CHAPTER - 1

INTRODUCTION

&

STATEMENT OF THE PROBLEM
INTRODUCTION

In the modern fluid work-oriented society occupation is the principal determinant of social status and is the most common means of social superiority. There is an intricate relationship between choice of occupation and effective living, which seem to be essential for self-development. Occupation is not merely a means of earning a livelihood but also a way of life, a strong determinant of class-consciousness. Occupations denote the specific style of living, attitudes, values, wealth, income etc. of an individual. It also depicts the way in which the work of each occupation is conducted. It regulates the daily and the seasonal routine of the worker and sets a pattern of social behaviour. It also determines the social status of the friends and associates, mode of recreational activities and also affects the nature of role and activity in and outside the job. The work a man does tells more about the significant activities reflected in his 'work culture'.

Work cannot be considered apart from the individual who performs it. His motives, his experiences and his social interrelation with his family members, company and community to which he is part of, must always be considered. In other words, work takes on different shades of meaning and effects to various people; the most important is the intrinsic meaning that it has for the individual performer and the group with whom he identifies himself.

The place or role that a worker perceives is determined not only by individual values, drives, motives and sentiments, but also by the manner in which the worker relates himself to his group. A man at work, regardless of his job-level, is a part of social structure in and outside the office organization. He is a member of an informal group of colleagues or coworkers and possibly a member of a formal group at various job levels. Work relates to society. It gives a feeling of 'place' or 'role'. In other words
work not only allows a person to exist with the fellow group members but also tends to stabilize his place in society.

To strike work of these attributes is to reduce it to the mechanics of an automatic machine and this cannot be done if we are to understand its meaning and dimensions associated with it. Work has an economic aspect and a psychological aspect as well. Any attempt to overlook this psychological aspect can result in an over simplification of the term work and can lead to misunderstanding of the whole scenario of work in its totality.

1. WHY PEOPLE WORK

Life whatever it is can be characterized as activity and during the course of it people are continually active even when asleep. Work is a form of activity. It is an activity that has a social approval and it satisfies a real need of the individual to be active. To produce, to create, to gain respect, to acquire prestige, and incidentally to earn money—are some of the reasons people work for.

But there are people who did not need to work in order to have money for the necessities or even for the luxuries. There are others who worked at jobs offering less pay than other jobs they might have had. Thus economic motives were not enough to explain them. Other reasons for working obviously existed.

Although there are not many studies of average typical normal worker, but few indicate that financial incentives do not play an overwhelming role in a man's working life. Prestige, social acceptance, pride in work, self-expression and many related social drives are all equal to financial incentives or even more meaningful.

Morse and Griggs (1954), report that work has a double function i.e. Financial support & Social status. Gainful employment enables people to get money to support their families and themselves. Work also relates man to society by giving him a status amongst others.
Super (1957), however thinks that there are three major needs for which satisfaction is sought in work:

1:a  **Human Relations:**

People are happiest when their relations with the other people are satisfying. Depersonalization seems to be an increasingly common characteristic of modern industry that creates serious dissatisfaction in work. The Hawthorne studies suggest that recognition as a person, means preserving one’s integrity. This in turn requires: (i) Independence of behavior, action and activities; (ii) Fair treatment with respect to system of rewards based on known standards; and (iii) Opportunities for self-expression i.e., the work situation permits him to play a kind of role that provides outlet for his abilities, interests and needs.

Relation with others must involve recognition of oneself as a person as someone distinct and in some way different from others in order to be satisfying. It gives the individual some feeling of status. The different aspirations and their backgrounds result in different reactions to the status-giving characterization of occupation. These and other characteristics give them a feeling of belongingness to something important. Thus they become secure, significant, and self-respecting.

1:b  **Work:**

The satisfaction level is very high if the individual finds in his work outlets for his abilities, interests, needs and opportunities to use skills and knowledge. Work activities which call for the use of special aptitudes or special training are more likely to be satisfying than those which permit only limited or little use of special abilities.

