

# Assessment of Human Values



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## Declaration

I hereby declare and confirm that this study, titled “**Assessment of Human Values**” is an outcome of my own efforts under the guidance of Dr. Debdulal Dutta Roy (Head & Associate Professor, Psychology Research Unit, Indian Statistical Institute, Kolkata). All sources used in this paper have been properly cited and referenced, and this work is free from any form of plagiarism, including self-plagiarism. All the data used in the study has been collected by myself.

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# 1 Abstract

This study examines individual differences in Rabindrik value preferences among a specific age group of 18-28 years old, consisting of 18 males and 17 females. The research employs both an individual differences approach and a general comparative study to investigate value preferences within this age group and compare the findings to existing literature. The primary objective of this study is to explore the extent to which age and gender influence value preferences within the 18-28 age group for a particular collected sample of a specified population.

Participants were recruited mostly from Indian Statistical Institute and other premier institutes, ensuring a representative sample of young adults in the specified age range. The Rabindrik Value Scale was administered to assess participants' value preferences.

The results of the individual differences analysis revealed significant variations in value preferences within the 18-28 age, underscoring the impact of personal characteristics on the prioritization of values. Moreover, gender differences in value preferences were observed, indicating that males and females within this age range emphasize certain values to varying degrees. These findings align with previous research on gender and value preferences, highlighting gender as a salient factor in shaping individuals' value orientations during young adulthood.

The general comparative study compared the value preferences of the 18-28 age group to the existing literature on Rabindrik values. The analysis demonstrated notable similarities and some differences between the current sample and previous studies on adolescents and young adults, suggesting a consistent pattern of value preferences among young adults. These findings contribute to the existing body of literature by confirming the robustness and generalizability of Rabindrik value patterns within this specific age group.

Overall, this study highlights the significance of individual differences, age, and gender in shaping value preferences among young adults aged 18-28. The findings shed light on the dynamics of value orientations within this age group and provide valuable insights for disciplines such as psychology, sociology, and youth studies. Further research is encouraged to explore additional factors that may influence value preferences within this age group and to investigate the implications of these preferences in various societal contexts.

## 2 Introduction

### 2.1 Importance to Study

**Values** are fundamental beliefs and principles that guide our thoughts, actions, and behaviors, and they play a crucial role in shaping our individual identities, interpersonal relationships, and social structures. In the field of Psychology, a **Values Assessment** (VA) test is a tool used to identify and evaluate an individual's personal values. The purpose of a value assessment test is to help individuals gain insight into their own values, understand their importance, and apply them in various aspects of life.

#### 2.1.1 General Problem

In this practical, the general problem is to identify and evaluate an individual's personal values, understand their relative importance, and apply them in various aspects of life.

#### 2.1.2 Specific Problem

The primary aim of this study is to find the most important value within a specified population, the ranking of values, differences, and connections in values, see the gender-wise difference, convergence, and divergence of values, etc. The study intends to quantitatively assess and analyze the perceived importance of values by considering a group of individuals. By employing rigorous methodologies, this research seeks to provide valuable insights into the hierarchical order or ranking of values within the examined sample. Also, this study endeavors to compare the analysis of individual value systems and their relative importance on the basis of Gender.



## 2.2 Introduction to Study Variables

- **Path-oriented values** refer to the importance placed on the process or means of achieving a goal or outcome. This includes values such as honesty, integrity, responsibility, and hard work, which focus on the journey toward the goal rather than just the end result.
- **Goal-oriented values** on the other hand, prioritize the attainment of a specific outcome or objective. Examples of such values include ambition, competitiveness, achievement, and success. These values prioritize the final destination and the end result rather than the process of getting there.
- **Age** Ages of the participants were in 18 – 28.
- **Gender** Out of 35 candidates, 17 were female and 18 were male.

## 2.3 Objectives and Rationalization:

In this study, we shall try.....

- To examine on an average which value is superior to the others, in the case of both goal-oriented and path-oriented values.
- To examine whether on average people say the same answers or different, i.e. we want to do a frequency analysis of each value.
- To study the values for different gender and want to see the relation or difference between them, i.e. if both genders yield the same results or not. If not, then analyze the reason and on average, which gender tends to follow the central tendency of the whole population.
- To examine which of the values converge and which diverge and see their genderwise effects.

- To study whether past results in this same questionnaire with different data in different fields match us or not.

The rationalization of VA tests is rooted in the belief that values are a crucial aspect of human existence and behavior. By understanding and applying one's values, individuals can lead a more authentic, meaningful, and fulfilling life. VA tests provide a structured and objective way to explore and reflect on one's values, which can lead to greater self-awareness, personal growth, and positive change.

## 2.4 Operational Definitions of Study Variables

### 2.4.1 Value Theory

Human value theory encompasses various philosophical and ethical frameworks that seek to understand and define what is considered valuable or desirable for human beings.

Hedonism, Eudaimonism, Deontology.

- Hedonism: Hedonistic theories of value assert that pleasure or happiness is the ultimate intrinsic good and the primary goal of human life.
- Eudaimonism: Eudaimonism, rooted in Aristotle's philosophy, emphasizes the pursuit of eudaimonia, which can be translated as "flourishing" or "well-being." According to eudaemonist theories, living a good life involves developing and exercising virtues, cultivating personal excellence, and fulfilling one's potential. Eudaimonism goes beyond immediate pleasure and focuses on long-term fulfillment and the cultivation of a virtuous character.
- Deontology: Deontological theories of value prioritize ethical duties, obligations, and principles as the basis of human value. These theories emphasize following moral rules and principles, irrespective of the consequences

or outcomes. For instance, Immanuel Kant's deontological ethics argues that certain actions have intrinsic moral worth if they adhere to universal moral laws, such as the categorical imperative.

### 2.4.2 Path-oriented values

The 14 path-oriented values are mentioned below :

- **Self-Awakening:** Self-awakening is the driving force that leads one to imagine positive power by removing negatives.
- **Emotional Control:** It refers to modulating one's own emotional experiences and expressions. This value controls anger, an undesirable emotion. Persons having high values on emotion, control think that people should not express their emotions openly. Values on emotion control differ by culture (Mauss, Butler, Roberts, & Chu, 2010). Mauss et al. found that emotion control values mediate the relationship between cultural background and anger experience. Emotion control beliefs are related to lower mean daily negative affect and higher mean daily positive affect (Russella, Bergemana, Deboeck, Bairda, Montpetita, & Ongb, 2010).
- **Systematic:** It refers to an ordered, planned step. Person with high systematic values preferred to work on the pre-planned road map. He likes regular monitoring and evaluating own performance. Systematic values help in achieving goals with minimum time, and minimum effort. Systematic people exhibit a tendency to show self-discipline, act dutifully, and display planned rather than spontaneous behavior.
- **Self-Insulting less:** This value enhances level of selfesteem. It prevents the self from self-humiliation, cursing, ridicule, and dishonor. This value is the antidote to depression. It develops through positive imagination.

- **Fearless:** This value makes one bold. Fearless people can take more risks. Fear destroys values, and creates conflict with the meaning of life. Fearless value leads one to follow proactively rather than in a retroactive role. Fearless people inhibit themselves from expectation.
- **Cleanliness:** : It is the core principle of consciousness. When an individual thinks of positive energy, negative thoughts are passed out. Positive force makes our consciousness free from dirt, contamination with negative emotions like fear of failure. Another connotation of cleanliness is hygiene. Cleanliness value acts as disease prevention.
- **No Work-Family Conflict:** This value controls work-home interference or inter-role conflict in which the role pressures from the work and family domains are mutually compatible so that participation in one role (home) is made less difficult by participation in another role (work).
- **Niskam Principle:** *Nishkam Karma*, or self-less or desire fewer action guides to be calm as there is no expectation from the performance. It is stepping beyond personal goals and agendas while pursuing any action. Niskam is different from Sakam or selfish action. Niskam develops intrinsic but Sakam develops extrinsic motivation.
- **Challenging:** This value motivates one towards the difficult task. They like competition and are not afraid of hazardous or endangered environments. They prefer adventure and challenging tasks in order to test their courage.
- **Self-understanding:** Each individual's self-system consists of needs, motives, desires, potentialities, etc. Self-understanding value leads to exploring them by observing and analyzing the results of their own performance.
- **Doubtless:** This value makes individual more self-confident. The individual feels no uncertainty in belief or opinion that interferes with decision-

making. This value motivates them to live happily. People with a high value on doubtless can make up their minds easily. Psychologists have found that people who doubt themselves too much end up engaging in excessive information processing which leads to procrastination and self-handicapping (Balkis, 2014).

