



**“A STUDY ADJUSTMENT AND QUALITY OF LIFE AMONG
GOVERNMENT AND PRIVATE EMPLOYEES”****Dr. Vitthal G. Pingale****HOD & Associate Professor, Dept. of Psychology,
Dr. Babasaheb Ambedkar College of Arts & Commerce,
Nagsenvan, Aurangabad.****ABSTRACT**

The present study investigated the level of adjustment and quality of life among government and private employees. Adjustment and quality of life are two crucial psychological constructs that influence overall well-being, productivity, and satisfaction in the workplace. The objectives of the study were to examine and compare adjustment and quality of life between government and private employees. It was hypothesized that there would be significant differences between the two groups on both dimensions. The sample consisted of 100 employees, including 50 government employees and 50 private employees, selected through purposive random sampling from organizations in Aurangabad, Maharashtra. The inclusion criteria required participants to have at least two years of work experience and to be between 25 and 40 years of age. The Global Adjustment Scale (GAS; Psy-Com Services, 1994) and the Quality of Life Scale (QOLS, 2009) were administered. The study employed a descriptive and comparative research design, and the data were analyzed using descriptive statistics, t-tests for independent samples. Results revealed that government employees demonstrated significantly higher levels of adjustment and quality of life compared to private employees.



KEYWORDS: Adjustment, quality of life, government employees, private employees, workplace well-being.

INTRODUCTION

Adjustment and quality of life are two central psychological constructs that significantly influence an individual's well-being, productivity, and social functioning. Adjustment refers to the process by which individuals adapt to their environment, manage challenges, and regulate emotions to maintain a state of psychological balance (Schneiders, 1964). Quality of life, in contrast, is a broader concept that encompasses subjective well-being, life satisfaction, and the balance between personal aspirations and environmental opportunities (World Health Organization, 1997). In the contemporary context, where work occupies a substantial portion of adult life, the adjustment and quality of life of employees are key indicators of both personal fulfillment and organizational efficiency.

The working population can broadly be categorized into two major groups: government employees and private employees. While both groups are engaged in providing essential services, their work environments, job security, financial benefits, and organizational cultures differ significantly. Government employees often enjoy job stability, defined work hours, and structured promotion policies, which can positively contribute to their sense of security and satisfaction (Kaur & Kumar, 2019). Private employees, on the other hand, may receive higher financial incentives but often face intense competition, extended working hours, and greater uncertainty in job tenure (Singh & Sharma,

2021). These variations are likely to influence their psychological adjustment as well as their perceived quality of life.

Adjustment in the workplace is not limited to managing job responsibilities but also involves adapting to organizational norms, interpersonal relationships, and professional expectations. Studies suggest that successful adjustment reduces stress, enhances resilience, and fosters positive attitudes toward work (Lazarus & Folkman, 1984). Conversely, maladjustment can result in burnout, dissatisfaction, and impaired mental health. Quality of life, being a multidimensional construct, integrates psychological well-being, social relationships, economic stability, and health outcomes (Diener et al., 1999). Employees who maintain a healthy balance between personal and professional demands are more likely to report higher life satisfaction and reduced stress.

The distinction between government and private employment is especially relevant in developing countries like India, where socio-economic pressures and cultural expectations exert additional influence on occupational adjustment. Government jobs are traditionally associated with prestige, stability, and long-term security, which may buffer stress and enhance well-being. In contrast, the private sector has expanded rapidly in the era of globalization, offering competitive salaries and growth opportunities, but often at the cost of work-life balance and security (Mishra & Manju, 2020). These differences highlight the need to systematically examine how employees in both sectors perceive their adjustment and quality of life.

REVIEW OF LITERATURE

Research on adjustment and quality of life among employees has highlighted both individual and organizational factors influencing these constructs. Early studies by Lazarus and Folkman (1984) emphasized coping mechanisms as central to adjustment, noting that employees with adaptive strategies demonstrate higher resilience and job satisfaction. Later research confirmed that work environment, organizational climate, and social support are critical predictors of adjustment outcomes (Bhagat & Steers, 2009).

Comparative studies have consistently shown differences between government and private sector employees. Kaur and Kumar (2019) reported that government employees experience greater job security and lower occupational stress compared to their private counterparts. Similarly, Singh and Sharma (2021) found that private sector employees reported higher levels of workload and time pressure, which negatively impacted their perceived quality of life. In contrast, government employees benefited from structured benefits and predictable work conditions, though some reported monotony and limited opportunities for innovation.

