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# A STUDY ON EMOTIONAL MATURITY AND MARITAL STATUS AMONG EMPLOYEES IN GOVERNMENT SECTOR

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## ABSTRACT

*The Emotional maturity becomes very important in the behavior of people. It is one of the main determining aspects that lead to a successful life. It is shaped by our upbringing and life experiences. Employees are the valuable assets in an organization. Their psychological wellbeing will be affected by several factors including emotionality. The present research investigates the level of Emotional maturity and marital status among employees in Government sector. A random sample consisted of 100 government employees was drawn from the Municipal Council, Jaffna. Standardized scale namely Emotional Maturity Scale designed by Yasvir Singh and MageshBhargavawas administered to assess the emotional components like emotional instability, emotional regression, social maladjustment, personality disintegration and lack of independence. The collected data were tabulated, processed and analyzed by employing statistical techniques like standard deviation and t test. The results of the study indicated that there is no significant difference in the level of Emotional maturity among employees in Government sector on the basis of marital status. It was also noticed that employees in the government sector are emotionally unstable.*

**Keywords:** *Emotional maturity, emotional stability, emotional regression, social maladjustment, government employees.*

## 1. INTRODUCTION

### 1.1 Emotional Maturity

Emotional maturity is a vital component to a happy, fulfilled life. Without which, the individual falls an easy prey to the dependencies and insecurities of life. In the present period people are facing a lot of hardships in life. These lead them emotional upsets and psychological problems such as anxiety, tensions, depression and frustrations. A concept “mature” emotional behavior at any level is that which reflects

the fruit of normal emotional development. Emotional Maturity is a measure of one's capacity to create in a positive mental attitude. Emotional Maturity is the process of impulse control through the agency of self. Morgan (1924) stated the view that an adequate theory of Emotional Maturity must take an account of the full scope of the individual powers and his ability to enjoy the use of his powers.

According to Walter D. Smithson (1974) "Emotional Maturity is a process in which the personality is continually striving for greater sense of emotional health both intra-psychically and intra-personally". Emotional Maturity is said to be an essential criterion of good adjustment. To be "emotionally mature" means "to signify the capacity to react emotionally in terms of the requirements that a situation imposes. It refers to the avoidance or elimination of responses that are not suited to these requirements. In brief emotional maturity can be called as the process of impulse control through the agency of "self" or "ego".

Emotional Maturity actually is, according to Frank, "A process of readjustment, the infant learns under parental supervision what situations after permissible opportunities for emotional reactions and to what extent, so that primitive elemental psychological response that we call 'emotion' becomes patterned in accordance with approved from the expression and repression favoured by culture".

Kaplan (1940) viewed an emotional matured person has the capacity to withstand delay in satisfaction of needs. He has the ability to tolerate reasonable amount of frustration. He has the belief in long term planning and is capable of delaying and revising his expectations in terms of demands of situations he faces. An emotional matured person has the capacity to make effective adjustments with himself,

members of his family, and his peers in the school or college. But the maturity means not merely the capacity for such attitude and functioning but also the ability to enjoy them fully.

According to Saul, if the emotional development of the individual is relatively complete, his adaptability is high, his regressive tendencies are low, and his vulnerability is minimal.

## **1.2 Need of the study**

The specific needs for identifying these phenomena of Emotional Maturity is an inevitable matter in the adult development and growth. Emotional Maturity is very important in the behavior of individuals. As the people working in the Government sector are one of the contributors of the national development, their value patterns of Emotional Maturity are essential. So the present study intends to measure the Emotional Maturity of the Government employees and find out whether marital status plays any role in the level of emotional maturity.

## **1.3 Objectives**

The researcher has framed the following objectives for present study.

- 1) To study the level of emotional maturity of married and unmarried employees of the Government sector.
- 2) To compare emotional maturity and its categories of married and unmarried employees of the Government sector.

## 1.4 Hypotheses

The following hypotheses were formulated.

