

# Impact of emotional stability of working men in their social adjustment of Mangalore, Karnataka, India

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## ABSTRACT


**Background:** Emotional stability is defined as a person's capacity to stay calm when faced with stress. An emotionally unstable person is more explosive, which confers that provoking of such persons puts them at enhanced risk of harmful behaviors. Whether the persons avoid emotions and the extent to which a person experiences anxiety in situations is determined by emotional stability. Emotional stability is associated with persons life, coping and adapting to various life situations. Moreover, it is intricately related to the individual's occupational life, which has been focused in this study. **Aims and Objective:** To ascertain the subject's social adjustment, maladjustment, and their association with emotional stability. **Materials and Methods:** Participants for this study were 100 working men selected from health, education, and banking sectors in and around Mangalore city, Karnataka, India. They were selected by a random sampling technique. Personal visits were made to the respective institutional heads of each of these sectors; 35, 35, and 30 samples were selected from each of these sectors, respectively. They were randomly selected from each of these sectors. Eysenck Personality Inventory was administered to evaluate the emotional stability, and interview schedule was used to assess their social adjustment. Pearson's  $\chi^2$ -test was carried out. **Result:** The result reveals that there was a significant ( $r = -0.873, p < 0.001$ ) relation between the emotional stability of these subjects with regard to their social adjustment at their workplace. **Conclusion:** The implication of this study is to develop insight among the employers and employees with regard to their emotionality affecting the social adjustment, which may pervade into the compatible work environment important for work productivity.

**KEY WORDS:** Social Adjustment; Emotional Stability; Working Men

## INTRODUCTION

Emotional stability is a personality dimension which determines a person's capacity to stay calm or even capsize when exposed to pressure or stress. The fruits of normal emotionality can be

obtained from the notion of stable emotional behavior at any level. Emotionally unstable people are more volatile; such person faces an increased risk of reacting violently and with harmful behaviors when coping with stress. In general, the ability of persons to recognize the triggers that induce stress and build healthy coping skills tends to maintain emotional stability. The person who lacks this ability shows an emotional instability. Emotional stability can be moderated through meditation, exercise, proper nutrition, and healthy sleeping habits. Social adjustment refers to the adaptation of people to their social environment. Person's emotional traits are one of the needed aspects of social adjustment and are more stable in persons with high emotional intelligence (EI). EI is an ability of an individual recognizing and regulating emotions within selves and outside

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people in their environment. It requires emotional sensitivity, or the ability to evaluate emotions within a variety of social circumstances.

An angry person, who is aware that few expressions of anger will be counterproductive in a specific scenario and, as a result, constrains his or her expressions of anger, is emotionally intelligent. On the other hand, a person with the similar awareness but acts angrily despite this knowledge is emotionally unintelligent.<sup>[1]</sup> Indeed, persons with EI show their emotional stability in their interpersonal relationship and social adjustment in their social and occupational fields. An emotionally intelligent person perhaps shows a better emotional perception in social situations, as they are more sensitive and evaluate the emotions with empathy and with the background of social circumstances. This concept has been supported in the following study of EI for the main purpose of investigating the claim that it involves emotion perception.<sup>[2]</sup> Emotion perception was operationalized as the correctness in the conclusion of others' acute and characteristic feeling states. Intensified reactivity to environmental provocations and social adjustment are correlated with the specific perceptions of emotions of others.<sup>[2]</sup> The emotion is an integral part of a social function; thus, the smooth functioning of interpersonal relationships at workplace goes with emotional stability of people in these social groups. Here, the integration of study findings concern the social functions of emotions at the individual, dyadic, group, and cultural levels of analysis. Theorists, through various levels of analysis, adopt that emotions resolve difficulties vital to social associations in the perspective of ongoing interactions.<sup>[3]</sup>

