CHAPTER VI

SUMMARY AND CONCLUSION

This study is an attempt to identify personal values and classify personality based and relate to Professional practices. There are other approaches to classify personality traits such as neurotic tendency, self-sufficiency, introversion-extraversion, dominance-submission, self confidence, sociability and so on. Behavioural scientists in general, with their ontological assumption self actualizing man, have developed certain postulates about organizational behaviour which formed the basis for developing HRD practices in many Indian organizations; from mid 80’s, some scholars have been popularizing concepts developed for human resources management and some others are trying Japanese style of management. These approaches apart, there are studies regarding model Indian personality and value system in personal character and Professional practices. A review of various studies on values, personality and Professional practices has shown that there is scope for many new studies of this kind.

Understanding of culture specific values and personality structures helps in understanding the Indian I.T. Professional in the right sense.

The questionnaire method has been employed for collecting relevant data. Seventy five values have been scrupled from the literature on Indian values. Respondents have been asked to mark the degree of importance and the frequency of realization of each value concept on a five point Likert scale. Personality type has been classified based on the responses to twenty one vignettes. The questionnaire has been administered personally to the respondents. Technical, Administratives and executives from various functional areas of five selected types of I.T. companies such as IBM, ITC Infotech, Emphasis, Infosys, Honeywell in Bangalore city formed part of the sample. Percentage analysis, Rank ordering and Chi-square tests have been employed to analyze the data.
In a study of this kind generalization of results is possible when the samples are drawn from different organizations spread through the length and breadth of the country. However, due to constraints of resources and time sample was drawn from organizations located in Bangalore. I.T. companies representing the activities such as IBM, ITC Infotech, Emphasis, Infosys, Honeywell. The companies selected for the study were located in Bangalore city. Respondents were selected from the sampling frames (Companies list of Register of companies of Bangalore). Random sampling technique was used for this study.

Out of 560 Questionnaires issued to the I.T. Professionals including Technical, Administrative and executives of the I.T. companies mentioned as above, 420 Questionnaires were received; out of these, 400 were found fully answered and usable for the study. The response rate of 75% is considered satisfactory in view of the experience of the previous researchers.

Out of 400 sample studied two fifth of the I.T. Professionals were between the age group of 40 years and below and remaining three fifth of the I.T. Professionals were above 40 years.

With regard the educational qualification of the respondents, 36 per cent had studied up to skilled training, 45.5 per cent had done up to graduation, 14 per cent were post graduates and the remaining 4.5 per cent were professional degree holders.

Of the Sample studied more than half of the I.T. Professional are Technical, nearly one third of the respondents are Administrators and one tenth of them are working as executives in the I.T. companies namely, IBM, ITC Infotech, Emphasis, Infosys and Honeywell. With regard to the experience of the I.T. Professional one fourth of the respondents have 6 – 10 years, nearly half of the respondents have 11 – 15 years, only three per cent of the I.T. Professional have the experience of 16 – 20 years.
When the respondents were classified based on the type of Profession they do, two third of the I.T. Professional had inclined their Profession and one third of the respondents were the first generation I.T. Professional.

Of the sample studied 4.5% considered themselves as deeply religious, 55.5% just religious, 14.5% were religious in the sense that they worshiped on occasions and 13.5% worshiped on desperate moments and the remaining 12% were not at all religious. Respondents and their familiarity of the sacred religious texts were studied. The results reveal that nearly one third of the respondents were aware of the texts, one third of the I.T. Professional confine to chanting few verses, nearly one fourth of the I.T. Professional expressed that they do read and listen to discourses and the remaining one tenth of the I.T. Professional were mastered many texts. The respondents value realization and their view of relationship between religious values and Profession values were studied. The results indicate that more than one fourth of the I.T. Professional were expressed that religious values and Profession values are two different systems and should not mix, nearly one fourth of the I.T. Professional were religious in personal life and kept aside in Profession practices. Nineteen per cent of the Profession expressed that religious values will dampen the whole process of Profession, nearly thirteen per cent of the I.T. Professional said that it is enough to seek Gods blessings beyond that there is no need and more than sixteen per cent of the Profession expressed that one can not ignore religious values in Profession.

As it to be expected, the inherent limitations of this study are methodological in nature the representative nature of values selected for the study is still a debatable question; personality structures conceptualized in this study are based on certain ontological assumption which do not tend themselves to empirical verifications. Further, the subjects for the study would provide rather inadequate basis for generalization about the entire Profession class of India. In the pages to follow the summary and conclusions arrived at each chapter have been brought together.
VALUES AND PERSONALITY: AN OVERVIEW

This chapter presented discussion on the concept of values and its relationship with other related concepts in the theoretical basis of classification of values and identification of values from Indian literature and related to demographic factors such as age, education and religiosity of the I.T. Professional. This chapter also presented the typifying of personality based.


Of the seventy five values forty four values are related to sattva guna, thirteen values related to rajas guna, and remaining eighteen values to tamas guna. The classification is done based on the religious scripts, namely, Bhagavad Gita, Manusmriti, Upanisads and Vidura Niti.

