



Values

What are
values ???

Definition

- **Values are convictions and a framework of philosophy of an individual on the basis of which he/she judges what is good or bad, desirable or undesirable, ethical or unethical. In other words, values are principles or standards of behavior; one's judgement of what is important in life.**

Sources of Values

- Values of people have their roots in numerous aspects of contemporary society .In particular, there are 4 sources of value formation in any society. These are:-

- 1.Social Institutions
- 2.Organisational Values
- 3.Peers & Colleagues
- 4.Work & Career

Sources of Values (contd..)

- **Social Institutions:-** The life & development of a society are both based upon and produce values. There are various institutions in the society which inculcate values in an individual. In particular there are 4 major institutions which provides the basic sources of values for persons & organizations: family, school, State & religion. The basic process of value formation by these institutions is that they prescribe what is good or bad for an individual. Good behaviour is rewarded & bad behaviour is punished.



Sources of Values (contd..)

- Organizational Values:-** Every organization has a set of values, whether or not they are written down. The values guide the perspective of the organization as well as its actions. Writing down a set of commonly-held values can help an organization define its culture and beliefs. When members of the organization subscribe to a common set of values, the organization appears united when it deals with various issues. Values play a very important role in determining how the organization confronts problems and issues.



Sources of Values (contd..)

- **3. Peers & Colleagues:** - An individual gets clue of behaviour from his peers & colleagues. He develops and applies beliefs, attitudes, & values derived from the groups of peers & colleagues with whom he/she is associated. In the case of values, the individual feels an inmate involvement with a number of people, a nation, a society, or a business org. , or a work group. Values strengthen, protect, & solidify a given group. Therefore, the individual tries to follow that group norm of behaviour.



Sources of Values (contd..)

- 4. Work & Career:-** Work consists of the tasks or responsibilities associated with a particular job or position in an organization. In org. this work is organized, directed, controlled, & entrusted to individuals willing to become employees. An individual's experience over a period of time constitutes his/her career.

Work & Career create special values that give unity, cohesion, and meaning to persons & groups. Therefore, each work will have its own values & persons performing the work will follow those values. Forex:- in an org. sales people, accountants, & engineers will have different values according to their specialities.

