CHAPTER 1

INTRODUCTION
The colouration and meaningfulness of human life depends on the successful attainment of values in life. Throughout the spectrum of our lives there is a constant radiation of decision making process-amidst numerous alternatives, we are trying to make our own choices. Conceptually whenever an individual makes a selection from a given number of alternatives, it is likely that some value is behind the decision. Every society has a value context. It is a complex expression of what is good, worthwhile and desirable and in reversed fashion of what is bad, undesirable and not worthwhile. The pushes and pulls of these social values are highly important and influential in setting targets of life and experiencing a harmonious tone in the boundary of life. Hence information about human values seems to be a crucial aid in understanding the depth of several aspects of human life.

Reflection of values are evident in each and every field of human life. The world of work in terms of employment seems to incorporate specific value trends. It is obvious that the individual's specific choice of an occupation has important implications both for society and for his future life activities and satisfaction. Every society must somehow arrange to get people to perform specific works in order to enable the society to keep growing and prosper. If must so distribute its human resources, both in quantity and quality, that societal needs will be satisfied. Hence appropriate matching of values and occupational choice is expected to cater both societal as well as individual needs.

In fact as Rosenberg (1957) views an occupational choice is not a value, but it is made on the basis of values, for a value is "a conception......of the desirable.......values are things in which people are interested-things they want, desire to be or become, feel as obligatory, worship, enjoy". Behind the scene of an occupational choice, the individual thinks and feels that there is something 'good' about it and this concept of good is part of an internalised mental structure or inherent value which established priorities regarding what he expects out of life in terms of his
occupation. Psychologically it is therefore indispensable to an adequate understanding of the occupational decision process or occupational choice to consider what people want, consider good or desirable, because these values are felt to be essential criteria by which such choices are made.

From a sociological perspective also it is important to point out that the sentiment individual feels and express towards works is largely determined by the values prevalent in the society at a particular time and place (Slocum 1966). Individuals are undoubtedly influenced by their own experiences as a worker, as a member of various groups, organisation and other social systems. Many of these are characterised by configuration of work related values that may vary somewhat from these thoughts to be prevalent in the society as a whole.

Moreover the common sense perspective pinpoints the assumption that if values play a role in determining one's occupational choice then it is expected that peoples' plan to enter different occupation will reflect variation in their values and indeed this variation turns out to be wide and tends to be consistent with the structure of the occupation as evident in research findings (Branmi, Zelyko, Aljia and Vidovic 1987, Thakortal 1989, Agathi 1984, Segal 1992).

1.1. OCCUPATION AS RELATED TO VALUES:

The various occupations have certain technical or structural imperative which permits the satisfaction of particular values. The fact that values influence occupational choice in agreement with the common sense notion that if a person wants something he will look for an occupation in which he thinks he can get it. Merton (1949) accommodated this idea in his concept of "anticipatory socialization". It holds the view that the occupational status approached in life, influence the current attitudes, values and overt behaviour of the individual. Thus in addition to people
choosing an occupation in order to satisfy a set of values - they may choose a value set because they consider it appropriate for the occupational status they expect to fulfill in the future. This idea once again has interesting implication for the entire analysis of values. It clarifies a stand that values and occupational choices tend to change in the direction of greater mutual consistency, thereby leading to reduction of conflicts encountered in life.

In the present Indian context as a third world country several sociopolitical, psychological variables like lack of economic resources, political intervention, lack of needed equipments and training variations in individual's motivation etc. affect the occupational fields to a great extent. Moreover, the rate of unemployment and lack of opportunity for appropriate matching of abilities and work are so high that the idea of value oriented occupational choice is really questionable. Even then with the hints of sociocultural theories of occupation (Caplow 1951, Davis, Lofquist and Weiss 1968, Holland 1973), it is expected that whatever may be the hazardous scene with conflict loaded variables in the Indian context, value prompted occupational choices must be existing, specially in the area of prestigious jobs in this society. Hence a need is felt to probe into the profile of value pattern of specific professionals to have a glimpse of whether it matches with the specific occupational choice and related psycho social variables or not. To serve this purpose a conceptual network of occupation, value and relevant psychosocial factors are needed to be launched initially.