- **Free from Fear of Failure:** This value prevents individual from anticipated failure or danger. People who are free from fear of failure are not timid, trembling, or hesitant.
- **Resolute:** This value makes people more powerful, admirably purposeful, determined, single-minded, firm, unswerving, unwavering, and undaunted. In describing ways of life, Braithwaite and Shaver (1991) noted that Morris in 1956 considered resolute as a way of life. Morris says “ ....improvements must always be made if man is to progress, we can’t just follow the past or dream of what the future might be. We have to work resolutely and continually if control is to be gained over the forces which threaten us (Braithwaite & Scott, 1991).
- **Active:** constantly engaged in action; energetic; diligent; busy; — opposed to dull, sluggish, indolent, or inert.

### 2.4.3 Goal-oriented values

The 14 Goal-oriented values are mentioned below:

- **Peace:** It values the state of tranquility, quiet, and harmony, free from external as well as internal disturbances. It is the state free from oppressive or negative thoughts. Negative emotions like anger, hatred, and disgust create disturbances that are contrary to one’s peace of mind. Rokeach included the power of peace in his terminal value system.

- **Universalization:** This value gives importance to making anything consistent or common across all cases. It is placing value on making something general from specific allowing access for all. Universalization value is one of the values of Schwartz (1992).
- **Enlightenment:** It values finding out the reasons for any question. Western philosopher Immanuel Kant (1784) described it simply as the freedom to use one's own intelligence. It is the increase in empiricism, scientific rigor, and reductionism, along with increased questioning of religious orthodoxy.
- **Positive Feeling:** It is placing value on states of happiness and serenity, believing in oneself, and hoping for positive outcomes in spite of situational obstacles. It also values admiring anything better and being enthusiastic and confident in the worst of situations.
- **Family Security:** It values providing a safe and secure environment to loved ones. It places value not only on providing financial security but also emotional security and a better life for people one cares about.
- **A Sense Of Accomplishment:** It is placing value on the state of satisfaction derived from achieving a long-desired goal. This value emphasizes not only achieving something desired but also the feeling of satisfaction and contentment resulting from fulfilling one's wishes and desires.
- **Pleasure:** It is placing value on having an enjoyable life, free from obstacles and adversities. This does not refer to a state of happiness only but also to giving in to the mundane pleasures of life.
- **Inner Harmony:** It is placing value on a state of lack of inner conflict. In a state of inner harmony, one finds himself in a tranquil happy state of mind, being confident and not in any sort of incongruence with oneself.

- **Self Respect:** It is valuing one's dignity and integrity and one's conduct that is, respecting oneself. It also involves concern for one's reputation
- **Salvation:** It is placing value on saving oneself from any sort of harm or destruction. Here harm or destruction involves any form of negativity and its consequences.
- **Self Empowerment:** This value places emphasis on generating employment for oneself. It is more of taking charge of oneself and keeping oneself involved so as to enable oneself to perform on one's own.
- **Security:** It is placing value on the state of being free from any sort of danger or threat. It refers to a state of attaining certainty in life, free from anticipation.
- **Significance in Life:** It is placing value on finding meaning in life. This means attaining a state where one is absolutely confident about his/her purpose in life, free from any sort of inner conflict and without any remorse or regret about life.
- **Altruism:** It is placing value on a state of unselfish regard for others that is, prioritizing the good of others above oneself. It is considering the welfare of others even at the cost of one's own risk or harm.

## 3 Literature Review

### 3.1 Classification of literature and description

Our study is an analysis of human values and their importance levels in the life of a general person and how the perspective differs in the case of males and females. We will try to examine the ranking of the different values, their diversity across the population, gender-wise analysis, and convergence and di-

vergence of different values. Therefore this review of literature focused on prior studies and their specific objectives.

- **Study of Values Scale:** The first introductory study aimed to develop a comprehensive and reliable instrument for measuring an individual's dominant interests, which they considered to be indicative of their values and personality. The resulting instrument, known as the Study of Values (SOV) scale, was designed to assess a wide range of personal values across various domains, such as theoretical, economic, aesthetic, social, and political values. Allport(**Allport, G. W., & Vernon, P. E. (1960). Study of values: A scale for measuring the dominant interests in personality. Oxford, England: Riverside Publishing.**) defined the value in this way. Allport's personality theory put him at odds with the vast majority of American Psychologists, who were behavioristic empiricists. The Allport-Vernon Study of Values(SOV) is one of the earliest, theoretically well-grounded questionnaires measuring personal values on the basis of declared behavioral preferences. The SOV was first published in 1931 by **G.W.Allport and P.E.Vernon** and revised in 1970 by **Allport, Vernon, and G.Lindzey(1970)**. It is a psychological tool designed to measure personal preferences of six types of values: theoretical, economic, aesthetic, social, political, and religious.
- **Value Theory:** Values, the cornerstone of human existence, shape our lives and dictate our actions. They represent our fundamental principles, guiding us through the complexities of life. Whether it's our preferences, dislikes, or expressions of worth, values encompass various aspects of our lives, from material possessions to personal relationships and moral principles. As **Rokeach (1973)** aptly put it, values are enduring beliefs that reflect our perception of desirable behavior and desired states of existence.



Rokeach proposed a hierarchical system to organize human values, known as a value orientation. This system arranges our beliefs about preferred modes of conduct or desired states of existence along a continuum of relative importance. Within this framework, Rokeach identified 36 values, consisting of 18 instrumental values related to conduct and 18 terminal values associated with desired end-states. The Rokeach Value Survey (RVS) includes instrumental values such as cheerfulness, ambition, love, cleanliness, and self-control. On the other hand, terminal values encompass aspirations like true friendship, happiness, social recognition, and a world at peace.

**Thomas (1997)** observed a positive correlation between Rokeach values and success in organizations, highlighting the significance of values in achieving professional goals. Similarly, social psychologist Shalom Schwartz expanded on Rokeach's work, emphasizing the exploration of values in greater depth. **Schwartz's research (1994)** conceptualized values as desirable, trans-situational goals that vary in importance. These values serve as guiding principles for individuals and social entities, motivating action, providing direction, and influencing emotional intensity.

Schwartz identified ten universal values, including universalism, benevolence, tradition, conformity, security, power, achievement, hedonism, stimulation, and self-direction. These abstract values guide attitudes and behavior, forming a hierarchical sequence from abstract values to midrange attitudes and specific behaviors within a given situation (**Homer and Kahle, 1988**).

**Bardi and Schwartz (2003)** highlighted the motivational effect of values on behavior, noting that societal norms can sometimes obscure the rela-

tionship between values and behavior. In specific situations, only a subset of values becomes activated, typically those relevant to the available alternatives. The influence of activated values on behavior varies, with their strength depending on their importance within an individual's value hierarchy. This hierarchical structure of values, known as a value system, contributes to their enduring nature and makes them resistant to change (**Oliver, 1999**).

Work values, as argued by **Zytowski (1970)**, mediate an individual's preferences and goals related to work. Intrinsic work values, associated with psychological fulfillment, focus on aspects such as challenging tasks, while extrinsic work values revolve around material rewards, such as benefits. Research suggests that intrinsic work values have a more significant impact on organizational commitment compared to extrinsic work values (**Mottaz, 1988; Putti et al., 1989**).

Values are not formed in isolation but are influenced by an individual's knowledge, skills, work experiences, and cultural environments (**Hofstede, 1980**). Researchers often explore work values from the perspective of local culture. For instance, **King and Bond (1985)** found that Confucianism, in the context of Chinese work values, emphasizes perseverance and thriftiness as means to attain long-term benefits. In qualitative research on British military nurses, **Finnegan et al. (2016)** discovered that these professionals prioritize care, compassion, and dignity for all patients, regardless of background or beliefs. **Chakraborty (1995)** emphasized the transcendental aspect of Indian values, which include respect for individuals, cooperation and trust, purification of the mind, the pursuit of top-quality products and services, and values developed through role modeling and open examination of practiced values.

