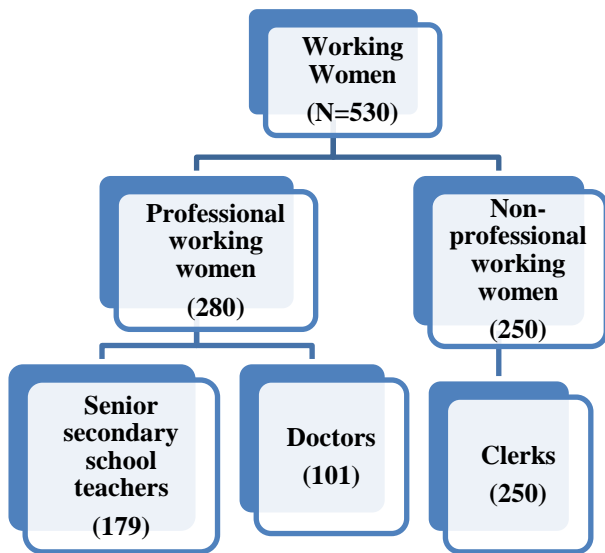


1.2 Hypothesis

- I. There is no significant mean difference in the adjustment of professional and non-professional working women with respect to low and high emotional intelligence.
- II. There is no significant mean difference in the adjustment of professional and non-professional working women with respect to low and high spiritual intelligence.
- III. There is no significant mean difference in the adjustment of professional and non-professional working women with respect to low and high life satisfaction.
- IV. There is no significant relationship of adjustment with three of psychological variables.

1.4 Population for the Study

Professional group of working women constitute female doctors and female senior secondary school teachers and on the other hand non-professional group of working women constitutes the females who are working on various clerical jobs in government sectors of Punjab state including districts Ludhiana, Fatehgarh Sahib, Sangrur and Patiala.



1.5 Sample selected for the Study

Keeping the objectives in view, the total sample was selected by using multistage randomization technique, meaning thereby, randomization was followed at the levels of district, tehsil and block and finally total number of working women (professional and non-professional groups).

1.6 Tools used for the Study

1.6.1 Tools Used

- I. Bell Adjustment Inventory by H. M. Bell (1961) adapted by Investigator.
- II. Emotional Intelligence Scale (EIS) by Hyde et al (2002);

- III. Spiritual Intelligence Scale (SIS) by Dhar and Dhar (2010).
- IV. Life Satisfaction Scale (LSS) by Singh and Joseph (2007)

I. Bell Adjustment Inventory by H.M. Bell (1961) adapted by Investigator

Bell's Adjustment Inventory is a self-report inventory. It is very effective especially for counseling purposes as well as to use personal problems of male as well as female.

This inventory measures five types of adjustment corresponding with small letters, a, b, c, d and e to measures the adjustment of home, health, social, emotional and occupational adjustment of an individual. The inventory is having list of 160 Yes-No questions and each question has been assigned such as a, b, c, d, and e letters following by question number. According to inventory no time limit is assigned to complete the scale. The maximum score for this inventory is '160' while '0' score as minimum respectively. The obtained score rates by a person determines the adjustment with the surroundings. In this inventory a person with high score specifies unsatisfactory adjustment while a person with low scores specifies satisfactory adjustment.

Reliability:

According to manual the co-efficient of reliability for five areas and for its total scores are recounted by associating the odd-even items and by using the Spearman- Brown prophecy formula. The co-efficient of reliability was 0.91 for Home adjustment, 0.81 for Health Adjustment, 0.88 for Social adjustment, 0.91 for Emotional adjustment, 0.85 for Occupational adjustment and 0.94 for the total adjustment.

Reliability as calculated by the Investigator

The reliability of Bell adjustment inventory was computed by investigator to see items trustworthiness in the present time. For this purpose test administrated on 100 subjects (not included in above sample). The included subjects were as women working on professional and clerical jobs. The reliability was by split-half determined method. With the help of scores obtained on odd and even numbers of test items, co-efficient of correlation was determined by using Spearman- Brown Prophecy formula. Values of coefficient of correlation which came out are shown in table 1.

**Table 1**  
**Reliability Coefficients of Adjustment Inventory as calculated by the Investigator**

S. No.	Dimensions	Reliability
1.	Home adjustment	0.89
2.	Health adjustment	0.84
3.	Social adjustment	0.87
4.	Emotional adjustment	0.90
5.	Occupational adjustment	0.87
	Total score	0.92





**Validity:**

The coefficient of validity was found to be 0.72 as mentioned in the manual.

