CHAPTER II

Review of Related Studies
REVIEW OF RELATED STUDIES

Review of related studies implies locating reporting and evaluating of research as well as reports of casual observation and opinion that is related to the individuals who planned research projects. It gives the scholar an understanding of the previous mark has been done. It enables him to know the mean of getting to the frontier in the field of a problem. Until we have learnt what others have done and what still remains to be done we can not move forward. The review provides us with an opportunity of gaining insight into the methods, measures and approaches implied by other research workers. The review of related study in any field forms the foundation upon which all future work will be developed. The investigator taped the various sources of available literature like various books, journals, periodicals, handbook of information year book, university news and other related materials.

So in this chapter an attempt has been made to present a brief resume of research finding related to the study on level of aspiration subjective well-being and human values. The information pertaining to the present study is a comprehensive review of the variable is classified year-wise under the following heads:

1. Review of level of aspiration
2. Review of subjective well being

3. Review of human values

1. Level of Aspiration

Today in sports the athletes want to move up at the ladder of success very fast as in an enterprise an employees wish to move up the ladder of success very fast, but where some people long for the vertical growth, some strive for the lateral growth. For example, an assistant manager can have entrepreneurial aspirations and might aspire to become the V.P or head of the department, whereas an employee engaged in some technical job might want to achieve mastery in his skill or craft.

Hoopes (1930) has studied on this method for studying aspiration level was inferential, which involved drawing interferences about subject’s aspiration level on the basis of overt and verbal behavior, including the expression of the task of activity. His observation revealed that success Tends rays and failure tends, to lower the expiration level, and that characteristic of the subject like ambition, consciousness and prudence etc. Exercise a determining effect obviously; the operation of these factors one not likely to make the individual a realistic enough is goal and expectation.
Jusknat (1937) has studied on "developed indirect precise for studying aspiration level". She made use of a series of ten papers and pencil mazes arranged in order of difficulty, which the subject code easily recognized when glancing over them. The subject was asked to choose a maze and start working on it. The particular maze chosen indicated his aspiration level. The idea of forming the situation in such a way that the subject expressed his aspiration level automatically could be considered a significant advancement to the subjective inferential technique of hope satisfaction is an over-riding concept which beyond the context in which term like restoration of homeostasis and drive is used. Cantril (1965) found the term more suitable for describing an experience, which is unique to human being and is permeated with value overtones.

Alexander (1950) stated that "In overt behavior many peptic ulcer patients show an exaggerated aggressive ambitions, independent attitude". Sullivan and Nickel (1950) described the ulcer patients as "the driving active individual frequently seen as the together, who will not admit defeat and who are continually striving to excel in their environment." Little and Choen (1951) found that asthmatic children showed significantly higher level of aspiration than non-asthmatic. Berkeley (1952), Gorard and Phillips
(1953) found a reliable relationship between adrenal activity and level of aspiration scores.

Karen and Weitz (1955) state that the organism is having certain needs or desires that must be fulfilled in order to adjust to the environment. As a result of this organism changes, its behaviours in various ways for maintaining its behaviour in the environment.

As argued by Hall and Lindsey (1957) the achievement need is a learned motive and strive for success and a seas of human behavior. Since achievement need is a learned motive and there are wide differences among individuals in their past experiences, the strength of their motivation with respect to achievement also differs accordingly.

Muthayya, B.C. (1959) conducted a study on level of aspiration and saw its relation to modes of reaction and frustration among adolescents. He tried to explore the relationship between frustration reaction categories and different aspiration measures such as goal discrepancy score, attainment discrepancy score etc.

Lener and Kube (1964) and Coleman (1956) say that it is a continues process of interaction between ourselves and our
environment and it is the effectiveness of an individual efforts to his needs. Lazarus (1961) state that adjustment consists of psychological processes by which the individual manages or copes with various demands of pressures.