- **Rabindrik Value Orientation:**

- Value Assessment is an important test that can be done by encountering Rabindrasangeet. previous study specifically examines the Rabindrik value orientations, referring to the values inspired by the works of Rabindranath Tagore, a renowned poet, philosopher, and social reformer in India. Dutta Roy aims to understand how the experiences of war influence the value orientations of these police officers. The findings of the study provide insights into the Rabindrik value orientations of the war-returned senior-rank police officers. The author explores how their experiences in war have shaped their values and perspectives, particularly in relation to issues such as justice, compassion, duty, and responsibility. Overall, Dutta Roy's study provides a valuable exploration of the Rabindrik value orientations of war-returned senior-rank police officers, highlighting the influence of war experiences on their values and offering insights into the implications for their roles within the police organization. **(Dutta Roy, D. (2015). Rabindrik value orientations of war returned senior rank police officers. Journal of Organization & Human Behaviour,4,4,2015.)**
- One another study aims to understand the underlying dimensions and structure of these values. The authors explore the conceptual framework and construct of Rabindrik human values, seeking to identify the key dimensions that encompass this value system. This work contributes to the understanding of Rabindrik human values, providing a structured framework that can be used to assess and study these values. It highlights the relevance and application of Rabindrik values in various domains, such as personal growth, education, and social well-being. Overall, Shah and Dutta Roy's study delves into the structure of

Rabindrik human values, offering insights into the dimensions and conceptual framework of these values. It serves as a valuable resource for researchers, practitioners, and individuals interested in exploring and promoting Rabindrik values in personal and societal settings. (**Shah, H. and D. Dutta Roy (2015). Structure of Rabindrik human values. Indian Journal of Positive Psychology. 5, 4, 368-375.**)

- **Values differ in persons of different fields:** Preference of Value may differ from person to person, people from different backgrounds, etc. Previous Study administered Rabindrik value questionnaire to the managers of one large organization engaged in testing and assessment of chemicals. They noted that managers preferred more cleanliness, no-work family conflict, self-understanding, resolute, systematic, and self-awakening in path-oriented value assessment. In the case of goal-oriented value preference, they gave more emphasis on family security, pleasure, positive living, self-respect, and enlightenment than others. (**Dutta Roy, D, and Basu,d. (2013). Rabindrik work value preference**)
- **Variation of Values in Gender:** Values differ from gender to gender also. One other previous study noted Rabindrik value convergence and divergence between the genders. They noted a high preference among females for cleanliness and resolute. (**Dutta Roy, D, and Bhaduri, S (2014). Gender and Rabindrik value orientation.**)  
Females prefer pleasure values in goal orientation. **Shah and Roy (2015)** administered both path and goal-oriented value questionnaire to 519 students of management trainees at one reputed management institute in India. They observed four principal components of path-oriented values (70.23% of total variance) and two components in the case of goal-oriented values (79.80% of total variance). Following the high loadings of the first principal component, the first five preferred values were reso-

lute, active, self-awakening, doubtless, and self-understanding in the case of path-oriented values. And in the case of goal orientation, the values were positive feelings, self-respect, significance in life, enlightenment, and salvation.

**Basak, M. (2016). School-going adolescents' perception of rabindrik values. Salesian Journal of Humanities & Social Sciences, 7 (2), 11–20.** focused on the perception of Rabindrik values among school-going adolescents. The 2016 study on school-going adolescents' perception of Rabindrik values sheds light on the differences in value systems between males and females. The study found significant differences between male and female adolescents in both these categories.

These findings align with broader research on gender differences in value orientations. **Schwartz, S., & Rubel Lifschitz, T. (2006). Sex differences in value priorities: Cross-cultural and multimethod studies. Journal of Personality and social psychology, 89, 1010–28** found consistent cross-cultural sex differences in basic human values. Men tended to prioritize values associated with power, stimulation, achievement, and self-direction, while women emphasized benevolence and universalism values more strongly.

It is important to note that these studies provide a general understanding of the gender differences in Rabindrik value orientation and perception. Individual variations and cultural contexts can also significantly impact how individuals, irrespective of gender, interpret and prioritize these values.

### 3.2 Research Gap

- **Demographic Study:** The findings of "Dutta Roy, D. (2015). Rabindrik value orientations of war returned senior-rank police officers. Journal of Organization & Human Behaviour, 44, 2015" must be interpreted from war-

returned senior-rank police officers as data were collected from them. Future research may be conducted on how demographic and work-related variables are operated in Rabindrik value orientations of police officers in general.

- **Sample Size Problem:** The study of "Dutta Roy, D, and Basu,d. (2013). Rabindrik work value preference" may have limitations in terms of the sample size or characteristics of the participants. If the sample size is small or not representative of the target population, the generalizability of the findings may be limited. The study may have been conducted within a specific timeframe, which limits its ability to capture the dynamic nature of values. Values can evolve and change over time, so the study may not reflect long-term fluctuations or developmental shifts.
- **Time Series Change in Values:** The change in values may occur from time to time. Hence the results got by "Dutta Roy, D and Bhaduri, S (2014). Gender and Rabindrik value orientation." may not exactly match with the current study results. Rather, a time series analysis may help.

### 3.3 Relation to Research Objectives

- **The exploration of values and their influence on cognitive processes:** The exploration of values and their influence on cognitive processes could potentially contribute to the broader understanding of how values intersect with verbal reasoning abilities. (Shah and Roy)
- **Difference of Values in different People:** The study by Dutta Roy(2015) had two objectives (a) to determine the value hierarchy of police officers and (b) to determine the extent of profile similarity between value orientation of police and the common people.
- **Difference of Values in Genders** The Study aims at examining the

extent of gender differences in work value orientation. These gender differences in value orientation mean the extent of divergence and convergence in a different path and goal-oriented Rabindrik Work Values.

## 4 Method

### 4.1 Participants. Sampling, inclusion, and exclusion criteria

We have implemented snowball sampling to collect data from individuals. Snowball sampling (or, Chain-referral Sampling) is defined to be a non-probability sampling procedure in which the samples have traits or characteristics that are necessary for research purposes.

We collected the gender of the subject along with the other responses.

- **Age:** Ages of all the participants were 18-28. Hence, we didn't consider age as a separate variable but rather took it as group data. The average age of the objects was found to be approximately 20.49 years and the standard deviation of their ages was 1.99 years.
- **Sex:** Among the 35 subjects, 17 were from the female category and 18 were from male category. So, we considered them as separate variables later.
- **Educational Level:** Most of the participants were from the graduate level or just completed graduation. Hence, we didn't take Educational Level to be a separate variable also.
- **Specially able persons, Kids, and Old persons** were not included in the data collection for the sake of completeness of this research.

### 4.2 Instruments/Tools

The value orientation of participants and the comparison group were assessed with the Rabindrik Value Questionnaire (DuttaRoy & Bhaduri, 2014). The questionnaire includes 2 sets; each containing 14 items. Set 1 measures orientation to path-oriented values and set 2 measures orientation to goal-oriented values. Participants were requested to rank the statements according to their



priority order of importance. Nowadays, this type of digitally written questionnaires are used in surveys quite often, because they are very easy and safe to use. The Document can be seen in the last section of this report (Vide Appendix). The procedure of scoring was that, if quality A is preferred to quality B for a subject, then he will rank quality A lower than quality B (in the mathematical sense). The responses were noted in an Excel sheet. This helped us significantly to summarize the data, and to perform all the statistical analysis.

### **4.3 Procedure of data collection**

#### **4.3.1 Rapport Establishment:**

We did more than 50% of the survey Offline. For that, we used a noise-free room and a soothing environment. The subjects were assured that their information will be safe with us and won't be leaked or shared with any 3rd party. Also, the subjects were made aware of the reason behind our survey. In case of any difficulty or discomfort faced by the subject while filling up the form, the person had the option to question us.

For the Online survey, the questionnaire was sent in online mode via Google sheet and the same things were mentioned at the top of the survey form.

#### **4.3.2 Instructions:**

The questionnaire is the 2 sets of values. Each set consists of 14 values in life. The values are in alphabetical order. Each value is accompanied by a short description and a blank space. The participants were supposed to rank each value in its order of importance to them for each of the two sets. They were given to study each set and think of how much each value may act as a guiding principle in their life. To begin, participants select the value that is most important to them. Then they write the number 1 in the blank space next to that value. Next, they choose the value that is of second importance to

them and write the number 2 in the blank next to it. They worked their way through the list until they had ranked all 14 values of the first set. On finishing ranking all 14 values, they went to the 2nd list and ranked the next 14 values in the same way. Each set was done separately.

