

05

IMPACT OF GENDER AND LEVEL OF EDUCATION ON THE NEED OF PSYCHOLOGICAL COUNSELING

Smt.Kamlesh Upadhyay
Asstt.Prof. S.R.J.College, Neeumch(M.P.)

ABSTRACT-

The purpose of the study is to measure the effect of gender and level of education on Need of Psychological Counseling .A 2x2 factorial design was followed for this aim. *The PSYCHOLOGICAL COUNSELLING NEED SCALE (PCNS)* constructed by Dr. vijaya Laxmi Chouhan ,Udaipur (Raj.) and Mrs. Gunjan Ganotra Arora ,Ahmedabad (Guj) was used for the random collection of data. 40 students (20 M and 20 F) from class IX and 40 students (20 M and 20 F) from class XI were taken as subjects. The results indicate that – (a) Gender affects significantly to the need of psychological counseling . (b) Level of education does not affect significantly to the need of psychological counseling .(c) The interaction of both the variables affects significantly to the impact of the Need of psychological counseling .

INTRODUCTION:

The developmental psychologist have come to characterized by an emphasis on explanation and process , and by a concern with several theoretical systems and their philosophical bases.(1) Human development is a continuous process , but there may be critical peri-

ods in our development during which success or failure of adaptation heavily influences the course of later development in the life cycle . Adolescence clearly is one of these critical developmental transitions . *Holmbeck and Updegrave* observed that adolescence is , “characterized by more biological ,psychological and social role changes than other life stages except infancy .” As noted by *Petersen and Hamburg* , the number and extent of changes that occur simultaneously during adolescence present major challenges to the development of mature and effective coping strategies .Ineffective coping strategies may contribute to a variety of problem behaviors during adolescent development and it may result in psychopathology manifested during later life stage

(2)According to E. B. Hurlock the characteristics of adolescence are –**first-** It is an important ,transitional period of change . **second-**Its a time of unrealism and search for identity . **third-** Adolescence is the thresh hold of adulthood .*Developmental tasks for adolescence listed by Hurlock are – 1* Achieving new and more mature relations with age mates of both sexes . **2** Achieving a masculine or feminine social role . **3** Accepting one’s physique and using one’s body effectively. **4** Desiring , accepting and achieving socially responsible behavior . **5** Preparing for an economic career , marriage and family life . **6** Acquiring a set of values and an ethical system as a guide to behavior –developing an ideology .(3) So, for the achievement of the task’s of adolescence in an appropriate way this study will help students by identifying the need of psychological counseling at correct time.

OBJECTIVES –

To measure the effect of independent variables on the Need of psychological counseling , the following criteria were taken under this study -

A. Effect of gender on the need of psychological counseling

B. Effect of the level of education on the need of psychological counseling

C. Effect of mutual interaction between gender and level of education on the need of psychological counseling

HYPOTHESIS –

To examine the relevance of above mentioned criteria it is hypothesized that , statistically there exists no significant difference between the means of the following groups –

H01 Gender –Male and Female

H02.Level of education –IX and XI

H03.Interaction between the gender and level of education .

SAMPLING

–The randomized sample of the present study was collected from Neemuch district of M.P. 40 students (20 M and 20 F)from class IX and 40 students (20 M and 20 F) from class XI were taken as subjects .Age range of the subjects is 13 to 18 years .

TOOL USED –

The *PSYCHOLOGICAL COUNSELLING NEED SCALE (PCNS)* constructed by *Dr.vijaya Laxmi Chouhan ,Udaipur (Raj.)* and *Mrs. Gunjan Ganotra Arora ,Ahmedabad (Guj)* was used for the collection of data .Subject has to respond to five different categories like –Always , Often ,Sometimes , Rarely and Never .out of total 25 items, 21 of those are positive and 04 items are considered as negative .The scoring for positive items is 5,4,3,2 and 1 and in reverse order for negative items .It was standardized on 100 adolescent –boys and girls aging between 13 to 18 years . The split –half reliability of the test is .90 and the validity is .82 .Percentile norms are given in the manual .Need of Psychological Counseling can be sorted out by the subjects raw scores ,with the help of classification table which is given in the manual .

DESIGN –

A 2x2 factorial design was followed for the study .The data was collected on 80 subjects. 40 male and 40 female studying in class

IX and XI in the rural area of Neemuch dist. in M. P.

ANALYSIS AND DATA INTERPRETATION

Table -1: t-Test showing the mean difference in the impact of Need of Psychological Counseling of Male and Female students

Gender	N	Mean	SD	df	t-cal	t-crit	Decision
Male	40	70.48	8.6	78	3.14	2.64	significant at .01 level
Female	40	76.83	9.24				

Table -1 presents the results of analysis conducted on the impact of Need of Psychological Counseling based on gender . The result clearly reveals that significant difference exists in the Need of Psychological Counseling of male and female . Students with (t-cal= 3.14 ; t-crit=2.64 ; df=78 ; at .01 level) , Which means hypothesis H01 , is rejected .

Table -2: t-Test showing the mean difference in the impact of Need of Psychological Counseling of class IX and XI

Level of Education	N	Mean	SD	df	t-cal	t-crit	Decision
Class IX	40	71.73	8.77	78	1.83	2.64	Non-significant
Class XI	40	75.88	9.75				

Table -2 presents the results of analysis conducted on the impact of Need of Psychological Counseling based on level of education . The result clearly indicates that no significant difference exists in the Need of Psychological Counseling of class IX and XI . Subjects with (t-cal= 1.83 ; t-crit=2.64 ; df=78 ;) is non significant , Which means hypothesis H02 ,is accepted .