1.2. VALUE AS A MAJOR REFLECTOR IN OCCUPATION:

In all societies work is a major part of individual's life and of the social structure. Everyman is required to contribute his labour in some form of work deemed useful for the tribe. A man's occupation is one of the primary factors determining his income, his prestige and his place in society. Universally work is organised into a number of socially defined occupation that are taught, accorded differential value and
reward and integrated into simple or complex economic structure.

Over a span of years, a man chooses and forms an occupation. All men make one or more changes. Some of them quite marked within the original occupation or from one occupation to another. A man's occupation places him within a particular socioeconomic level and work world. It exerts a powerful influence upon the options available to him, the choices he makes among them and his possibilities for advancement and satisfaction. His work world also influences the choice the man in other spheres of life.

Occupation has important sources within the self and important consequences for the self. It is often the primary medium in which a young man's dreams for the future are defined and the vehicle he uses to pursue these dreams. At best his occupation permits the fulfillment of basic value and life goal. At worst, a man's work life over the years is oppressive and corrupting and contributes a growing alienation from self, work and society. In studying a man's life there are needs to understand the meaning of work and the multiple ways in which it may serve to fulfill, to barely sustain or to destroy the self (Lavinson et al. 1978).

1.3. WHAT IS OCCUPATION:

People's occupation can be viewed as the most important indicator of their position in the social structure. It provides income, social status and personal satisfaction (Montagna 1977). A man's occupation is as good a clue as any to the course of life and to his social being and identity. Hughes (1958) says, "a man's occupation is one of the most important parts of his social identity, of his self, indeed of his fate in one's life he has to live. Occupation gives a feeling of being tied into the larger society of having something to do and of having a purpose in life."
A meaning of occupation cannot fully be understood without mentioning the basic function of occupation. Occupation is a source of subsistence that is successful participation in the economy requires a source of money in order to provide purchasing power. Secondly, occupation regulates activities, it includes the sequence of activities that affect not only the activities of the worker but also his participation in non work activities. Thirdly, occupation provides pattern of association. The personal relationship between a worker and other who occupies related position may take an importance. Fourthly, it provides identity. The occupational role played by an individual leads to the development of a higher level of identification. Fifth, job does give a point of reference that helps to interpret other aspects of life and to integrate his personality. Lastly, It determines social status. The social position of most people are largely determined by prestige of their occupation and reputation that they establish at work (Freedman and Havighurst 1954).

1.3.1. Professional and Non-professional Occupation:

The concept of 'Profession' like many of the concepts of contemporary sociology is a folk concept. To be a professional is good; to be a nonprofessional is to be something less than adequate. The distinction between an occupation generally regarded as a professional and certain other occupation seems to be a matter of degree rather than a matter of kind. Established and recognised profession are occupation characterised by Carr, Saunders (1955) as "near profession and would be profession."

Many occupation are becoming 'professionalised' because of the tremendous growth of knowledge and the trend towards brain work away from manual work in our society. Wilensky (1960) viewed that all occupation are moving towards professional status. Ernest Green Wood (1958) said that it might be helpful to consider occupation as distributed along a continuum with the established profession at one end and the
unskilled manual occupation at the other. According to Greenwood (1958) the occupation at the professional end of the continuum are characterized by following 5 attributes.

1) A system of theoretical knowledge which serves as the basis for professional skill.
2) Professional authority; the power to prescribe a course of action for a client e.g. doctor’s orders.
3) Approval of authority claims by the community.
4) A code of ethics designed to protect the client, provide service to the community.
5) Professional culture pattern consisting of values, norms which provide guide for behaviour in professional practice symbol, such as 'Doctor'; 'Engineer' and the concept of a professional career.

Bernard Barber (1963) viewed four attributes that characterised profession "a high degree of generalised and systematic knowledge, primary orientation to the community interest rather than to individual's self interest; a high degree of self control of behavior through codes of ethics internalized in the process of work specialisation and through voluntary association, organised and operated by the work specialist themselves and a system of rewards i.e. primarily a set of symbols of work achievement and thus ends in themselves not means to some end of individual self interest".