When ranking, they were asked to take their time and think carefully, feel free to go back and change the order should they have second thoughts about any of their answers. When they had completed the ranking of both sets of values, the result should represent an accurate picture of how they really feel about what's important in their life.

#### 4.4 Statistical analysis

We have used descriptive statistics like central tendency (e.g. Mean, Median) and measures of dispersion (e.g. Standard Deviation) to study and compare the responses of the subjects. For comparing two sets of ranks decided by the participants, we have mostly used the following two statistical measures:

- **Spearman's Rank Correlation:** If we have two sets of ranks given two different people, then the most famous way to compare the similarity or dissimilarity between the two is to use **Spearman's Rank Correlation** in place of **Pearson's Correlation**. If the given sets of ranks are  $\{x_1, x_2, \dots, x_n\}$  and  $\{y_1, y_2, \dots, y_n\}$  respectively, then *Spearman's Rank Correlation* is given by 
$$\rho_{sp} = 1 - \frac{6}{n(n^2-1)} \sum_{i=1}^n (x_i - y_i)^2$$
- **$L_p$  Distance:** The  $L_p$  distance between two set of points each in  $n$  dimension is given by 
$$\Delta_p = (\sum_{i=1}^n |x_i - y_i|^p)^{\frac{1}{p}}$$
- **Median Absolute Deviation:** For a univariate data set  $X_1, X_2, \dots, X_n$ , the **MAD** is defined as the median of absolute deviations from the data's median  $\tilde{X} = \text{Median}(X)$ . 
$$\text{MAD} = \text{median}(|X_i - \tilde{X}|)$$

## 5 Results

### 5.1 Descriptive Statistics

#### 5.1.1 Overall Results:

Path -Oriented Values	Median	MAD	Rank
SELF-AWAKENING – Imagining positive power or energy	5	5.1891	3
EMOTIONAL CONTROL-Controlling unwanted emotion	5.5	5.1891	4
SYSTEMATIC – Following planned step	7	4.4478	5.5
NON -SELF-OFFENDING – Not offending to self	8.5	3.7065	8.5
FEARLESS – Feeling of overcoming fear	7.5	3.7065	7
CLEANLINESS – Neat and tidy	9	4.4478	11
NO WORK-FAMILY CONFLICT – Maintaining balance between family and work	8.5	3.7065	8.5
NISKAM PRINCIPLE – Working without expectation of reward	9	5.1891	11
CHALLENGING – Competing against one	9.5	5.1891	13
SELF-UNDERSTANDING- Feedback to self about own success and failure	4	3.7065	1
DOUBTLESS – Free from uncertainty in belief	10	4.4478	14
FREE FROM FEAR OF FAILURE – Free from anticipated failure	7	5.9304	5.5
RESOLUTE- Determined in purpose	4.5	3.7065	2
ACTIVE – Avoiding laziness	9	4.4478	11

Figure 1: Ranks corresponding to path-oriented values

From Figure 1, it can be observed that in general, people are considering **Self Understanding**(*feedback to self about own success and failure*) and **Resolute**(*Determined in purpose*) to be the most important path-oriented value in life. Self-understanding, which involves gaining insight into our own successes and failures, is important in life because it allows us to learn from our experiences, make informed decisions, and grow as individuals. Being resolute, or having a strong determination in purpose, is crucial as it provides us with the motivation, perseverance, and focus needed to overcome obstacles, achieve goals, and lead a purposeful and fulfilling life. Also, **Emotional Control**, **Resolute**, **Systematic**, **Self-Awakening** etc. are considered important. Self-awakening is important in life as it allows us to develop a deeper understanding of ourselves, our values, and our purpose, leading to personal growth, fulfill-

ment, and the ability to align our actions with our authentic selves. Emotional control is crucial for navigating life's challenges effectively. By developing the ability to manage and regulate our emotions, we can make rational decisions, maintain healthier relationships, and cope with stress in a more constructive and balanced manner. Being systematic in our approach helps us to be organized, efficient, and focused. It enables us to set clear goals, develop effective strategies, and implement disciplined routines, leading to increased productivity, better time management, and the achievement of desired outcomes.

They treat **Doubtless**(*Free from uncertainty in belief*) to be the least important one. The data was mostly from researchers, who consider that doubtlessness is not very important in their respective fields. Because most of the new works come from questioning others or their own work, hence is very important. Also, **Niskam Principle, Cleanliness, Challenging** etc. are seemingly considered to be of less importance, according to the collective opinion of the subjects. This may be because while they may contribute to certain aspects of personal well-being and harmony, they are not universally critical factors and may vary in significance depending on individual values, cultural context, and personal circumstances. Each person's priorities and values may differ, and what is important to one person may not hold the same level of importance for others. Similarly, among the goal-oriented values, people seem to consider **Family Security**(*taking care of loved ones*) to be the most important. Family security provides a sense of stability, support, and protection, creating a nurturing environment for personal growth and happiness. Also, **Self Respect, Positive Feeling, Peace** etc. are considered to be important. Positive feelings, such as happiness, are important in life because they contribute to overall well-being, enhance psychological resilience, foster positive relationships, and promote physical and mental health. They can improve our ability to cope with stress, increase motivation, and enhance our overall quality of life. Self-respect fosters a positive self-image, confidence, and a sense of worthiness, leading to

Goal-Oriented Values	Median	MAD	Rank
PEACE- Free from conflicts with others	6	2.9652	3.5
UNIVERSALIZATION – Thinking for everyone	8	5.9304	9
ENLIGHTENMENT- Having true understanding	7	4.4478	6
POSITIVE FEELING – Feeling of happiness	5.5	5.1891	2
FAMILY SECURITY Taking care of loved ones	5	4.4478	1
A SENSE OF ACCOMPLISHMENT- A lasting contribution	8	5.9304	9
PLEASURE - An enjoyable life	9	4.4478	11.5
INNER HARMONY- Freedom from inner conflict	7	5.1891	6
SELF-RESPECT – Respect to own competencies	6	2.9652	3.5
SALVATION - Saving self from bad effect	9	4.4478	11.5
SELF-EMPOWERMENT - Enabling power to self	7	4.4478	6
SECURITY - Protection from attack	9.5	5.1891	13
SIGNIFICANCE IN LIFE - Finding meaning in life	8	5.9304	9
ALTRUISM- Considering good of others before own	11	3.7065	14

Figure 2: Ranks corresponding to goal-oriented values

healthy relationships and personal fulfillment. Peace brings tranquility, harmony, and emotional well-being, allowing for a balanced and contented life. These elements contribute to overall life satisfaction and holistic well-being. They considered **Altruism** (*Considering good of others before own*) to be the least important goal-oriented value in life, as it may be considered less important in certain situations where self-preservation and maintaining personal boundaries take precedence. Also **Security**, **Salvation**, **Pleasure** are considered to be of less importance. It acknowledges that some degree of risk and unpredictability can lead to new experiences, opportunities, and personal development. Less importance to Salvation reflects a focus on secular values, personal growth, and finding meaning and purpose within oneself and in human connections rather than relying solely on the concept of salvation for fulfillment. Perceiving pleasure as of less importance does not mean disregarding enjoyment or neglecting self-care. It can signify a belief in pursuing long-term fulfillment and well-being rather than solely seeking immediate gratification. It may involve prioritizing deeper aspects of life such as personal growth, meaningful relationships, and contributing to the well-being of others.

Here important means up to rank 4 and less important means up to rank 11.

