

### **Process of Adjustment – An Analytical Study**

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The concept of adjustment is not a new one. Rather, it is a very ancient concept because this process continues uninterrupted from birth to death. Among living beings, humans have the highest ability to adapt to new circumstances. Humans are social beings. Due to being social beings, they continuously adjust to every situation that arises in their lives. When a person's natural desires are not fulfilled, they gradually compromise with this unpleasant situation. This compromise is called adjustment.

For example, when a child desires a new object but their parents, due to financial constraints, are unable to provide it, the child satisfies themselves with their old possession. This process of compromise is called adjustment.

Thus, adjustment is a process that involves both mental and behavioral responses. Through these, a person expresses deprivation, stress, frustration, etc., and establishes harmony between internal organs and external circumstances. This harmony itself is called adjustment.

Adjustment is a dynamic process. The effectiveness of a child or a person is not determined by the number of problems they face but by how they solve these problems. Individuals who establish a balance between their needs and circumstances achieve a balanced and integrated personality development.

#### **Definition of Adjustment**

According to Eysenck (1972) and his associates – "Adjustment is a state in which, on one hand, an individual's needs and, on the other hand, the rights of the environment are fully satisfied. Alternatively, it is the process through which harmony is achieved between these two states."

In the words of Boring, Langfield, and Weld – "Adjustment is the process by which a living being maintains balance and harmony between their needs and the circumstances that influence the fulfillment of these needs."

When an individual is surrounded by stress, conflict, and frustration (various stressful mental states), they attempt to maintain mental balance, peace, and satisfaction through adjustment to eliminate this stressful and conflicting situation and provide continuity to life. In the flow of life, continuous growth occurs through adaptation and adjustment to circumstances. Hence, adjustment is essential for maintaining mental peace, balance, and satisfaction.

## **2. Meaning of Frustration**

When a person's needs are not fulfilled and obstacles arise, it leads to frustration or blockage.

For example, an unemployed person searches for a job. However, when they do not find a job as per their desire, dissatisfaction arises. This dissatisfaction leads to mental stress. Despite this, the individual continues striving to fulfill their needs, but the flow of mental energy gets obstructed due to these barriers, resulting in emotional stress. When this emotional stress persists for a prolonged period, the person may become mentally disturbed. This state of mental disturbance is called frustration.

Thus, it is evident that when an individual does not feel satisfied with an experience, leading to dissatisfaction in their mind, this process is termed frustration.

### Definition of Conflict

According to Douglas and Holland – *"Conflict is a distressing emotional state that arises due to the tension created by opposing desires."*

### Meaning of Stress

Stress occurs when an individual's desires remain unfulfilled. Thus, stress is a mental state experienced when a person is unable to meet their needs. Stress also arises when obstacles or hindrances emerge.

### Definition of Stress

1. According to James Driver – *"Stress refers to the loss of mental balance when facing an extremely distressing situation, along with a readiness to modify behavior in order to overcome the situation."*
2. According to Gates and others – *"Stress is a state of imbalance that compels the body to take action in order to eliminate its state of agitation."*

Based on the above definitions, it is clear that **adjustment is essential for normal human development**. Every individual encounters problems in life. A person's effectiveness is not measured by the number of problems they face, but rather by how they handle those difficulties. Thus, **adjustment is a dynamic process**.

**ChatGPT said:**

### A Well-Adjusted Person

A well-adjusted individual maintains harmony between their knowledge, emotions, thoughts, sentiments, and behavior. This harmony is in alignment with the environment. Such a person's aspirations also match the demands of their surroundings. A well-adjusted individual possesses a clear perspective about both themselves and their environment.

We can observe that a person's adjustment depends on three key factors:

1. The greater the harmony between a person's thoughts, desires, and goals, the better their adjustment. If this harmony is insufficient, the person becomes maladjusted.
2. The degree to which an individual's thoughts, desires, and goals are fulfilled determines their social adjustment. Either excessive or minimal fulfillment of these desires indicates their level of adjustment.
3. The extent to which an individual's desires, thoughts, motivations, and goals align with social values and norms affects their adjustment. The more aligned they are, the better the adjustment; the lesser the alignment, the more maladjusted the behavior.

Based on these points, we can conclude that a person's adjustment depends on the fulfillment of their desires. When an individual's aspirations are met according to their interests, they achieve complete adjustment. **Successful adjustment leads to socially acceptable behavior, reduces inner conflicts and frustration, and brings a sense of peace and happiness.**

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### **Maladjustment (*Kusamajojan*)**

**(The Balance Between an Individual and Their Environment)**

1. According to Gates and others – *"Maladjustment refers to the imbalance between an individual and their environment."*
2. In 1937, Allport defined personality as – *"a dynamic organization of an individual's psychophysical qualities that determines their incomplete adjustment to the environment."*

Thus, we see that both individuals and their behaviors are dynamic. Due to this dynamism and continuous environmental changes, **adjustment is constantly influenced**. If all of an individual's needs were automatically met, life would be considered successful. However, in reality, this rarely happens. Various environmental and personal obstacles hinder the fulfillment of needs, creating difficulties in adjustment. As a result, individuals experience **maladjustment**.

