Professional adjustment as an indicator of quality of life in modern organizations

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Abstract: The quality of work life is among the effective strategies adopted in modern organizations, after realizing the importance of the worker as one of the main resources that helps to achieve its goals, making him able to assume responsibilities and willing to carry out his daily tasks.

Our article aims to show the role played by the quality of work life in achieving individual adjustment with his job.

We concluded that achieving adjustment provide a set of requirements that maybe psychological, social, organizational and even environmental, which satisfy his needs and make him more willing to work.

Keywords: quality, quality of work life, adjustment, professional adjustment, organization.

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1 - Introduction

The quality of work life remains an ambiguous concept, as it addressed by many studies in terms of defining its true meaning, because the individual is variable in terms of behavior and desires. Therefore, the dimensions of work life quality cannot be limited to one component, because it includes several areas according to the individual's perceptions, point of view, life experiences, and environmental conditions.

We can notice that the organizational institutions in our current time is seeking to achieve a competitive advantage, by working to achieve its goals using several strategies, including the quality of work life, as well achieving total quality linked to its ability to achieve quality of life.
On the other hand, performance is the criterion for judging the effectiveness of individuals groups and organizations. Also, we can say in this sense that the realization of professional adjustment is related to the level of trust that the institution gives to workers by delegating authority and giving opportunities to participate in setting goals.

Which reflect in the psychological and physical health of workers and raises their level of awareness of quality in their professional lives, in addition to the impact and balance of their social interactions. This is a state of harmony with their tasks so that make them satisfied and adapt to the variables of the social and organizational environment.

In addition, achieving a healthy and suitable work environment for the worker that helps him to achieve a set of psychological and physical requirements in addition to providing an appropriate and compatible organizational environment.

Through our article, we will demonstrate the role of the quality of work life in achieving harmony among the worker, in addition to its role in providing a healthy environment in order to build productive individual.

1. Quality of life:

1.1- Definition of quality of life:

It is form of health given by the World Health Organization (WHO) in 1948 as: "a complete state of physical, mental and social well-being and not merely the absence of disease or infirmity'' (Azizi, Boumedienne,2021 ,p51)

Cassio believes that the quality of work life related to individuals' perceptions of what the work environment can provide for them and we can define it in the following items:
- ✓ The extent to which the working individual feels satisfied with the surrounding conditions in the workplace,
- ✓ The extent to which goals and tasks are clear,
- ✓ The ability to achieve a balance between personal and professional life,
- ✓ The ability to provide his psychological and physical needs.

In the other hand, we can describe the quality of work life as a set of programs and systems that allow the development of the institution, especially at the level of human resources.

Beside, working to provide life requirements that can affect the life of the working individual and the social, cultural and health environment, which leads to improving the level of performance and quality of production.

In addition, we can define the quality of work life as the fulfillment of all physical, psychological, economic and social needs and desires in the work environment in a way that provides a sense of satisfaction and well-being, through a number of indicators in the organization and that can achieve the compatibility of the individual with his job.

In addition to Improving the level of loyalty, which makes him strive towards achieving the goals of the organization.

1.2- The importance of quality of work life:

The quality of work life is among the most important strategies that must be provided in every organization that seeks to achieve a competitive advantage and the loyalty of its workers, as this leads to improving the mood of workers and reducing conflicts between them. In addition to raising their level of performance and satisfaction, which increases their motivation to work and makes them flexible. Facing change and accepting the ruling goals, which is what every organization seeks in light of the current social and organizational changes. Satisfying workers has become one of the highest goals of the organization after realizing the extent of the importance of the individual as a resource contributing to the achievement of total quality, where he must be provided with all the requirements of comfort and well-being in order to preserve His mental and physical health.

2- Professional adjustment:
2.1- Definition of professional adjustment:

According to Good's dictionary "Adjustment" is the process of finding and adopting modes of behavior suitable to the environment. (Afroz,2016)

In psychology, adjustment refers to the behavioral process of balancing conflicting needs or needs challenged by obstacles in the environment. Humans and animals regularly adjust to their environment. For example, when their physiological state stimulates them to seek food, they eat (if possible) to reduce their hunger and adapt to the hunger stimulus. Adjustment disorder occurs when there is an inability to make a standard adjustment to some need or stress in the environment. (mohinuddin,2021)

Professional adjustment is an overall growth of an individual, which helps to develop the ability, capacities, mental and social skills to perform in his or her professional effectively and efficiently. (Sujata, Suchil,2022,p325)

Professional adjustment is a long complex process, which stars with entering into work force and lasts as long as lifetime. (Zlatoeli,2005,p21)

Gates and others also define adjustment as it has two meanings. In one sense, by which a person varies his behavior to produce a more harmonious relationship between himself and his environment.(Afroz,2016,p141)

We define professional compatibility as the individual's ability to adapt to the general climate of the organization in its various personal, social and organizational dimensions, in addition to adapting to the external environment, as he has the necessary mechanisms that help him interact positively with the various variables surrounding him.