## 5.2 Comparative Statistics

### 5.2.1 Comparative Analysis between Males and Females

Path -Oriented Values	MALE			FEMALE			D^2	Spearman
	Median	MAD	Rank	Median	MAD	Rank		
SELF-AWAKENING – Imagining positive power or energy	4	4.45	2	7	5.93	6	16	
EMOTIONAL CONTROL-Controlling unwanted emotion	5	4.45	3	7	4.45	6	9	
SYSTEMATIC – Following planned step	7	4.45	6	6	4.45	3	9	
NON -SELF-OFFENDING – Not offending to self	8	5.93	7.5	9	2.97	12	20.25	
FEARLESS – Feeling of overcoming fear	6	4.45	4.5	8	2.97	10	30.25	
CLEANLINESS – Neat and tidy	10	2.97	13	8	4.45	10	9	0.44
NO WORK-FAMILY CONFLICT – Maintaining balance between family and work demand	9	2.97	10	7	5.93	6	16	
NISKAM PRINCIPLE – Working without expectation of reward	9	5.93	10	10	4.45	13	9	
CHALLENGING – Competing against one	10	5.93	13	7	5.93	6	49	
SELF-UNDERSTANDING- Feedback to self about own success and failure	3	2.97	1	4	2.97	1.5	0.25	
DOUBTLESS – Free from uncertainty in belief	8	4.45	7.5	11	4.45	14	42.25	
FREE FROM FEAR OF FAILURE – Free from anticipated failure	9	5.93	10	7	7.41	6	16	
RESOLUTE- Determined in purpose	6	4.45	4.5	4	2.97	1.5	9	
ACTIVE – Avoiding laziness	10	2.97	13	8	5.93	10	9	

Figure 3: Ranks given by males and females for path-oriented values

Goal-Oriented Values	MALE			FEMALE			D^2	Spearman
	Median	MAD	Rank	Median	MAD	Rank		
PEACE- Free from conflicts with others	7	4.45	5.5	6	2.97	4.5	1	
UNIVERSALIZATION – Thinking for everyone	7	4.45	5.5	8	4.45	8	6.25	
ENLIGHTENMENT- Having true understanding	8	4.45	8	5	2.97	2.5	30.25	
POSITIVE FEELING – Feeling of happiness	4	2.97	1	9	4.45	11	100	
FAMILY SECURITY Taking care of loved ones	5	4.45	2.5	5	4.45	2.5	0	
A SENSE OF ACCOMPLISHMENT- A lasting contribution	8	5.93	8	8	5.93	8	0	
PLEASURE - An enjoyable life	9	4.45	11.5	9	2.97	11	0.25	0.41
INNER HARMONY- Freedom from inner conflict	5	2.97	2.5	7	4.45	6	12.25	
SELF-RESPECT – Respect to own competencies	6	1.48	4	6	4.45	4.5	0.25	
SALVATION - Saving self from bad effect	9	4.45	11.5	9	4.45	11	0.25	
SELF-EMPOWERMENT - Enabling power to self	9	1.48	11.5	3	1.48	1	110.25	
SECURITY - Protection from attack	9	2.97	11.5	11	4.45	13	2.25	
SIGNIFICANCE IN LIFE - Finding meaning in life	8	5.93	8	8	5.93	8	0	
ALTRUISM- Considering good of others before own	10	5.93	14	12	1.48	14	0	

Figure 4: Ranks given by males and females for goal-oriented values

From Figure 3 and Figure 4, it can be observed that males and females both are preferring **Self Understanding** to be the most important path-oriented value. People of the Male Category think that **Cleanliness, Active, Challenging** are the least important ones, whereas, on average, the Female category

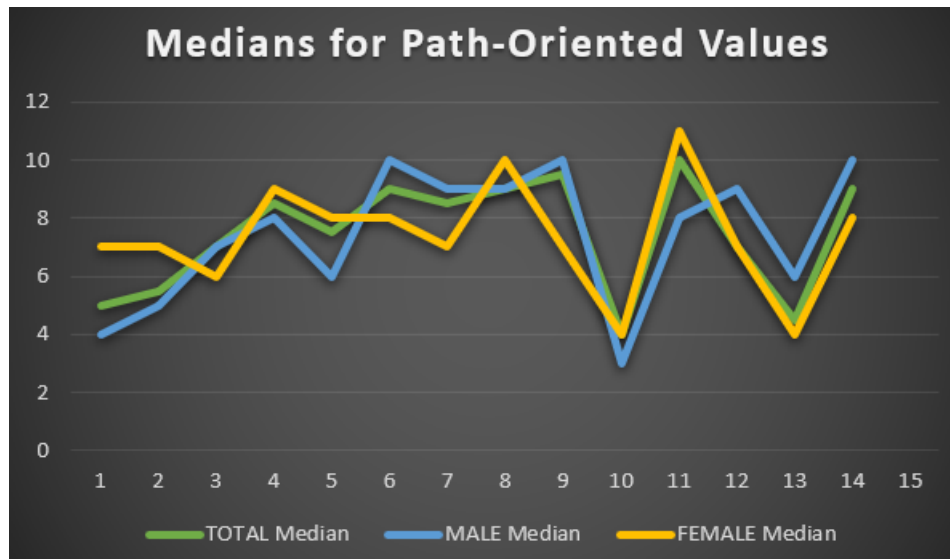


Figure 5: Ranks for Path-Oriented Values

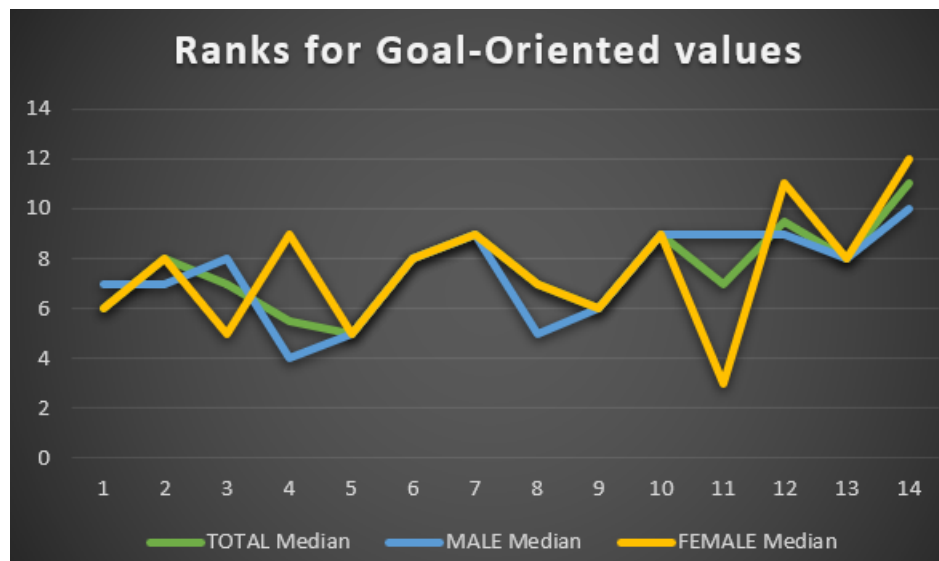


Figure 6: Ranks for Goal-Oriented Values

thinks that **Doubtless** is the least important one. The Spearman's Rank Correlation between these two sets of ranks is (0.44) which implies that male and female mentalities somewhat agree in terms of path-oriented values in life. In both cases, the significance level is close to 0.1.

In the case of goal-oriented values, males have chosen **Positive Feeling** to be the most important one, and **Altruism** to be the least important one. Females are however preferring **Self Empowerment** to be the most important one, whereas **Altruism** to be the least important one also. The Rank Correlation between ranks given by the males and females is 0.41, which implies that males and females somewhat agree in terms of goal-oriented values than path-oriented ones, but not much.

Here important means up to rank 4 and less important means up to rank 11.

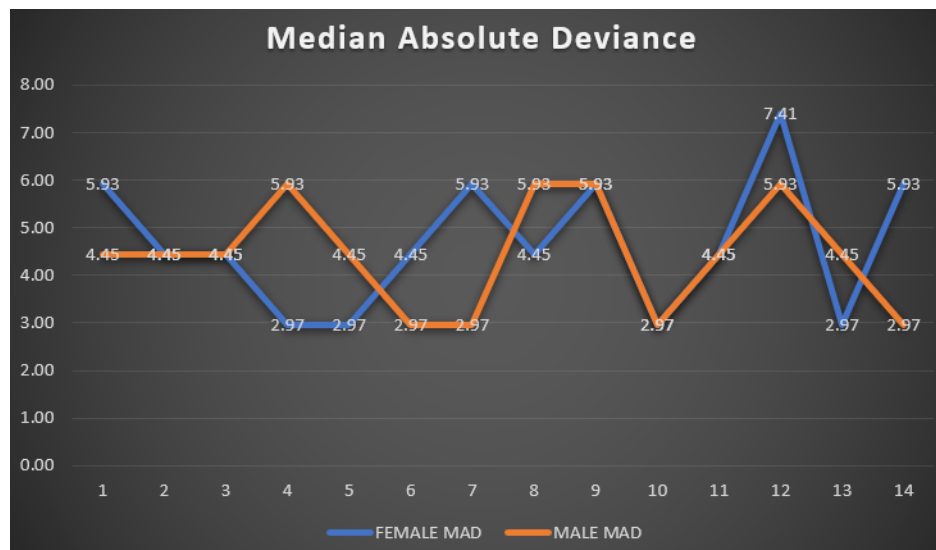


Figure 7: MAD for females and males for path-oriented values

- From Figure 7, it is clear that the maximum value of MAD in the case of female occurs in the value 12, i.e. Free from Fear of Failure and that is the overall maximum also, which implies that female perspectives differ a lot



in the case of the value "Free from Fear of Failure". It is also observed that the female perspectives match significantly for the values Self-Insulting less, Fearless, and Resolute. It indicates less "within group homogeneity".