The physical conditions in which the work is done, the way in which the flow of work is organized, the equipment and materials with which the work is done also affect the worker’s satisfaction in his work.
Viewed psychologically, these factors should be associated with the need for status, independence and the need to preserve the integrity of self for the desire for pleasant and efficient working conditions.

1: Livelihood:

The phrase 'earning a livelihood' refers to two points at a time, the present and the future. Current wages, salary or fees are important because they fix the present standard of living. Earnings intact are more basic to the economic security for future. In the thinking of an average person, security is best assured through seniority and through working in a situation that is minimally affected by seasonal or cyclic fluctuations in business.

2. SOCIAL AND ECONOMIC VIEWPOINT

When looked from socio-economic point of view it was found that lower strata people seek employment purely for economic reasons. Middle class people are economically better off than the lower-income category. Hence social and economic both factors are important, if they want to work. The upper class people are more qualified and free in their choice to take up work than the middle class. The statistics show that in the upper class and middle category in which people are better educated, the rate of employment is also proportionally higher. Education makes them more employable hence they get more job opportunities.

The professionally qualified middle income groups are very keen on employment as are highly qualified for a particular career and would like to use their experience for making income. The middle school and college educated low income groups are very much inclined to employment outside the home, maybe because of financial necessity and their own progressive outlook in the conservative set up of the low strata.

3. EDUCATIONAL AND OCCUPATIONAL CHOICES

The level of education for which one strives and the kind of work for which one prepares are related in important ways to their own self-concepts. The kind of persons with whom one will associate and positions in
the community are largely a result of a career one selects and the job one accepts. The work satisfies many different needs. Some of these needs become so important that individuals will stay in a lower-paying job that meets these needs rather than change to a job offering more money and security. Thus work is more than the means of earning a living; it is an important part of the process of living.

Some of the factors that influence the choice of work:

3:a Social and Economic factor:

The social class and economic status of the family have a strong influence on the vocational choice. They do not absolutely determine what we shall do, but the family's way of life and expectations for us do exert considerable influence. Whatever the values of the family are they operate as important considerations in the choice of a career.

In setting realistic goals each of us must be concerned with the amount of education that is required to prepare for employment and also the cost of such preparation. Unless there is adequate financial backing from family, relatives or financial aid programmes, it is difficult to get into certain professional schools even with a good academic background.

While considering vocational choice it seems necessary to take long-range view since many occupations are changing rapidly. The opportunities to advance upward through education make the socioeconomic limits of the family less binding than ever before. Today it is less likely that an individual will stay at the same level as his parents if there is a desire to learn and use the education that is available. Financial and family limitations may be minimized if an individual develops long-range plans and makes use of present educational and job opportunities.

3:b Interest:

Interest in an occupation may be based on its prestige, status, or income. However, it must be also considered what kind of work we like to do.
Some of us like to work with people, others like to work with things or ideas. If the work doesn’t meet the interests to some degree we are likely to be bored and feel trapped. In choosing an occupation it is more important to know what kind of work is involved and whether the required work will be enjoyable. Meaningless work does not satisfy our feelings of self esteem, self-respect or self-expression even when it provides income and status.

A person should explore his or her interests before choosing an occupation. Individual interests, means of assessing them and sources for guidance are equally important to choose from. Adequate guidance can help one to judge whether one has the abilities required to do the work that interests him. Time spent in self-analysis and analysis of job possibilities should mean less of a waste of time and effort now than greater happiness later.

3: Abilities:

Knowledge of the requirements of a job will include an awareness of the abilities and skills that are necessary for the work. If education is adequate most of the abilities required for a given occupation are developed through education and training in school and college levels. An awareness of these abilities can be an aid in choosing a rewarding occupation and avoiding occupations for which we have little preparation. If a person enters an occupation lacking the necessary intellectual, technical or social skills a feeling of inadequacy may develop. Such a person may feel unable to cope up with the work, become discouraged and perhaps lose confidence in the ability to do anything well.

