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## Teacher adjustment

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### Abstract

Adjustment implies the process by which a person changes his behaviour to achieve a harmonious relationship between himself and his environment. The adjustment of the teacher in his profession involves the continuous effort to understand the student in a better way. The man who really aspires to become teacher in School/College should possess desirable positive attitude, interest, healthy values, strong motivation, adjustment qualities, patience etc. It is said the teacher who preferred to become a teacher would be having better professional adjustment and his level of job satisfaction and would be high, which will be reflected in his teaching and if the teacher is satisfied then only all round growth and development of the individual and society is possible.

**Keywords:** Adjustment, motivation, patience, job satisfaction, development, patience

### Introduction

Human beings are the wonderful creation of God. It only human beings who deal the knowledge building and the formal transformation and transaction of knowledge. Human beings are wise and knowledgeable and they needed the institutional means for cultivation of knowledge. On the other hand, education system is the most intellectual development by human being as its business is the practice of knowledge. It is the teachers who are the responsible for knowledge creation and transaction to the young generation. Hence, as the role and responsibility are concerned, teachers are the prime factor of education even in this child centrist. Teachers are the heart of educational process. They make and keep a direct connection in between education and society. They help students for their all-round development and make them a qualitative citizen to build a strong nation. Teacher helps their pupil to adjust every situation. Not only that they also try to keep balance in every situation. Because if they are unable to adjust with problems, they can't help their students. The success of the learner mainly depends on the ability and the quality of the teacher. Adjustment is the process which helps every people to adopt some suitable technique in society or environment. On the other side if the adjustment problem will exist there they can't teach effectively. Effectiveness means accomplishing a purpose or capacity of bringing about desirable effect. Teacher is a person who teaches imparts knowledge or skills to the learner. 'Effectiveness is the quality of being successful in producing an intended result'.

### History of the word Adjustment

The word 'adjustment' came in to popular use in psychology during the 1930's and was given strong endorsement by Lawrence Shaffer's classical book "The Psychology of adjustment" which was published in 1936. In his treatment of adjustment, Shaffer emphasized the biological adaptation of the organism to its environment as the central meaning of the term (Bell, 1962).

The term adjustment is often used as a synonym for accommodation and adaptation. Strictly speaking, the term denotes the result of equilibrium, which may be affected by either of these processes (Monroe, 1990). It is to emphasize the individuals struggle to get along or survive in his or her social and physical environment.

The concept of adjustment is as old as human race on earth. Adaptability to environmental hazards goes on increasing as the human beings proceed on the phylogenetic scale from the lower extreme to the higher extreme of life. Insects and germs, in comparison to human beings, cannot withstand the hazards of changing conditions in the environment.

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Man, among the living beings, has the highest capacity to adapt to new situations. Man as a social animal not only adapts to physical demands but also adjusts to social pressures.

### **Teacher adjustment**

It is universally agreed upon by all people who are concerned with social welfare and progress of a century that the teacher plays a critical role in building of a nation and truly he is called nation builder. He is charged with an important responsibility of modifying and shaping the personality of students in accordance with national objectives of life. The responsibility of the teacher becomes more in developing of the nations that are engaged in exploiting their physical and human resources for all round development of the nation. Teachers have to play their own role in the process of national development. The greatest contribution of teachers will be channelizing the energy of the youth to undertake the task of reconstruction in all walks of social life. Hence, under such lines, it can be said that it is imperative for teachers of today and particularly in India, that they should be able to demonstrate a great account of teacher adjustment levels. The teacher of today not only has to focus on academic matters but also has to at all times, focus on sound psychological development of students and at the same time keep himself updated with the new proceedings in the teaching profession. For a teacher, to be able to maintain all such duties in the teaching profession class for a lot and is surely an uphill task manageable only with the powers of a strong mind endowed with great adjustable features.

Teaching has become increasingly challenging and complex under the present changing situations. One of the various challenges hurled at teachers in the recent past, is of maintaining the physical and mental health of children and youth of the nation. The teacher of today has to emphasize the harmonious development of children so that they can contribute to the maximum for national development and social welfare of the country (Chouhan, 2001). A sound knowledge of teacher adjustment process is essential under the present situations, not only an order to enable a teacher to function well but also, in order to pave the way for a better adjustment and healthy progress of students.