- It is noticed that the male perspectives match significantly for the values cleanliness, No Work-Family conflict, Self Understanding, and Active. And, the male perspectives differ a lot in the case of Free from Fear of Failure.

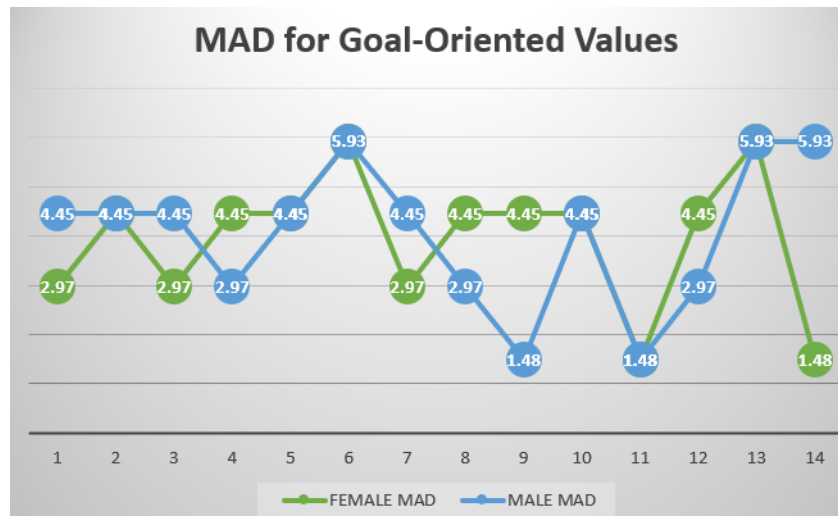


Figure 8: MAD for females and males for goal-oriented values

- From Figure 8, it is clear that the maximum value of MAD in the case of female occurs in the value 6,13 i.e. A Sense of Accomplishment and Significance, which implies that female perspectives differ a lot for these values. It is also observed that the female perspectives match significantly for the value Altruism.
- It is noticed that the male perspectives match significantly for the values Self Empowerment and Self Respect. And, the male perspectives differ a lot in the case of A Sense of Accomplishment, Significance in Life, and Altruism.

## 5.2.2 Comparison of Ranks given by Males and Females with the Total

Path -Oriented Values	Total Rank	Male Rank	D <sup>2</sup>	Total Rank	Female Rank	D <sup>2</sup>
SELF-AWAKENING – Imagining positive power or energy	3	2	1	3	6	9
EMOTIONAL CONTROL-Controlling unwanted emotion	4	3	1	4	6	4
SYSTEMATIC – Following planned step	5.5	6	0.25	5.5	3	6.25
NON -SELF-OFFENDING – Not offending to self	8.5	7.5	1	8.5	12	12.25
FEARLESS – Feeling of overcoming fear	7	4.5	6.25	7	10	9
CLEANLINESS – Neat and tidy	11	13	4	11	10	1
NO WORK-FAMILY CONFLICT – Maintaining balance between family and work demand	8.5	10	2.25	8.5	6	6.25
NISKAM PRINCIPLE – Working without expectation of reward	11	10	1	11	13	4
CHALLENGING – Competing against one	13	13	0	13	6	49
SELF-UNDERSTANDING- Feedback to self about own success and failure	1	1	0	1	1.5	0.25
DOUBTLESS – Free from uncertainty in belief	14	7.5	42.25	14	14	0
FREE FROM FEAR OF FAILURE – Free from anticipated failure	5.5	10	20.25	5.5	6	0.25
RESOLUTE- Determined in purpose	2	4.5	6.25	2	1.5	0.25
ACTIVE – Avoiding laziness	11	13	4	11	10	1
			89.5			102.5

Figure 9: Comparison of Ranks of Values by Sex, for path-oriented values

Goal-Oriented Values	Total Rank	Male Rank	D <sup>2</sup>	Total Rank	Female Rank	D <sup>2</sup>
PEACE- Free from conflicts with others	3.5	5.5	4	3.5	4.5	1
UNIVERSALIZATION – Thinking for everyone	9	5.5	12.25	9	8	1
ENLIGHTENMENT- Having true understanding	6	8	4	6	2.5	12.25
POSITIVE FEELING – Feeling of happiness	2	1	1	2	11	81
FAMILY SECURITY Taking care of loved ones	1	2.5	2.25	1	2.5	2.25
A SENSE OF ACCOMPLISHMENT- A lasting contribution	9	8	1	9	8	1
PLEASURE - An enjoyable life	11.5	11.5	0	11.5	11	0.25
INNER HARMONY- Freedom from inner conflict	6	2.5	12.25	6	6	0
SELF-RESPECT – Respect to own competencies	3.5	4	0.25	3.5	4.5	1
SALVATION - Saving self from bad effect	11.5	11.5	0	11.5	11	0.25
SELF-EMPOWERMENT - Enabling power to self	6	11.5	30.25	6	1	25
SECURITY - Protection from attack	13	11.5	2.25	13	13	0
SIGNIFICANCE IN LIFE - Finding meaning in life	9	8	1	9	8	1
ALTRUISM- Considering good of others before own	14	14	0	14	14	0
			70.5			126

Figure 10: Comparison of Ranks of Values by Sex, for goal-oriented values

From Table 8 and Table 9, we can see that in the case of the path-oriented values,  $L_2$  distance between the overall ranks given by all the subjects collectively and the ranks given by males only is approximately 89.5 units, whereas the value of the same for ranks given by the females only is 102.5 units. This

implies that, on average, the ranks given by the males are closer to the whole sample's ranks, than the ranks given by the females.

Similarly, the above-mentioned  $L_2$  distances in the case of goal-oriented values are 70.5 and 126 units for males and females respectively. So, females seem to differ a lot from males from the point of view of goal-oriented human values.

For females, **Cleanliness, Self Understanding, Free from Fear of failure, Active and Resolute** values converge, and for males, **Self-Awakening, Emotional Control, Systematic, Non-Self Offending, Niskam Principle, Challenging and Self Understanding** values converge in case of path-oriented values.

In the case of goal-oriented values, for females, **Inner Harmony, Security, Altruism, Peace, Universalization, A Sense of accomplishment, Self Respect, Significance in Life** values converge, and for males, **Positive Feeling, A Sense of accomplishment, Self Respect, Significance in life, Pleasure, Altruism** values converge.

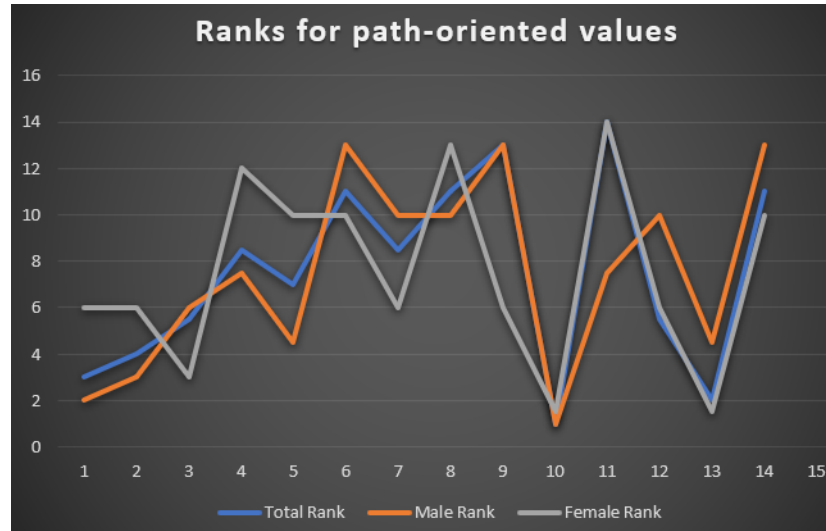


Figure 11: Ranks for Path-oriented values

From Figure 9, we can see that for the value Self-Understanding, Doubtless, and resolute the males' and females' perspectives match centrally(for median)

(i.e. up to a difference of 2).



