

WORK VALUE SCALE

SAMPLE REPORT

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TABLE OF CONTENTS

KEY TOPICS	PAGES
1. Introduction to the Psychometric Instrument	3
2. Your Scores	5
3. Interpretation and Inferences	6

How much satisfaction you experience in a job or career depends partly on the extent to which the job or career you choose has elements you “value”. Research studies indicate that people who express satisfaction with their jobs have primarily their needs met and are in tune with what they value. The needs and values may deal with psychological, social, material, etc. aspects.

A career anchor represents a person’s self-image of what he or she excels in, wants, and values. Although a person can have only one career anchor, the categories can be arranged in a hierarchy according to what that person would be willing to give up if forced to choose between two anchors.

Values are fundamentals of life and they govern people & strategies to a major extent. Our behavior or engagement to different things is a result of the values we hold. We engage ourselves in those tasks & activities, which can provide us the outcome we value. Our behaviors are also as per what we value. As values influence our choices, they are capable of determining our effectiveness, as they can influence the outcome as well.

Introduction to Work values

Work value is the worth or excellence ascribed to a particular aspect of work in a person’s interaction with that work. Several dimensions of work may be identified for understanding work values. Some of these include the opportunity the work offers for a person to

1. Be creative
2. Earn money
3. Take challenges
4. Serve others
5. Have good working conditions
6. Enjoy prestige and status
7. Have good colleagues
8. Have a stable life and a secure job
9. Be independent
10. Do academic work

Those who prefer academic work may be good as teachers, professors, scholars, scientists, training managers, whereas those who want to be creative might be resourceful in R & D departments. Those who prefer ‘service’ may do well in public services whereas those who prefer ‘independence’ could join organizations that offer autonomy and freedom. Thus, knowledge of one’s work values may help an individual choose a role that is congruent with his or her values. In cases where (s)he cannot do that (s)he can at least control her/his own choices for better decision-making.

Impact of work values on Performance

Values impact interactions in a variety of ways. Values influence choices; choices, in turn, are important in determining effectiveness because they influence outcomes. For example, the values that managers hold may influence their choices of team members, their likes, and dislikes for given jobs, or the extent to which they involve themselves with certain tasks. A manager may value scientific and theoretical knowledge so much that (s)he unconsciously may prefer a thinker or a theorizer for a routine job. Another manager's preference for a particular machine may be more a result of aesthetic values than an awareness of the efficiency of that machine. A research & development manager may try to economize unnecessarily because of personal economic values, thus limiting his or her ability to experiment with new products. The values an individual holds about different aspects of life constantly affect that person's choices. Managers are likely to make better decisions in all situations if they act with an awareness of their reasons and with the knowledge of the extent to which their values direct their decision

Values that affect our work and performance at work are

- **Creativity & Challenge**-work where there is scope to do new things, and which provides a challenge to the employee's potential & ability.
- **Economic**- work that satisfies financial needs.
- **Independence**-work where the employee is given the freedom to make his own decisions and is not answerable for all his activities
- **Service**-work which gives the employee an opportunity to serve others
- **Work conditions**-where the work conditions are good and all necessary facilities are given e.g. workstation, computers, water coolers, phone, air coolers, etc.
- **Status**-work which gives the employee a good designation along with the associated prestige, status, authority, and power to influence others
- **Co-workers**-work that ensures one has good colleagues, thereby the opportunity to enjoy good relationships
- **Security**-work that provides job security
- **Academic**- work which is related to research and academics

This test helps you to know your work values, and will thus help you select the appropriate work or career, where you will be able to give your best

2

YOUR SCORES

Creativity and Challenge	Economic	Independence	Service	Work Conditions	Status	Coworkers	Security	Academics
20	12	18	13	12	13	4	14	2

The higher the score, the more dominant is the particular work value.

The top three scoring values are the most dominant 'Work Values' for the individual.

INTERPRETATION AND INFERENCES FROM THE WORK VALUE SCALE

- ▶ The participant's top three work values are Creativity and Challenge, Independence, and Security.
- ▶ The participant has given the lowest scores to Service, Academics, and work conditions.
- ▶ From the ranking and scores, it appears that the participant values autonomy and Independence where he can enjoy the freedom and have control over the work that he undertakes and the methods he uses without any restriction from the organization. He is also likely to be energized by work that allows him to create something new and get prominence for his accomplishments.
- ▶ The importance given to 'Security' indicates the need for stability and security that one's efforts will be rewarded.
- ▶ The participant is likely to enjoy his role in Sales as he has the freedom to implement his ideas and strategies in his territory and therefore enjoys the scope to be creative and experiment with new ideas.

WHAT THE PARTICIPANT MAY LIKE TO WATCH OUT FOR?

- ▶ As the participant has given very low importance to academics the participant can be more conscious that he does not miss out on opportunities that ensure learning and hence growth. These opportunities could be in the form of undertaking analysis of past trends, challenges and drawing inferences from the data.
- ▶ As low scores have been awarded to co-workers, while the participant is likely to enjoy being an individual contributor or striving to achieve goals on his own, he may miss out on being a good team member and helping others whenever they need. This can be overcome by proactively offering help to his coworkers from time to time thereby building stronger relationships and also enhanced resourcefulness and learning.

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