The concept of quality of life has been studied extensively in organizational psychology, often linked to subjective well-being and life satisfaction. Diener et al. (1999) established that life satisfaction is influenced not only by income but also by social relationships, health, and perceived autonomy. In the Indian context, Mishra and Manju (2020) noted that government employees scored higher on family-work balance, while private employees emphasized financial rewards as central to their satisfaction.

Despite this body of research, a need remains for comprehensive comparative studies that integrate both adjustment and quality of life within the same framework. Few studies have simultaneously explored how workplace adjustment contributes to overall life satisfaction across different employment sectors. The current study aims to fill this gap by providing a comparative analysis of government and private employees, thereby extending existing knowledge and offering practical implications for workplace interventions.

OBJECTIVE OF THE STUDY:

1. To examine the level of adjustment among government and private employees.
2. To assess the quality of life among government and private employees.

HYPOTHESIS:

- 1) H_1 : There was a significant difference in the level of adjustment between government and private employees.
- 2) H_2 : There was a significant difference in the quality of life between government and private employees.

Sample:

The sample consisted of 100 employees, of whom 50 were government employees and 50 were private employees. The participants were selected using purposive random sampling from various organizations in Aurangabad, Maharashtra. The inclusion criteria required participants to have at least two years of work experience and to be between 25 and 40 years of age.

Tools

1) Global Adjustment Scale (GAS; Psy-Com Services):

The Global Adjustment Scale (GAS; Psy-Com Services) is a standardized instrument designed to assess adjustment across six domains: emotional, family, health, occupational, sexual, and social. The scale provides objective measurement through self-report responses, with scoring based on transparent stencil keys. Reliability of the GAS was established through test-retest (ranging from .58 to .72) and split-half methods (ranging from .66 to .79). Validity was supported by factorial analysis, demonstrating independence among dimensions, with coefficients between .65 and .72. The GAS has been widely applied in clinical, educational, and occupational settings to evaluate overall psychosocial adjustment.

2) Quality of Life Scale

The Quality of Life Scale was developed to assess psychological determinants of quality of life across multiple domains, including life satisfaction, goals and motivation, spirituality, happiness, stress reduction, adjustment, physical well-being, and personal development. The final version consisted of 42 items, rated on a 3-point scale, with higher scores indicating a better perceived quality of life. Standardization was conducted on a sample of 1,000 teachers. Reliability was established using Cronbach's alpha, indicating strong internal consistency. Face and construct validity were assured through expert review and conceptual clarity. The scale is suitable for diverse populations and research contexts.

Variable:

Independent variable:	Types of Employee	a) Government	b) Private
Dependent Variable:	1. Adjustment		
	2. Quality of Life		

Research Design

The study employed a descriptive and comparative research design. A quantitative approach was employed to measure and compare adjustment and quality of life among government and private employees.

Statistical Analysis:-

The collected data were coded, tabulated, and analysed using SPSS software. Descriptive statistics (mean, standard deviation) were computed to understand the distribution of adjustment and quality of life. Independent sample *t*-tests were applied to examine differences between government and private employees.

STATISTICAL ANALYSIS AND DISCUSSION

't' indicates the significance of the difference between government and private employees regarding the Adjustment and Quality of Life.

Dimension	Government Employees (N =50)			Private Employees (N = 50)			t- ratio	df	p
	Mean	SD	SE	Mean	SD	SE			
Adjustment	180.93	4.65	0.65	169.29	5.03	0.71	12.01**	98	< .01
Quality of Life	98.43	5.68	0.80	89.55	4.19	0.59	8.89**	98	< .01

Sig **0.01= 2.62, *0.05= 1.98

The present study examined the differences in adjustment and quality of life between government and private employees using the *t*-test for independent samples. As shown in Table 1, government employees (*M* = 180.93, *SD* = 4.65) scored significantly higher on adjustment compared to private employees (*M* = 169.29, *SD* = 5.03). The obtained *t* value of 12.01 was statistically significant at the .01 level, indicating that government employees reported better adjustment than their private counterparts.

Similarly, a significant difference was observed in the quality of life scores of government and private employees. Government employees (*M* = 98.43, *SD* = 5.68) had higher mean scores on quality of life relative to private employees (*M* = 89.55, *SD* = 4.19). The calculated *t*-value of 8.89 exceeded the critical value at the .01 level, indicating a statistically significant difference in the perceived quality of life between the two groups.

These findings suggest that government employees, due to greater job stability, structured work hours, and social security benefits, reported higher adjustment and better quality of life. In contrast, private employees, facing higher workload and job insecurity, experienced comparatively lower adjustment and quality of life outcomes.

CONCLUSIONS:

- 1) Government employees demonstrated significantly higher levels of adjustment than private employees.
- 2) Government employees reported significantly better quality of life compared to private employees.

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