A STUDY OF WORK VALUES OF SELF-FINANCED SCHOOL TEACHERS IN PUNE CITY

Dr. B.H. Nanwani
Director
Sadhu Vaswani Institute of Management Studies for Girls Pune.
director@svims-pune.edu.in

Mr. Sohail Rajjak Mulani
Ph.D Research Scholar
Sadhu Vaswani Institute of Management Studies for Girls Pune.
sohailmulani458@gmail.com

ABSTRACT
It is very important for any organization to have satisfied (with their jobs) workforce. There are many factors which leads to job satisfaction some of which are growth opportunities, healthy relationships with colleagues and boss, healthy work culture. Past research showed that congruence between organizational work values and those of individual is also important for employees to remain satisfied in with jobs. Therefore, it becomes important for organization to constantly review work value congruence. The effect of work values of schools and their impact on job satisfaction of teachers is yet to be discovered. The purpose of this study is to investigate if work values have any influence on job satisfaction among teachers of self-finance schools in Pune. 89 responses received from teachers from various schools were analysed in SPSS. Structured questionnaire was used to collect responses. Total 70 questions were there in the questionnaire. Questions designed to capture perception of work values and job satisfaction were designed using Likert's five points scale. The result showed that higher the work value perception higher will be the job satisfaction. Future scope for research is discussed in the paper.
Keywords: Self-Financed Schools, Work Values, Job Satisfactions, Teachers

Introduction

There is a severe lack of talent on the job market, and 75% of all companies are having trouble hiring . Compared to the 16 years before, this is a big change. The COVID-19 pandemic has made the job market less stable, which makes it harder for organisations to hire people who are a good fit or even to hire people at all. There are a lot of open jobs in a lot of fields right now, and it seems like new jobs are coming up faster than people can fill them. This shows that companies need to change how they hire people. It's no longer just the job candidate's job to sell himself or herself to the company, but also the company's job to sell itself to the candidate. These kinds of attitudes aren't new, and neither is the idea that there is a talent shortage, which is often called a "battle for talent." But since the competition for talent is likely to get worse in the near future, even companies that aren't having trouble hiring people right now should rethink how they find and keep good workers. Determining work values of employees of any organization is important. If self- work values match with organizational values then there is possibility of high job satisfaction. This study is intended to identify if work value has any influence over job satisfaction.

Defining Values

Values are judgments that one make in a given situation and thus values are signs of creation of future that one wants to make for him/her or others. Way back in 1963 Allport defines values as "deeply propriate dispositions."Researchers and psychologists say that a person's actions often show what he or she values, and studies have shown that this is true. Zytowski didn't bring up the idea of work values in the academic world until the early 1970s (1970). Before he did his work, there was no clear way to describe what work values were. Work values are the personal principles that someone thinks are important and guide how they act. Research has shown that values can be used to predict behaviour and can be a source of motivation. Brown and Associates (2002) say that work values are part of an individual's set of values, and Kaygin and Culluce (2013) say that a person's values become the values of their work. Zytowski (1970) argued that work values were things like interest, motivation, work needs, and satisfaction at work. The discussion about these dimensions came down to figuring out what the person needs from the inside and what they need from the outside, which they later called intrinsic motivation and extrinsic motivation.

These values become the person's goals, both inside and outside of themselves, and people go into different careers based on their values. Work meets a person's physical and psychological needs, such as growth, autonomy, competence, and relatedness. Work values are what a person thinks is most important to do at work, and this personal value affects the person's expectations of the work. Studies have shown that a person's work

values are the compass that tells them what job to take, and people are more likely to work for private businesses than for the government.

Work values are an important factor in why people choose to work in the private sector. Studies have shown a link between work values and job satisfaction, commitment, and involvement. Van-Vianen and Dijk (2007) showed that one reason for high job turnover is that the work employees are given doesn't match up with their work values. Liu et al. (2020) showed that when work values and tasks are in sync, job satisfaction goes up and the desire to leave goes down. Caprino (2016) found that many people leave their jobs or organisations due to their work values not matching up with the values of the workplace or the work they are given defining Work Values

Objectives of the study
1. To study the work values of school teachers in Pune city.
2. To study the relationship between work values and job satisfaction among school teachers.

Literature Review
According to Pryce (2014) People's work values are distinct. They determine how much employment and job-related traits matter to people throughout their lives. Work values come from the same value systems that guide people through life, according to studies. Hence, they are a subset of general life values influenced by inherent and extrinsic factors. It found that managers' work values differ from those of frontline hospitality workers, while frontline workers' perspectives of their work are similar. The managerial staff prioritised power and authority and disregarded social norms.

