

Theoretical Prerequisites of the All Professional Values List Use in Modern Psychological Researches

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Abstract: Despite a large number of valuable orientations researches, the professional values are badly studied. A number of techniques applied for this purpose do not exceed one research though their relevance and potential of use remains great. One of such options-the list of professional values (sometimes it is used in the training purposes under the name “The questionnaire of blue collars”) can be correlated to the pyramid of needs by A. Maslow. On this basis a number of valuable blocks helping to draw conclusions on professionalism of the worker is allocated.

Key words: Valuable orientations, professional values, list of professional values, requirements, primary and secondary values

INTRODUCTION

Currently the numerous researches connected with studying of valuable orientations find reflection in scientific literature. The analysis of these researches shows that the majority of practical measurements with the purpose to reveal values and their place in lives of specific individual follows one of three schemes:

By means of the M. Rokeach technique (numerous researches in the Russian Federation). As its main advantages it is possible to consider simplicity of carrying out and processing of the received material (Rokeach, 1973).

By means of the Sh. Schwartz technique (numerous researches worldwide). Its powerful pluses are large-scale analytical study, a validation with a large number of empirical data (Schwartz, 1992).

By means of any other researcher’s technique. This option is multi-variant. Thus, in the analysis of scientific works in recent years it is possible to distinguish “The test of personal values” by Kaptsov and Karpushina (2010) among Russian scientists and among Foreign research of production and consumer values Basaran and Buyukyilmaz, 2015; Ryu *et al.*, 2010).

The scientist facing a problem of valuable orientations studying in some narrow sphere often presents his own way of data receiving and interpretation. It is connected, at least with two reasons.

With complexity of the studying subject-valuable orientations (values) which often assume allocation of

numerous aspects to which measurement can be directed. For example, in Alekseev V.G. definition the valuable orientations are represented as “the difficult social and psychological phenomenon characterizing activity orientation and maintenance of the personality, defining the general approach of the person to the world, to self, giving sense and direction to personal positions, behavior, acts”.

The proved techniques of M. Rokeach and Sh. Schwartz, despite the positive characteristics, offer very generalized characteristics of valuable orientations, look at an interior “too widely”, including versatile components of the personal characteristics analysis. So, development technique of Sh. Schwartz was carried out on allocation of basic human values. And such representation is not always convenient in studying the specific sphere, for example educational, professional, family and others.

The majority of private techniques of valuable orientations studying acquire relevance only within single research (group similar, often headed by the same scientists, researches) and then are practically unused, quickly disappear from the field of scientific sight.

We would like to draw attention to one of such data collection ways within the present article. It is the list of values (15 names) offered in 1974 in the USA for the analysis of professional orientation:

- To see results of the work
- An opportunity to earn more money later
- An opportunity not overburden yourself

Table 1: Primary values analysis

The values favoring professional growth	The values which are not promoting professional growth	Other values
To see results of the work	Opportunity not overburden yourself	Opportunity to earn more money later
Interesting work	I am not expected to do what	Good payment
	I am not paid for	
Participation in perspective business (area)		Does not demand hard physical activity
An opportunity to be trained in craft		Socially useful work
Recognition of well executed business		Good provision of pensions
Participation in the decisions concerning production		Not to become a small screw in the huge impersonal mechanism
An opportunity to show mental capacities		

- An opportunity to show mental capacities
- Interesting work
- I am not expected to do what I am not paid for
- Participation in perspective business (area)
- Good payment
- Does not demand hard physical activity
- An opportunity to be trained in craft, to develop the abilities
- Recognition of well executed business
- Socially useful work
- Participation in decisions concerning production
- Good provision of pensions
- Not to become a small screw in the huge impersonal mechanism

This option (sometimes it is used under the name “Questionnaire of Blue Collars”) is actively applied within training exercise in Russian and foreign practice (Kipper, 1986).

It would be desirable to note relevance of the list offered for ranging and in the research purposes. In the Russian psychological science currently questions of studying professional values are particularly relevant (In what indicators can they be presented? How can they be measured? When do they begin to form? What is their dynamics during life cycle? etc).

Even in the analysis of any specific professional sphere of action in scientific literature there are most different points of view and approaches to forms and ways of characteristic valuable orientations identification. So, in studying professional values psychologists can apply:

- Concept of the valuable and semantic sphere by D. A. Leontiev
- Theory of motivation by E.V. Ilyin
- Dispositional concept of the identity social behavior regulation by V.A. Yadov
- Concept of professionalizing by E.F. Zeer and others (Lavrinovich, 2014)

Under each theory studying valuable orientations the corresponding practical technique can also be picked up.