Table -3 ANOVA source Table summary of gender difference and level of education in the Need of Psychological counseling

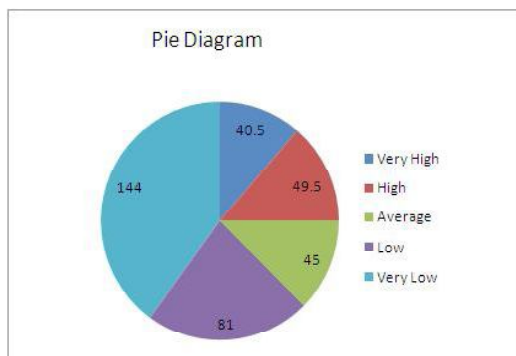
Table -3 ANOVA source Table summary of gender difference and level of education in the Need of Psychological counseling

Source of variation	Sum of Squares	df	Mean Squares	F-cal	F-crit	Decision
Between	1775.7	3	591.9	8.324	4.04	significant at 0.01 level
Within	5431.5	76	71.11			

Table -3 shows the results of analysis of variance (ANOVA) on the impact of interaction between the gender and level of education on Need of Psychological Counseling. The analysis indicates that there exist significant difference between the interaction of both independent variables. Students with (F-cal=8.324 ; F-crit=4.04 ; df=3,76 ; at .01 level), which means hypothesis H03, is rejected.

Table -4 showing the frequency, percentage and degrees of different levels of Need for Psychological Counseling.

Grade & Gender Category	IX		XI		Total Score	% of Diff. Category	Degree
	M	F	M	F			
Very high	0	0	0	9	9	11.25%	40.5 ⁰
High	5	3	0	3	11	13.75%	49.5 ⁰
Average	2	3	4	1	10	12.50%	45 ⁰
Low	3	5	5	5	18	22.50%	81 ⁰
Very Low	1	0	11	2	32	40%	144 ⁰
Total	2	20	20	20	80	100%	360 ⁰



INFERENCE –

1-Male subjects of class XI are in more need of psychological counseling as compared to male subjects of class IX

2-Female subjects of class IX are in strong need of psychological counseling as compared to female subjects of class XI.

3-Male subjects are in more need of psychological counseling as compared to female subjects of the same class.

RECOMMENDATIONS-

1-Psychological counseling is strongly recommended for the students of class IX and XI.

2-A special consideration is required for the male subjects, so they can control their self.

3-Male subjects are suggested to share their feelings with an expert counselor /Teacher / Parents.

4-Students must be more practical in their life style. So that they feel mentally healthy.

5-Effective coping strategies must be followed

6-Not to opt unrealistic goals in life. Try to make your adolescence as realistic as one can.

REFERENCE –

1-Rajpal Kaur, 'Developmental Psychology; New Trends & Innovations.' 2006 page 1-33

2- Rajpal Kaur, 'Adolescents Psychology; New Trends & Innovations.' 2006, page 2-27

3-Elizabeth B. Hurlock, "Developmental Psychology ;A Life Span Approach ." 1996 Page 221- 259.

4-Manual of The PSYCHOLOGICAL COUNSELLING NEED SCALE (PCNS) constructed by Dr.vijaya Laxmi Chouhan, Udaipur (Raj.) and Mrs. Gunjan Ganotra Arora, Ahmedabad (Guj)

5- Sandhya Rathor "A comparative study of The Need of Psychological Counseling." A field study report submitted to vikram university Ujjain 2013-14

06

Quality of Work Life of employees in Selected Software companies located in Hyderabad-A Study

Sanjay Kumar Taurani

Associate Professor,

*TKR Institute of Management and Science,
Hyderabad*

&

Archana Bera

MBA (HR) IGNOU University, New Delhi

ABSTRACT

The study is about the quality of work life of employees working in software companies and the profile tries to lay its emphasis on to what extent the organization is able to succeed through the methods and procedures of work life balance adopted in the organization. Human resources are considered to be the biggest asset of any organization, as the success or failure of any organization depends on the capability of HR personnel of that organization. Balancing work and life has become significant because of the changing nature of individual roles in a family. For HRM, quality of work life of employees has assumed much importance as it deals with issues related to an employee's work and his family. Hence a majority of organizations have found it necessary to include work-life balancing programs or family-friendly options.

The objective of the study is to interpret the work-life balance procedure followed at *software companies* and to receive sugges-

tions in the context of giving importance to various aspects that will improve their working conditions and provide flexibility in their job. The methodology includes the ways to collect primary and secondary data. Primary data has been collected by interview, questionnaire and the secondary data from the corporate manuals, website, journals, records, books etc., and the information was analyzed and interpreted.

Hence the organization should provide the employees with various facilities and also should adopt modern techniques which would help employees to increase the quality of life balance in software companies.

Keywords:

Quality of Work life, flexible working hours, job satisfaction, family satisfaction, turbulent business conditions, software companies.

1. INTRODUCTION

QUALITY OF WORK LIFE:

"Quality of work life improvements are defined as any activity which takes place at every level of an organization, which seeks greater organizational effectiveness through the enhancement of human dignity and growth... a process through which the stakeholders in the organization and management, union and employees learn how to work together better to determine themselves that actions, changes and improvements are desirable and workable in order to achieve the goals of an organization".

Quality of Work Life refers to the relationship between a worker and his environment, adding the human dimensions to the technical and economic dimensions. Within which work is normally viewed and designed.

∅ Focuses on problem of creating a humane working environment.

∅ Creation of more involving, satisfying and effective jobs and work environment for the people at all levels of the organization.