Tyler (1952) found two essential characteristics of a true profession to be - 1) The existence of a generally recognised codes of ethics supported by group discipline 2) The base of technical operation on general principle rather than rules or routine.
Flexner (1915) set forth six criteria of distinguishing professional from other kind of occupation. According to him, "professional activity was basically intellectual, carrying with it great personal responsibility. It was learned, being based on great knowledge. It was practical rather than academic or theoretical. Its technique could be taught. It was strongly organised internally and it was motivated by altruism, professional viewing themselves as working for some aspect of good of society". According to him medicine, engineering, law, teaching are the most important profession which occupy an extreme position in the society.

Greenwood (1958) suggests that profession can be viewed as a vertical continuum; the established profession of medicine, law, the clergy and university teaching would be placed at the top and unskilled manual labour at the bottom. Since it has been found to be a guiding force in choosing a specific occupation, as has been discussed in the introductory part of this chapter, a need is felt to verify the type of relationship that exists between one's value choice and its reflection on occupational choice.

1.3.2 What is occupational choice:

The process by which a person decides to enter into one of the one thousands of occupation is a fascinating study for the social scientists. Rosenberg (1957) viewed occupational choice as a series of "progressive delimitation of alternatives". Generally the individual's decision on occupation is limited to those aspects which are appropriate to his class, position, sex, status which are not barred by ethics discrimination or by limitation of physical and mental endowment and material resources and in which realistic opportunities for occupational practice exists. All these factors do not enable the individual to settle on single occupation. There are basic internal characteristics of the individual - his values, attitude, psychological make up that have an important bearing on the choice process, which has been supported by
Roe (1956) has pointed out different meanings of the term. There are three different meanings of the chosen occupation. The occupation with the most positive valence (preferred occupation). The occupation towards which there is the strongest positive force (chosen occupation). The occupation in which person is a member (attained occupation).

At a given time occupation may differ in their valence or attractiveness. Some occupation may be positively valent, other negatively. The preferred occupation of an individual is defined as the occupation which has the highest positive valence.

Individuals not only have preference concerning occupation but also make choices among them. It is a selective process. Person is attempting to enter occupational choice in terms of the relative strength of forces acting on the person.

Some individuals are unsuccessful in getting entrance to occupation which they have selected and for which they have devoted sustained proportion of their lives in preparation.

1.4. THE NEED FOR THE STUDY OF OCCUPATIONAL GROUPS:

Wise choice of an occupation is important because the choice of an occupation may determine whether one will be employed or unemployed. Some occupation are much more stable and secured than others. Different occupation demands different nature and level of abilities for their acceptable performance. So by choosing an occupation an individual will utilize his strength and makes only minimum demand upon his weakness and one may increase the chance of own success. The choice of an occupation may determine whether one will enjoy or detaste his work.
Wise choice of an occupation leads to a large share of life's pleasure and satisfaction. One's job must furnish an outlet suitable to one's personal and emotional needs. An individual may adequately be equipped intellectually and with special ability for given occupation but if that occupation may not offer emotional satisfaction to one's own needs, the followed unhappiness and discontent would be the result. The choice of an occupation influences almost every other aspect of life. It affects a woman's chance of marriage where the family will live, where the children will go to school, persons with whom the worker will associate, it also affect the choices of friends, it changes the values, ideals, standards, economic and social status of the entire family. Occupational choices determine how a democratic society will utilize its man power (Montagna 1977).

Ginsberg (1933) states an individual occupation is generally a fair index of his mode of life and educational attainment....the sort of people whom he would need on equal terms, the range of individuals from among whom he would normally choose his partner in marriage and so forth.

According to Edward (1943) the most nearly dominant single influence in a man's life is probably his occupation. Thus a gainful employment in some occupation involves the majority of the adult population. From economic point of view an occupation is one of the factors in the system of production. Sociologists might state occupation as one kind of structuring of group relationship. Professional educator stress on that major part of occupation which promote or frustrate equitable opportunity for the self realisation.