1. The level of emotional maturity of the government employees is high.
2. There is significant difference between the level of emotional maturity of married and unmarried employees in the Government sector.

## 2. MATERIALS AND METHODS

### 2.1 Sample

The population under the study consists of married and unmarried employees working at Jaffna Municipal council. The sample of 100 employees was obtained by random sampling (73 married and 27 unmarried employees).

### 2.2 Tool

The emotional maturity scale developed by Dr. Yashvir Singh and Dr. Mahesh Bhargava was used. The emotional maturity scale consists of 48 items. The first 10 items examine emotional instability, the second 10 items examine emotional regression, the third 10 items assess social maladjustment the fourth 10 items assess personality disintegration and the last 8 items examine lack of independence. The emotional maturity questionnaire is a self report scale on a 5-point Likert scale. The information collected from the scale was analyzed with statistical methods. Higher scores indicate higher levels of emotional immaturity and vice versa. The range of possible score for the overall emotional

maturity is 48 to 240. The reliability coefficients ranged from .42 to .86. The validity co-efficient calculated against external criteria was found to be .64. Scoring was done as per the manual. The five factors: Emotional instability represents syndrome of lack of capacity to dispose of problems, irritability, needs constant help for one day to day work, vulnerability, stubbornness and temper tantrums. Emotional regression represents such syndromes as feelings of inferiority, restlessness, hostility, aggressiveness and self centeredness. Social maladjustment shows person lacks social adaptability. Personality disintegration shows person suffers from inferiorities and hence reacts to environment through aggressiveness, destruction and has distorted sense of reality. Lack of independence shows persons parasitic dependence on others, lack of objective interests in people and think of him as an unreliable person.

### 2.3 Procedure

The administration of the respective institutes was informed and verbal consent to conduct the study was taken. Consent was also taken from the respondents after explaining to them the purpose of the research. The measure was given individually to the subjects. Before administering the test a short intake interview was taken where their doubts related to the tests were dealt with. They were assured that their responses would be kept confidential and that it was purely for educational research purpose. Instructions were read aloud by the investigator and

simple clarifications of word meanings were given on request without influencing subjects responses. Scoring was done as per given in the manual. After administration of the tests, a small unstructured interview was also done with each of the employees to know more about their experience in the institution.

### Delimitation of the study

This study is delimited to the Municipal council, Jaffna. This study is considering the employees those who are working only invarious branches of the Municipal council, Jaffna.

## 3. RESULTS AND DISCUSSION

### 3.1 Data Analysis and Interpretation

H1: The level of emotional maturity of the government employees is high.

Table 1 showing the means and standard deviation of married and unmarried government employees in relation to emotional maturity.

Emotional Maturity	Marital Status	No	Mean	SD
	Married	73	94.84	18.59
	Unmarried	27	95.81	19.11

Graph 1 showing the mean and Standard deviation of married and unmarried

Government employees in relation to Emotional Maturity.

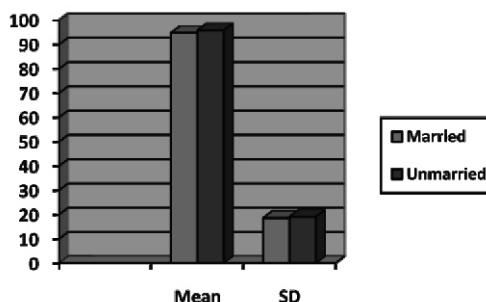


Table 1 shows that mean score of emotional maturity of married employees is 94.84 and the mean score of unmarried employees is 95.81. As per to manual, these scores indicate that emotional maturity of both is unstable. Hence the hypothesis is rejected.

H2: There is no significant difference between emotional maturity of married and unmarried employees in the Government sector.

Table 2 showing the Comparison of mean scores with regard of emotional instability ,emotional regression, social maladjustment, personality disintegration , lack of independence and emotional maturity(total) between married and unmarried employees.