The question of existence and ways of identification of the expert “general” professional values characteristic in any sphere seems debatable. This question is poorly developed in scientific psychological literature (Samoylik, 2015). In our opinion such values exist. There is something general that will characterize the person as the high quality professional, regardless of his activity: be it the baker, the teacher, the manager of the large oil company or anyone else. Also there are values which will characterize the worker of any sphere as carrying out the duties in-qualitatively, “avoiding professional activity”.

The list of values given above affects a number of aspects connected with the general professional values. Therefore it is possible to speak about its relevance in modern conditions.

At the same time during the obtained practical data analysis there is a need of this list transformation in a block row. Our task, in this regard is:

- Search the theoretical bases for distribution of the considered values in blocks
- Represent the allocated valuable blocks (and values) in a hierarchical look

At primary analysis stage three spheres of the relation to professional activity were allocated: the values favoring professional growth; the values which are not promoting professional growth; other values (complexity of reference to any of the first two groups). Let us present this division in Table 1.

In one block, in our opinion, such values as “opportunity not overburden yourself” and “I am not expected to do what I am not paid for” stand. We will designate this block as autonomy from work values (A). In this block values of the first Table 1 column cannot be obviously carried. From the third column such value can be allocated. In our opinion, it is the value “does not demand a hard physical activity”. Here it is necessary to make the amendment and the explanation.

The amendment, in our opinion is that value “does not demand a hard physical activity” has to be renamed in “does not demand a physical activity”. At such

approach we expand quantity of the professions involved in the analysis. Let us remind that research of 1974 with the considered list of values was performed only for young people. We try to prepare a technique for work with various professional categories.

The further explanation consists in the following: all spheres of professional activity of the person can be divided in relation to the carried-out labor functions on physical (the loader, the janitor, the athlete, etc.), intellectual (the teacher, the engineer, the scientist, etc.), mixed (the police officer, the trainer, the artist, etc.). For the first and third of the allocated spheres value “does not demand a physical activity” will mean non-performance of the direct professional duties. This value becomes sufficient for the second sphere close to “I am not expected to do what I am not paid for”.

In addition, it is possible to note negative attitude towards workers of manual labor (who can be marked out in different groups). Correlate an unstable salary, lower social status, lack of career development to manual labor and other. Not incidentally in modern Russian reality decrease in prestige of working professions is noted.

In the third column of Table 1 three values connected with material profit are allocated. They are: “an opportunity to earn more money later”; “good payment”; “good provision of pensions”. We suggest to unite these values in the material block (M).

From the remained values it is possible to allocate the social block (S): “socially useful work”; “recognition of well executed business”; “participation in the decisions concerning production”. At the same time we will note various level of the social position manifestation. So, if in the first allocated value is an orientation to others, in the second-orientation to self. Nevertheless, the indicator of social interaction acts as the general basis for these values.

In the first column of Table 1 we allocate three values in the involvement into labor process block (E): “to see results of the work”; “interesting work”; “participation in perspective business (area)”.

At last, three remaining values: “an opportunity to show mental capacities”; “an opportunity to be trained in craft, to develop the abilities”; “not to become a small screw in the huge impersonal mechanism it is possible to unite in the block personal development” (P).

In the analysis of empirical data there is a need to answer the question: what characterizes the received result? Often it is reduced to a level of development of some quality, property, representation, etc. (for example: high, average, low). In this regard, there is a need of distributing the allocated blocks for hierarchical sequence.

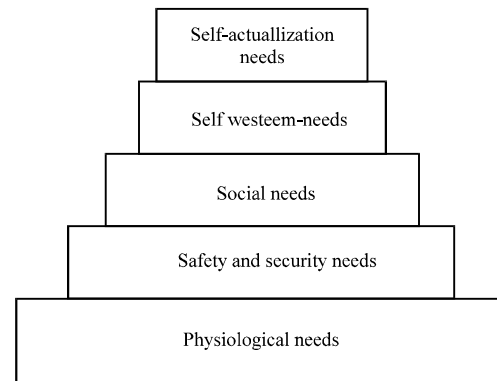


Fig. 1: Pyramid of needs by Maslow (1970)

It can represent scientific interest as well as to have applied value for the employer or other interested persons (for example, at anonymous testing of labor collective).

