



RESEARCH PAPER

Career and Job Adjustment Problems for Visually Impaired Persons

¹Dr. Muhammad Javed Aftab*, ²Masooma Afzal and ³Rubab Zahra

1. Assistant Professor, Department of Special Education, Division of Education University of Education, Township, Lahore, Punjab, Pakistan
2. M.Phil. Scholar, Department of Special Education, Division of Education, University of Education, Township, Lahore, Punjab, Pakistan
3. M.Phil. Scholar, Department of Special Education, Division of Education, University of Education, Township, Lahore, Punjab, Pakistan

***Corresponding Author:** drmjavedafatb@ue.edu.pk

ABSTRACT

Visually impaired persons must face many adjustment problems in daily life because it is quite difficult for them to adapt the society and to adjust themselves with their disability. The World Health Organization (WHO, 2018) believes that there are about 253 million visually impaired people around the world. A lot of individuals suffer various difficulties, including poor socioeconomic status, discrimination, judgment, and insufficient access to healthcare services, unemployment, and a shortage of societal assistance. The aim of this study was to find out the factors that influence visually impaired persons in their career and job adjustment. The sample of the study was consisted of 50 persons (16 male and 34 female). Data was collected from different institutes of Lahore. Cross sectional research design was used in research which was descriptive in nature. The questionnaire was developed for visually impaired persons to explore the career and job adjustment problems among them. The results showed that percentage of visually impaired females at job are more as compared to males which means females getting more job opportunity and more adjusted to their job environment as compared to visually impaired male. The rate of qualification among visually impaired persons enhanced. It is concluded that visually impaired females were getting more jobs as compare to visually impaired males. It showed that visually impaired females were more satisfied with their job environment. It recommends that the head of an organization should provide a healthy environment free of negative attitudes. Government should provide opportunities to develop their learning methods. The negative public attitude towards people who are visually impaired should be minimized.

KEYWORDS Career, Job Adjustment, Visually Impaired

Introduction

Individuals who are visually impaired have long suffered high rates of problems in their job adjustment. Visually impaired persons must face many adjustment problems in daily life because it is quite difficult for them to adapt the society and to adjust themselves with their disability. Due to lack of vision, they face more career selection problems as compared to normal people. The World Health Organization (WHO, 2018) believes that there are about 253 million visually impaired people around the world. A lot of individuals suffer various difficulties, including poor socioeconomic status, discrimination, judgment, and insufficient access to healthcare services, unemployment, and a shortage of societal assistance. They experienced being excluded and treated differently to different extents. Negative attitudes from loved ones, society, and

employers have been determined to be the main causes of enrollment delays in job placement.

In October 15, 2020, the law 'On the rights of Persons with Disabilities' declares that discrimination against people with disabilities as they pursue their interests and rights. In an environment where the employment is welcoming, inclusive, and reachable to people with disabilities, it comprises the right to be able to make a living through work that the visually impaired person freely chooses or voluntarily acknowledges to. A global effort to address visual impairment was emphasized in the UN resolution "Vision for Everyone" under the SDGs in 2021, with an emphasis on equity and economic growth for people with visual impairment. Vocational training programs have significantly reduced job difficulties in modern countries.

People with disabilities are entitled to the same fundamental freedoms as everyone else, as well as the right to participate completely and equally in society. (UNESCO, 2020). The right to access education, training, culture, and information must be fully realized for every individual with a handicap. To ensure that individuals with disabilities can engage to the fullest extent possible, governments and international organizations must take major action (Sunberg Declaration, 2018)

Gul (2020) studied the laws associated with disabilities that aim to protect the rights of individuals with disabilities and ensure them access to a range of resources and interests. However, because there are inadequate structures in place for both local and national implementation, these policies have not significantly improved the quality of life of disabled people.

It is essential for developing focused strategies that support visually impaired people's career goals and job adjustment needs, eventually promoting their full participation and success in the job field. It is suggested that this research will play a major role in expanding the field of study on career and job adjustment in the future. The way visually impaired people perceive employment opportunities and how to fit in at work will improve.

Literature Review

Spurk (2019). Developing career success and sustainability is crucial for all individuals, regardless of their disability condition. Ensuring that visually impaired perform effectively at work and build a strong psychological attachment with their company that extends throughout their careers is the key to an enduring career. Based on positive psychology, a beneficial psychological agreement can facilitate and promote meaningful work (Hart, 2021) and strong mutual acceptance between the parties, which benefits both (Baruch and Rousseau, 2019). This is especially crucial in light of the social setting in which PWDs were seen negatively by coworkers and employers. Both the employers and the visually impaired people benefit from this.

