Volume : 2 | Issue : 9 | Sept 2013 • ISSN No 2277 - 8160

Research Paper | Psychology

Work Value: A Comparative Study of Residential Doctors and Bank Employees

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ABSTRACT

The purpose of the present study was to investigate the impact of types of work and sex of the residence doctor and bank employee on work value. The sample for the study comprised of 100 residence doctor and 100 bank employee from Ahmedaba city. Personal data sheet and Super (1970), Work Value scale were used to collect the required data. 2x2 factorial design was planned where types of work and sex were considered as independent variables and work value as dependent variables. Accordingly, 2x2 ANOVA was carried out to test the hypothesis. Results revealed significant difference between Types of work. The residence Doctor Work value is better than the bank employee. There are no significant mean difference between the work value of the male and female, and the significant interaction effect between the types of work and sex on work value.

KEYWORDS :

Introduction:

Today in 21st century occupational field become very extensive because of promptly developed many industry and machinery and also progress many occupational field. There is especially a teacher, clerk, doctor, manager, engineer, bank employee, worker, nurses, etc. can be considered. Each occupation has unique importance. All above its important occupation field of doctors and bank employee. Because of doctors occupation is very important in social by the viewpoint of humanity and moral.

Doctors and bank employees have to doing his work very careful. Otherwise his small mistake can create big problem. So, doctors and bank employees have needs to take care of his physical and mental health. His mentality can be do effect on his work and patient.

If they can understand his work value and psychological well-being very well so than they doing his duty very effectively. Its maximum benefit goes to patient and consumer. When doctors and bank employees keep attractive, liking and positive emotion towards with his work than they to maintain his duty very effectively and when they thinking negative and dissatisfaction towards his work then they can't do his duty very well.

In psychology to occur many research for to get information about human behavior in deeply. But is very insufficient research doing on work value, burnout and psychological well-being its effect on human behavior.

Work related value or work value is a special usage of the general concept value and may be defined as the conception of what is "preferable" from among "the alternative modes of conductor and states" with respects to ones work activity. (punekur, 1989).

According to Rokeach (1973) "A value is an enduring belief that a specific mood of conductor and state of existence is personally or socially preferable to an opposite or converse mode of conductor and state of existence."

They contain a moral flavor in that they carry an individual's ideas as to what is right, good or desirable. Spranger (1928) describes values as the basic interests or motives in the personality of an individual.

Perstonjee (1985) views value "as the worth or excellence or the degree of worth ascribed to an object or a class there of. He further opines that value is a standard or yards tics to guide actions, attitudes, evaluations and justifications of the self and other."

Richard Morris (1956) defines values as either individuals or commonly held conceptions of the desirable. Franz Adler (1956) sees them as learned components of personalities identifiable only as probabilities that particular behavior will occur in a variety of circumstances.

According to Anantharaman (1980) "Anything that satisfies a human need becomes their by a value." value are considered, by some authors, as normative standards to judge and to choose among alternative modes of behavior (Becker & Mcklintock, 1967; kluckhohn, 1952).

According to Suar (1992) "value are desirable ideals located centrally within one's belief system. These desirable ideals, therefore, determine what one ought to or ought not to do to activities they engage, in the professions they work, in the situation they live, in the objects they make or acquire and in the principal they accept or cultivate."

According to Amsa and punekur (1985), work values are usually defined as the individually held conceptions of what is desirable with respect to the rewards (extrinsic or intrinsic) from their work activity.

According to super Donald (1968), work values constitute various aspects of work. On the same lines, dhar (1967), in a study of work values of adolescent boys, defined work value as the aspects of work which guide and influence adolescent behavior. In a similar fashion, pestonjee (1985) define work value "as the worth or excellence ascribed to a particular aspect of work" in other words work values are value that pertained to the work situation and its concomitants.