Figure 12: Ranks for Goal-oriented values

From Figure 10, we can see that for the values Family Security, Pleasure, Salvation, security, and Significance in life, the males' and females' perspective match centrally.

## 6 Discussion

### 6.1 Explaining Findings

- Among the path-oriented values, quite a large number of people have chosen **Resolute**, **Self-Understanding**, **Self-Awakening** and **Emotional Control** as the most important values in their lives. Also, **Doubtless**, **Challenging**, **Niskam Principle** are seemingly such values that are given the least amount of importance by a large group of people.
- Among the goal-oriented values, the values **Family Security**, **Self Respect**, **Peace** and **Positive Feeling** are apparently the most important

values according to a lot of participants, whereas **Altruism** is considered to be the least important value by most of the participants.

- The Rank correlation in the case of path-oriented values is 0.44 and in the case of goal-oriented values is 0.41, so both are almost the same and males and females somewhat agree.
- The females are more diverse in terms of both goal-oriented values and path-oriented values.
- For females, **Cleanliness, Self Understanding, Free from Fear of failure, Active and Resolute** values converge, and for males, **Self-Awakening, Emotional Control, Systematic, Non-Self Offending, Niskam Principle, Challenging and Self Understanding** values converge in case of path-oriented values.
- In the case of goal-oriented values, for females, **Peace, Universalization, A Sense of accomplishment, Self Respect, Significance in Life** values converge, and for males, **Positive Feeling, A Sense of accomplishment, Self Respect, Significance in life** values converge.
- We can see that for the value Self-Understanding, Doubtless, and resolute the males' and females' perspectives match centrally(for median) (i.e. up to a difference of 2). We can also see that for the values Family Security, Pleasure, Salvation, security, and Significance in life, the males' and females' perspective match centrally.

## 6.2 Relationship with earlier research

- **Dutta Roy, D. (2015)** showed that the police officers assigned 1 value to **Self Understanding** in case of path-oriented values. We also reached the same conclusion with our data. There **Doubtless** was one of the least

important choices by the police officers. In our case also, most of the participants considered doubtless as less important.

- **Dutta Roy, D. (2015)** showed that the police officers assigned 1 value to **Family Security** in case of goal-oriented values. We also got the same assignment by our subjects as the most important one. The police officers are self-sufficient and less worried about their own security, rather than the security of the nation. So, they marked **security** as the least important one, whereas in the case of our data, we got **Altruism** to be the least important and **Security** to be in one of the less important ones.
- **Dutta Roy, D. (2015)** did excellent survey work from the police officers and did an excellent value judgment and ranking on the basis of that survey and personal experience. Our survey and analysis match that study to a huge extent.
- **Roy & Bhaduri**'s study shows that Spearman's rank correlation coefficient between path-oriented values is close to 0.73, which is higher than our case (0.44). This may be the case that, nowadays females think differently than in the previous days. Also, it may be for the low sample size problem of our case. We got the Rank Correlation almost the same in both cases.
- **Roy & Bhaduri**'s study shows that findings are important for human resource management. Males should be presented more challenging tasks and the environment of females should be clean. "To Sum up, current study shows convergence and divergence in work value orientation of male and female and discusses its implications on human resource management." Our findings also matches with theirs.

### 6.3 Suggestions

- From our analysis, we observed that the majority of the participants considered **Altruism**(*i.e. Considering good of others before own*) to be the least important goal-oriented value, whereas **Dutta Roy, D.(2015)** observed that the police officers didn't do so, they serve for the nation, so they shouldn't. But **Universalization, Altruism** these are important social values. So, we may suggest to the participants to reconsider their values in life, because thinking about others' good before their own good can be a person's greatest quality.
- It was suggested by someone that the test should be designed in a time series way, i.e. data should be collected from the same person at different times because a person has different moods at different times and realizations also. Depending on that, he or she may have different priorities.
- Someone suggested that the terms should be explained in more detail in the given questionnaire.
- We requested feedback regarding our survey from all participants. A lot of them gave positive feedback, saying that this survey has really helped them rediscover their values in life.

### 6.4 Future Research

- Data was collected through our own networks, hence may not represent the whole population, hence some conclusions may not be that accurate. Hence, future research can be to conduct a larger survey and analyze the corresponding results to get much more accurate results.
- From our results, it is clear that females have a lot more Self-Empowerment as compared to males. Males considered positive feelings to be the most

important goal-oriented value. A larger survey on different ages and education levels will help us to understand the difference much more carefully.

- A spatio-temporal survey on different countries may be conducted to see whether these values depend on culture or environment or not, i.e. whether it varies from country to country.

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## 8 Appendix

### 8.1 R Script

```
data = read.csv(file.choose()) #importing the data
data = data[,-1] #Removing the first column
data1 = data
data = data[-1,] #Removing the gender

for(i in 1:ncol(data)){
  data[,i] = as.numeric(unlist(data[,i])) #converting to numeric
}
med = apply(data,1,median) #median
med = as.numeric(med) #converting to numeric
meddata = matrix(rep(med,ncol(data)),nrow = nrow(data))
diff = abs(data-meddata)
sqdif = apply(diff,2,function(x){sum(x^2)})
d = cbind(t(data1[1,]),sqdif)
write.csv(d,"C:/Users/user/Downloads/d.csv")

mad = apply(data,1,mad) #Median Absolute Deviance

indtot = rank(med) #Ranking the data

l = numeric()
k = 0
for(i in 1:ncol(data1)){
  if(data1[1,i]=="F"){
    k=k+1
    l[k] = i
  }
}

fem = data[,l] #Extracting the Female
ma = data[,-l] #Extracting the Male
```

```

for(i in 1:ncol(fem)){
  fem[,i]=as.numeric(unlist(fem[,i])) #Numeric
}

for(i in 1:ncol(ma)){
  ma[,i] = as.numeric(unlist(ma[,i])) #Numeric
}

femmed = apply(fem,1,median) #Median for the female data

femmeddata = matrix(rep(femmed,ncol(fem)),nrow = nrow(fem))
diff = abs(fem-femmeddata)
femsqdif = apply(diff,2,function(x){sum(x^2)})

mamed = apply(ma,1,median) #Median for the male data

mameddata = matrix(rep(mamed,ncol(ma)),nrow = nrow(ma))
diff = abs(ma-mameddata)
masqdif = apply(diff,2,function(x){sum(x^2)})

femmad = apply(fem, 1, mad) #MAD for Female
mamad = apply(ma,1,mad) #MAD for male

indfem = rank(femmed) #Rank for Female
indma = rank(mamed) #Rank for Male

dif = abs(indfem-indma)^2 #D^2 of the females and males
difma = abs(indtot-indma)^2 #D^2 of the males and total
diffem = abs(indtot-indfem)^2 #D^2 of the females and total

#Ranks corresponding to path-oriented values
res21 = cbind(med,mad,indtot)
write.csv(res21,"C:/Users/user/Downloads/res21.csv") #writing into 'res21'
res22 = cbind(mamed,mamad,indma,femmed,femmad,indfem,dif)
write.csv(res22,"C:/Users/user/Downloads/res22.csv") #writing into 'res22'
res23 = cbind(indtot,indma,difma,indtot,indfem,diffem)

```

```
write.csv(res23,"C:/Users/user/Downloads/res23.csv") #writing into 'res23'
```