One study on this issue shows the some form of association between the emotional stability and social adjustment.<sup>[4]</sup> The earlier study probed into seven different aspects. In the first and second areas, the study subjects with more scores for EI showed greater scores for empathic perspective taking and self-monitoring in social scenarios. Furthermore, in the third aspect, the study subjects with more scores for EI showed greater scores for social skills. In addition, in fourth and fifth aspects, the study subjects with more scores for EI showed higher cooperative responses toward partners and the study subjects with more scores for EI showed higher scores for close and affectionate relationships, respectively.<sup>[4]</sup> It is a fact that emotionally stable people show better self-control on themselves than that of emotionally wobbly people. Perhaps, self-control is an important component of individuals in their social adaptation. This has been supported by the study on EI and self-control on student population.<sup>[5]</sup> Researcher's explained the findings could be that students with a mid-range grade point average (GPA; 3.0–3.4) were required to develop EI skills to a greater extent than students at the lower and higher ends of the spectrum. At the low end (GPA of 2.0–2.9), students would have not acquired particular EI skills such as self-control that could have aided these students prioritize the time required for studying as against other activities.<sup>[5]</sup>

The more scores on self-control interrelated with a higher GPA, improved adjustment, lesser reports of psychopathology, greater self-esteem, reduced binge eating and alcohol abuse, improved relationships and relational skills, confident attachment, and higher ideal emotional responses.<sup>[5]</sup> Thus, an important risk

factor for a wide range of personal and interpersonal difficulties is less self-control.<sup>[5,6]</sup> Person's emotions are built in his own social context, and it has its own place for social acceptance of the social system. Thus, a person's emotional actions stable or unstable holds the impact of that person's social adjustment. Emotions can be understood as socially constructed, transitory roles, which are socially built as they initiate in our judgments of circumstances. They are transitory in that they are time limited. In conclusion, emotions are roles as they comprise a range of socially acceptable activities that may be accomplished in a specific social situation.<sup>[7]</sup>

In this study, the emotional stability of persons at the workplace and its role in their social adjustment in their work environment have been focused. This study adopted the descriptive survey with an evaluative approach and the cross-sectional research design. The participants for this study were 300 working men selected from health (KS Hegde and AJ Hospitals), education (Canara and Nitte Educational Institutions) and banking sectors (Canara Banks in the Mangalore city) in and around Mangalore city, Karnataka, India. The sample was selected randomly. The study was conducted in December 2013 to May 2014. The principal researcher was requested by the Institutional Head to conduct the study. Participants were assessed to evaluate their emotional stability by measuring their extent of negative emotionality on their personality dimension scale. Participation in this study was voluntary. It has been assumed that emotional instability score significantly affects the social and interpersonal adjustment of male employees at their workplace. The first objective of the study was to assess the emotional stability of these employees. The second objective was to find the association between employees with emotional instability and their social and interpersonal adjustment at their workplace.

## MATERIALS AND METHODS

### Aim

To develop insight among the employers and employees with regard to their emotionality affecting the social adjustments, which may come against the compatible work environment so that some preventing measures can be taken there by creating a harmonious work environment, thus enhancing work productivity.

### Objectives

(i) To find out the emotional stability among the employees selected for the study; (ii) To see the impact of unstable emotions in employees social adjustment and interpersonal relationship at the workplace.

### Hypothesis

Emotional instability of employees negatively affects their social adjustment and interpersonal relationship at their workplace.

### Sample

The sample for the study were 100 working men selected from health, education, and banking sectors in and around Mangalore

city Karnataka, India. Health, education, and banking sectors' head of the institute requested the principal investigator to conduct the study among man. The respective head of the institutions revealed a belief that their male staffs do experience emotional instability, which has been neglected. They sensed the need for the study with this regard. This research was conducted without any fund and on volunteer basis; so, initially, the principal investigator, considering the feasibility, planned to conduct the study on 100 subjects.

### Assessment Tool

Eysenck Personality Inventory is a self-report personality inventory based on Hans Eysenck's factor analysis of personality, which assumes three basic factors (the most important being extroversion, introversion, and neuroticism) was used for the study. The concurrent validity and reliability for the neuroticism dimension were found to be 0.92 and 0.77, respectively.<sup>[8]</sup> Employee's social adjustment scores assessed through the structured interview schedule, which consisted of 30 questions. The draft interview schedule for the male employees were prepared, and before finalizing this draft, schedules were administered to 5% of the respondents from health, education, and banking sectors randomly for the pretests, to rule out the limitations in the scheduled questions.