Kalleberg (1977) says; work values represent the meaning that individuals attach to perceived job characteristics. He says, work may have a variety of meaning for individuals ....., work has no inherent meaning, but, rather individuals input such meaning to their work activity. One way to understand the variety of these meaning is to specify the range of gratification that are available from work in an industrial society and to assess the degree to which particular individuals value each of these dimensions. He further says "work values reflects the individual's awareness of the conditions he seeks from the work situation and regulate his actions in pursuit of that condition."

Mehta (1961) has defined the concept of values as ideas formed by each individuals worker as to how should he do his work. Jyoti verma (1985) has viewed work value "as a generalized preference where a person attached a sense of worth or excellence in doing his work well."

All the above definitions of value also apply to work value but their applicability is limited to aspects of work. However, an attempt is being made to present a few important definitions of work value enunciated by different investigators, before embarking on the explanation of important definitions of work value it is useful to distinguish value as well as work value from other related concept that have been used previously in the literature for similar purposes.

Aims of the study:

1. To study of the Work value among residential doctors and bank employees.
2. To study of the Work value among male and female employees.

Hypothesis:

1. There is no difference between the work value of the residential

doctors and bank employees.
2. There is no difference between the work value of the male and female employees.
3. There is no interaction effect of the work value in the types of work and sex of residential doctors and bank employees.

Method

Sample:

Sample in this study consisted of 200 subjects which included equal number of males and females. Of these 200 subjects 100 residence doctor were staying in civil & municipal corporation hospital and 100 were staying with Bank of Baroda & State bank of India) shall be selected from Ahmedabad city, Total of 200 persons shall be selected. Out of which 100 would be residential doctor and 100 bank employees. From each of this 100 person's 50 male and 50 female would taken.

Tools:

1. Personal Datasheet:

A personal data sheet developed by the investigator was used to collect information about Types of work and sex.

2. Work value scale:

Work value inventory developed by super (1970) and this scale was translated into Gujarati by Jalawadiya (2002). This scale used to measure 15 work values of person. These are 45 items in this scale. All at the items had a five option. "Very importance", "importance", "general importance", "low importance" and "nothing importance" belong five option can choose any one option and marked by number (5, 4, 3, 2, 1) In this scale there are 45 total items and three-three items for each and every work value.

Sayper find out the reliability of every work value by deference types of test and he find that the reliability point 'between' 0.78 to 0.94 of every work value.

Statistical Analysis:

In this study 'F' Test was used for statistical analysis.

Result and Discussion:

Table No. 1

Means and SD of work value with reference to Types of work and Sex.

(N=200)

Independent Variable		Male	Female
Residential Doctors	Mean (M)	163.98	171.38
	SD	35.24	26.28
	N	50	50
Bank Employees	Mean (M)	162.52	155.66
	SD	13.13	15.51
	N	50	50

Table No. 2

2x2 ANOVA Analysis summary of work value with reference to Types of work and Sex.

(N=200)

Source of Variance	Sum of squares	df	Mean sum of squares	F	Sign. Level
Types of work	3689.41	1	3689.41	6.29	*
Sex	3.65	1	3.65	0.01	NS
Types of work & sex	2541.85	1	2541.85	4.33	*
SSW	114932.46	196	586.39		
SST	121167.37	199			
* p > 0.05, NS= Not Significant					

Table No. 3

Difference between mean scores of work value with reference to Types of work and Sex.

(N=200)

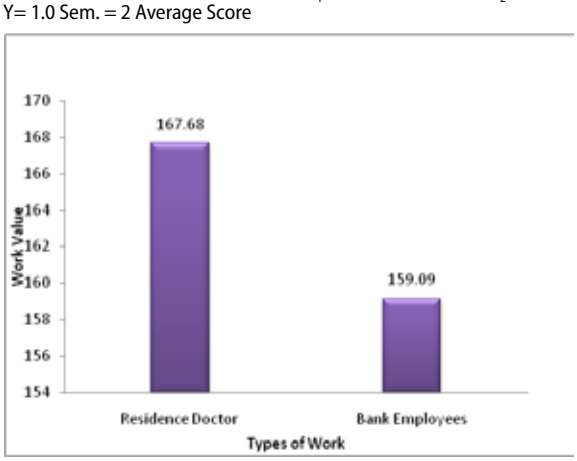
Independent variable	n	Mean (M)	Difference between mean
Residential doctors	100	167.68	8.59
Bank employees	100	159.09	
Male	100	163.25	0.27
Female	100	163.52	