The study of Lefcout (1965) on Black and white grown up prison imamates has yielded results, though not significant, but opposite in direction to that obtained by Boyd on black and white children. Using skill and chance type (Gambling) tasks of level of aspiration, Negrose were found to be continuous and failure avoiding, particularly in skill situation. Beside lower goal discrepancy they made larger number of erratic shifts in the goal as compared to whiter. It was also evident that Negroes were more externally creative than whites. That is, they see the events that happened to them contingent much more upon luck or outside power beyond control than on their actual effort.

Shanmugan (1975) have conducted a study “A factor analytical of delinquents in comparison with non-delinquents.” The sample of the study was total of 90. In the sample, delinquents (24 Boys plus 22 Girls) and 44 non-delinquents (20 Boys plus 24 Girls) of age ranged from 14 to 18 plus years. Eyzrenek personality inventory test of aesthetic performance, suggestibility tests the self-
deal self-congruity test. The ladder test of level of aspiration the rigidity test, the creative instruments picture frustration test, cognitive dissonance test, semantic deferential test, Ravens standard progressive metrics ware used. He found dynamics of delinquent boys and girls have special characteristic distinguishing them from those of non-delinquents. In contrast to non-delinquents, delinquent's boys were characterized by high degree of psychologist, impunities reaction and intelligence and by lack of extra version, extra punitive reaction, suggestible and level of aspiration. Delinquent girls were found to have high degree of rigidity suggestibility and evaluative leniency and lack of intelligence and ideal self governance.

Khan, et al (1982) made an attempt to examine the scholastic achievement of pre-university students as influenced by their educational and vocational aspiration, religion and socio-economic status. They found that the students with low education and vocational aspiration were poor achievers when compared with students with high educational and vocational aspirations.

Grichting (1983) has studied on "investigated happiness, satisfaction, constructs and gives valuable information with regard to the issue of domain, scope and degree". The term happiness was
restricted by him but its ambiguity was also pointed out. The enunciation of domain, scope and degree was an attempt to clarify its meaning concomitants.

Prettic (1984) attempted to find out the relationship between sex, aspiration level of perceptual discriminations. The author attempted to investigate some of the differences in a perceptual discriminations performance task due to (i) sex and (ii) level of aspiration of eighty-seven female and fifty-six male undergraduates. It was found that the discrimination performance of females was greater as compare to males. Level of aspiration did affect both males and females. But the female students to a greater degree there was a significant effect of sex and aspiration level.

Kanwal and Kaur (1987) studied the relationship of aspiration level of performance in four hockey skills. The result indicated that there was a significant relationship between aspiration level and motor skill attainment.

Bhatnagar (1993) stated that the correlation between level of aspiration and involvement in studies was found -.42 which is insignificant and denotes almost no relationship between these two variables. The result also showed when the high involvement girls and boys were compared significant difference (at .05 levels) in the
level of aspiration with boys showing higher mean score than girls. Same pattern is evident where both sexes having low involvement are compared. The difference was significant at .01 levels with boys showing higher level of aspiration than girls.

Kaur S. (1994) conducted a study to see the difference in educational aspiration and academic achievement between athletes and non-athletes of university and college students. They selected a sample of two hundred students comprising of fifty female athletes, fifty male non-athletes and fifty female non-athletes, equal number from the same class and institution. They administered educational aspiration test by Saxena to measure educational aspiration and academic achievement scores were worked out against the percentage of marks secured by the subject in the previous university examination. After analyzing the data they found that mean of educational aspiration scores of athletes and non-athletes differed significantly at .01 level and similar results were reported when subjects were compared for educational aspiration within sex groups. It was finally concluded that on the average the athletes have significantly high educational aspiration as compared to non-athletes group. This study has taken into consideration the educational aspiration of the athletes and non-athletes. The draw
generalizations regarding aspiration level in broader sense the need is there to study the general aspiration level of individuals.

Sharma and Joshi (2000) stated that competition in sports is connected with the aspiration of the individual for achieving higher goal in other field along plans to create a new record or to become the champion in particular sports- the higher the category of competition, the higher the aspiration. This might be the reason that female athlete may have higher aspiration.

