PSYCHOLOGY OF OCCUPATIONS: a few insights.

As it has already been experienced and expressed by Super and Bohn (1970) to expect some definite relationships between needs and occupations according to a logical scheme and explanation and obtaining evidence in support of the expectations are two completely different things. In general the present data have not provided any definite generalizations. However, there is evidence for some relationships and differences in the personality orientations and motivational tendencies among the different occupation.

On the whole it has been suggested by the data that occupations vary and differ. The occupations may call for different skills, attitudes, interests and work patterns, yet behind all this is the significance of the motivational pattern in the individual. The importance of the motivational pattern couldn't be underestimated. The cardinal determinants of occupational patterns stand out to be needs in the individual. Needs, therefore, attain primary position in the process of explaining the psychology of occupations. The degree of existence of these needs either individually or in configuration significantly characterises the occupation. This motivational hierarchy needs to be studied with greater detail so that one can find out the characteristics needed
for different occupations. The same need can be met in a many different occupations, depending upon how the individual worker structures his job. In a similar way, a variety of needs can be met by the same occupation, again depending on the individuals' approach to his job. People enjoy those aspects of a job that meet their own needs. This partly explains the failure of research to relate specific needs to specific jobs. Perhaps a more crucial issue than what particular needs are met by specific jobs is the role that the individual selects for himself within the context of the job.

Occupation and its rewards are two of the most important influences on a person's life style. The employee who is good at the job, confident that the company is fully utilising his or her abilities, and who has a clearly defined role in the organisation is far more likely to enjoy a satisfying life style than the employee who is not or does not. For that employee, the tradition dissatisfaction that studies most employer/employee relationship is replaced by a genuine eagerness and willingness to talk about the organisation that treats him as an individual and is helping all employees to fulfill a meaningful role in life.

This calibre of response toward occupation is not limited by education, salary, position, or experience.
and that it also has the fortunate tendency to spread upwards, downwards, sideways, and outwards. A good assistant becomes a great assistant - if he has a great boss" (Barry Ashpole, 1976).

It seems agreeable when one suggests that the personality orientations and motivational tendencies that exist in an individual at the time of entering a career, whether the entrance be by choice or by chance, get modified due to long experience of carrying out roles. The factors that contribute for this are the cultural patterns, the informal rules that arise among the interacting groups within the organization, the socialising agents namely, superiors, colleagues, subordinates etc., and the actual work itself. Thus the personality manifestations that characterise a particular occupant (professional) result not merely from the individual characteristics of his personality, but are also the effects of the social groupings and of experience in standardised roles.

An occupational role involves well defined patterns of activity which are functionally related to the objectives of the organization. In an organization there exists an integrated series of offices of hierarchied status where in we find a number of obligations and responsibilities. Each of these offices also contains a specific area of competence.
and responsibility, an acknowledged status consisting of authority, the power to control, which is due to status but not in the particular person who performs the official role. Official action ordinarily takes place within the framework of pre-existing rules of the organization. The system of prescribed relations between the various offices involves a considerable degree of formality and clearly defined social distance between the occupants of these positions. Formality is manifested through a more or less complicated social ritual. Formality is integrated with the distribution of authority within the system, serves to minimize friction by largely restricting official contact to methods which are defined by the rules and regulations of the organization. This also helps to build up ready assessment of others' behaviour and a stable set of mutual expectations. Besides, formality facilitates the interaction of the occupants despite their possibly negative or divergent or hostile personal attitudes toward each other. While this is seen usually in the structure of an organization there appear to be culture and climate of the organization which either directs the individuals to be creative or pushes the individuals to be compliant; either provides opportunities to have healthy interpersonal relations or makes people work obsessed; either
emphasises competition and excellence or makes them task oriented; and either emphasises means and processes or the ends; all of which determine the personality structure of individuals over long periods of experience.