Of the seventy five values it was observed that fifty two values were internalized* by the respondents viz. Gratitude, Industry, Benevolence, Friendliness, Forgiveness, Self-identity, Worship, Righteousness, Purity of motive, Wisdom,

Of the seventy five values it was observed that fifty three values were applied in Profession (Valour, Industry, Firmness, Friendliness, Wisdom, Integrity, Reverence, Gratitude, Heroism, Bliss, Power, Love, Loyalty, Righteousness, Purity of motive, Joy, Sweetness of speech, Status, Truthfulness, Worship, Purity, Smiling, Self-identity, Wholesomeness, Detachment, Simplicity, Modesty, Code of life, Self restraint, Faith, Cosmic causation, Purity of mind, Non-violence, Personal relationship, Compassion, Forgiveness, Equanimity, Absence of hatred, Self-actualization, Benevolence, Contentment, Absence of envy, Self-realization, Transparency, Attachment, Income/Wealth, Sacrifice, Caste, Indifference to wicked, Greed, Hypocrisy, Pride, and Expecting reward). To obtain a picture of these values considered important on higher scale*, rank ordering of values was adopted.

* “Internalization”, “Perceived importance of Values” and “personal values” have been used interchangeably.

# Higher scale refers to Combined frequencies of Greatest, Great and Sometimes scales - Part I of the Questionnaire.
Analyzing in terms of each values, the association is found in respect of the following values.

To understand the influence of age, religiosity and educational level of the I.T. Professional and internalization of personal values, frequencies of important personal values were cross-tabulated against personal variables and the relationship was tested using Chi-square.

Analyzing the internalization in terms of each values, the association is found in respect of the following values.

**PERCEPTION VALUES AND AGE**

Joy, Sacrifice ands Personal relationship were the three most important values which were related significantly to age of the I.T. Professionals.

**REALIZATION OF VALUES AND AGE**

In respect of the values such as, Gratitude, Heroism, Code of life, Personal relationship, and Aggressiveness was significantly related to age.

**INTERNALISED PERSONAL VALUES AND RELIGIOSITY**

Lavishness and Caste were considered importance by a good majority (76%). The remaining twenty four values were not influenced by the religiosity. So there is no significant relationship between internalization of values and religiosity of the I.T. Professional.

REALIZATION OF VALUES AND RELIGIOSITY

Sweetness of speech, Worship, Detachment, Faith, Integrity, Reverence, Self-identity, Wholesomeness, Code of life, Purity, Stinginess, Laziness, Procrastination, Inertness, Lavishness, and caste are related to realization (actualization) of internalized values. The remaining fifty nine values were not associated with religiosity. Thus, religiosity has practically little influence on the perceived importance and realization of values.

However, it was proved that there is association between religiosity of the I.T. Professional and their ethical conflicts. Deeper the religious belief lesser will be the ethical conflicts of the I.T. Professional.

INTERNALIZATION OF VALUES AND EDUCATION

Eighteen values viz., Purity, Truthfulness, firmness, Bliss, Self-actualization, Modesty, Personal relationship, Purity of mind, Malevolence, Deceit, Treachery, Obstinacy, Lust, Delusion, Vanity, Aggressiveness, Lavishness and Power were considered importance. The remaining fifty seven values are not related to the educational level of the I.T. Professional.

REALIZATION OF VALUES AND EDUCATION

Seventeen values viz., Gratitude, Benevolence, Transparency, Absence of Envy, Purity, Truthfulness, Detachment, Faith, Friendliness, Absence of hatred, Self-
actualisation, Code of life, Anger, Treachery, Jealous, Heedlessness and Lavishness were considered important. The remaining fifty eight values are not associated with education. Thus there is no significant relationship between education and realization of values.

PATTERN OF VALUES

By combining perceived importance of value concepts and their application, value profiles were constructed. In terms of central peripheral nature of values of the I.T. Professional, values were categorized into operative, intended, adopted, weak and non-operative. The analysis has brought out the following values;


Weak values: Weak values associated with Rajas guna are Treachery, Vanity, Jealous, Hypocrisy, Impetuosity and Expecting reward. Weak values associated with Tamas guna are Malevolence, Deceit, Delusion, Laziness, Arrogance, Ignorance, Vindictiveness, Obstinaey, Heedlessness, Lavishness, Lust, Fear, Anger, Procrastination, Suspicion, Stinginess, Aggressiveness and Caste. There were no values under the non-operative values category.
A comparison was made between the personal values and values applied in Profession of the I.T. Professional. The result indicated that there is relationship between personal values and values applied in Profession. So, a person cannot have dual values one for his personal life and the other for his Professional practices. Therefore, it could be concluded that there is relationship between personal values and applied values for a same person.

PERSONALITY STRUCTURE OF THE I.T. PROFESSIONALS

With regard to the personality, 65.5% of the I.T. Professionals were of sattvic; 19.5% of them were rajasic and 15% of them tamasic.

The relationship between personality and religiosity of the I.T. Professional were studied. It was observed that sattvic personality (67.93%) were deeply religious when compare to rajasic (51.28%) and tamasic personality (36.66%).

It is further proved that the sattvic I.T. Professional were free from conflicts when compare to rajasic and tamasic I.T. Professional.

SUGGESTIONS FOR FUTURE RESEARCH

The suggestion is given regarding the mind purification modules including breathing exercises, meditation and Yoga as developed by Maharishi Meheś Yogi will be very useful to I.T. Professional in particular, since they need such exercises in day-to-day busy life. This will enrich the individuals psychological make-up by uplifting his guna to a higher level, say, from tamas to rajas and rajas to sattwa, and this will ensure an individual to take ethical Professional decisions.

1. The Guna Concept questionnaire could be adopted for the future study to typify personality.
2. The Personal Value Questionnaire will be used for future studies to frame the personal value profile of Indian I.T. Professional.
3. Mind Purification Modules as developed by Maharishi Meheś Yogi is presented will be very useful for I.T. Professionals.