

SUMMERY

" A study of work values & occupational stress of industrial employees."BY Dr. T. L. ZALAWADIA

Present study was mainly aimed at studying the effects of size of organization, employs status and having different length of service on fifteen work values and occupational stress. Here causal comparative method of research was followed, the details of which were presented in chapter three. To test the null hypotheses framed for investigating the objectives of the present research, 'F' test and correlation method was used. From the results following conclusions could be drawn:

1. There is not any significant difference between means score of work value factor of creativity of small and big factory employees.
2. There is significant difference between mean score of work value factor of creativity of manager and workers.
3. There is not any significant difference between mean score of work value factor of creativity of employees work experience having 1 to 5 years and 15 to 20 years.
4. There is significant interaction effect factory of type and employees status and employees experience on work values factor of creativity.
5. There is not any significant difference between means score of work value factor of Management of small and big factory employees.
6. There is significant difference between mean score of work value factor of Management of manager and workers.
7. There is not any significant difference between mean score of work value factor of Management of employees work experience having 1 to 5 years and 15 to 20 years.
8. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Management.

9. There is not any significant difference between means score of work value factor of Achievement of small and big factory employees.

10. There is significant difference between mean score of work value factor of Achievement of manager and workers.

11. There is significant difference between mean score of work value factor of Achievement of employees work experience having 1 to 5 years and 15 to 20 years.

12. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Achievement.

13. There is not any significant difference between means score of work value factor of Surrounding of small and big factory employees.

14. There is significant difference between mean score of work value factor of Surrounding of manager and workers.

15. There is not any significant difference between mean score of work value factor of Surrounding of employees work experience having 1 to 5 years and 15 to 20 years.

16. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Surrounding.

17. There is not any significant difference between means score of work value factor of Way of life of small and big factory employees.

18. There is significant difference between mean score of work value factor of Way of life of manager and workers.

19. There is significant difference between mean score of work value factor of Way of life of employees work experience having 1 to 5 years and 15 to 20 years.

20. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Way of life.

21. There is not any significant difference between means score of work value factor of Supervisory Relation of small and big factory employees.

22. There is significant difference between mean score of work value factor of Supervisory Relation of manager and workers.

23. There is not any significant difference between mean score of work value factor of Supervisory Relation of employees work experience having 1 to 5 years and 15 to 20 years

24. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Supervisory Relation.

25. There is not any significant difference between means score of work value factor of Security of small and big factory employees.

26. There is significant difference between mean score of work value factor of Security of manager and workers.

27. There is not any significant difference between mean score of work value factor of Security of employees work experience having 1 to 5 years and 15 to 20 years.

28. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Security.

29. There is not any significant difference between means score of work value factor of Associates of small and big factory employees.

30. There is significant difference between mean score of work value factor of Associates of manager and workers.

31. There is not any significant difference between mean score of work value factor of Associates of employees work experience having 1 to 5 years and 15 to 20 years.

32. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Associates.

33. There is significant difference between means score of work value factor of Esthetics of small and big factory employees.

34. There is significant difference between mean score of work value factor of Esthetics of manager and workers.

35. There is significant difference between mean score of work value factor of Esthetics of employees work experience having 1 to 5 years and 15 to 20 years.

36. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Esthetics.

37. There is not any significant difference between means score of work value factor of Prestige of small and big factory employees.

38. There is significant difference between mean score of work value factor of Prestige of manager and workers.

39. There is not any significant difference between mean score of work value factor of Prestige of employees work experience having 1 to 5 years and 15 to 20 years.

40. There is not any significant interaction effect factory of type and employees status and employees experience on work values factor of Prestige.

41. There is significant difference between means score of work value factor of Variety of small and big factory employees.

42. There is significant difference between mean score of work value factor of Variety of manager and workers.

43. There is not any significant difference between mean score of work value factor of Variety of employees work experience having 1 to 5 years and 15 to 20 years.

44. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Variety.

45. There is not any significant difference between means score of work value factor of Independence of small and big factory employees.

46. There is significant difference between mean score of work value factor of Independence of manager and workers.

47. There is not any significant difference between mean score of work value factor of Independence of employees work experience having 1 to 5 years and 15 to 20 years.

48. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Independence.

49. There is not any significant difference between means score of work value factor of Economic return of small and big factory employees.

50. There is significant difference between mean score of work value factor of Economic return of manager and workers.

51. There is significant difference between mean score of work value factor of Economic return of employees work experience having 1 to 5 years and 15 to 20 years.

52. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Economic return .

53. There is not any significant difference between means score of work value factor of Altruism of small and big factory employees.

54. There is significant difference between mean score of work value factor of Altruism of manager and workers.

55. There is not any significant difference between mean score of work value factor of Altruism of employees work experience having 1 to 5 years and 15 to 20 years.

56. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Altruism .

57. There is not any significant difference between means score of work value factor of Intellectual stimulation of small and big factory employees.

58. There is significant difference between mean score of work value factor of Intellectual stimulation of manager and workers.

59. There is not any significant difference between mean score of work value factor of Intellectual stimulation of employees work experience having 1 to 5 years and 15 to 20 years.

60. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Intellectual stimulation.

61. There is significant difference between means score of occupational stress of small and big factory employees.

62. There is significant difference between mean score of occupational stress of manager and workers.

63. There is significant difference between mean score of occupational stress of employees work experience having 1 to 5 years and 15 to 20 years.

64. There is significant interaction effect factory of type and employees status and employees experience on occupational stress.

65. There is significant co-relations between mean score of work values factor of Creativity and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation, Responsibility for persons, Powerlessness, Poor peer relations, Low status, Intrinsic impoverishment, Unprofitability.

66. There is significant co-relations between mean score of work values factor of Management and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation, Responsibility for persons, Powerlessness, Poor peer relations, Low status, Intrinsic impoverishment, Unprofitability.

67. There is significant co-relations between mean score of work values factor of Achievement and occupational stress factors of Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation, Responsibility for persons, Powerlessness, Poor peer relations, Low status, Unprofitability.

68. There is significant co-relations between mean score of work values factor of Surrounding and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under

participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

69. There is significant co-relations between mean score of work values factor of Way of life and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

70. There is significant co-relations between mean score of work values factor of Supervisory Relation and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

71. There is significant co-relations between mean score of work values factor of Security and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation, Responsibility for persons, Powerlessness, Poor peer relations, Low status, Intrinsic impoverishment, Unprofitability.

72. There is significant co-relations between mean score of work values factor of Associates and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

73. There is significant co-relations between mean score of work values factor of Esthetics and occupational stress factors of Roles ambiguity, Role conflict , Unreasonable group & political pressure, Responsibility for persons, Poor peer relations, Low status , Unprofitability.

74. There is significant co-relations between mean score of work values factor of Prestige and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

75. There is significant co-relations between mean score of work values factor of Independence and occupational stress factors of Role conflict, Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status, Intrinsic impoverishment, Unprofitability.

76. There is significant co-relations between mean score of work values factor of Variety and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation, Responsibility for persons, Powerlessness, Poor peer relations, Low status, Intrinsic impoverishment, Unprofitability.

77. There is significant co-relations between mean score of work values factor of Economic return and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

78. There is significant co-relations between mean score of work values factor of Altruism and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

79. There is significant co-relations between mean score of work values factor of Intellectual stimulation and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

80. There is significant co-relations between mean score of Creativity ,Management, Achievement ,Surrounding , Way of life , Supervisory Relations, Security, Associates, Esthetics, Prestige, Variety, Independence, Economic return, Altruism, Intellectual stimulation work values factors and occupational stress.

81. There is no significant co-relations between mean score of Achievement work values factors and Role overloads, Intrinsic impoverishment occupational stress factors.

82. There is no significant co-relations between mean score of Esthetics work values factor and Role overloads, Under participation, Powerlessness, Intrinsic impoverishment, Unprofitability occupational stress factors.

83. There is no significant co-relations between mean score of Independence work values factors and Role overloads, Roles ambiguity occupational stress factors.

84. There is no significant co-relations between mean score of Creativity ,Management , Achievement ,Surrounding , Way of life, Supervisory Relations, Security, Associates, Esthetics, Prestige, Variety, Independence, Economic return, Altruism ,Intellectual stimulation work values factors and Strenuous working condition of occupational stress factors

IMPLICATIONS AND SUGGESTIONS:

Results of the present study clearly indicate that there is no universal pattern of work values. Employees having different size of organization or different status or different expirations differ on their emphasis on various work values. If the organization plans to increase the work motivation of its employees than it must get the detail information about the work values of it's employees. The results reveal that skilled staff give more importance to pride in work, therefore, the management must provide them every facility so that they could do their job well and take pride of it and thus would highly motivated to work. But, if you are concerned to raise the motivation of workers then you should go planning for some financial rewards.

Similarly, if one wants to highly motivate the younger employees than financial benefit will not work as these employees exhibited least priority to the earning. Instead they should be allowed to do their job freely as they highly value pride in work.

Again employees with longer length of service gives less importance to upward striving and job involvement some surprise gifts of compensations should be given as a token of their sincere work and thus

raising the level of motivation. They can even be motivated by financial rewards. Whereas, employees at middle level of service may get motivated by promotion.

To sum up it can be said that as the work values are guiding factors in directing the job behaviour, it is beneficial for the management to be aware of dominant work values of their employees and plan the rewards according to the values held by their employees.