Ram Chander (2007) found in study that state and inter college level players have more level of aspiration and goal discrepancy scores than those of the national and interuniversity level players.

2. Subjective well-being

Chadha and Dhillon studied the psychological well being among players. The relationship between an individuals economic resources an other component of standard of living and his subjective well-being is sometimes considered to be curvilinear up to a certain moderate level of living, the major determinant of the subjective well being would be the matching between situational characteristics demands and opportunities and the individual needs,
abilities and expectations as perceived by the individual. The sample consisted of eighty (80) students from Delhi University, (40) student more those who represented university, and college in carious competitions (40) student (20 male and 20 female) more university non players. A questionnaire used of subjective well being (SWB.). Nagpal and Gell in 1985 was employed to collected the data. The findings of the present study some how neither accepted nor rejected the common belief that sports enhance physical and mental health of an individual.

Warr (1978) has studied on “three kinds of psychological well-being first tests reposed anxiety about the specific features of everyday life, second, about specific features in general, and third obtains materials about positive and negative effects”. The last component of well-being was studied by Brad Burn on a large sample survey in U.S.A. He found positive effect was associated with higher levels contact and more exposure to new experiences; Negative affect was found to be associated with various indices of anxiety. Fear of break down, physical, symptoms of illness. Several research study. Carried out in U.S.A. and U.K. have broadly confirmed. Broadburn’s result, (coasta & Me care, 1980, Bryant & Vennroff, 1982) warr further pointed out the several facts of well-
being are conceptually and statistically distinct but overlapping, well-being is not the same as happiness although the latter is a component of the former; external factors, such as sex, employment position, age, education, work orientation have varying influence on different facts of well-being.

Warr (1978) concluded the unemployment people reported significantly lower well-being more and more anxiety, than their employed counterpart's. However, employment position was related to aspect of well-being only for higher orientation group's and not for those in the middle-aged groups. Bhogle and Parpash (1995) developed the psychological well-being Questionnaire (PWB) for help of factor analysis, they identified the following sources of correlation among two item taken from different sources.

a) Meaningfulness, b) Symptoms, c) Self-esteem, d) Positive effect, e) Daily activities, f) Life Satisfaction, g) Suicidal idea, h) personal control, i) social support, j) tension, k) wellness, l) General efficiency.

Thomas, Joan (1987) investigated whether thoughts of past life experience, made available in memory influence person's judgment of subjective well-being however because this predicator could not be assumed effects of the cognitive availability of life
experiences and affected of possible mood charge on reports of subjective well-being were differentiated by making some student aware of possible mood charges. Following recall subjective well being was measure by subjects of the affect balance seek the fandyee-happiness measure, and the satisfaction with life seek scare on neuroticism were used as a covariance.

Result indicated no significant mood charges multivariate analyses of covariance indicated no different rations of positive to negative life experience (.05 level) cheung Ping and Chung (1988) It was found that self perception and motivational orientation were well differentiated satisfactions with a particular personal projects was related to the specific perceived ability self-conception and motivational orientation about that project. The relationship between project satisfaction and perched ability was moderated by self-consciousness and ego-orientation. Life satisfaction was found to relate positively associated with (a) the social comparison ability about important personal projects (b) the global evaluation of ability about important personal projects (c) the self definitions of important personal project (d) the self completion of important personal projects (e) the task orientation in important personal
projects and (f) the social satisfactory in important and personal projects.

Angle and Mariteyn Ditzn (1988) focused on four principled psychological variables in the study subjective well-being attitude towards aging, sex-role orientation and a multifaceted sense of personal competence. Subjective well-being was operationalised by adaptations of life satisfaction index and the satisfaction with life scale, attitude toward aging was measured by the fear of aging scale. Overall, zero-order correlations support relationship between many variable pars follow-on multiple regression analyses uphold the significance of the contribution of the psychological and personal variable on health, level of activity, income, employment, history, retirement status, marital status, social and education. Relationship among mark identity and age variable were explored by analysis of variance. T-test applied to retirement and martial variables. Result suggested that life satisfaction was corrected with attitude toward aging, sense of competence, number of class relationship and level of activity.