According to Consiglio (2017) work values are the criteria used to evaluate work and the workplace. Personal preferences, morality, and societal conventions are examples. Several taxonomies and approaches to quantify job value emerged from this wide notion. Schwartz's idea of essential personal values, a well-known foundation for life values, was used to quantify job values. Fixing work value idea issues. The work values scale shows that individuals desire from their occupations. Dividing these fundamental aims is crucial to encouraging employees to work and distinguishing successful employers from bad ones. Together with these basic aims, the employer branding framework should include job or organization-specific factors. Work orientations more fully consider these distinctive aspects of a job or organisation.

Abun, et al (2021). This study examined how work values affect job engagement. Reviewing the literature and discussing extrinsic and intrinsic labour values enriched the discussion on this issue. The research was for Holy Word Colleges staff in Ilocos, Philippines. Weighted mean and Pearson r Correlation were used to analyse questionnaire data. The weighted mean calculated extrinsic, intrinsic, and work engagement levels. Work values and workplace engagement were examined using Pearson coefficients. Holy Word Colleges staff respect both ideals and are highly engaged, according to the poll. Finally, work values were linked to job engagement. The theory is accepted.

Work values, performance, and devotion have been studied. These studies showed that work values affect profession choice, job satisfaction, and output. According to these studies, people choose employment based on their work values, which boosts performance, commitment, and job satisfaction. Work ideals and outcomes are worldwide. Work values predict job performance. Work values, job happiness, and organisational commitment of Chinese employees were studied similarly. Work values affect job satisfaction and organisational commitment, the study found. Gesthuizen et al. (2019) supported these findings. The study found that work values affected job satisfaction and performance.

Arora, et al (2020) reported that today's workers are from diverse generations, making the workplace more challenging. Employers must know how to handle younger and older staff. This article explores Gen Z students' job preferences and work attitudes. Gender and course type (UG/PG) are also examined for work values. 264 vocational college students were asked what was vital at work and what created an ideal workplace in a questionnaire. The Lyons Work Values Survey (LWVS) measured instrumental, cognitive, altruistic, and prestige values using a redesigned 25-item scale. Study demonstrates that students prioritise cognitive and practical job values over reputation and altruism. Work values varied by gender and UG/PG course. The findings will help firms create programmes and approaches to include people to boost productivity.

Chen& Zhang (2021)evaluated post-1990s IT workers' work values, organisational citizenship behaviour (OCB), and performance. 354 post-1990s IT professionals were polled and a hypothetical model assessed using structural equation models, multiple regression analysis, and other statistical approaches. The research found

that work values positively impact job performance and that OCB partially mediates this link. Following work values helps IT professionals achieve organisational goals and enhance OCB. The findings may be used to study the intergenerational theory of work values, industrial contexts, and the organisation and management practises of IT workers who started after the 1990s. IT businesses should recognise that various generations have varied work values and offer incentives to improve OCB. Human resource planning, talent introduction, skill training, and performance evaluation should also measure post-1990 workers' work values. Finally, they should promote corporate culture and personal values to assist employees develop company-beneficial work values. This will help them work harder and better, helping the company achieve its goals.

Fute, et al. (2022) opine that teacher job satisfaction affects workplace well-being and performance. Online classes and longer teaching hours due to COVID-19 may be impacting work satisfaction. It's crucial to examine job satisfaction predictorand how they've affected teaching throughout the COVID-19 epidemic. This survey examined how work values and work engagement affect job satisfaction among 2886 Chinese teachers. The SPSS 25 and PROCESS for SPSS software study demonstrated a high influence of teachers' work values on job satisfaction ($\beta = 0.203$, SE = 0.203, $p < 0.01$) and through work engagement ($\beta = 0.204$, SE = 0.017, p 0.01). Work values highly linked with work engagement (r = 0.499, $p < 0.01$) and job satisfaction (r = 0.360, p 0.01). During the COVID-19 epidemic, Chinese teachers' work values and involvement predicted job happiness.

Hypotheses
Based on findings of Literature review and Pilot study following hypotheses were framed in the study.

H_1- Difference in Work Values (Difference between perceived organizational Work Values and Individual Work Values) and Job satisfaction are positively correlated.

Research Methodology
Descriptive research design was adopted for this study.

Data Sources: This study will be based on both primary and secondary information.

Primary Data- Primary is collected using the structured questionnaire. This questionnaire was found reliable during the pilot study.