Occupational choice requires analysis of abilities relative to job demands. Abilities however, are not necessarily limited to present skills. They have to be improved with remedial instructions. It is important to know what one is not able to do as well as what one is able to do or able to learn.
3:d **Opportunities:**

In addition to interests and abilities, the matter of opportunity plays an important part in realistic career planning. Opportunities arise at different times and places but planning is necessary to know how to take the best advantage of them. Relying upon the chance that one will be the right person at the right place at the right time is not very realistic in the increased complex social structure. If one has done some preparation and planning, one may avail the opportunities because one knows what is required out of a new job or an existing vacancy.

One thing one must consider is the 'time-factor'. One must examine both current possibilities and future trends. Analysts predict that it is increasingly apparent that job opportunities in the future are likely to develop faster in occupations that require education and specialized training than in occupations of a semi-skilled or unskilled nature.

3:e **Sex:**

There are obvious sex differences in occupational choices. Rosenberg (1957), noted that one half of the men planned to enter law, engineering, farming or business whereas, women selected occupations like teaching, social work, secretarial work, art, journalism, drama, etc. The different values and occupational choices of men and women undoubtedly stem, at least in parts, from different patterns of socialization. Conceivably, boys through identification with their fathers are more likely to learn the desirability of being 'a good provider' for one's family while girls maybe more likely to acquire the 'socio-emotional' concerns of their mothers.

4. **PERSONALITY AND CAREER CHOICE**

A changing job market and their own lack of certainty about the future today confuses most young people. They don't want to run the risk of spending several years on preparation for a career that may be obsolete ten years later. Nor do they want to risk preparing for careers that will turn out to
be poorly suited to their personalities. The problem revolves around the fact that interests, abilities, opportunities, and personalities are not the absolute but are relative factors that change somewhat with time and experience.

If we were certain of the personality characteristics we possess now and what we want to be like a few years from now, it would make the problems of career choice much easier. It is important to allow ourselves enough room to grow and to develop new interests so that we will feel overly restricted by the choices we have made. We should feel free to take advantage of new opportunities as we see them even after we have made a choice of career goals.

Flexibility is a valuable asset in occupational adjustment. It means that one can decide what one wants to do without making a firm commitment that we rule out all other possible alternatives. It should not be confused with indecisiveness. This behaviour is strongly influenced by both 'can do' and 'want to' issues.

5. WORK AND THE WAY OF LIFE

If an average adult is examined twenty-four hours of a day to ascertain how he spends his time it seems that occupation absorbs more of his time than does any other type of activity. Nine or ten hours are spent in work or related activities, eight to nine hours in sleeping, eating and in activities related for the physical maintenance. This leaves from five to seven hours for other activities.

The pace of work in adult's life is not judged only by the time it takes. There are other social and psychological activities, although taking less of the adult's time, but are considered to be having dominant significance in his total living and style.
5:a Work Determines Social Status:

In this modern fluid society occupation is the principal determinant of social status. The work a man does tell more about him that is significant in his culture than any other single item of information.

The relationship between occupation and social status has been confirmed in a number of studies. Studies make it clear that values, education, wealth, abilities and achievements are the principal non-occupational criteria used to judge the social status.

In studies aimed to classify the criteria for status it was found that wealth, income level, type of living, common interests, and social affiliations are combined with high degree to occupational status.

5:b Occupation and Social Mobility:

In this work-oriented society occupations are the common means of social mobility. Men and women by working improve their status primarily by improving their occupations and other changes made in the way of life.

Movement up or down the socioeconomic ladder takes place as workers move up or down the occupational ladder. It is only occasionally that a change in socioeconomic status brings about a change in the occupation. This is true particularly, where there are large transactions related to money or money related activities.