Terry et al. (1993) examined the relationship among level of work stress, social support and well-being. In the first instance, it was proposed that high levels of work stress (role ambiguity, role
conflict, work overload and under utilization of skill) would have a negative impact on job satisfaction and psychological well-being. Second, it was proposed that the perceived availability of support for work related problems would have both direct and stress-buffering effects on level of well-being. These hypotheses were tested in a study of 153 employees of a large public sector organization. After control of the potential confounding effects of neuroticism, there was some support for the proposed affects of work stress and social support on well being. Rate ambiguity and rate conflict emerged as significant predictors of both psychological well-being and job satisfaction. There was also some support for the proposed rate of under utilization of skill, however, contrary to expectations, the experience of quantitative work overload did not have a significant effect on either psychological well-being or job satisfaction. As expected there was evidence to suggest that, irrespective of the level of stress, level of supervisor support had main effects on level of well-being. Consistent with Cohen and Wills (1985) stress-support matching hypothesis, there was also some evidence to suggests that the availability of work-related support (from one’s supervisor) buffered the negative effects of work stress (rate conflict and work overload).
Nathawat and Mathur (1993) compared marital adjustment and subjective well-being in 200 adult Indian housewife and 200 adult women working outside the home. Subjective were administered a marital adjustment Questionnaire (P. Kumar and Rastogi (1978) and measure of subjective well-being (e.g., general health Questionnaire self-rating, Depression Questionnaire scale) Results indicate significantly better marital adjustment and subjective well-being for the subjects working outside the home than for the subjects working outside the home than reported higher scores on hopelessness, insecurity and anxiety. However, housewife had lower scores on negative effects than did subjects working outside the home.

Nishizaa (1996) constructed the well-being scale (SWB), which comprised eight factors: good and poor mental health, social support and stress, and personal support and stress. Each factor consists of five items. The WBS was found to save reliable and valid indicator of people’s well-being in that Cronbach Alpha 0.70-0.80; test-retest reliability (month interval) 0.79; convergent validity with Goldberg’s 12 item GHQ (r=0.83) and Kozma and Stones MUNSH (r=0.82).
Garrison (1998) identified the socio-economic/demographic determinates of the quality of life of rural families, computer dialing procedures was used to collect data in spring (1996) from 510 rural (both farm & non-farm) respondents. Quality of life was measured by five subscales finances, home family and friends, household, community and environment. Regression analysis indicated that the independent variables gender, race, marital status, employment status residence, age family income and household size-differentially affected the quality of life subscales. Among the independent variables, household size was the most important predictor of subjective well-being findings support dimension rather than global measurement of subjective well-being.

Lee (1998) explores the effects of marital status and gender on the subjective quality of life in Korea drawing on national scale data from 955 marital on single predictor of the quality of life regardless of one's marital status man are found better of than women being married appears to affects the level of general happiness positively. Analyses with other measures of quality of life suggest that the effect of marital status is moderated by gender for man being married negatively affects the quality of life, while the effect is positive for women.
Linda Mezydlo Subich (1998) in the article on women's work and life satisfaction in relation to career adjustment wrote that literature on women's satisfaction and career adjustment encompasses a broad range of women's career experiences subsequent to entry into an occupation. The experiences most commonly investigated in relation to satisfaction include satisfaction in relation to work experiences and characteristics, satisfaction in relation to managing multiple roles, and satisfaction in relation to occupational transitions. Conclusions drive from this review include the need to use multidimensional assessments of satisfaction and to use more qualitative assessment strategies as they may be more sensitive to non-normative events than are standard quantitative approaches.