Instrument for data collection
The instrument to collect data was a structured questionnaire. This questionnaire was containing 81 items. The questionnaire was including 4 subscales.

Work Values Subscale- This measure (subscale) was obtained from the research work of Cennamo (2008). It included 24 items. This scale allowed comparing the work values of individual employee and work values provided by the organization in perception of employees. For each value (item of this subscale) respondents were asked to rate:

(1) "To what extent is each item a top priority for you in your work?" (to provide individual values, 'I' values).
(2) "To what extent do you feel your organisation provides you with each item?"
(a measure of perceived organisational values, O values).

Job Satisfaction Subscale- This subscale was adopted from the study of Warr et al (1979). It included total 15 items. All were rated on 5 point likert's scale. Where 1 represented 'Extremely Dissatisfied' and 5 meant 'Extremely Satisfied'.

In the last segment of the questionnaire; questions to collect demographic profile of the respondents were included.

Secondary data- Secondary information was collected by reviewing Company Web sites, research papers, publications, newspapers.

Sampling Frame-
School teachers from Pune city formed the population for this study. More than 130 teachers were approached and requested to respond to the questionnaire. Out of these 95 employees responded to the questionnaire. Out of these 95 responses 6 responses were deleted because they were having more than 7 (10% of all the questions) missing values. This resulted in total 89 sample size for final analysis.

Data Analysis and Results

Cronbach's Alpha	N of Items
.915	70

Table no. 1 Reliability Statistics

Since the Chronbach's alpha coefficient is greater than 0.7 the questionnaire was found reliable.

Demographic Characteristic		Frequency	Per cent
Age	24-28	14	16%
	29-33	26	29%
	34-39	27	30%
	40 and above	22	25%
	Total	89	
income	1-2 lakh	10	11%
	2-4 lakh	28	31%
	4-6 lakh	32	36%
	6-9 lakh	9	10%
	Above 9 lakhs	10	11%
	Total	89	
Gender	Female	52	58%
	Male	37	42%
	Total	89	
Work_Exp	0-1 year	16	18%
	1-3 years	20	22%
	3-6 years	29	33%
	6-9 Years	12	13%
	More than 9 years	12	13%
	Total	89	

Table no. 2- Respondents' Profile

	N	Min.	Max.	Mean	Std. Deviation
Work Values of Employees (Individual Perception of Work Values)	89	1	5	3.75	0.998398
Perception of Work Values provided by the organization	89	1	5	3.52	0.937188
Job Satisfaction	89	1	5	3.27	1.0057

Table no. 3- Descriptive Statistics

From above table it can be observed that the mean for Individual perception of work values and that of Organizational work values subscales are greater 3.5 indicating relatively strong work values at the self-financed schools. Job satisfaction is also relatively high among teachers.

Hypotheses testing

H_1- Difference in Work Values (Difference between perceived organizational Work Values and Individual Work Values) and Job satisfaction are positively correlated.
This hypothesis is tested through Pearson's correlations.

		Difference in work values	Job Satisfaction
Difference in work values	Pearson Correlation	1	**.422(**)**
	Sig. (2-tailed)		.000
	N	89	89
Job Satisfaction	Pearson Correlation	.422(**)	1
	Sig. (2-tailed)	.000	
	N	89	89

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Table No. 4- Correlations
It can be observed from the table no.4 that Difference in work values (organization work values and individual work values) is significantly positively correlated with Job Satisfaction ($p<.01$ $p=.000$). Since p values for correlations are less than .01; we failed to accept the null hypotheses –

H_0 Difference in work values and Job Satisfaction are not significantly correlated
Therefore, we accept alternate hypothesis H_1.

Conclusion and Scope for future work
As employee's perception of school work values exceed individual work values, his Job satisfaction also increases significantly.

The management of schools should regularly check the perception of work values of their teachers. This will help management to understand where school is falling short in providing the important work values perceived by most of the teachers. Management should try to exceed the organizational values than the perceived individual work values. If their School work value perception is increased than the individual values, the teachers become satisfied with their Jobs. Moreover, the teachers become committed to the school. This increases teachers' bonding with the school. Once teachers become committed, there are very few chances of teachers leaving their jobs to join other school. This will help management to stabilize their workforce. Stable workforce would be assets to any school.

Scope for future studies and Limitations
Future studies may include samples from other cities to explore the Work Value phenomenon in further depth. Longitudinal research may be conducted to discover the changes difference between perceived organizational work values and individual values. Such information will help in understanding the changes in organizational values-Individual values fit.

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