In all occupations except in the cases of professionals and skilled trades mobility is primary matter of advancement. It is aided to varying degrees by job related activities. But in the case of the professionals and certain technical occupations and trades, 'education' is the intermediate means of occupational mobility. Entry can be obtained only through formal education. When obtaining formal education is made difficult, the avenue of upward mobility is virtually closed; when obtaining formal education is made easy, upward mobility is facilitated.
5:c Work Molds, Values and Attitudes:

In social sciences, cause is often effect and effect is often cause. This is especially true of occupation and value or attitudes. People with certain attitudes are more likely to be attracted to certain types of work than to others. Those who have certain values are likely to see more opportunity to achieve them in some fields of work than in others.

5:d Work Routine and Style of Living:

The way in which occupations are accomplished regulates the personal daily routine and the social behaviour he is expected to confirm. The hour of arriving at work, breakfast, lunching, work at evening, dinner, engaging in recreation, and retiring vary with the type of work setting and with the occupational status of the worker.

The occupation may determine the type of recreation engaged in and the people with whom it is pursued. Family life is also regulated by the occupation. Friendship and social behaviour are also job and work derived. It is true that the people a worker gets to know best are those he sees at work, and it is with them he most readily develops mutual interests and activities.

The relationship between the clothing and language on one hand and occupation or work establishment on the other hand is an established fact. The style of clothing and language often reflects the personality or informally the type of establishment.

Conduct is also regulated by occupation. The conduct are regulated by the requirements and standard of occupation the person holds. Playing cards, smoking, dating, recreational activities all have significance to job. Work thus determines the social status of friends, leisure activities, and other conduct. Those engaged in the higher levels of work spend more time in artistic, intellectual and community activities, while those at the lower level spend more time in sports and games and with their children.
6. CAREER PATTERN: MEN AND WOMEN

The term career pattern originated in the field of sociology, is the study of social mobility by means of occupational mobility.

The career patterns look for the processes of exploration, establishment, maintenance, and decline of occupation, and the various characteristics associated with them.

6:a Men:

Four types of career patterns are seen according to the sequence of work periods patterned in different ways in different occupations:

(i) **The stable career pattern:** These are persons who have gone directly from school or college into a type of work which they have consistently followed. Most professionals, managers, skilled workers etc. fall in this category.

(ii) **The conventional career pattern:** In this pattern the sequence of job follows the typical progression from initial through trial to stable employment. This pattern is most common amongst clerical workers, professionals and domestic workers.

(iii) **The unstable career pattern:** The worker does not succeed in establishing himself permanently in what might have been a lifetime job or occupation, but instead gives up his potential career in one field and goes off in a different direction. This sequence is seen most often in semi-skilled, clerical, and domestic workers.

(iv) **The multiple-trial career pattern:** This is the pattern of frequent change of employment with no one type sufficiently prolonged or dominant to justify calling the person established in a career.
Women:

There are many differences in the life patterns and social roles of women and men. Women's career, career orientation and career motivations differ from those of men. To illustrate a few career patterns are enumerated below:

(i) **The conventional career pattern:** This is a pattern of working followed by home making. The girl after college goes for a short period of work. Normally after marrying and with relatively brief work experience, which they have the young women become a full-time home maker. Clerical work, teaching, nursing, etc. come under this pattern.

(ii) **The stable home-making career pattern:** This category includes all women who marry while in or very shortly after leaving school or college, having no significant working experience.

(iii) **A stable working career pattern:** She may perceive it as a life career from the start. A career pattern showing that working career to continue with marriage or a working career to resume after a period of full time home maker.

(iv) **The double-track career pattern:** This is the pattern of the woman who goes to work after completing her education, and continues with a double career of working and home making.

(v) **The interrupted career pattern:** Here the sequence is one of working, homemaking for sometime and again working instead of homemaking. The work to which the married woman returns may be that of her original working career or it may be different which depends upon what she has done with her training and experience during the full time homemaking period.