1 Types of work and work value of the residential doctors and bank employees.

It can be observed that the table No. 2 that "F" value with reference to work value of residential doctors and bank employees was 6.29 this "F" value is significant at 0.05 levels. So, Null hypothesis 1 is rejected. And the result shows significant difference. It can be clearly seen the table No. 3 that the mean of scores of residential doctors and bank employees were 167.68 and 159.09 respectively. The difference between mean of work value of residential doctors and bank employees is 8.59. So it can be said that there is wide difference between work value of residential doctors and bank employees. This difference can also be seen from figure (graph) No. 1 designed on the basis of obtained result.

Graph No. 1

X = Types of Work (Residence Doctor A_1 and Bank Employee A_2)
Y= 1.0 Sem. = 2 Average Score

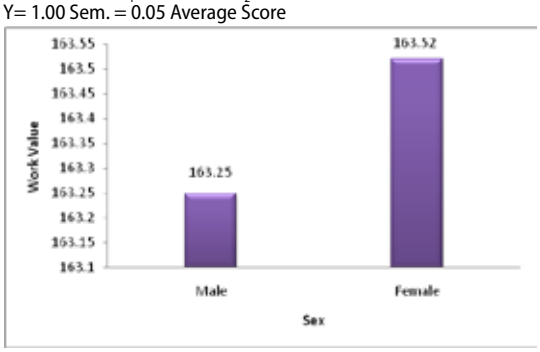


2. Sex and work value of the residential doctors and bank employees.

It can be seen the table No. 2 that "F" value with reference to work value of male and female was 0.01 this "F" value is not significant. So,N ull hypothesis 2 is accepted. The result shows not significant difference. And it can be seen the table No. 3 that the mean scores of work value of male and female were 163.25 and 163.52 respectively. The difference between mean of work value of male and female is 0.27. So it can be said that there is negligible difference between mean of male and female on their work value. This difference can also be seen from figure (graph) No. 2 designed on the basis of obtained result.

Graph No. -2

X = Sex (Male B_1 and Female B_2)
Y= 1.00 Sem. = 0.05 Average Score

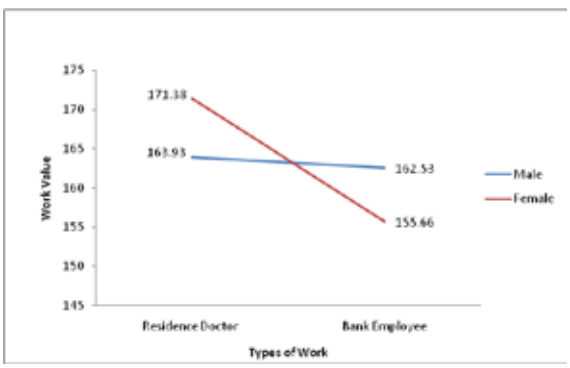


3 Work value with reference to interaction between types of work and sex.

"F" value obtained while examining hypothesis to get information regarding effect of interaction with reference to work value of types of work and sex. It can be seen the table No. 2 the "F" value is 4.33 this "F" value is significant at 0.05 levels. So above null hypothesis is rejected. and the result show significant effect of work value on types of work and sex. This effect can also be seen from figure (graph) No. 2 designed on the basis of obtained result.

Graph No. 3

X = Types of Work (Residence Doctor A_1 and Bank Employee A_2)
Sex (Male B_1 and Female B_2)
Y= 1.00 Sem. = 05 Average Score



Conclusion:

1. The work value of residence Doctor is better than the bank employee.
2. There is no significant mean difference between the work value of the male and female.
3. There is significant interaction effect between the types of work and sex on Work Value.

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