Hoppock's (1957) theories of occupational choice states that occupation are choosen to meet the needs. Occupational choice starts when an individual first becomes aware that an occupation can help to meet his needs. Occupational choice
improves only when an individual anticipates how well an occupation will meet the needs of an individual. This anticipation depends upon one's knowledge of oneself, knowledge of occupation and an ability to think clearly.

Super (1957) states that in vocational development, selfconcept plays a primary role. The process of vocational development is essentially that of developing and implementing selfconcept. It is a compromise process in which the selfconcept is a product of the interaction of inherited aptitude, neural and endocrine make up.

1.5. APPROACH TO THE STUDY OF OCCUPATION:

In the present context there is an ample need to study the value pattern of different professional and nonprofessional groups along with some related psychosocial variables. The approach to the present study is mainly social in nature where the researcher aims to view the value pattern of different professional and nonprofessional group and some other psychosocial variables.

The integrity of a society demands some of its inherent societal elements. From the pattern of our society as revealed in sociological studies (William 1951, Rosenberg 1957) as well as from the studies of social psychology and other branches of psychology, value has been found to be one of these inherent societal elements that help in holding a society together.

Choice of occupation reflects one's orientation in life though in our culture mostly we do not get the opportunity of joining our aspired occupation. But the professional groups are supposed to have fulfilled their aspiration in the sense that these profession are maximally appreciated and financially beneficial in our culture. Occupational choice prompts one to satisfy the basic requirements of life smoothly and also people try to fulfill their idealistic aspiration, principle etc. through
occupational role. Both these attitudes are dependent on one's value system. Since value orientation will prompt the individual to select a particular course of time as well as satisfaction. These occupations will further lead to respect one's own value system.

In a similar context of occupational choice selfesteem is an estimate of another aspect of personality. It reflects one's self concept. If selfesteem is high it is expected that the individual will have a definite pattern of value system. Another variable bears importance that is jobsatisfaction to study the value pattern of occupational group. Not only jobsatisfaction but also the respect for one's own value or the attitude to hold one's own value system through out life is assumed to lead to satisfied feeling in life. This satisfaction may be reflected in different sphere of life and improve one's adjustment power. Thereby, the adjustment pattern seems to bear a direct relationship with the value system of an individual. That is why value selfesteem, jobsatisfaction and adjustment and are accepted as important variables in our present study.

1.6. THE PRESENT INVESTIGATION:

With the above discussed theoretical layout the present investigation aims to study the value pattern of professional and non professional group and its related psychosocial variables. As it will be discussed in chapter III under Review of literature it appears that there are very few studies particularly in India which have reported value pattern of professional and nonprofessional group as correlated with their occupational choices, having the contribution of other related psychosocial variables. Since the purpose of the present investigation is advancement of society by utilizing the human resources in solving the problem of different spheres of life, it seems essential to match one's value system with the occupational choices. It is expected that if such matching can be done more selfsatisfaction, better adjustment would be there on the part of each member of the society who would contribute to the purpose of the present era. Hence utilization of human resources is felt possible through the
knowledge of value pattern of individuals and the impact they create in occupational perspective. Hence it can be said that the decision concerning occupation ranks with the individual's choice in its implication for latter satisfaction and adjustment. The majority of occupational choice in our society is a life time choice. In fact in order to function effectively any social system must attract aspiring qualified person to perform its various roles. Moreover it has been found that (Rousseau 1978) occupational choices not only influence work situation but often influence when and how the person will spend his nonworking hours therefore by studying the value pattern behind the specific occupational choice, a person's social surroundings can be known, and if desired changes can be introduced in the progressive direction of life through training from an early age. Furthermore since values can be induced at an early age, guidance programme towards a specific occupation in our society can be chalked out on the basis of the knowledge of the present study. Lastly it can be said that though behavioural pathologies may take place because of the mismatching of the value system and the placement in the available occupation due to utter lack of frustration tolerance. Through the knowledge of the present study it is hoped that some amount of correctional measures can be adopted at an early stage, if there is any hint of such mismatching in the situation. Hence the utility of the present study seems to be manifold in character. For the betterment of the human beings individually as well as for the social welfare, fruitful use of the results of the present study will prove worthwhile.