(vi) **The unstable career pattern:** In this type of career pattern consists of working, homemaking, working again, returning to full time
homemaking etc. This pattern is observed most often in lower socio-economic levels.

(vii) The multiple trial career pattern: It consists of a succession of unrelated job with stability in none; resulting in the individual having no genuine life work.

7. CHOICE OF WORK ROLE AND CONSEQUENCES

Modern psychology has by now undoubtedly established that individuals differ from each other with respect of their abilities, qualities of the personality, capabilities, etc. Hence, it becomes essential that for a particular function only that person should be retained who possess the requisite qualities and abilities.

The significance of the occupational choice for the individual stems primarily from the irreversibility of the decision. Although people do change their occupations, the psychological and economic costs of doing so are great particularly where the occupations require extensive training or preparation. Consequently, the vast majorities of vocational choices in our society are lifetime choices and commit the decision-maker to pursue his work. And in many cases a style of life for the remainder of his working years.

The other aspects associated with the occupational choice are also equally important. Furthermore, the effects of the occupational choice are not only restricted to the work situation but often influence as to where and how the person will spend his non-working hours. Super (1957), has indicated the extensive effects of the occupation on recreation and friendship patterns and family activities as well as other aspects of the style of living.

The functioning of a man in a work situation is a function of man interacting with his environment. The working conditions (physical and interpersonal) are good enough to decide upon the relative factors like
morale, satisfaction, involvement, commitment etc. and can give rise to stress and strains in the job.

Considering the relationship of man with his pursuing occupations and its consequences on the general well being of an individual need was felt to see how the various occupational demands make their impact on the job involvement and self esteem of the person. How do people with different nature of job perceive and react to the life stresses and what are the impacts of these factors on the physical and psychological health of the persons working as doctors, teachers, engineers and nurses?

An attempt has been made to study these job-related concepts empirically with respect to the effect of sex, income and tenure on the above factors.
STATEMENT OF THE PROBLEM

In the modern materialistic world, quality of life has been the most important concern for any individual taking up a profession. Quality of life in turn is closely associated with psychosocial aspects of the individual and the physical aspects of the profession. There is an intricate relationship between choice of occupation and effective living, which seems to be essential for self-development.

The work cannot be considered apart from the individual who performs it. When people begin to make decisions about which job to pursue and how to balance personal and work life, they depend upon certain 'career anchors' that guide and stabilize person's career after several years of experience and feedback. Career anchors are the distinct pattern of self-perceived talents, attitudes and values, which develop in the course of an individual's work-life.

Taylor, studied interest in people at work in the United States in early 1900s. The main conclusion of Taylor's research has been that individuals at work are the most important components for ultimate performance at the organizational level. He pointed out that just as there is always a best machine for a job, so are the best ways for the people to do their jobs and attain utmost satisfaction.

Why do people work, has a very readymade inevitable answer – men work to earn a living. There are people who do not work to fulfill their necessities and luxuries only but look for something more than just getting a handsome salary. They work in occupations offering less pay and tips to search for that "more than money" factor out of their job. Thus the economic factor is not enough to explain the motives behind taking up a job.

Individuals while performing their jobs do not behave like machines or robots. They also express feelings and emotions. They exhibit likes and dislikes, pleasure and displeasure, satisfaction and dissatisfaction,
attractions and repulsion, happiness and sorrow depending upon the nature of work situation around and experience with people inside and outside the job. They come in contact with their friends, fellow workers, supervisors, juniors while they are at work. Through this continuous process of interaction, individual comes to learn and perceive a lot about the general and specific characteristics of that particular occupation. The nature of perception about the people around the work place and the occupation tends to develop feelings of satisfaction or dissatisfaction amongst the people. Thus interpersonal relations amongst the people in job play an important role in determining their perceptions and emotions regarding a particular occupation.