According to Bainbridge and Fujimoto (2018), job-search facilitators for individuals with disabilities included goal-setting, personal networks, encouraging remarks, criticism that was helpful, accessible information, transportation access, and job-search training. Employment for those with visual impairments has also been found to be facilitated by job-search training (Silverman, 2019). Recent studies have pointed out several obstacles to employment for those with visual impairments, such as negative employer attitudes, inaccessibility, lack of mobility, and discrimination (Antonelli, 2018 and Silverman, 2019).

Population may face the same obstacles to finding work as young people with other disabilities, such as low expectations and lack of support from family members, inadequate social skills or connections, and a lack of motivation or job-seeking ability (Carter, 2020).

Anand and Sevak (2017) observed that to unemployed vocational rehabilitation applicants, the most frequently offered causes of not working were health limits, difficulty finding employment, employers not giving them a chance, and emotions of discouragement. According to a comparable study, employees with disabilities who received accommodations like flexible scheduling or help with transportation had a higher chance of keeping their jobs.

The employment of individuals with blindness or visual impairment is also influenced by barriers and facilitators at the system level. These individuals require different modes of transportation to travel to and from work or to carry out vital job activities, such as visiting disabled persons. For many individuals with impairments, particularly those who are legally blind, transportation is a major obstacle to employment. For those incapable of controlling a vehicle.

According to McDonnell, O'Mally, and Crudden (2014) It has also been acknowledged that unfavorable employer attitudes provide a hurdle, especially for visually impaired job candidates. Employer attitudes have a direct impact on hiring practices. They found that unfavorable attitudes are related to discrimination in a number of contexts, such as hiring, promotion, placement, training, salary, harassment, and relationships with coworkers.

Education is the biggest challenge for people with visual impairments. People with disabilities often struggle to integrate into society because of a lack of education. When it comes to extending the life expectancy of people with visual impairments, education is essential. The socialization of disabled children is especially important in communities where people with impairments are socially marginalized. Despite their significance, the educational outcomes for individuals and children with impairments remain extremely poor.

Material and Methods

Research Design

To study the career adjustment for visually impaired people, cross sectional research design was used. It was descriptive in nature.

Population of the Research

The population of the study comprises visually impaired people with different organizations, and from the different areas of Lahore, Punjab.

Sampling

The sample is selected through a simple random sampling technique. Each person had an equal chance of being included in the study.

Sample of the Study

The sample of the study was consisted of 50 employed visually impaired persons (16 males and 34 females) from different organizations. The sample comprised visually impaired persons participants residing in Lahore, Pakistan. The age range comprised upon 21 to 60 years. Their qualification was based on B.A/BSc, M.A/M.Ed./B.Ed., MS/MPhil, PhD.

Instrument of the Study

An instrument is a self-made questionnaire which was developed by researchers to collect data. Interview tool is used for data collection. Questionnaire was constructed for visually impaired Persons. The face-to-face method was used in administering the questionnaire because it ensures a high response rate. For this purpose, researchers personally administrated the instrument to collect all the data.

Data Collection and Analysis

The data was personally collected by the researcher in structured interview. The questionnaire was given to both male and female visually impaired people. After the data collection, data was tabulated and analyzed by applying SPSS including both inferential and descriptive techniques.

Procedure of the study

The study is descriptive in its nature. The researcher reviewed the literature than set of objectives and significance of the study. The researcher developed the questions for visually impaired people. Population of the study comprised on visually impaired persons (male and female). The sample of the study consisted of 50 visually impaired persons (16 male and 34 females). Convenient Sampling was used to collect the data. Then a structured interview was scheduled as instrument of the study. After the process of data collection, it was analyzed by SPSS. At the end, findings, conclusion and recommendation are made by researchers.

Ethical Considerations

Providing equal access to career opportunities and resources for visually impaired individuals is crucial, just like for sighted ones. Bias or discrimination against them in the job sector would be unfair and unethical. Informed consent should be obtained for any research or interventions related to the career and work adjustment of people with visual impairments. This means that people have the freedom to decide whether or not to participate after being informed of the goals, and advantages.

Results and Discussion

Table 1
Analysis at the basics of demographics.