For representation of the allocated valuable blocks in hierarchical sequence, we suggest to compare them with the pyramid of needs by Maslow (1970). Let us present hierarchy of requirements in Fig. 1.

Let us remind here of communication values and requirements to which some authors point: “Requirements and interests are conditions for further formation of valuable orientations” (Levitskaya, 2015).

The lower level of values will correspond to biological requirements-with rest value, “leaving from work”. In our case it is the block A. At the same time, values from primary to secondary will be distributed as follows: “does not demand a physical activity” “an opportunity not too to overburden yourself” “I am not expected to do what I am not paid for”.

Further, according to the pyramid of requirements we allocate the material block of values (M). An opportunity to provide for yourself financially is represented as important primary need of the modern person. This, unlike the previous block, assumes active involvement of the person in labor process. Values from primary to secondary will be distributed as follows: “good payment” “an opportunity to earn more money later” “good provision of pensions”. Let us note here that during real researches it is necessary to consider age of examinees. So, for experts of pre-retirement age value “good provision of pensions” can be more relevant, than “good payment”, not to mention “an opportunity to earn more money later”.

The third block, both in A. Maslow’s pyramid and in ours is a social block (S). Here values from primary to secondary will be distributed as follows: “participation in the decisions concerning production” “recognition of well executed business” “socially useful work”. We explain such arrangement as following: the first value

characterizes just participation of the person within labor processes here, the second-characterizes the importance of the person for this labor process, the third-is beyond direct participation in labor process, being guided by higher social inquiries.

The fourth block in our hierarchy of professional values is a block of personal development (P). Values from primary to secondary will be distributed as follows: “not to become a small screw in the huge impersonal mechanism” (it is the transitional value connected with the previous block) “an opportunity to be trained in craft, to develop the abilities” “an opportunity to show mental capacities”. We explain allocation of the last value with the fact that intellectual (mental abilities) testify both for the person, and for people around to a high level of development which achievement goes through a number of the transformations connected with experience, ability to solve problems, to find an optimal variant in the shortest possible time etc.

At last, the fifth block-an involvement into labor process (E) (for A. Maslou it is self-affirmation). Values from primary to secondary will be distributed as follows: “participation in perspective business (area)” “to see results of the work”; “interesting work”. Such arrangement corresponds to the following scheme: participation-importance-ubiquity. Thus, the received hierarchy of professional values can be presented as follows (from primary-to the highest):

- Does not demand a physical activity
- An opportunity not overburden yourself
- I am not expected to do what I am not paid for
- Good payment
- An opportunity to earn more money later
- Good provision of pensions
- Participation in the decisions concerning production
- Recognition of well executed business
- socially useful work
- Not to become a small screw in the huge impersonal mechanism
- An opportunity to be trained in craft, to develop the abilities
- An opportunity to show mental capacities
- Participation in perspective business (area)
- To see results of the work
- Interesting work

In blocks (from primary to the highest) it looks like this:

- An autonomy from work (A)
- Material block (M)
- Social block (S)

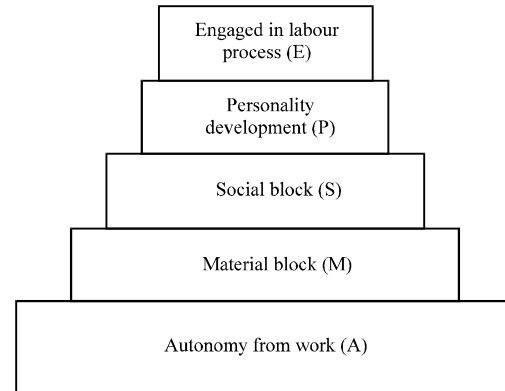


Fig. 2: Pyramid of Professional Values

- Personal development (P)
- Involvement in labor process (E)

The hierarchy of the allocated blocks is presented in Fig. 2. Whether, this pyramid of values is applicable for the analysis of the personality in the professional plan, only empirical researches can show. Our task was to show an interesting option of the values list possible use as well as to present a theoretical way of dividing professional values into blocks, according to human needs.

It is possible to make the assumption that the received pyramid in direct option (high rates of primary values and low secondary) will characterize the expert of low level and in the return-high (perhaps the workaholic). We characterize the received theoretical design as idealistic. Most likely, the material block will show the increased results at the majority investigated and we recognize its special value in the considered final data. Thus, the last word remains behind practical researches here.

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