Gohm et al. (1998) examined the association between parental married status, marital conflict, and culture (individualism-collectivism, divorce rate) and the subjective well-being of young adults. Study assessed 2,625 men and 4,118 women from 39 countries on 6 continents, subjective well-being was negatively associated with marital conflict among offer prying of never-divorced and re-married parents. The association of marital status and the subjective well-being of offer prying differed across individualism collectivism and divorce rate. Collectivism lessens
the impact of divorce after a high-conflict marriage and the impact of marital conflict when a parent remarriage study to examine the association of parental marital status and conflict among 76 adopted and 87 non-adopted young adults. The negative association of divorce and marital conflict with the life satisfaction of the offering did not differ by adoption. The selection hypothesis was not supported.

Hugher and Thomes (1999) demonstrated that the subjective well-being of African American's in the force as well as better than whites, suggesting a change in the pattern observed for nearly 40 years. Using data from the general society survey for the period 1972 to 1996, it is shown that quality of life do not vary and are not explained by S E S. Although racial inequality appears to be the primary cause of their differences the exact processes producing them are as yet unknown.

Schwarz and Stake (1999) demonstrated in a series of studies that global measures of satisfaction could be influenced by mood at the moment of responding to the scale and by other situational factors. They also found that the ordering of items and other facts could influence SWB. Eid and Diner (1999) found, however, that situational usually place in comparison with long-term influences
on well-being measures. Another potential problem is that people may respond scales in socially desirable ways. If they believe that happiness is normatively appropriate, they may report they are happier than other types of assessment may indicate. Magaletta and Oliver (1999) differentiated among hope, self-efficacy and well-being. Magaletta and Oliver sought the structure underlying the instruments operationalizing the concepts when the unit of analysis was individual items comprising the instruments. They discuss the origin of the constructs of hope, self-efficacy and optimism. They were of the view that hopes both will and ways while optimism refers to general expectancy that one will experience good outcome in life. Optimism does not imply the specification of the agency through which the good outcome is realized.

Magaletta and Oliver (1999) have not explained the construct of well-being beyond that it is related to the constructs of hope, efficacy, and optimism. However, the General well-being Questionnaire used in the studies reported to have the following seven higher order factors.

1. Attitudes relevant to health and well-being-

2. Beliefs-ethical and spiritual and broad values that direct such goals as achievement and community with others.
3. Behaviour and health related

4. Situations representing environmental forces and process, such as work and social settings.

5. Emotions and subjective aspects of feeling stress,

6. Physical components, symptoms of physiological and immune dysfunctions.

7. Recent events and recent stressors.

The maximum likelihood method of factor analysis yielded four factors showing that will, ways, self-efficiency and optimism are related but not identical constructs. The hierarchical multiple regression analyses that were done to predict well-being to find unique contribution of the predictors and would enable to differentiable between them.

Good life can be defined in terms "subjective well-being" SWB and in colloquial terms is sometimes labelled "happiness". According to Diner (2000), Subjective well-being refers to people's evaluations of their lives-evaluations when they feel many pleasant and few unpleasant emotions, when they are engaged in interesting activities, when they experience, many pleasures and few pains, and when they are satisfied with their lives". The field of
Subjective well-being focuses on people's own evaluations their lives. Diner, Sapyta, and Suh (1998) says that Subjective well-being is not sufficient for the good life but it appears to be increasingly necessary for it.

Hillers, Aguero, Hedda and Winblad (2001) examined the facts that either increase or decrease well-being of both young and old people. Many factors have been studied in relation to well-being but only some have been found to be associated with it. These factors are demographic (Age, sex, Culture, Marital status) social (socio-economic status, having children, religion social contacts) all are related to personality, life events, health and activity. However some of their factors have a stronger association than others.

Kim and McKensy (2002) examined the relationship between marriage and psychological well-being using a sample from the national survey of families and households panel data. Eight different marital status groups were identification and used to test two competing perspective explaining the relationship between (Protection vs. Selection) Findings confirmed the strong effects of marital status on psychological well-being supporting the protection perspective. The effects of the quality of marital
(cohabiting) relationship on psychological well-being was significant, but the strong effect of marital status remained unchanged after controlling for relationship quality findings also indicated that the transition to cohabiting did not have the same beneficial effects as marriage for psychological well-being suggesting that the protective effects of marriage are greater of psychological well-being were found to be weak and inconsistent, the finding generally did not vary by gender.