Professional adjustment also related to the availability of the required capabilities and qualifications. In performing tasks while motivating the worker and pushing him towards improving his level of performance by creating opportunities for training and developing skills, which makes him more compatible with the job position, as this is reflected in his psychological and physical health and in the level of professional satisfaction.

2.2- The importance of professional adjustment:

We can summarize the importance of professional adjustment as follows:
1. Satisfying material and moral motives.
2. Giving the worker sense of belonging to the work environment.
3. Achieving professional adjustment can provide the individual with the possibility of self-understanding.
4. Reducing conflicts between individuals in the work environment and achieving stability.
5. Reducing the level of frustration resulting from the individual's mismatch with the variables of the work environment.
6. Achieving professional satisfaction, which leads to acceptance of the organization's objectives.
7. Increase the level of loyalty to the organization and flexibility towards the various changes that occur at the level of the organization.

3- Professional adjustment as an indicator of quality of life in modern organizations:

The worker is among the priorities that organizations focus on as an essential resource that contributes to achieving goals, in addition to preserving his psychological and physical health, which considered as the basis for the survival and helps to give his energy to his institution.

According to (Al-Zarrouk, 2013) the impact of poor quality of work life on physical and psychological health of the workers could be through the diseases that begin to appear coinciding with the years of work for the institution, as he concluded that there are some physical diseases resulting from the low quality of work life, which are:
Musculoskeletal disorders, cardiovascular diseases, and as for mental health, he concluded that the low quality of work leads to many psychological effects which are stress, undeclared psychological suffering, violent expressions, which are reflected on the individual's health.
Therefore, work on developing plans that allow achieving quality considered as a win for the institution that seeks to avoid losses and preserve its workers and their health.

In addition, building social relationships through projects that include some rewards can achieve the individual's sense of satisfaction and happiness in the workplace, also develop a sense of belonging to the organization also helps the individual to provide his best.
In order to achieve the objectives of the organization, the quality of work life seeks to develop, enhance and use human resources effectively while improving the quality of production and services, in addition to achieving the psychological needs of workers in terms of self-esteem.

Also, recognition requirements, which can significantly contribute to improving the performance and level of production in the organization, as well as achieving the individual's desires and aspirations.

We can notice that the quality of work life is an important part of the general quality of life and the achievement of psychological and social health, as the individual spends most of his time in the work place. Beside, his feeling of comfort and satisfaction contributes to achieving balance and building healthy social relations free from conflicts and unhealthy situations.

In the other side, the study of (Abd Eshteiwi, 2014), aimed to identify workers' attitudes towards the quality of work life in Gaza Municipality, and concluded that the total score of the questionnaire reached was 70.83%, which is a high level according to workers' attitudes towards quality of life work, and order of the dimensions was descending as follows:
- ✓ Morale working conditions.
- ✓ Job characteristics.
- ✓ Rewards system.
- ✓ Work group, administrative leadership and effective supervision.
- ✓ Participation in decision-making.

Job, professional engagement and progress play an important role in one's life, because the relative share of waking hours spent on work and preparation for it is big; that is why one might say that work is the source of personal identity and role definiteness. (Zlatoeli,2005)
On the other hand, many studies have shown that professional compatibility is closely related to the degree of the individual's sense of importance, through delegation of authority and taking responsibility, which are considered the most important elements of administrative empowerment.

So that the working individual feels importance in the organization, as he feels self-efficacy, and that he is able to take risks and make decisions without supervising, and we can say that professional compatibility is among the challenges that every institution seeks to achieve by working to provide the needs and desires of workers.
Which enhances their level of motivation and improves their level of performance due to their presence in a stable organizational environment, where the affiliation institution plays a role in the individual's sense of professional adjustment, in the other side, we can say that achieving professional compatibility in light of the current social and organizational changes has become difficult.