**Revised Validity**

The validity of adjustment inventory was computed by taking the judgment of 10 experts. The views of experts indicated that items given in the inventory are still valid in the present time and can be used for present-day study.

**II. Emotional Intelligence Scale (EIS)-(2002) by Hyde et al**

This test was originally developed by Hyde et al. The scale consists a list of 34 items.

**Reliability:** To check the consistency of the scale split half method was used on a sample of 200 subjects was used. And result obtained after using split-half coefficient was calculated as 0.88.

**Validity:** Face validity, proved that every the item given in the scale was associated to the variable are having high content validity. As per the views obtained by Judges/experts narrated that that items of the scale are fit justify the emotional intelligence. And calculated validity came to be as 0.93.

**Spiritual Intelligence Scale by Dhar and Dhar (2010)**

The Spiritual Intelligence scale is developed by Dhar and Dhar (2010) and it was standardized on executives and consists of 53 items or statement and presented on a five point Likert scale. And items are alienated in to six dimensions as given in table 2.

**Table 2. Distribution of Items Over 6 Dimensions of Spiritual Intelligence Scale**

Dimension	Factors	Number of items	Description of Items
Dimension-I:	Benevolence	2,3,8 and 12	(it deals with 2:self efficacy, 3: inner harmony,8:humane and12:privy);
Dimension-II:	Modesty	6,7,9 and 14	(it states for 6: self actualization,7: self realization, 9: Just, and 14:Altruism)
Dimension-III:	Conviction	1 and 10	( 1 deals with : conviction and 10 for generous);
Dimension -IV:	Compassion	4 and 5	(4 stands for forgiveness and 5 for achievement orientation)
Dimension-V	Magnanimity	11 and 13	11 deals with: ethical and while 13 for compatible
Dimension-VI	Optimism	15	15 stands for :optimism

**Reliability**

The split-half method was used to measure the consistency by using Spearman-Brown prophecy formula on a sample of 323 subjects. And calculated value came as 0.98.

**Validity**

In addition to face validity, spiritual intelligence has high content validity. With result it indicated test is having high validity with the value of 0.99.

**III. Life Satisfaction Scale by Singh and Joseph (2007)**

The scale used for Life Satisfaction is developed by Singh and Joseph. The present scales carry a list of 35 items. The scale has high reliability and validity with the values of (0.91) and (0.83). The scale was administrated on the age group having range of 25-55 years. . The table 3.19 described the five areas of life satisfaction.

**Table 3 Five Dimensions of Life Satisfaction Scale**

Areas	Explanation of Items
i)	Take pleasure in daily activities
ii)	Seeing life meaningful,
iii)	Keeping an optimistic self-perception,
iv)	Having a contented and positive viewpoint,
v)	Sensation achievement in attaining goals

These areas can be mentioned as “current” life satisfaction (Neugarten et al., 1968). Thus the present scale was constructed by Singh and Joseph by keeping all the above mentioned five areas of life satisfaction. The subject may mark options to every item mentioned as on a five point rating as “Always”, “Often”, “Sometimes”, “Seldom (Rarely)” and “Never” scored as 5, 4, 3, 2, 1 respectively. This scale is a Likert scale.

**Reliability:** The test-retest method was used to check the reliability of the scale with the gap of 8 weeks and finally the calculated value came to be as 0.91.

**Validity:** The co-efficient of correlation was calculated to be 0.83. The scale is having both the face as well as the content validity. And every item of the scale was judged by experts.

**1.7 Methodology**

For the existing study graphic survey method is used.

**1.6.2. Statistical Techniques Used**

Following techniques were used for testing the hypotheses.

- I. t-test
- II. Mean
- III. Standard deviation
- IV. Quartile deviation

**INTERPRETATION AND DISCUSSION OF RESULTS**

**1. Comparison of Adjustment Mean with respect to Low and High Emotional Intelligence**

The table 4 and figure 1 show that the mean scores of adjustment with respect to



low and high emotional intelligence as:

**Table 4**

**Comparison of Adjustment Mean Scores with respect to To Low and High Emotional Intelligence**

The following table 4 and figure 1 shows that the mean scores of adjustment with respect to low and high emotional intelligence