8.2 Tools

Table 1: Data for Path-Oriented Values

Adityaraj Agniv		Archishm Naman		Purushot Rudrashi		Soumyad Srijan		Souryade Snehin		Chandrar Sanchay		Rajdeep		Arunava		Soutim		Sevantee Pulama		Anwita		Navonila Eshna		Samanwi Prisha		Oindrili Srijani		Sumedha Amisha		Sourali		Jotta Dey Kirti		Agar Ishika		Aipita		Avijit Sah Oindrili		Pathak		
M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	M	F		
13	5	14	2	4	9	5	2	9	5	1	1	1	1	13	8	8	1	11	7	14	7	4	12	11	5	10	3	4	3	13	1	8	7	11								
2	5	1	1	12	2	9	12	4	14	5	2	9	7	4	7	10	12	12	5	6	5	1	10	2	7	9	11	1	5	14	7	1	2									
6	13	10	3	7	8	13	10	10	2	7	6	2	3	7	13	6	7	13	1	9	3	9	2	8	9	1	5	9	3	2	9	8	4									
4	10	3	13	8	14	8	9	8	12	6	10	12	8	14	4	9	13	8	13	10	14	2	9	9	5	10	7	8	6	10	6	4	6									
10	2	8	14	5	3	2	5	5	8	12	13	11	7	5	1	11	2	6	9	8	6	6	8	6	8	14	12	14	8	7	5	6	10									
12	11	5	12	13	10	1	4	11	13	8	11	3	5	8	12	12	4	5	12	14	8	13	1	1	11	8	8	13	7	6	10	10	8									
11	14	9	11	9	11	11	11	7	7	14	4	4	9	6	9	3	3	2	2	11	7	8	3	13	14	6	6	10	9	5	11	5	7									
14	7	7	4	1	12	4	13	6	11	4	9	14	14	9	6	8	8	9	10	12	13	14	6	3	4	13	13	4	11	9	12	14	14									
9	12	12	6	14	4	3	14	12	3	13	7	10	12	2	14	13	6	11	6	13	12	7	7	10	13	7	3	12	14	3	1	3	3									
1	1	2	7	3	1	14	3	9	1	9	12	5	4	1	5	4	1	10	3	4	2	4	5	4	12	5	10	6	1	12	2	2	9									
3	4	4	5	10	5	10	7	1	9	11	8	9	11	12	10	14	9	14	11	2	11	3	12	12	6	11	14	5	4	13	14	12	13									
5	6	11	9	6	13	7	6	14	10	2	5	13	13	10	3	7	10	1	7	1	1	5	13	11	1	12	9	2	2	8	3	15	12									
7	8	6	10	2	6	6	8	2	4	3	3	6	2	3	2	2	5	3	4	3	10	10	4	7	3	2	1	7	10	4	13	9	5									
8	9	13	8	11	7	12	1	13	6	10	14	7	6	11	11	5	14	4	8	5	9	11	14	14	2	4	2	11	12	11	4	11	1									

Table 2: Data for Goal-Oriented Values

Name	Adityaraj Agniv	Archishm Naman	Purushot Rudrashi	Soumyad Srijan	Souryade Snehin	Chandrar Sanchay	Rajdeep	Suprashi Arunava	Soutim	Sevantee Pulama	Anwita	Navonila Eshna	Samanwi Prisha	Oindrili Srijani	Sumedha Amisha	Sourali	Jotta	Kirti	Ishika	Aipita	Avijit Sah Oindrili	Pathak												
Gender	M	M	M	M	M	M	M	M	F	F	F	F	F	F	F	F	F	F	F	F	F													
RankA	14	8	14	1	1	13	8	2	8	6	6	13	4	10	7	1	10	7	5	6	9	2												
RankB	7	4	6	6	13	14	14	4	4	9	11	5	2	13	4	7	14	12	6	7	8	6	12	8	11	4	3	13	8	13	7	8	12	14
RankC	5	13	8	8	7	11	4	8	11	11	1	13	13	1	11	9	7	4	7	4	5	4	14	11	10	5	5	5	7	14	3	9	4	1
RankD	3	1	11	4	2	2	5	3	12	2	2	12	11	3	5	6	12	9	9	14	10	3	5	1	8	12	12	3	1	12	5	10	10	6
RankE	6	2	7	2	6	1	1	7	5	1	13	3	7	9	3	10	2	10	1	2	13	1	9	3	9	14	8	6	5	4	4	12	2	3
RankF	2	10	1	7	3	8	12	10	13	14	8	8	5	2	1	14	9	8	8	1	4	7	1	4	13	2	1	12	10	3	14	14	9	10
RankG	10	5	12	9	4	12	9	5	6	5	12	1	10	5	12	4	11	6	2	13	12	10	7	2	14	7	11	11	7	9	2	11	6	
RankH	4	3	5	3	14	10	3	11	7	7	3	2	9	11	13	2	3	5	10	10	7	11	3	9	7	6	9	7	2	1	10	3	3	7
RankI	11	7	2	5	5	7	7	1	2	4	7	6	1	12	6	5	6	11	11	8	1	5	2	12	2	9	7	1	6	8	6	5	7	2
RankJ	13	14	13	12	9	6	13	12	9	8	9	7	3	4	14	12	5	1	13	11	6	12	10	10	5	10	13	8	9	9	13	4	6	9
RankK	12	9	10	11	10	9	10	9	10	3	4	9	6	6	8	8	4	2	14	9	2	9	4	13	3	1	2	2	3	2	2	6	14	5
RankL	9	12	9	14	8	5	11	13	14	10	14	4	8	7	9	11	8	3	4	12	14	13	8	14	4	11	14	9	14	5	11	13	1	4
RankM	1	11	4	10	12	3	2	6	3	12	10	10	14	8	2	13	1	13	12	3	3	6	11	6	1	8	10	10	4	10	1	7	8	12
RankN	8	6	3	13	11	4	6	14	1	13	5	11	12	14	10	5	13	14	3	5	11	14	13	7	12	13	6	14	12	11	12	11	13	13

### Value Survey

**Instruction:** This questionnaire measures what is important in your life or values. Below are the 2 sets of values. Each set consists 14 values in life. The values are in alphabetical order. Each value is accompanied by a short description and a blank space. Your goal is to rank each value in its order of importance to you for each of the two sets. Study each set and think of how much each value may act as a guiding principle in your life.

To begin, select the value that is of most important to you. Write the number 1 in the blank space next to that value. Next, choose the value is of second in importance to you and write the number 2 in the blank next to it. Work your way through the list until you have ranked all 14 values of first set. The value that is of least importance to you should appear in Box 14.

When you have finished ranking all 14 values, go to 2<sup>nd</sup> list and rank the next 14 values in the same way. **Please do each set separately.**

When ranking, take your time and think carefully. Feel free to go back and change your order should you have second thoughts about any of your answers. When you have completed the ranking of both sets of values, the result should represent an accurate picture of how you really feel about what's important in your life.

Figure 13: Instructions

### SET - I

- A. SELF-AWAKENING – Imagining positive power or energy \_\_\_\_\_
- B. EMOTIONAL CONTROL-Controlling unwanted emotion \_\_\_\_\_
- C. SYSTEMATIC – Following planned step \_\_\_\_\_
- D. NON -SELF-OFFENDING – Not offending to self \_\_\_\_\_
- E. FEARLESS – Feeling of overcoming fear \_\_\_\_\_
- F. CLEANLINESS – Neat and tidy \_\_\_\_\_
- G. NO WORK-FAMILY CONFLICT – Maintaining balance between family and work demand \_\_\_\_\_
- H. NISKAM PRINCIPLE – Working without expectation of reward \_\_\_\_\_
- I. CHALLENGING – Competing against one \_\_\_\_\_
- J. SELF-UNDERSTANDING- Feedback to self about own success and failure \_\_\_\_\_
- K. DOUBTLESS – Free from uncertainty in belief \_\_\_\_\_
- L. FREE FROM FEAR OF FAILURE – Free from anticipated failure \_\_\_\_\_
- M. RESOLUTE- Determined in purpose \_\_\_\_\_
- N. ACTIVE – Avoiding laziness \_\_\_\_\_

Figure 14: Path-Oriented Values

## SET – II

- A. PEACE- Free from conflicts with others \_\_\_\_\_
- B. UNIVERSALIZATION – Thinking for everyone \_\_\_\_\_
- C. ENLIGHTENMENT- Having true understanding \_\_\_\_\_
- D. POSITIVE FEELING – Feeling of happiness \_\_\_\_\_
- E. FAMILY SECURITY Taking care of loved ones \_\_\_\_\_
- F. A SENSE OF ACCOMPLISHMENT- A lasting contribution \_\_\_\_\_
- G. PLEASURE - An enjoyable life 7 \_\_\_\_\_
- H. INNER HARMONY- Freedom from inner conflict \_\_\_\_\_
- I. SELF-RESPECT – Respect to own competencies \_\_\_\_\_
- J. SALVATION - Saving self from bad effect \_\_\_\_\_
- K. SELF-EMPOWERMENT - Enabling power to self \_\_\_\_\_
- L. SECURITY - Protection from attack \_\_\_\_\_
- M. SIGNIFICANCE IN LIFE - Finding meaning in life \_\_\_\_\_
- N. ALTRUISM- Considering good of others before own \_\_\_\_\_

Figure 15: Goal-Oriented Values