Sr No.	Description	Frequency	Percentage	Cumulative percentage
1	Gender			
	Male	16	32	32
	Female	34	68	100
2	Age of Respondents			
	21-30 Years	24	48	48

	31-40 Years	17	34	82
	41-50 Years	09	18	100
	Qualification			
	B.A/BSC	12	24	24
	M.A/M. ED	26	52	76
3	MPhil/MS	10	20	96
	PhD	2	4	100
	Total	50	100	

32% respondents are visually impaired male, and 68% respondents are visually impaired females. It indicates that 48% respondents belong to the range 21-30 years, 34% respondents belong to 31-40 years old, 18% respondents belong to age range 41-50 years and no respondents belongs to 51-60 years old. It represents that 24% respondents are B.A/BSC, 52% respondents' study at M.A/M.Ed./B.Ed. and 20% respondent's complete degree of MS/MPhil while only 4% respondents complete their PhD studies. By this we can conclude that most of the respondents done their master's degree in their respective subjects.

Table 2
Analysis at the basis of Professional Alignment and Work Environment.

Sr No.	Question		SA	A	N	D	SD	M
1.	Alignment between your work and Personal Interest.	F %	54 37.8	82 58	4 2.7	0 0	4 1.4	4.3076
2.	Collaboration demonstrated by your peers in your career activities.	F %	36 25.9	81 58.7	14 9.9	8 5.6	0 0	4.0494
3.	Your work shows compatibility with your level of knowledge.	F %	47 31.9	84 55.9	14 9.8	1 0.7	1 0.7	4.1952
4.	Is support perceived from colleagues and supervisors in the workplace regarding your visual impairment?	F %	41 27.8	91 63.5	6 5.8	0 0	3 2.1	4.1683
5.	Is societal acceptance of you as a normal individual observed?	F %	43 30.2	82 60.3	8 6.2	1 0.7	4 2.1	4.1576
6.	Is appreciation expressed by individuals without visual impairments for your contributions within the organization?	F %	55 37.2	78 53.1	8 4.2	4 2.1	2 1.8	4.2367

Table 2 represents the analysis of respondent's opinions on the basis of professional alignment and work environment, covering different questions and responses measured on a five-point Likert Scale. Some respondents agree their work is mostly compatible with their skills and knowledge. Mostly respondents are agreeing that their work is related to their interest.

Table 3
Analysis at the basis of Trust and Social Dynamics

Sr No.	Questions		SA	A	N	D	SD	M
1.	People are deceiving you.	F %	47 34.6	81 48	6 5.7	2 1.5	1 0.5	4.2378
2.	Face problems because of society.	F %	51 16.3	75 4.5	18 3.7	4 0.8	0 0	4.1754
3.	Are facilities provided by society deemed sufficient?	F %	61 4.76	63 4.3	60 4.8	4 4.1	0 0.2	4.2682
4.	Are concerns expressed by parents of visually impaired individuals regarding their career trajectories?	F %	60 48	84 4.32	3 0.6	0 0	0 0	4.1832
5.	Is cooperation and support offered by your parents across various aspects of your life?	F %	41 65.3	64 58.6	16 16.5	4 2.8	0 0.7	4.1243
6.	Is satisfaction derived from facilitating social interactions and fostering connections among individuals in group settings?	F %	45 34.5	84 56.7	8 14.3	4 1.5	0 0.5	4.0923
7.	Have critiques been received concerning your personality from external sources?	F %	45 56.6	97 87.9	7 32.9	4 1.6	0 0.7	4.0623

Table 3 represents the analysis of respondent's opinions on the basis of trust and social dynamics, covering various questions and responses measured on a five-point Likert Scale. Some respondents are agreeing that society provide facilities and mostly respondents are disagreeing because they faced many problems because of society.