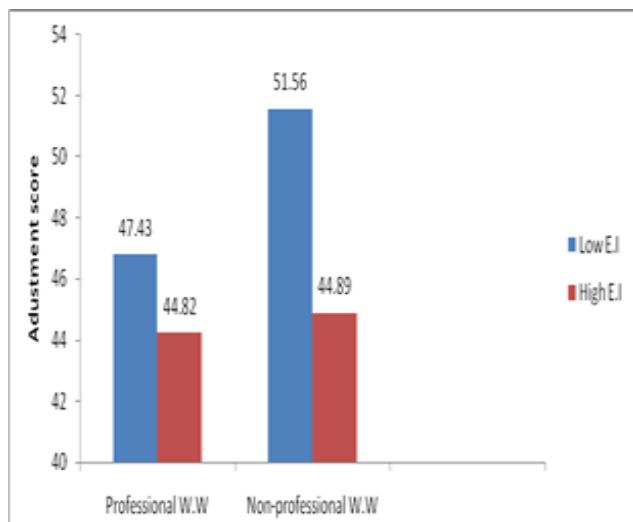
**Table 4**

**Comparison of Adjustment Mean Scores of Professional and Non-Professional Working Women In Relation To Low and High Emotional Intelligence**

Emotional Intelligence	N	Mean	SD	M <sub>D</sub>	t-test
<b>Professional Working Women</b>					
Low E.I	62	47.43	15.87	2.61	1.01
High E.I	67	44.82	13.31		NS
<b>Non-Professional Working Women</b>					
Low E.I	73	51.56	17.70	6.67	2.18*
High E.I	56	44.89	16.49		

\*p<0.05 level

The table 4 and figure 1 shows that the mean scores of adjustment in relation to low and high emotional intelligence of professional working women is 47.43(SD=15.87) and 44.82(SD=13.31) respectively and the result of t-value is 1.01, and this value is not significant at 0.05. This indicates that adjustment of professional working women do not differ significantly relation to their low and high emotional intelligence. While the mean scores of adjustment among non- professional working women in relation to low and high emotional intelligence came to be 51.56(SD=17.70) and for high group is 44.89(SD=16.49) respectively and the result of t-value is 2.18 while this value is significant at 0.05.



**Figure 1: Presenting Adjustment Mean scores with respect to low and high emotional intelligence**

The significant mean difference in adjustment scores among non-professional working women group having high emotional intelligence. Therefore, it can be concluded that non-professional working women having high emotional intelligence are better adjusted than their counterparts. The credit for their better adjusted goes to their high emotional intelligence as women possessing good emotional intelligence are better adapted to balance their emotions as compared to women who are having low emotional intelligence. While professional working women do not show any significant result in adjustment with respect to low and high level of emotional intelligence.

Therefore to conclude the hypothesis I “There is no significant mean difference in adjustment of professional and non professional working women in relation to low and high level of emotional intelligence is accepted only for professional group while rejected for non professional group of working women.

2. *Comparison of Adjustment Mean Scores with respect to Low and High Spiritual Intelligence*

The table 5 and figure 2 shows that the mean scores of adjustment of professional working women in relation to low and high spiritual intelligence are as:

**Table 5**

**Comparison of Adjustment Mean Scores with respect to Low and High Spiritual Intelligence**

Spiritual Intelligence	N	Mean	SD	M <sub>D</sub>	t-test
<b>Professional working women</b>					
Low S.I	65	46.52	16.05	6.06	2.36*
High S.I	67	40.46	13.38		
<b>Non-Professional Working Women</b>					
Low S.I	70	47.74	18.48	3.67	1.25
High S.I	60	44.07	15.01		

\*0.05 level

The table 5 and figure 2 show that the mean scores of adjustment among professional working women in relation to low spiritual intelligence of is 46.52 (16.05) and for high group is 40.46(13.38) respectively and the result of t-value is 2.36 as it is significant at 0.05 level. This noteworthy mean difference lies in favor of women having high spiritual intelligence. Therefore, it is noted that professional working women with high spiritual intelligence are better adjusted than their counterparts. While the mean scores of adjustment among non- professional working women in relation to low spiritual intelligence of came to be 47.74(18.48) and for high group is 44.07(15.01) respectively and the result of t-value came out to be 1.25, as it is not significant at 0.05. This indicates that non-professional working women do not differ significantly in adjustment with respect to having low and high spiritual intelligence.



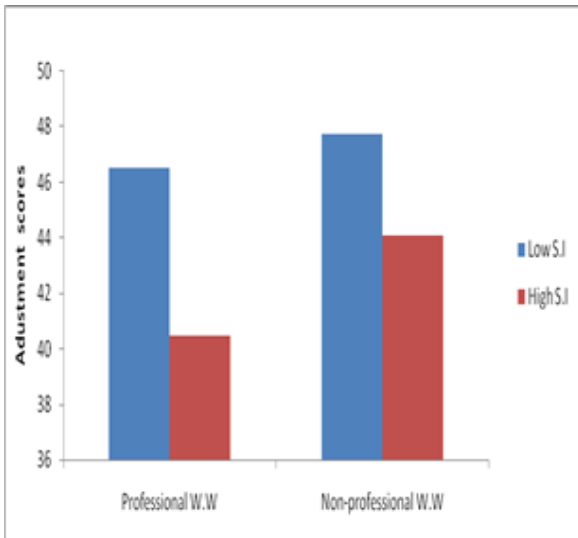


Figure 2: Showing Mean Adjustment scores with respect to low and high spiritual intelligence

Therefore, it is concluded the hypothesis II “There is no significant mean difference in adjustment of professional and non-professional working women in relation to low and high spiritual intelligence is rejected only for professional group while accepted for non-professional group of working women.

