

Work values and job satisfaction

Values are an integral part of behaviour. They play an important role in determining work attitude and behaviour. They form the basis of norms determining attitude and ideas, thereby creating predispositions towards particular modes of behaviour. English and English (1958) defined value as "the worth or excellence or the degree or worth ascribed to an object or a class thereof". Singh (1982) stated that value is a measure of right or wrong, good or bad. The concept of value is normative rather than positive in its content. Work values are enduring beliefs about work which guide actions, attitude and judgement in work situation. Therefore, the analysis work will help to throw light peoples' relationship with their work and help determine success in work situation. Vora (1983) reported positive and significant relationship between work values and performance among employees of an engineering plant. Elizabeth and Bruce (1987) found that work values influence decision - making.

Since job satisfaction is an emotional response, the meaning of the concept can only be discovered and grasped by a process of introspection, that is an act of conceptual identification directed to one's mental contents and process. Gilmer (1961) defined job satisfaction or dissatisfaction as a result of various attitudes the person holds towards his job, towards related factors and to words life in general. Job satisfaction is basically an individual matter. Employee search for those aspects of jobs. Thus, values govern human behaviour. Sharan (1980) studied job satisfaction of women workers in manufacturing industries and reported that job satisfaction of women is low as they have poor conditions. Bhushan and Kaur (1983) reported significant impact of work climate co-workers, job conditions and management.

Keeping in view the importance of values in work the present study has been conducted during the year 2006 to know the influence of work values on job satisfaction of women teachers

A sample of 100 women teachers was randomly selected from colleges in Hubli and Dharwad cities of Karnataka state. Super's (1970) work values inventory, a five-point scale consisting of forty-five statements was used in the present study. It measures fifteen work values namely creativity, management, achievement, surroundings, supervisory, relationships, way of life, security, associates, aesthetics, prestige, independence, variety, economic returns, altruism and intellectual stimulation. Job satisfaction scale of Dolke (1975) was used to measure job satisfaction of the teachers. The respondents were personally contacted at colleges and at homes by the investigator. The data were collected and scored. The scores were then subjected to mean values, correlation analysis and principal component analysis.

The mean scores of work values and job satisfaction are given in Table 1. It revealed that among all the work values

creativity (13.35) and achievement (13.14) were found to be more pronounced compared to other values. The group has valued high, intellectual stimulation(12.06), surroundings (12.04), way of life (11.65), altruism (11.58) and economic return (11.56), thereby indicating the essentiality of these values in the teaching job. The group rates prestige (11.27), verity (11.13), supervisory relationship (11.05)) associates (10.70), security (10.63), aesthetics (10.10) and management (8.78) at a moderate level. However, the mean scores on overall work values indicated that the group has moderate work values.

Table 1. Means and interpretation of the variables

Sl.No.	Independent Variables	Mean Scores	Interpretation
1	Creativity	13.35	High
2	Achievement	13.14	High
3	Intellectual stimulation	12.06	High
4	Surroundings	12.06	High
5	Independence	12.04	High
6	Altruism	11.58	High
7	Economic returns	11.56	High
8	Prestige	11.27	Moderate
9	Verity	11.13	Moderate
10	Supervisory relationship	11.05	Moderate
11	Aesthetics	10.10	Moderate
12	Management	8.78	Moderate
13	Associates	10.70	Moderate
14	Way of life	11.65	High
15	Security	10.63	Moderate
16	Overall work values	166.10	Moderate
17	Job satisfaction	73.68	Moderate

Table 2. Correlation between independent variables and job satisfaction

Sl.No.	Independent Variables	Correlations coefficients	Level of significance
1	Supervisory relationships	0.4278	0.001
2	Surroundings	0.3562	0.001
3	Varity	0.3459	0.001
4	Associates	0.3139	0.001
5	Management	0.3045	0.001
6	Economic returns	0.2788	0.001
7	Altruism	0.2772	0.001
8	Achievement	0.2561	0.01
9	Security	0.2179	0.05
10	Aesthetics	0.0503	NS
11	Way of life	0.0412	NS
12	Creativity	0.0290	NS
13	Prestige	0.0262	NS
14	Independence	-0.1680	0.05
15	Intellectual stimulation	-0.1817	0.05
16	Overall work values	0.3432	0.001

Table 3. Principal component analysis of work values with job satisfaction

Variables	I PC Loading	II PC Loading	IIIPC Loading	IV PC Loading	V PC Loading	VI PC Loading
I. Dimension						
Surroundings	0.8647					
Security	0.8637					
Associates	0.7193					
Economic returns	0.6213					
Way of life	0.6134					
II Dimensions						
Altruism		0.8872				
Management		0.7224				
III Dimension						
Intellectual stimulation			0.7872			
Achievement			0.7558			
Prestige			0.6018			
IV Dimension						
Variety				0.8768		
Over all work values				0.7172		
V Dimension						
Supervisory relationships					0.7673	
Aesthetics					0.7227	
Creativity					0.5519	
VI Dimension						
Independence						0.9182
Eigen value	4.4237	2.3596	1.8016	1.1703	1.1703	1.1197
Percent of variation	27.6	14.7	11.3	10.9	7.3	7.0
Cumulative percentage	27.6	42.4	53.7	64.5	71.8	78.8

The correlation analysis (table 2) revealed that supervisory relationships (0.4278), surroundings, (0.3562), variety (0.3459), associates (0.3139), management 90.3045), economic returns (0.2788), altruism (0.2772), achievement (0.2561) and security (0.2179) are significantly and positively related to job satisfaction. This suggests that these values should be nourished among teachers so as to achieve higher level of job satisfaction. This implies that getting along with boss, working under pleasant conditions, opportunities for doing different types of work, working with like minded fellow workers and planning for others are important in getting high job satisfaction. Working for the welfare of others, task oriented and well paid jobs also contribute to job satisfaction. Intellectual stimulation and

independence are significantly but negatively related to job satisfaction.

The principal component analysis showed that surroundings, security, associates, economic returns and way of life of women teachers had direct effect on their job satisfaction. While altruism and management influenced job satisfaction through surroundings, security, associates, economic returns and way of life intellectual stimulation, achievement, prestige, variety, supervisory relationships, creativity, aesthetics and independence also had indirect effect on job satisfaction of women teachers.

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