The feeling of satisfaction or dissatisfaction depends upon the gratification of various needs of the individual in relation to his motives. Individuals with passage of time come to develop a number of needs. Needs can be related to job characteristics, intersectional context in the job and outside it, and the organizational policies, Katz and Manen (1976). When people are able to perceive gratification of their various needs they will feel satisfaction and in turn develop a favourable attitude towards their occupation of choice. On the other hand, a person who fails to perceive gratification of various needs remain unsatisfied and in course of time develops unfavourable attitude towards his existing occupation. In any organization the individual learns the motivation system that is specific to that organization and the occupation in particular. Bass (1965), mentioned conditions that strengthen the positive gratification such as opportunity to make decision, recognition within the work place, freedom to set own work place and self-determination. The work situation that results in fulfillment of these needs and desires provides a link between high productivity, role performance, involvement, and the quality of work life. This is the notion which is directly related to Job Involvement.

Needs of the worker may be physiological and psychological in nature. Throughout the life, individuals remain active for the satisfaction of various needs. Murray (1938), strongly believed that unsatisfied needs
motivate the individual to act and sustain until complete satisfaction is attained. He strongly felt that when one need gets satisfied, individual becomes active for the satisfaction of the other and this process continues as one general need is satisfied other higher order need emerges operating their life. Murray, believed that unsatisfied needs motivate the individual to act persistently until satisfaction is attained. He further adds needs develop feelings or emotions that give rise to certain overt behaviour until the need is gratified. He believed that organism not only becomes active to reduce the generated stress, but also develops tension as well as reduces the impact of generated stress.

There are certain stimuli in the environment that pull or attract individuals. Such stimuli are called incentives. Incentives develop certain needs and needs in turn develop drives that push individuals into action for the gratification of needs. Organizations / occupations offer incentives in the form of better pay, housing facility, education facility, promotional facility, leave benefits etc. Sometime money and other physical benefits do not seem to induce motivation in certain professionals. They attach more importance to psychological factors like recognition, approval, authority and appreciation. These professionals show very high level of job involvement not because of physical benefits but because they have intense intrinsic urge to compete and excel others on the task. The extent of success and failure in this regard, will be a strong variable in determining the self esteem and degree of job involvement. These individuals exhibit behaviour that is in harmony with the people and the environment around, at work place as well as in the society outside.

In an organization or a particular profession environment and management factors are common for all workers. Therefore, it is the nature of individual perception that enables them to develop either favourable or unfavourable altitudes towards the occupation. Individuals' perception in turn is influenced by his personal characteristics of temperament (personality structure) and the need structure. Thus for any person attitudes are related to personality, motives, emotions, passions and values. Every individual has
his own need patterns and external social pressures. If these needs are gratified through adopting a process that maintains a harmonious relation between demands of the individual and his external social realities then in turn individual will experience satisfaction towards the environment and will exhibit high level of adjustment with the surrounding environment. Descriptively such a person is an efficient worker, a happy individual, owe a very favourable attitude towards life in general and work in particular. He has the understanding of reconciling his own interests and capabilities with the need and goals of the organization of which he is a part. This will be the individual with a high level of involvement with his work, a very high self esteem and life with less of psycho-medical problems. As a person he will perceive less of stress in the various life events he comes across with.

Thus above background clearly establishes that it is the human factor in occupation that largely contributes towards the self-development of person in a profession and organization. It is not only the nature of work alone responsible for development of a positive or negative attitude towards a particular profession. It is the perception of the social significance associated with it. A profession profiles the individual's way of life and a social role to play being a man existing in the society with many more men.

Therefore, in the light of the above background present research work was attempted to investigate the problem, "An empirical study of Job Involvement, Self esteem, Stress and Health in relation to different professionals".

This research work is an attempt to answer questions like:

1) Do individuals in different professions show any significant difference regarding Job Involvement, Self esteem, Stress and Health?

2) Do Sex, Income and Length of Service bear any relation with the above factors?