3. Comparison of Adjustment Mean score with respect to Low and High Levels of Life Satisfaction.

The table 6 and figure 3 depicts that the mean scores of adjustment among professional and non-professional working women in relation to low and high life satisfaction as:

Table 6

Comparison of Adjustment Mean Scores with respect To Low and High Levels of Life Satisfaction

Life Satisfaction	N	Mean	SD	M <sub>D</sub>	t-test
Professional Working Women					
Low L.S	57	47.91	13.95	10.37	4.16**
High L.S	60	34.54	12.98		
Non-Professional Working Women					
Low L.S	74	50.94	17.51	7.28	2.47*
High L.S	68	43.66	17.63		

\*0.05 and \*\*0.01

The table 6 and figure 3 shows that the mean scores among professional working women in relation to low life satisfaction of is 47.81(14.95) and for high life satisfaction came out 34.77(15.71) respectively and the result of t-value is 4.68, as it is significant at 0.01 level. While the mean scores of adjustment among non-professional working women in relation to low life satisfaction came to be 50.94(17.51) and for high life satisfaction came out

43.66(17.99) respectively and the result of t-value is 2.44, as it is significant at 0.05.

This indicates, working women whether they belonged to professional or non-professional group possessed high life satisfaction, are seemed to be better adjusted than their counterparts with low life satisfaction.

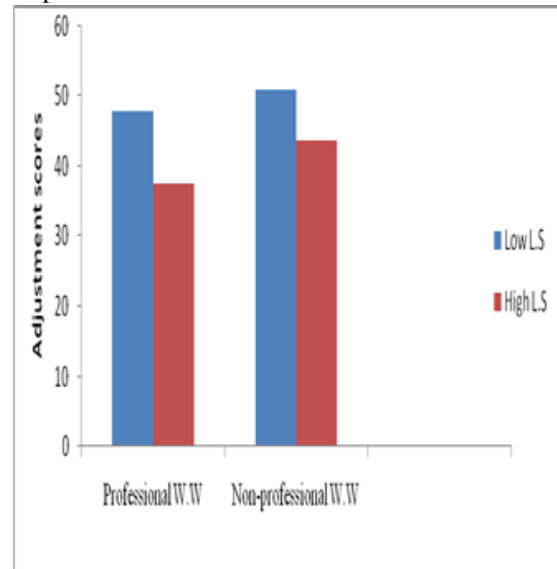


Figure 3: Mean Adjustment scores with respect to low and high life satisfaction.

Therefore to concluded the hypothesis III “There is no significant mean difference in the adjustment of professional and non-professional working women with respect to low and high life satisfaction is totally rejected among professional and non-professional group of working women.

Correlational Approach

To determine the relationship of adjustment with psychological variables such as emotional, spiritual intelligence and life satisfaction among professional and non-professional of working women, co relational analysis was used. The values of coefficient co-relational are given in the following table:

Table: 7

Coefficients Of Correlation of Adjustment with respect to Psychological variables

Group	Professiona I (N=280)		Non-professiona I (N=250)	
Emotional Intelligence	280	-.127*	250	-.180**
Spiritual Intelligence	280	-.150*	250	-.105
Life Satisfaction	280	-.295**	250	-.280*

\*0.05 and \*\* 0.01



### *Coefficients Of Correlation of Adjustment With respect to psychological variables*

The table depicts that the coefficient of correlation of adjustment with emotional as well as spiritual intelligences are negative and significant ( $r=-0.127^*$ ,  $p<0.01$ ) for professional group (280) and ( $r=-0.180^{**}$ ,  $p<0.01$ ) for non-professional group (250).

The professional working women group the coefficient of correlation between adjustment and spiritual intelligence is negative and significant ( $r=-0.150^*$ ,  $p<0.05$ ). While for the non-professional working women the coefficient of correlation between adjustment and spiritual intelligence is negative and not significant ( $r=-0.105$ ,  $p>0.01$ ).