### Procedure

In the selected work sector, the employees were randomly selected using the stratified sampling method; with the permission and cooperation of the head of the each institution selected for the study. On the visit to the particular institution and work sector, the participants were gathered at the venue decided in advance. After making them sit comfortably, the test was administered after the instructions were read out and asked the participant to respond for the tests. After collecting the response sheet from the participants, scoring was done. The data were analyzed using Statistical Package for the Social Sciences (SPSS), version 16, and Carl Pearson's correlation coefficient method was carried out.

## RESULTS

Our study results revealed that 100 working men vary in their emotional stability and social adjustment as in their personality trait. The predicted views of our hypothesis were that the emotional stability exerts an effect on the social adjustment of individuals at their workplace. As per the prediction, when there was an increased level of emotional instability, there was a decreased social adjustment clearly noted in our study results.

Among the study participants, 34, 33, and 33 were working in bank, educational institute, and health sectors, respectively. The study subjects were aged between 31 and 50 years; among them, eight were unmarried. Among the sample group, 40 respondents were salaried earning Indian Rupees (INR) 30,000 and above, and the rest were earning INR 18,000–25,000. The result of our study shows that there is an excellent inverse

**Table 1:** Mean and standard deviation of emotional instability and social adjustment ( $n = 100$ )

Variables	Mean ( $\pm$ SD)
Emotionality instability	13.5 ( $\pm$ 2.96)
Social adjustment	57.8 ( $\pm$ 6.78)

**Table 2:** Correlation between emotional instability and social adjustment ( $n = 100$ )

	Social adjustment	
	R	$p^*$
Emotional instability	-0.873	<0.001

\*Pearson's correlation.

correlation between emotional instability and social adjustment [Table 1]. The mean (SD) of emotionality were 13.5 (2.96), which shows the significance on the negative effect of emotional instability on working men in their social adjustment at the work place. Emotional instability score revealed strong statistically negative ( $r = -0.873$ ,  $p \leq 0.001$ ) relationship with social adjustment scores [Table 2]. There is an excellent (because  $r$  value is  $>0.75$ ) and negative or inverse (because of the negative sign) relationship or correlation between emotional instability and social adjustment.

## DISCUSSION

This study has been theorized according to the hypothetical view. An excellent correlation ( $p < 0.001$ ) between emotional instability and social adjustment was observed in this study. British psychological society have discussed on the social dimension of emotion, which supports this study findings.<sup>[9]</sup> The British study on "emotion is social" expressed its view in its appraisal theory that the domain at a theoretical position in the study of emotion.<sup>[9]</sup> In essence, appraisal theorists debate that emotion originates from the importance that an individual ascribes to an event. The sense you make out of this British study is that the events determine whether and how one react to the emotionally.<sup>[9]</sup> Another important factor, in the view of appraisal theorists, is that one will be able to cope with any threat depending on one's emotional well-being.<sup>[9]</sup>

As per our study at workplace, working men attach themselves to various kind of work events where they need to make an adaption to manage those events. Here, their emotional well-being helps them for their social and situational adjustment, which has been clearly depicted in our study results. Thus, the fact that emotionally stable persons do better at their workplace has been supported by this study.

However, most of the studies views that women have been considered as the emotional sex.<sup>[10,11]</sup> This study factualized that men and their emotionality also reveal its own significance and cannot be ignored with regard to gender when they need to cope with their social and interpersonal problems at their

workplace. The study result shows the clear picture of men and their emotionality with regard to their social adjustment.

## CONCLUSIONS

The emotional stability is a trait of personality in all individuals, which vary in their degree from stable to unstable. The individuals with unstable emotionality exhibit a reduced rationality in their behavioral adaptation. Therefore, it may affect their social adoption, which especially has been recognized in their work environment. This study has drawn a factual base for this aspect of personality and further conceptualize that the findings of this may be helpful in drawing preventive measures to create compatible and healthy work environment, thus increasing the productivity in their human resources. The results of this study can be utilized for developing professional personality program for the working men in a different work-related field to assure healthiness in their human resource and their work output to their optimal capacity.

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