Diener et al. (2002) conducted two large international studies on subjective well-being, the authors examined that whether happy and unhappy individuals weighted 8 life domains (health, financer, family, friends, recreation, religion, self and education) differently when constructing life satisfaction judgment. In both studies, regression equations predicting life satisfaction showed that there were significant interaction between happiness and a person worst domain even after controlling for participants weightier their best domains more heavily than did unhappy individuals, where unhappy people used different information when constricting satisfaction judgment.

Subhakrishna (2003) studied with the aim to examine the role of work-related factors, availability of support and coping styles as
predictors of well-being. Sixty married working women were individually interviewed with regard to reasons for employment and support availability, well-being inventory. Results on stepwise multiple regression analysis, depicted that greater use of social support seeking and less use of denial as coping styles, absence of multiple role strain, working to be financially independent, availability of support and refusal of job promotion were significant predictors of well-being.

Khan (2004) examined the differences between mean scores of married working and non-working women on subjective well-being. The sample consisted of 100 working women and 100 non-working women from different department of Aligarh Muslim University and residence of Aligarh city by using random sampling. Dieners (1985) satisfaction with life scale (S W L S) was used to measure the subjective well-being of the subjects. The data were analyzed by married working and non-working women on subjective well-being.

Ojala and maria (2006) compared adolescents various about environmental risk subjective well being, values and existential dimension. The sub group of adolescents experiencing a high degree of worry about environmental risk but, displaying varying
level of subjective well being more identified and scared low on well being while the other scared high. There after the assumption that the low subgroup would different on theoretically relevant comparison measure was investigated. The group high on both worry and well-being scared significantly higher on meaningfulness, trusts in environmental organizations, and on anger and hope in relation to environmental risk than the group high on worry but low on well being. Finding, environmental worry mainly predicted hispheric and altruistic values, but also high level of trust is science and environmental organizations. Jama Mikintm and Alexadnra M. Freund (2008) examined the subjective well being is often interns of frequent affect, infrequent negative affect, and high life satisfaction, (e.g. Diener, Suh, Lucas and Smith, 1999). Life circumstances and demographics traits and dispositions, and intentional behaviours have been identifying as predictors of well being (Syulomiasky, Sheldon, and Schkade 2005). Within these three categories personality traits account for the largest portion of the individual variance in subjective well being (40-50%). Diener et a. 1999) In research on personality traits and subjective well being, extra various and neuroticism energy as the two most robust predicators of well being. As can be expected, given the content of these personality dimensions, extra version
with low subjective well being (e.g. costa and me crae, 1980 Emmons and Diner, 1985). Importantly, social affiliation seems to be the most frequently subjective well being and mediator between personality and subjective well being (Tkach and Lyubo mirsky, 2006). People who socialize a lot with other are happier than those who do not.

Marco Bonhouser et al, (2006) has studied on improving physical fitness and emotional well being in adolescents of low socioeconomic status in Chile. The objective of this study was to evaluate the effects of school-based physical activity program on physical fitness and mental health status of adolescents living in a low socio-economic status area in Santiago, Chile, quasi-experimental design was used to evaluate the effects of the programme over one academic year. The study included 198 student aged 15 year old. Two ninth grade classes were randomly selected as the intervention group, with two classes of the same grade as controls. A social planning approach was used to develop the intervention. The programme was designed and implemented based on student preferences, teachers' expertise and local resources. Changes in physiological and mental health status were assessed. After the intervention, maximum oxygen capacity
achieved a significant increase of 8.5% in the intervention versus 1.845 in the control group (p<0.01). Speed and jump performance scares improved significantly more in the intervention versus the control group (p>0.01). Anxiety scare decreased 13.7% in the intervention group versus 2.8% in the control group (P<0.01), and self-esteem scare increase 2.3% in the intervention group and decrease 0.1% in the control group after the end of the programme (P<0.01). The result was found that no significant change was observed in the depressive scare. Student participation and compliance with the program was >80%. To conclude, a school based program to improve physical activity in adolescents of low socioeconomic status obtained a high level of participation and achieved significant benefits in terms of physical fitness and mental health status.