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### **Characteristics of a Maladjusted Person**

When a person fails to establish balance between themselves and their environment, they develop the following traits:

### **Maladjusted Individuals and Adjustment Issues**

1. Maladjusted individuals lack a sense of reality in life. Due to a lack of resilience and patience, they are not courageous and also lack creativity.
2. Their goals and plans are not meaningful.
3. The goals they set are not of a high standard.
4. There is no coordination between their responses, knowledge, emotions, sentiments, and thoughts.

5. Their behavior is not appropriate for the given circumstances.
6. They lose their mental balance even when faced with minor life challenges.
7. Such individuals suffer from various illnesses, mental conflicts, frustrations, and stress.
8. Maladjusted individuals are emotionally unstable, prefer solitude, and tend to have a negative mindset.

### **Classification of Adjustment Issues – Call Mann (1976)**

Call Mann (1976) classified adjustment-related problems into five categories, considering them as the psychological causes of maladjustment:

1. **Conflict**
2. **Frustration**
3. **Pressure**
4. **Stress**
5. **Anxiety**

#### **1. Conflict**

**Lewin (1935):** "Conflict is a state where opposing and equally strong motivations operate simultaneously in an individual."

**Boring, Langfield, and Weld (1959):** Conflict is a condition in which two opposing motivations arise, but their satisfaction is not possible at the same time.

#### **Types of Conflict (Lewin, 1935)**

Based on experimental studies, Lewin identified three types of conflict situations:

### **1. Approach-Approach Conflict**

- This conflict occurs when an individual faces two equally positive and attractive choices. However, circumstances force them to choose only one, leading to internal conflict and decision-making difficulties.
- Example: A person prepares diligently for a B.Ed. entrance exam while also passing the D.El.Ed. main exam. They struggle to decide which career path to choose, as both seem beneficial.

### **2. Approach-Avoidance Conflict**

- This occurs when a goal is both attractive and fear-inducing. The individual struggles between acceptance due to attraction and rejection due to fear.
- Example: The dilemma between an arranged marriage approved by family and a love marriage based on personal choice.

### **3. Avoidance-Avoidance Conflict**

- This occurs when a person faces two undesirable options but must choose one due to compulsion.
- Example: A student uninterested in science is forced by their parents to choose it over their preferred subject. They feel trapped, unable to follow their passion or avoid an undesirable option.

### **Douglas & Holland's Definition of Conflict**

"Conflict is a distressing emotional state caused by opposing thoughts and goals."

## Causes of Maladjustment

According to psychologists, the following reasons can lead to maladjustment:

1. **Anxiety (Duschinta)** – When unconscious thoughts enter the conscious mind, past events resurface, causing worry and distress. This is known as anxiety.
  - *Example:* A student remembers a leave application (stored in the unconscious mind). When a question about it appears in the exam (conscious mind), the student is unable to recall it, leading to anxiety.
2. **Frustration (Kunta or Bhagnasa/Depression)** – Any obstacle in achieving a goal results in frustration.
  - *Example:* If a student successfully clears an exam, but due to unforeseen reasons, the exam is canceled, they experience frustration or disappointment.
  - *Carter Woods:* "Emotional tension caused by an obstacle in fulfilling a desire or need is called frustration."
3. **Pressure (Dabav)** – When a person worries about results or social reputation, they feel external pressure from the environment and people's expectations. This affects their concentration, making their mind unstable.
4. **Stress (Tanaav)** –
  - *Gates & Others:* "Stress is a state of imbalance that compels a person to act upon their strong desires."



- *Example:* If someone delays completing a task, as the deadline approaches, their stress levels increase. During this period, their ability to think rationally weakens, and they may become irritable. This state is known as stress.

5. **Conflict (Sangharsh)** – When a person is stuck between two opposing situations, they experience mental tension and struggle to make a decision.

- *Example:* A person is torn between marrying someone chosen by their family or someone they love. In the end, they are forced to marry according to their family's wishes, leading to inner conflict.
- *Sigmund Freud:* "Conflict arises from a lack of coordination between the ID, Ego, and Superego."

### **Need for Adjustment**

A person needs to adjust in such situations because failure to do so may lead to antisocial behavior or mental instability. Psychology provides mechanisms to cope with such circumstances, known as **adjustment mechanisms**.

### **Direct Methods of Adjustment**

1. **Obstacle Removal** – When a person feels blocked from achieving something, they resort to superstitious practices to satisfy their mind.