Just as in any other profession, school, college or university work environment is not smooth with all teachers. Some of the teachers' mode of response to their work place is detrimental to themselves, to society or to both. It has been found at times that certain teachers may not be able to adjust themselves well and as result they appear to be indecisive, aggressive, getting into crisis situations, finding life purposeless, suffering from deep-rooted inferiority complex, finding difficulty in socialization, achieving deplorably low, indulging in avoidance of school duties and so on. It has also been seen most of the teachers' desires or goals are not within their reach-at times they have conflicting desires regarding their career moves lead to severe dilemmas in their minds. Some even show evidence of serious emotional problems in various other ways. In extreme cases some are out to destroy the very fabric of our way of life and try to damage the very institution. It needs hardly any emphasis that teachers with adjustment problems often prove to be of no comfort to themselves. They are hard to get along with, their behavior does not seem reasonable. People around them cannot understand why they act as they do, often against

their own best interests. Their conduct is irrational and lacking in common sense. Lecturing, punishment and even well meaning advice proves to be ineffective methods of dealing with adjustment problems. A worrier by being told he should not worry. A shiftless person is aided very little by preaching or threats. Such attempts make matters worse by convincing the maladjusted of his/her own weaknesses. The individual has an additional social thwarting to bear (Kochchar, 1989).

It is true that every teacher is unique and every effort needs to be made for helping a teacher to save whatever talents he may have both for his own sake and for mankind.

### **Nature of teacher adjustment**

Adjustment has been defined as 'the process by which the individual attempts to maintain a level of physiological and psychological equilibrium' (Mouly, 1967). It can also be described as an attempt on the part of a teacher to strike harmonious relationship between himself and his environment. It is thus, a form of interaction between the teacher and the environment in which he lives. Promoting adjustment on the part of the teacher simply means developing a teacher's capacity for adjusting to the various needs related to the teaching profession. This also includes a teacher's learning capacities and abilities which can equip him/her to face in an adequate manner, the challenges of the teaching profession. Adjustment is directly connected with the concept of needs. In this field of teaching, it refers to the adequacy of behavior patterns which a teacher adopts for satisfying his needs within the framework of the rules, regulations and modes of social group in which he finds him. If he fails to do so, he involves himself in conflict with the social order and lands himself in the midst of many more problems of adjustment.

When the problem becomes uneasily severe, a teacher is likely to become desperate and a deviant behavior is likely to result. Even in the teaching profession, the process of adjustment is continuous and complex. It depends upon an organization of a number of interacting elements within the individual. It is the total personality which must be considered in the study of teacher adjustment. A well adjusted teacher is one "who happy, free of all complexes, worries and efficient in his/her surroundings". To make it more complete, a well adjusted teacher is one whose needs and satisfaction in life are integrated with a sense of feeling and an acceptance of social responsibility (Johari, 2005).

### **Characteristics of well adjusted teacher**

Successful adjustment is also called being 'well adjusted' and is critical to mental health. Colloquially, being well-adjusted is defined as a person who is reasonable and has good judgment; their behavior is not difficult or strange. It is important to remember that adjustment is a continuum, not a simple dichotomy; people can fluctuate and be adept at adjusting in different circumstances. In general, a teacher that is well-adjusted will have the following characteristics:-

- An understanding of personal strengths and weaknesses and a tendency to play up strengths while limiting the appearance of weaknesses.
- Personal respect and appreciation, a well-adjusted individual finds themselves to be inherently valuable.
- Appropriate aspirations that require hard work and capitalizing on strengths without being too far out of reach and setting them up for failure.

- Basic needs such as food, water, shelter and sleep are consistently met, as well as a general feeling of security and positive self-esteem.
- Positive attitude and a tendency to find the goodness in other people, objects and objectives. A well-adjusted teacher will acknowledge other's weaknesses but not actively search for faults.
- Flexibility to respond to and accommodate for changes in the environment.
- Ability to handle adverse circumstances: Well-adjusted teachers are able to take negative life events in stride, they will be motivated to take action to remedy the problem rather than passively accept it.
- A realistic perception of the world that allows for a healthy amount of distrust of others and encourages pragmatic thinking.
- A feeling of ease within surrounding environments. A Well-adjusted teacher feels comfortable in different aspects of their community such as home, school, work, neighborhood, religious organization, etc.
- A balanced life philosophy that accounts for and acknowledges the impact that the world has on an individual, as well as the impact an individual can have on the world.

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