A further key influence on psychological well-being is the extent to which work life negatively affects private life. It is widely accepted that achieving a positive work-life balance is a significant protector of good health. Although work-life balance is the most commonly used term, a body of research (e.g. Demerouti, Bakker, and Bulterns 2004, Guerts, Kompier, Roxburgh, and Houtman 2003; Guerts, Rutte, and Peeter 1999; Jamssem, Peeters,
De Jonge, Hourkes and Tummers 2004) prefers the term work-hone interference (WHI). This is defined as the extent to which a person experiences pressure within the work domain that are incompatible with the pressure that arise within the family domain (Guest et al., 1999, 1136). It has been shown for a variety of occupations, including medicine, that work characteristics are more powerful than home factors in explaining WHO. Work by Guest et. Al (1999) on medical residents suggested that WHO serves to mediate the impact of some key work characteristics (having an inflavour able work-schedule, e.g. Shift working are high work load) and hone characteristics (having a partner who frequently work overtime) on psychological health.

HUMAN VALUES

Sikula (1973 a) investigated values and value systems of government executives. He administered Research's Value Survey to 54 male federal government executives. Medians and rankings for the 18 terminal and 18 instrumental values are presented. The value profile indicated that subjects gave the highest priority to the goals of family security, self-respect, a sense of accomplishment, freedom and equality. The lowest goal priority included pleasure and comfortable life. The instrumental values of honesty,
responsibility, capability and self-control were rated highest, while the lowest ratings included obedience and politeness. The use of Rokcach's Value survey in selection and placement procedures in training and development and in determining comparison is considered.

Sikula (1973 b) studied Values and value system of industrial personnel managers. He administered the Rokeach's value survey to 59 personnel managers of industrial corporations. All subjects held positions of upper or middle managerial responsibilities and had at least of two years of experiences in personal work. Result were compared with previous studies of other managerial and employees group, personnel managers were found to hold values generally similar to other managerial groups, except for ambition, logical, forgiving, harmony and wisdom, which they valued more than any other managerial groups. Managers in general attach more importance to security and decorum than industrial workers.

Furnham (1984b) examined and administered Rokeach's Value Survey and anomie scale to subjects from Africa, India and Europe to see the similarities and differences in their value systems and its relationship to anomie. Results showed that African's assigned more values to equality and peace and Europeans more to
friendship and love. Although there were large significant differences between black and white groups on anomie, these scores did not correlate significantly with the instrumental and terminal values.

Firdous and Husain (1989) determined the role of instrumental values in spouse selection. A value scale consisting of 18 instrumental and 18 terminal values was administered on 45 female and 25 male graduate students. Sex differences existed in self-evaluation on four values,' Broadminded', 'Honest', 'Imaginative', and 'Independent'. 'Cheerful'. 'Independent' and 'Intellectual' were the values rated highest by the female subjects in comparison with male subjects for other evaluation.

Husain and Firdaus (2000) determined sex and cultural differences on 18 instrumental and 18 terminal values. The major findings of the study were: Significant differences existed between Srinagar boys and Aligarh boys on two values - 'Honest', and 'Obedient'. Aligarh girls scored significantly higher than the Srinagar girls on 'Ambitious', 'Broadminded', 'Cheerful', 'Forgiving', and 'Honest'. Srinagar girls as compared to Srinagar boys, showed significantly higher preferences for 'Ambitious', 'Forgiving', 'Honest', 'Imaginative' and 'Self-controlled' values.
Aligarh girls scored significantly higher than Aligarh boys on the values: 'Ambitious', 'Broadminded', 'Capable', 'Clean', 'Honest', 'Imaginative', 'Independent', 'Loving' and 'Self-controlled'.

