Research Paper Psychology

A Study of 'Work Value' with Respect to 'Surrounding Environment' Among Government and Non-Government Employees

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ABSTRACT

Present report represents a study of 'Work value' with respect to 'surrounding environment' 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:
In the present era of the 21st Century of the people and each one has different hobbies, interest are there, everyone has to earn money for fulfill their goal; each one of us doing something for surviving their life. "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.

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

Research Methodology:
Super Donald (2002)
Independent Variables

A = Types of Job	A_1 = Government employee
	A_2 = Non - Government employee
xB = 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 'surrounding environment'

Hypothesis:
Ho1 : There is no significance difference between 'Work value' of Government and Non-government em ployee.
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 'surrounding environment'. 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)	0.313	1	0.313	0.052	N.S
Gender (B)	0.450	1	0.450	0.075	N.S.
Experience (C)	32.513	1	32.513	5.393	0.05
AXB	13.613	1	13.613	2.258	N.S.
AXC	2.450	1	2.450	0.406	N.S.
BXC	21.012	1	21.012	3.486	N.S.
AXBXC	4.050	1	4.050	0.672	N.S.
Error	1880.800	312	0.028	-	-
Total	34276.000	320	-	-	-
Corrected total	1655.200	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 0.052 as shown in table-1. There is no significance difference in between the mean of government and non-government employee. 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 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 0.075 as shown in table-1. There is no significance difference in between the mean of male and female employee. 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 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 5.393 as shown in table-1. There is significance difference of 0.05 in between the mean of different group of experienced persons. So above said hypothesis Ho_1 cannot 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 different group of experienced persons.

Conclusion:

Finally we can conclude this study in following three conclusions:

- There is no 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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