Research Paper Psychology

A Study of 'Work Value' With Respect to 'Creativity' Among Government and Non-Government Employees

Ms. Arpita J.Chavda | Research Scholar, Department of psychology, Sardar Patel University, Vallabh Vidyanagar

ABSTRACT

Present report represents a study of 'Work value' with respect to 'creativity' among government and non-government employees. Here we have chosen government and Non-government employee. 'Work value' measurement was carried out by using scale developed by Super Donald (2002). We have studied 'Work value' by taking three independent variables using F-Anova test with 2x2x2 factorial design.

KEYWORDS Work Value; F-Anova test; Government employee, Non-government employee

Introduction:
Work values is that subset of values relate to your career it is essential. Work values are both intrinsic, relating to the actual tasks involved in practicing a particular occupation, and extrinsic, relating to the by-products of an occupation. An intrinsic value might be helping others, while an example of an extrinsic value is earning a lot of money. "Attitude of Employees toward work it may be positive or negative- by Heral 1958". A value can be defined as a belief or principal that someone has that he or she believes is important in guiding his or her life. Values can include thoughts on such things as abortion, the death penalty, premarital sex, and assisted suicide. Values highlight what's most important to you. They signal how you feel about the work itself and how you might want to contribute to a work setting. Some people look for opportunities in life that offer autonomy, prestige and power while others may be attracted to helping others and changing society or creative expression. All values need to be acknowledged with honesty and without judgment if you want to find a good vocational fit in your career. It's important to consider your values when looking at a variety of careers, because values serve as a barometer of emotion, measuring the degree of happiness and satisfaction in a career. Finally, how you prioritize your values can change over time, e.g. when you are young, stability may not be as important as when you have a family.

Objectives:
1. To study the 'Work value' with respect to 'creativity' among government and non-government employees.
2. To study the 'Work value' with respect to 'creativity' among male and female Employees.
3. To study the internal effect of experience of Employees (duration) on Work value' with respect to 'creativity' among.

Research Methodology:
Super Donald (2002)

Independent Variables

A = Types of Job	A_1 = Government employee
	A_2 = Non - Government employee
B = Experience	B1 = 10 Year Experience
	B2 = More than 10 Year Experience
C = Gender	C_1 = Male
	C_2 = Female

Dependent Variables
Degree of 'Work value' with respect to 'creativity'

Hypothesis:
Ho1 : There is no significance difference between 'Work value' of Government and Non-government employee.

Ho2 : There is no significance difference between 'Work value' of different group of experienced persons.

Ho3 : There is no significance difference between 'Work value' of male and female.

Tools:
1. Personal information sheet
2. 'Work value' Scale Developed Super Donald (2002)
3. Statistical analysis of data by F-Anova test using 2x2x2 factorial design

Sample:
The present study has been aimed to the effect of government and non- government Employees works values with respect to 'creativity'. The Total sample 320, were taken for this research out of 320 as a sample of 160 government Employees, 80 Employees had 10 year experience and 80 had more than 10 year experience. There are 40 Employees are male and 40 are female. Researcher has been same sample were selected for non-government employees.

Statistical analysis:
(Parekh and Dixit, 1995)

Table -1 Summary of the 2x2x2 analysis of variance based 'Work value' on with respect to three independent variables

Sources of Variance	Sum of Square	DF	Mean sum of Square	F	Level of Significant
Types of Organization (A)	22.578	1	22.578	4.445	Significant at 0.05 Level
Gender (B)	9.453	1	9.453	1.861	N.S.
Experience (C)	18.528	1	18.528	3.648	N.S.
AXB	12.403	1	12.403	2.442	N.S.
AXC	8.128	1	8.128	1.600	N.S.
BXC	0.003	1	0.003	0.001	N.S.
AXBXC	8.778	1	8.778	1.728	N.S.

Error	1584.725	312	5.079	-	-
Total	34937.000	320	-	-	-
Corrected total	1664.597	319	-	-	

Results and Discussion:

Ho_1: There is no significance difference between 'Work value' of Government and Non-government employee.

The 'F – Value' for first set of independent variable was found 4.445 as shown in table-1. This result has 0.05 significance value. So above said hypothesis Ho_1 can't be accepted because result has significant difference. Thus statistical data of table-1 clearly shown that there is significant difference in between Work value of Government and Non-government employee.

Ho_2 : There is no significance difference between 'Work value' of male and female.

The 'F – Value' for first set of independent variable was found 1.861 as shown in table-1. This result has no significance value. So above said hypothesis Ho_1can be accepted because result has no significant difference. Thus statistical data of table-1 clearly shown no significant difference in between Work value of male and female.

Ho_3 : There is no significance difference between 'Work value' of different group of experienced persons.

The 'F – Value' for first set of independent variable was found 3.648 as shown in table-1. This result has no significance value. So above said hypothesis Ho_1 can be accepted because result has significant difference. Thus statistical data of table-1 clearly shown that there is no significant difference in between Work value of different group of experienced persons.

Conclusion:

Finally we can conclude this study in following three conclusions:

- There is significant difference in between Work value of Government and Non-government employee.
- There is no significant difference in between Work value of male and female.
- There is no significant difference in between Work value of different group of experienced persons.

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