Schwartz and Sagie (2000) the authors tested hypotheses regarding causal impacts of socioeconomic development and political democratization on both value importance and value consensus in a society. Data were from matched samples of teachers from 42 nations (N = 7,856) who completed a survey that measures 10 distinct types of values. Both development and democratization correlate positively with the importance of openness and self-transcendence values, and negatively with the importance of conservation and self-enhancement values. Development and democratization have opposite relations to value consensus, suppressing on another's effects. Development increases overall value consensus, whereas democratization decreases it. Differences between effects or specific value types are discussed.

Jalilvand (2000) investigated and found that working women appear have a personal-value structure different from those of nonworking women economic and political values are more prominent among women who work, while social and religious values play a greater role for women who stay at home.
Schwartz and Bardi (2001) hierarchical order of values representative and near representative samples from 13 nations exhibit a similar pattern that replicates with school teachers in 56 nations and college students in 54 nations. Benevolence, self-direction, and universalism values are consistently most important; power, tradition, and stimulation values are least important; and security, conformity, achievement, and hedonism are in between. Value hierarchies of 83% of samples correlate at least 0.80 with this pan-cultural hierarchy. To explain the pan-cultural hierarchy, the authors discuss its adaptive functions in meeting the requirements of successful societal functioning. The authors demonstrate, with data from Singapore and the United States that correctly interpreting the value hierarchies of groups requires comparison with the pan-cultural normative baseline.

Asthana and Alka (2004) studied the values of women belonging to four communities- Hindu, Muslim, and Sikh and Christian. A sample of 200 women (50 from each community) from Varanasi was taken. The age range was 25 to 35 years. 'Study of Values' by Kulshreshlha (1971) was administered to the total sample individually. The only significant difference obtained was regarding political value. Christian women had a higher political
value in comparison to Hindu, Muslim and Sikh women. Sikh women also scored higher than Hindu women with regard to political value. Value hierarchy for different communities is non-similar: Hindu and Muslim women place social values at the highest, while Sikh and Christian women place religious and political values at the highest level. All the subjects have placed economic and aesthetic values at the lowest level of value hierarchy.

Khan and Khan (2005) examined the human values among working and non-working women. Rokeach (1973) Value Survey was administered on 100 working and 100 non-working women of different departments of Aligarh Muslim University, and Aligarh city. The subjects ranked 18 terminal and 18 instrumental values separately according to their personal importance. The data was analyzed by median rank. The results of terminal values revealed that 'equality' and 'mature love' were ranked higher by both working women and non-working women. The 'responsible' value was given highest preferences by both working women and non-working women on instrumental values in their lives.

Khan (2005) measured the human values, Rokeach Value Survey form was administered on 100-employed husbands and 100
employed wives of different faculties of Aligarh Muslim University, and Aligarh city. The subjects were asked to rank 18 terminal and 18 instrumental values separately according to their personal importance. The data were analyzed by median rank. The results of terminal values revealed that 'A world at peace' and 'Salvation' were ranked higher by both working husband and working wives. But working wives also gave higher priority to 'equality', 'happiness', 'national security', 'mature love', and 'an exciting life. The results of instrumental values revealed that 'responsible' were given highest preferences by both spouses. Cheerful and loving were ranked higher by working husband whereas working wives ranked values 'clean' higher in their life.

Frans and Geert (2005) examined relative effects of both spouses' educational levels on the value parents place on children's conformity. Eight General Social Survey samples, covering the 1970's and 1980's, containing information on 3,005 mothers, 2,634 fathers, and their spouses were analyzed simultaneously. Application of "diagonal reference models" showed symmetric influence. Although own educational level had the larger effect on conformity, the effect of spouse's educational level, particularly the father's, was substantive. Among mothers, interdependence was
moderated by mother's employment, and marital happiness. Education of mothers who are the sole breadwinners had a smaller effect on their own child-rearing values, than education of mothers who are not the sole breadwinners. In addition, education of happily married mothers had a smaller effect on own child-rearing values, than education of unhappily married mothers.