**Example:** Wearing black beads to protect a child from the evil eye.

2. **Path Change** – When hard work does not bring success, a person switches to an alternative approach to succeed.

**Example:** If self-study is ineffective, a student seeks coaching or guidance.

3. **Goal Substitution** – If a person fails to achieve a big goal, they settle for a smaller goal for self-satisfaction.

**Example:** Aiming to become a doctor but becoming a teacher instead and accepting it as success.

4. **Decision Making** – Choosing between two overlapping events based on preparedness.

**Example:** If two exams fall on the same day, a student opts for the one they have prepared better for.

### **Indirect Methods of Adjustment**

1. **Repression** – Suppressing desires due to circumstances.

**Example:** A sick person avoiding certain foods despite craving them.

2. **Suppression** – Attempting to forget unfulfilled desires.

3. **Daydreaming** – Mentally imagining unattainable desires to feel satisfied.

4. **Denial** – Refusing to attempt something due to lack of self-confidence.

**Example:** A student failing a B.A. exam decides not to attempt B.Ed.

5. **Sublimation/Refinement** – Modifying social structures to adopt new behaviors.

6. **Projection** – Blaming others for one's own mistakes.

**Example:** "A bad dancer blames the uneven floor."

7. **Regression** – Reverting to past behaviors to cope with grief or depression.

8. **Withdrawal** – Escaping situations to adjust. It has three forms:

- **Escape:** Permanently leaving a difficult situation.
- **Isolation:** Temporarily distancing from conflicts.
- **Displacement:** Avoiding communication due to hurt feelings.

9. **Rationalization** – Justifying one's failure by finding faults in the goal itself.

10. **Reaction Formation** – Adopting a different persona to mask true feelings.

**Example:** Pretending to be extremely religious despite not believing in rituals.

11. **Identification** – Associating with successful people when facing repeated failures.

These **adjustment mechanisms** help individuals cope with challenges, maintain mental balance, and avoid maladjustment.

### **The Important Role of a Teacher in the Adjustment Process:**

A teacher plays a vital role in establishing adjustment within society and the school. This process can be easily understood through the following points:

1. **Diagnostic and Therapeutic Methods:** A good teacher can solve many student problems through diagnostic and therapeutic methods in the school. Diagnostic testing helps identify the various problems of students, and therapeutic teaching helps solve these problems. In this way, a teacher can establish adjustment in students, even in difficult situations, using their insight.

2. **Developing Positive Attitudes:** Positive outlook—being optimistic about oneself in all situations—is called a positive attitude. A person with a positive outlook remains optimistic and appears to perform well even in the most challenging circumstances. In other words, people with a positive attitude always think positively.

**Positive Development:** A good teacher develops students' self-confidence, self-regulation, and self-efficacy through positive youth development programs. They help in the social, emotional, cognitive, and behavioral development of students.

Teachers regularly organize such programs in schools to cultivate a positive attitude or outlook in young people.

3. **Behavior with Love, Cooperation, and Empathy:** It is often seen that when situations are perceived as beyond a person's control, meaning the person becomes disoriented or students face stressful situations, they may become misadjusted. In such situations, it is the teacher who can help students adjust.
4. **Avoiding Sarcastic Remarks:** A teacher should never use sarcastic remarks towards students, as it can lead to misadjustment and foster a sense of inferiority, which can be harmful to the students. A good teacher should always engage with students in a non-biased and empathetic manner.
5. **Guidance and Counseling:** A good teacher plays an important role as both a guide and a counselor for students. Teachers help students set appropriate goals and work towards achieving them. They assist students in creating developmental plans, both academically and personally, and help in setting goals and outlining steps to achieve them, guiding students towards progress in life.
6. **Creating a Positive School Environment:** Teachers also play an important role in creating a positive school environment. A good teacher ensures that the school environment does not negatively impact the students. To maintain discipline, the school principal sets various rules that students are required to follow. This ensures a disciplined

environment, which is beneficial for students' mental health. The school environment, including its surroundings, educational tools, classrooms, furniture, cleanliness, and beautification, impacts the students' minds and behaviors, ultimately influencing their achievements.

**Regular Evaluation:** To maintain an organized school environment, teachers regularly assess students' progress. Regular evaluations help in identifying weaknesses, allowing improvements to be made in the areas where students need support.

**Quality Education:** Teachers, according to their academic qualifications, provide quality education to all students, playing a crucial role in maintaining a positive school environment.

**Conclusion:** In conclusion, the adjustment process is continuous, from birth to death. Through this process, a person learns something throughout their life, which brings about various changes, the most important being the educational aspect. Education is the only medium through which individuals learn, and with it, they make changes in their lives. The teacher plays a crucial role in this process. A teacher acts as a counselor and guide in establishing adjustment within society.

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