Table 4
Analysis at the basis of Job Task and Accommodation

Sr No.	Questions		SA	A	N	D	SD	M
1.	Does your work directly correlate with your academic pursuits?	F %	78 52.6	84 61	46 6.8	0 1.3	4 0.8	4.0631
2.	Are there particular tasks self-importance challenges for you?	F %	58 42	96 82.3	42 12.3	3 1.9	4 0.9	4.1254
3.	Have specific challenges pertaining to your visual impairment been encountered in	F %	68 46	69 42.3	56 12.5	2 1.6	0 0.6	4.3512

current or prior employments?								
Have accommodations or assistive technologies been provided in your workplace to address your visual needs?								
4.	F	42	54	87	0	2		
	%	38	49.6	32.5	9.8	0.5		4.3451
Are facilities provided by organizational leadership tailored to your activities?								
5.	F	68	96	42	4	4		
	%	56.8	69.8	5.9	2.7	0.8		4.2316
Are challenges encountered due to organizational infrastructure?								
6.	F	84	82	64	4	0		
	%	66.7	76.4	45.7	3.8	0.7		4.239
Is appreciation expressed for transportation facilities from your residence to the workplace?								
7.	F	58	87	45	0	2		
	%	42.6	72	19.8	3.6	0.4		4.038

Table 4 represents the analysis of respondent's opinions on the basis of job Task and accommodation, covering various questions and responses measured on a five-point Likert Scale. Overall respondents are agreeing that they get transport facility from their home to organization. Most of the respondents are disagree that they face many problems because of infrastructure of organization.

Table 5
Independence Sample T-test at the basis of Gender of respondents

Gender	N	M	SD	t	Sig.
Female	34	78.8954	6.78943	-393	.728
Male	16	56.7892	5.34982		

Table 5 indicates the outcomes of an independent sample t-test based on the gender of the respondents. Among the female participants (34 individuals), the average score was 78.8954, with a standard deviation of 6.78943. For male respondents (16 individuals), the mean score was 56.7892, with a standard deviation of 5.34982. The p-value, representing the level of significance, was found to be greater than 0.05. The computed t-value was -.393, and the p-value was .728, indicating that there wasn't a statistically significant difference in the responses between females and males.

Table 6
Independence sample T-test at the basis of respondent's qualification

Qualification	N	M	SD	t	Sig.
B.A/BSc	12	23.782	5.934	1.723	.085
M.A/MSc	26	34.673	8.725		
MS/MPhil	10	12.642	4.672		
PhD	2	6.82	2.78		

Table 6 shows the outcomes of an independent sample t-test based on the qualification of the respondents. In the Qualification of B.A/BSc (12 participants), the average score was 23.7823, with a standard deviation of 5.93425. The p-value, representing the level of significance, was observed to be greater than 0.05. The computed t-value was 1.723, and the p-value was .085.

Table 7
One way ANOVA at the basis of age respondents

Age of Respondents	Sum of Squares	Mean Square	F	Sig.
21-30 Years	563.6792	32.675	.942	.428
31-40 Years	234.6785	46.562		
41-50 Years	22.6432	38.983		
Total	821.0009			

Table 7 represents the outcomes of a one-way ANOVA used to examine how age influences the responses of the participants. The sum of squares for the age 21-30 years was 563.6792, resulting in a mean square of 32.675. The calculated F-value was .942, and the p-value (significance level) was .428, indicating that there wasn't a statistically significant difference in the responses based on age groups.

Findings

The findings of the recent research indicated that 32% visually impaired male and 68% visually impaired females showed career and job adjustment. It represented that visually impaired females getting more job opportunity and more adjusted to their job environment as compared to visually impaired male. In published article there is a comparison between college going males and females. Various dimensions of adjustment like home, social, educational, and domestic were studied. Through these studies, it was found that females were considered better adjustment in these dimensions (Abishek Chowhan 2019).

48% of Visually impaired persons with the age of 21-30 years were more in job setup and adjusted to their career and job environment as compared to other age categories of visually impaired persons. 34% visually impaired persons with the age of 31-40, 18% of visually impaired persons with the age range of 41-50 were doing jobs and adjusted to their environment, which showed that visually impaired with the age of 21-30 were doing more jobs and more satisfied. The recent findings also indicated that middle adult visually impaired must face many challenges in career and job adjustment. It was concluded that middle adults showed diversified career adjustment problems and early adults showed less career adjustment problems (MC Okocha 2014).

Visually impaired people prefer to complete their studies and then go to job. The findings of this research showed that the rate of qualification in visually impaired person enhanced. Visually impaired persons who are more qualified are more satisfied to their job environment and easily adjusted. As 52% of visually impaired people did M.A/M.Ed./B.Ed. they would be more adjusted with their job and career. Little people with visual impairment did MS (20%) and Ph.D. (4%). (Pandey R.K 2018).