The table 7 depicts that the coefficient of association of adjustment with life satisfaction are negatively significant ( $r=-0.295^{**}$ ,  $p<0.01$ ) of professional and for non-professional working women ( $r=-0.280^{**}$ ,  $p<0.01$ ).

Therefore to determine the hypothesis IV "There is no significant relationship of adjustment with psychological variables" is totally rejected.

It is concluded that all the three psychological variables improve adjustment.

### **FINDINGS OF THE STUDY ADJUSTMENT IN RELATION TO PSYCHOLOGICAL VARIABLES**

#### *In Relation To Emotional Intelligence*

- The non-professional working women of high emotional intelligence are significantly better adjusted than their counterparts.
- While professional working women do not differ significantly on the adjustment with respect to low and high emotional intelligence.

#### *In Relation To Spiritual Intelligence*

- It is concluded that the professional working women of high spiritual intelligence are significantly better adjusted than their counterparts.
- While no such significant mean difference in the adjustment scores has been seen among non-professional working women. While working women having high spiritual intelligence are seemed to be better adjusted than low spiritual intelligence.

#### *In Relation To Life Satisfaction*

- In case of life satisfaction, both the professional and non-professional working women possessing high life satisfaction are seemed to be significantly better adjusted than their counterparts.

#### *Correlational Findings*

- It has been found that there is adjustment is having negative and significant relationship with all three psychological variables among professional and non-professional working women which shows that these psychologically variables directly influences the adjustment among professional and non-professional working women. This shows that as the scores of these psychologically variables increase, the scores of adjustment decrease. Less score of adjustment means better adjustment. It depicts that the professional as well non-professional working women who have

higher levels of emotional, spiritual intelligences as well as high level of life satisfaction have higher degree of adjustment and they are well seemed to be better adjusted in their life

#### *Discussion*

Biddulph (1996) found that high spiritual well-being had significant influenced on psychological adjustment of women. Kurn and Silva (2000) investigated significant relationship between spirituality and college adjustment. Goltfredson (1999) explored that there was significantly difference between emotional Intelligence and spiritual Intelligence on determining job performance and adjustment. Velazquez (2000) persons with spiritual practice were und better adjusted. Animasahun (2010) found emotional intelligence, spiritual intelligence and adjustment to bring success in life

Jain and Meena (2013) and Devi (2106) found significant positive relationship between spiritual intelligence with adjustment. Stanley et.al (2012) showed a significant relationship between adjustment and life satisfaction. Shatte and Mallof (2001) showed emotional intelligence, influences marital adjustment and satisfaction. Hetal and Patela (2013) and Devi and Lohumi (2010) found significant difference between emotional quotient and adjustment. Sharma (2017<sup>a</sup> and 2018<sup>b</sup>) found that emotionally intelligent were well adjusted. Jeyarathnam (2015) indicated that emotional intelligence better adjustment with at workplace. Schutte et al., (1998) (Bar-On, 1997, Slaski and Cartwright, 2002) found that persons with high emotional intelligence have higher level of success, satisfaction and psychological well-being. Sharma (2011) investigated that there was significant relationship found between emotional intelligence, adjustment academic achievement and stress level. Ogoemeka (2012) indicated that a positive and significant association between emotional intelligence and life adjustment. Ali (2015) found significant relationship between spiritual intelligence and social adjustment. Dhingra and Thakur (2005) found that social adjustment was positively and negatively correlated with emotional intelligence and spiritual intelligence respectively. Parmar (2015) found negative and association between life satisfaction and adjustment.

### **CONCLUSION:**

It can be concluded that adjustment is that psychological phenomenon which is directly influenced by natural intelligences namely emotional intelligence, spiritual intelligence of a person as well as a person's vision towards the satisfaction with respect to life. There is no doubt that a contented person leads a happy and prosperous life.

These hidden natural intelligences act as catalyst to improve the adjustment of working women. Therefore, the need of the hour is to use such intelligences at the maxima in order to bring better adaptation at workplace as well as at home.





So there is need to organize seminars, conferences, workshops or training sessions where women as well as other persons should be guided to use their hidden potential of intelligences by using properly their emotions as well as their spiritual power to lead a better life.

Such programme also develops a vision to guide the people to how to use their emotional and spiritual intelligences which will further help them to adapt in their life. The persons enriched with such intelligences have an optimistic outlook and also possess more positive spirit.

And, meantime, people must be guided to recognize the importance of life satisfaction in their life. A well satisfied person leads a happy and contented life without criticizing the things happening whether in his/her favor or not. In case of professional and non-professional working women seemed to be better adjusted being having the level of high life satisfaction.

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