It is also worth noting that achieving a healthy work environment suitable for the individual's psychological and physical capabilities requires a member of conditions that vary between the psychological, organizational and environmental dimensions, as we will define those requirements as follows:

- The level of morale related to the level of professional adjustment, the existence of the environment that stimulates the performance of tasks in the presence of efforts, and respect of the individual. In addition to the interest in his professional path and his aspirations that make him feel his importance and belonging.

- Inclinations are an internal force that makes the individual accept or reject a particular person, situation or environment, as the tendency to a profession related to the extent ability to satisfy needs and achieve a sense of comfort and satisfaction. That makes him able to accomplish the tasks in the required manner and at the required time in order to achieve the goals of the organization.
- Motivation to work considered one of the most influential elements in achieving professional adjustment for the worker, especially if it stems from the self, and it happened when the individual choose his job out of desire and not because it is associated with incentives and rewards, therefore self-motivation makes the individual more professionally compatible.
- Type of personality: we can define personality as: ''individual differences in characteristic patterns of thinking, feeling and behaving''

(Simine,2014, p3)

Different employees have unique personalities along with differing strengths and weaknesses, it is important to understand the distinct personality types, also, an effective office needs to incorporate staff with unique personality types efficiently to encourage teamwork and increase staff morale. (Herrity,2023)

- The type of work plays a role in achieving professional compatibility or not, because the adjustment between tasks and capacity of the individual allows making work easier, as this maintains mental and physical health and contributes to achieving professional satisfaction.
- The role of the organizational environment based on the extent to which the individual provided with the appropriate and motivating environment for the work. We can say that being in an environment in which all quality requirements met, such as effective communication, clean and organized space, normal social relations, increases the individual's desire to work.
- Justice in the distribution of responsibilities, contributes to raising the level of professional adjustment, as the worker realizes the indicators of justice in the organization through what he observes and what he holds of perceptions of its organization,

In addition, the type of responsibilities plays a role in achieving the adjustment, beside the responsibilities that involve risks may affect the employee who suffers from a lack of experience and competence.

- Social relations play a role in achieving professional adjustment, because the individual is a social being, so he needs interaction with others in order to satisfy the need for belonging and self-esteem. Therefore, the presence of the individual in a professional environment surrounded by workers with whom he shares the same values, attitudes and ideas contributes to his sense of belonging and identity, which increases his level of loyalty to the organization thus his professional adjustment.
- Working hours: work long hours affects the health of the individual physically, psychologically and mentally levels. Therefore, he needs rest and a balance between personal and professional life. In terms of the capabilities and skills available to him.
- Quality of work life: The quality of work life plays a role in achieving professional adjustment, as providing comfort requirements for the worker reflects on his psychological and physical health and raises the level of satisfaction.

Also, the work place is one of the most important condition of adjustment and there is a study confirm that the environment has a relation with the professional adjustment at work such

a study of (Boubidi,2019) and it concluded that there is a correlation between the quality of work environment and professional adjustment in deferent levels (physical and psycho-sociological).

- The physical conditions affect the psychological and mental capabilities of the worker through its dimensions represented in: temperature, degree of illumination, humidity, ventilation, noise and other conditions that primarily affect the health of the individual as well as the level of his motivation to work also, the level of professional adjustment.
- Society and its culture: Society influences through transmitted culture, and the presence of the individual in a group that differs with his values may affect his adjustment in the workplace.
- Economic factors: Economic factors play a role in creating job opportunities commensurate with the individual's capabilities, skills, specialization and desires.
- Social perceptions affect workers' attitudes towards work and towards the institution, there are some acceptable jobs in society that make many workers want to engage in them to satisfy their families and gain a prestigious social status, so they can achieve their goals and professional adjustment.

The quality of work life in its various dimensions is among the strategies that we have to use in modern institutions, due to their great importance in achieving adjustment in different levels: psychological, social and especially professional.

4- Conclusion

In conclusion, we can say that achieving professional compatibility in light of the current social and organizational changes has become somewhat difficult. Satisfying the worker needs to fulfill his desires by understanding his needs and quality requirements that are compatible with the conditions in which he lives, by working to provide suitable conditions for work based on It has the following elements:

good health, positive interactions with others, the possibility of separating personal and work life, a clean and organized space, independence and clarity of tasks, which contributes to the working individual's sense of importance and makes him willing to continue to develop himself in order to serve the organization and achieve its goals.

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