

person is a positive state of the person. And if the person is unhappy in life or pessimistic about life then the person shows symptoms of depression and anxiety. Both positive and negative important aspects affect the individual's life and job decisions.

Zhang SX et.al., (2020) Current research has verified the correlation between mental health and job satisfaction. Generally, mental health exerts a nice impact on job satisfaction. Specifically, the effective element of intellectual fitness would set off nice thoughts and personnel can revel in job pleasure Ma H (2020), whilst the poor factor of intellectual fitness would set off terrible emotions, which in flip reduces job satisfaction. However, with the altering outdoor organizational environment, personnel are going through new psychological challenges. In fact, the effect of the exterior aggressive surroundings is damaging to the intellectual fitness of employees.

Ding Y (2020) have studied how mental health influences job satisfaction. According to him mental health includes all aspects of a person's life/ Includes sides. Mental health not only affects the internal mental state of employees but also their interactions with the external environment. But it is not clear how mental health affects an individual's job satisfaction. Importantly, his research aimed to examine how the relationship between mental health and job satisfaction is influenced by both intrinsic and extrinsic factors. Their research revealed how the relationship between mental health and job satisfaction is influenced by both intrinsic and extrinsic factors.

If we study what and how job satisfaction affects an individual's mental health, according to the mood-congruent theory, it can be said that emotional states (positive emotions and bad emotions) definitely affect the individual. Generally, effective feelings set off high-quality data in the brain, inflicting fine reviews and behaviors, whilst bad thoughts focal points on terrible information, inflicting terrible opinions and behaviors. Thus, we argue that intellectual fitness exerts influences on men and women from each interior and exterior perspective. On the one hand, from an interior perspective, intellectual fitness influences an individual's psychological capital, which in flip impacts job satisfaction. As an advantageous psychologically useful resource inside employees, psychological capital is at once affected with the aid of intellectual fitness and influences job satisfaction. On the different hand, from an external perspective, intellectual fitness additionally impacts social capital, which in flip influences job satisfaction. Social capital emphasizes the institution of a relationship community between individuals and others.

OBJECTIVES OF THE STUDY:

To study the mental health, job satisfaction and adjustment among industrial skilled workers and unskilled workers.

HYPOTHESES:

- 1) There will be no significant difference between industrial skilled workers and unskilled workers with respect to mental health.
- 2) There will be no significant difference between industrial skilled workers and unskilled workers with respect to job satisfaction.
- 3) There will be no significant difference between industrial skilled workers and unskilled workers with respect to adjustment.

RESEARCH METHOD

Sample:

The present study 100 workers were selected the final study. All samples belonging to Chhatrapati Sambhajnagar (Aurangabad) M.I.D.C area. Among them 50 subjects were 50 industrial skilled workers and 50 industrial unskilled workers. The age range of students 20 to 35 years ($M = 28.67$, $SD = 3.81$).

Tool:

1) Mental Health Battery (MHB-SS):

Mental health battery constructed and standardized by Arun Kumar Singh and Alpana Sen Gupta. 130 items are included in this battery scale. Its highly reliable and valid test.

2) Job Satisfaction Scale:

Job Satisfaction Scale constructed and standardized by Dr. Amar Singh and Dr. T.R.Sharma. 30 items are included in this scale. Its highly reliable and valid test.

3) Adjustment Inventory:

Adjustment Inventory The investigator has used the Adjustment Inventory for Students by A.K.P. Sinha and R.P. Sinha, which includes the items of three areas of Adjustment i.e. Emotional, Social and Educational. The inventory consisted of the total 60 items, 20 items in each area of Adjustment i.e. 20 items measure Emotional Adjustment, 20 items measure Social Adjustment and 20 items measure Educational Adjustment. Each item in the inventory has two answers 'Yes' or 'No'. For any answer indicative of good adjustment zero is given; otherwise a score of one is awarded.

Variable

Independent variable-

Types of Workers

- a) Skilled workers
- b) Unskilled workers

Dependent variable-

- 1) Mental Health
- 2) Job Satisfaction
- 3) Adjustment

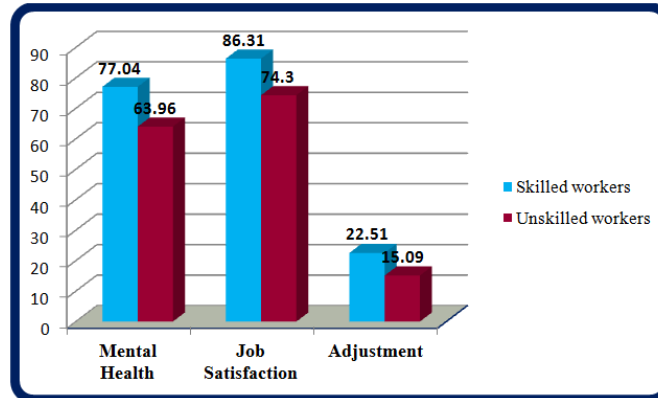
Statistical Analysis:- 't' test used for the study.

Statistical interpretation and Discussion

Mean Std. Deviation and t value of mental and emotional factors among Secondary School Students

Table No-1

Dimensions	Types of Industrial Workers					
	Skilled workers		Unskilled workers			
	Mean	SD	Mean	SD	df	t
Mental Health	77.04	4.52	63.96	4.78	98	14.05**
Job Satisfaction	86.31	4.49	74.30	5.00	98	12.63**
Adjustment	22.51	3.87	15.09	4.09	98	9.31**



From the above table, the mean score of mental health of skilled workers is 77.04, SD is 4.52 and unskilled workers mean is 63.96, SD is 4.78. The obtained t value 14.05 with a df 98 was found to be statistically significant. However, based on the mean scores, it found that industrial skilled workers had significantly high mental health than the industrial unskilled workers.

Job Satisfaction of skilled workers mean is 86.31, SD is 4.49 and unskilled workers mean is 74.30, SD is 5.00. The obtained t value 12.63 with a df 98 was found to be statistically significant. However, based on the mean scores, it found that industrial skilled workers had significantly high Job Satisfaction than the industrial unskilled workers.

Adjustment of skilled workers mean is 22.51, SD is 3.87 and unskilled workers mean is 15.09, SD is 4.09. The obtained t value 9.31 with a df 98 was found to be statistically significant. However, based on the mean scores, it found that industrial skilled workers had significantly high Adjustment than the industrial unskilled workers.

Project efficiency can be significantly impacted by a scarcity of skilled laborers (Hossein et al., 2018). For instance, a review directed by Dai et al. (2009) sorted 10 gatherings of variables that show the basic type of efficiency. The creators tracked down preparation, make specialist, administrator ability, capability, and foreman skill, which were connected with work concerns. Additionally, they observed that works' capability is the key variable that has the highest level of opportunity for project efficiency improvement. The viability of works' better preparation fundamentally affects higher venture efficiency (Wang et al., 2008).

Karimi et al. (2016) found that the inaccessibility or absence of experienced talented workers straightforwardly impacts the decrease in the efficiency of development projects. Besides, the creators observed that there is a significant connection between the absence of selecting gifted work and the reduction in project efficiency. Projects confronting gifted work shortcomings generally experience the ill effects of higher material and work costs, surpassing undertaking time, planning, and absence of value to meet the venture course of events.

CONCLUSION:-

- 1) Industrial skilled workers had significantly high mental health than the industrial unskilled workers.
- 2) Industrial skilled workers had significantly high Job Satisfaction than the industrial unskilled workers.
- 3) Industrial skilled workers had significantly high Adjustment than the industrial unskilled workers.

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