Discussion

Mostly the Visually impaired like to work in a group. They never easily trust normal people because they thought that normal people deceive them and criticize their personality. Normally normal people behave very good with visually impaired people but some of them deceive them and take advantage of their disability. That's why visually impaired people did not trust normal people easily. Almost all parents and heads of organization co-operate with visually impaired people but in some cases some parents did not take care of their children and totally ignore them. This is the main cause of which visually impaired persons could not adjust in society.

Visually impaired persons must face many adjustment problems in daily life because it is quite difficult for them to adapt the society and to adjust themselves with their disability. Due to lack of vision, they face more career selection problems as compared to normal people. That is why it is suggested that there will not be environmental issues regarding the workplace. One of the problems faced by visually impaired persons is the critical behavior of normal persons towards them.

Conclusion

The current research was conducted on Career and job adjustment problems for visually impaired persons. The sample was comprised on 50 peoples (16 males and 34 females). Data was collected from the different institutes of Lahore.

It is concluded that visually impaired females were getting more jobs as compare to visually impaired males. It showed that visually impaired females were more satisfied with their job environment. Visually impaired persons with the age of 21-30 got more opportunity of job as compared to other age ranges. Now a days the ratio of qualification is enhanced among visually impaired persons. As in this research find out that 52% visually impaired did M. A/M. ED/B. ED which enhanced their job satisfaction and adjustment.

Visually impaired persons show disagreement with the concept of society adjust them, and their work is according to their interest. Their concept of thinking is that society provide them no facilities and did not help them in solving their problems as the society is unable to accept them as normal human beings. They must face many difficulties in job adjustment and positive thinking is that they are satisfied and their colleagues cooperates with them in their work.

Recommendations

- There should be seminars and workshops for the awareness of visually impaired people to enhance their ability to adjust themselves in job setup.
- They should be taught the ways by which they can overcome their problems and gain insight to resolve their issues and improve their lives.
- Normal People should encourage them to improve their academic skills.
- The head of an organization should provide a healthy environment free of negative attitudes.
- Government should provide opportunities to develop their learning methods.
- The negative public attitude towards people who are visually impaired should be minimized.
- There should be career counseling centers for visually impaired persons.
- Friends and Family should help to withstand social barriers.
- Normal People of organization should appoint them and gave them equal chance to explore world.

References

- Abdukhalilov, A. A., Alekseeva, V. S., & Latipova, N. M. (2021). Employment Problems Of Persons With Visual Impairment In The Republic Of Uzbekistan. *Procedia of Social Sciences and Humanities*, 44(06), 175–177. <https://doi.org/10.21070/pssh.v1i.39>
- Arik, Z., & Ozcan, D. (2019). Dimensions of Social Exclusion in the Institutional, Educational and Psychosocial aspects of Visually Impaired Individuals. *European Journal of Special Education Research*, 4(03), 44–65. <https://doi.org/10.1007/978-981-10-6644-3>
- Basu, M., & Sambath Rani, K. (2023). Barriers at workplace: Challenges for adults with visual impairments—a systematic literature review. *Journal of Visual Impairment & Blindness*, 117(4), 326–335. <https://doi.org/10.1177/0145482x231195637>
- Bhaskar, A. U., Baruch, Y., & Gupta, S. (2022). Drivers of career success among the visually impaired: Improving career inclusivity and Sustainability in a career ecosystem. *Human Relations*, 76(10), 1507–1544. <https://doi.org/10.1177/00187267221103529>
- Candela, A. R. (2019). Blind coding academies: A proposed method for overcoming accessibility barriers for individuals who are blind or severely visually impaired. *Journal of Visual Impairment & Blindness*, 113(4), 387–393. <https://doi.org/10.1177/0145482x19868587>
- Cmar, J. L., & Steverson, A. (2021). Job-search activities, job-seeking barriers, and work experiences of transition-age youths with visual impairments. *Journal of Visual Impairment & Blindness*, 115(6), 479–492. <https://doi.org/10.1177/0145482x211059182>
- Silverman, A., Bell, E., & Mendez, M. A. (2019). Understanding the Employment Experiences of Americans Who are legally Blind. *The Journal of Rehabilitation*, 85(1), 44–52. <https://doi.org/10.1682/jrrd.2009.08.0120>
- Tshuma, C., Ntombela, N., & Mabvurira, V. (2021). Challenging and Coping Strategies of Visually Impaired Adults in Zeerust, South Africa. *Journal of Social Sciences and Humanities*, 18(5), 53–65. <https://doi.org/10.32936/pssj.v6i2.301>