	Marital status	N	Mean	SD	t-value	LS
Emotional instability	Married	7 3	20.0 3	4.30	0.76 5	0.449 (Not Significant)
	Unmarried	2 7	20.9 2	5.51		
Emotional regression	Married	7 3	18.0 4	4.95	0.15 3	0.879 (Not Significant)
	Unmarried	2 7	17.8 5	5.65		
Social maladjustment	Married	7 3	22.0 2	4.56	0.78 0	0.439 (Not Significant)
	Unmarried	2 7	22.7 4	3.85		
Personality disintegration	Married	7 3	16.5 2	4.93	0.37 7	0.708 (Not Significant)
	Unmarried	2 7	16.9 6	5.31		
Lack of independence	Married	7 3	18.2 1	4.13	0.80 1	0.428 (Not Significant)
	Unmarried	2 7	17.3 3	5.17		
Total Maturity	Married	7 3	94.8 4	18.5 9	0.22 9	0.820 (Not Significant)
	Unmarried	2 7	95.8 1	19.1 1		

Table 2 shows mean values, standard deviation and t values with regard married and unmarried employees. The mean values on the variable Emotional instability between married and unmarried employees were 20.03 and 20.92 respectively . The t value 0.765 was found lower than the table value 1.98 and hence found insignificant. The mean values on the variable Emotional regression between married and unmarried employees were 18.04 and 17.85 respectively . The t value 0.153 was found lower than the table value 1.98 and hence found insignificant. The mean values on the variable social maladjustment between married and unmarried employees were 22.02

and 22.74 respectively . The t value 0.780 was found lower than the table value 1.98 and hence found insignificant. The mean values on the variable Personality disintegration between married and unmarried employees were 16.52 and 16.96 respectively . The t value 0.377 was found lower than the table value 1.98 and hence found insignificant. The mean values on the variable lack of independence between married and unmarried employees were 18.21 and 17.33 respectively . The t value 0.801 was found lower than the table value 1.98 and hence found insignificant. The mean values on the variable Emotional maturity (total) between married and unmarried employees were 94.84 and 95.81 respectively . The t value 0.229 was found lower than the table value 1.98 and hence found insignificant.

The above discussion shows that there exists no significant difference in emotional maturity of married and unmarried employees. Thus the second hypothesis “there is no significant difference between emotional maturity of married and unmarried employees in the Government sector” is accepted.

### 3.2 Findings and Discussion

Results (Table 1 & 2) disclose that the level of emotional maturity of the Government employees is unstable and There is no significant difference between emotional maturity of married and unmarried employees in the Government sector.

Actually, emotional maturity is very intimately related to individuals health,

adjustment and behaviour. Hogan and Roberts (1998) contended that immature emotional behaviour includes: impulsive behaviour, fuzzy temper, impatience in facing failures, congruence between specific visual stimuli and responses, inability to forgiving others, and too much dependence on others.

### 3.3 Suggestions

A comprehensive study needs to be conducted on a large domain of sample to obtain more precise results.

## 4. CONCLUSIONS

Emotions play a vital role in the life of an individual. So is appreciated to have higher emotional maturity in order to lead effective and successful life. The analyzed and interpreted findings of the study have led to the following conclusions. The present study shows that there are no major differences in the level of emotional maturity among employees working in Government sector whether they married or unmarried and the employees are emotionally unstable condition. Employees with poor emotional maturity have problems in family and carrier lives. They are unable to handle their emotions well. This may lead to significant psychological problems and malfunctioning. Appropriate counseling intervention programs should be designed to help them to handle their problems and stress more effectively, to improve emotional maturity and to help the employees to reach their destinations with emotional maturity. Care must be taken both by the people and counsellors to respect the

employees' emotions and help them come to grips with their innate emotions. This will go a long way to make them emotionally mature.

Yoga, meditation, and group interaction training programs may be conducted in the school level so that people enter the adult stage with a high level of emotional maturity. It is very important that superior officers themselves evince a restrained and balanced expression of emotions which will have a healthy impact on the emotional maturity of employees.

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