

Work Values and Its Relation to Job Choices

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INTRODUCTION

It has been observed from long time that various studies have considered how individuals make their job choices but very little has been explored in today's time. Various aspects were considered in relation to job choices including direct and indirect attributes. It has been come to notice in recent times that work values plays a great role in defining an individual's job choices hence this study has been conducted with an intent to understand its interplay and how it fits in today world or not.

LITERATURE REVIEW

It has been observed from past researches that there is significant relation between work values and the way people feel, behave and think about the satisfaction they derive from their work (Locke, 1976). The other researchers suggest that when the employees and their supervisors work values align or say congruent with each other they enjoy doing their work (Adkins, 1989).

According to some social scientist these work values can be manipulated or can be changed through a rigorous socialization (Watson & Simpson, 1978). However it has been found that an individual builds his/her values over the experience of his/her life.

Nowadays due to fast changing environment organizations prefer to be lean and flat in their structure so that the decision authority can be passed on to lower levels and be more engaging in their respective work. Also the organization's vision and mission are in close conjunction to the value of an organization and how it conveys to the rest of the world in becoming more important.

The intervention specialists suggest that there is a relationship between an individual's needs and environments pressure. This pressure represents environmental factors of human behavior. This pressure makes an individual to act in order to fulfill his/her internal needs and accomplishments of objectives (Murray, 1938).

When an individual in his career faces a situation with different choices he/she may act according to their value structure. Thus his/her decision making system is more or less depends upon their value system (Meglino et. al 1989).

According to Meglino 1989, individuals may seek jobs where their values fit the organizational environment. Although there appears to be little agreement in the literature regarding the definition, application, or measurement of fit (Baird & Meshoulam, 1988; Blau, 1987; Caldwell & O'Reilly, 1990; Gresov, 1989; Rynes & Gerhart, 1990; Venkatraman, 1989), Chatman (1989) has suggested that values are an appropriate means of conceptualizing fit, since individual and organizational values can be evaluated similarly.

This study attemptsto provide that context by examining the impact of values in the job choice decision making process. Theoretically, it appears that values should have an impact on job choice decisions. One way to empirically test whether values actually are important is to empirically investigate their importance by examining their significance and relative effects in the context of variables (such as pay level and promotional opportunity) that have been shown to influence job choices.

METHODOLOGY

The population for this study was defined broadly as professional level employees with a minimum of five years of work experience, and a minimum education level of a Bachelor's degree, working in medium-size and large scale companies in Pune city. As with virtually all survey research projects, volunteer samples were used, limiting the generalizability of the findings. Using the researchers' professional networks companies were approached and agreed to participate in the study. The HR managers were asked to contact all professional level employees who fit the population description via internal e-mails and issue an invitation to participate in the study.

Due to the research design, the number of employees in the sampling frame is not known. A total of 100 valid and useable responses were obtained from 8 organizations representing a variety of industries, departments, and job roles.

Survey items were adapted from previous researches to measure work values and job choices and environmental scan. It was hypothesized that the presence of these values would make the job appear more desirable. Therefore these hypotheses are mentioned below:

H1: There is a significant difference in the frequencies with which the work values are perceived.

H2: A work environment where fairness is emphasized will be positively related to individuals' decision to accept a given job offer.

H3: The work values of an individual are significantly co-related to job choices.

DATA ANALYSIS AND FINDINGS

The gathered data has been cleaned and transformed for appropriate statistical tests. The analysis findings have been mentioned below:

Hypothesis-1:

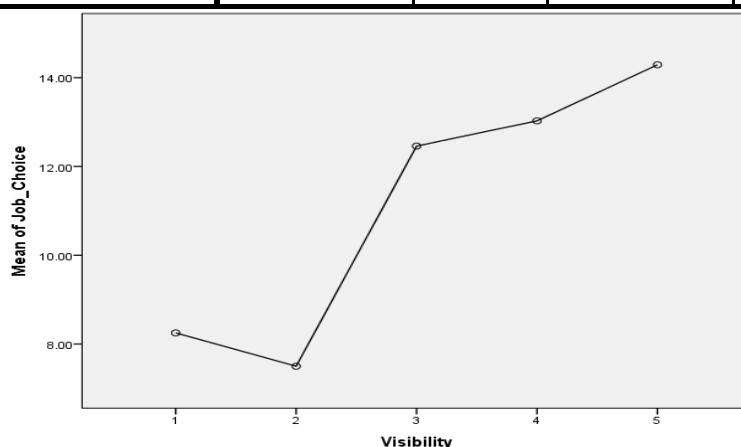
| | |
|--|-------|
| A job that allows me to lead a balanced life | 18.76 |
| Recognition | 18.55 |
| Variety | 17.93 |
| Safety | 17.80 |
| Power | 17.63 |
| Effortlessness | 17.29 |
| Pay | 16.83 |
| Regularity | 16.75 |
| Benefits | 16.74 |
| Simplicity | 16.53 |
| Comfort | 16.18 |
| Flexibility | 16.13 |
| Responsibility | 16.11 |
| Visibility | 15.92 |
| Teamwork | 15.84 |
| Insurance | 15.66 |
| Status | 15.37 |
| Competition | 14.97 |
| Location | 14.95 |
| Clarity | 14.57 |
| Teaching | 14.52 |
| Bonuses | 14.45 |
| Promotion | 14.14 |
| Independence | 13.95 |
| Perks | 13.66 |
| Equipment | 13.12 |
| Intellectuality | 13.06 |
| Security | 12.97 |
| Stimulation | 12.79 |
| Conditions | 11.83 |

Hypothesis-2

ANOVA

Job_Choice

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|----|-------------|-------|------|
| Between Groups | 108.215 | 4 | 27.054 | 8.014 | .000 |
| Within Groups | 317.324 | 94 | 3.376 | | |
| Total | 425.539 | 98 | | | |



Hypothesis-3

Correlations

| | | Work_Values | Job_Choice |
|-------------|---------------------|-------------|------------|
| Work_Values | Pearson Correlation | 1 | .720** |
| | Sig. (2-tailed) | | .000 |
| | N | 99 | 99 |
| Job_Choice | Pearson Correlation | .720** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 99 | 99 |

** . Correlation is significant at the 0.01 level (2-tailed).

The above analysis suggests that the hypotheses are proved and valid to put the point forth that the work values have its existence and also play various roles in various circumstances.

Results

The results presented in this paper suggest that an individual value orientation does have an important part to play in the decision making of job seekers. The within-subject correlations analyses found that there is a strong correlation between various constructs of work values.

It has been found that there are varied takes about power, safety, effortlessness which mean various people have various opinions and no strong answers were there for them while on the other side it has been seen that security and intellectuality are of some values which people consider more than other value constructs. The other test suggest that people believe the more the organization is transparent the more stringent processes they will have and their decision making time will be more since the organization will be more process oriented to give the feedback on the job selection process.

Also it has been found that the more the values are strong the more the job choices decision making time are.

Thus organization and employees must understand that work values plays a great role in job choices thus they have to be understood in very clear manner to devise the required strategies which will help each one of them to create a distinctive advantage for them.

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