A STUDY OF EMPLOYEE VALUES IN AN ORGANIZATION

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ABSTRACT:

In the organizational climate of today – “with values anything can be achieved; without values nothing can be targeted”. Employees are considered to be the most valuable asset of any organization irrespective of their category. Clarifying structure values and worker values may end up in win-win outcome for all involved. An important aspect of this is “Value congruence” between individual values and structure values. For this an analysis of different values shared by organization and employees is necessary. The personal values of employees are to a great extent considered to create impact on their workplace behaviour to ensure that through values employees will be managed and engaged well for the organization towards organizational effectiveness.

Findings unconcealed that narrators placed high importance on their personal values at their geographical point. The results found that there area unit sturdy links between people’s personal values and also the ways in which they suppose, feel, and act. Thus, the paper contributes to the present data on the empirical impact of people’s personal values on the manner they suppose, feel, and act. This study contributes to the people’s values literature, which should be encouraged as one of the theoretical and empirical considerations that needs to be addressed by researchers and authors in the development of AN rising agenda among the study of values. This article insists that the organization effectiveness is set not solely by worker values, however additionally by society-centered values.
Keywords: - Values, Personal Values, Employees engagement, Organization Culture and Effectiveness.

INTRODUCTION

Employees are considered to be the most valuable asset of any organization irrespective of their category. They are not perceived in the way how they were perceived in the early 80s and 90s. In early days, employees were just considered as an element of expenditure, whereas today, employees are considered as an element of investment for the growth of the organization. To make this valuable plus rather more valuable, every organization must have strong values-based culture. Organizations all over the world have been highly appreciative of workplace culture that is built on values. An important side of this can be “Value congruence” between individual values and structure values. Organization can achieve a great success by applying values in all work activities through the involvement of employees.

The work values, that every organization employers has to look like adaptability, dependability, responsibility, strong work ethics and self motivated, honesty and integrity.

There are many of core values in the work places such as empowerment, equality, self discipline etc. the core values are traits or qualities that you consider not just worth while, they represented an individuals or an organization's highest proarities, deeply held beliefs.

What are values? These are the segments of faith or beliefs, which put together not the canvass of life, where we act, behave, react, yield or discharge. Value system helps us decide between right and wrong and express our opinion on the continuum of most preferred and most despicable. Definitions and meanings of values have been taken from different point of views and disciplines such as Psychology, Theology, and Management. The author is not aiming to categorise or classify values, or examine the ranking of values. Also, it is not the aim of this paper to define different types of values; rather, this study explores the nature of values and their role in keeping people more connected to each other and to their work. This paper is based on the following central points:

1. Values are more than ethics, morals, and virtues; they are the foundation in how we think, act, and feel.

2. Values have a vital role in how we make decisions, choose preferences, build our perceptions, and lead and drive both individuals and groups.

3. Understanding our personal values will increase our awareness of their significant roles in the way we think, feel, and act, and eventually will help us learn to ‘know’ and ‘lead’ ourselves in the workplace.
Organizational values:

• Business ethics, Integrity, Trust, Honesty, Openness, Quality, Creativity, Respect, Flexibility, diversity, Systematic functioning, Initiative, Fairness, Progress, Cautiousness, Justice, Conservative, Stewardship, Responsibility Orderliness, Leadership, Freedom, etc.

Employees-centered values:

• Achievement, Freedom, Responsibility, Respect, Making a difference, Integrity, Fairness, Innovation, Intuition, Commitment, Emotional spontaneity, Confidence, Creativity, Courage, Feedback, Enjoying work (stress less), Autonomy, Punctuality, Work-life balance, Generosity, Courtesy, Consideration, Comfort, Benevolence, Conformity, Competences, Openness, Hedonism, Power, Self-direction, Stimulation, Orderliness, Progress, Conservative, Leadership, Humility, Honesty, etc.

Society-centered values:


Objective:

Over all objective is to create impact on their workplace behaviour and to ensure that through these values employee will be engaged in their respective roles for the organization.

REVIEW OF LITERATURE

When defining organizational values, it is good to look at strategy and mission (and vision), because values should embrace strategy and mission. Therefore, when comprising the new values or themes thereon, they should be checked vis-à-vis with Remedy Center’s strategy and mission. Values should also be such that they endure time and changes, even if there would be changes in strategy and/ or mission.

When shaping structure values at intervals organization Simmerly argued that organizational values got to be in agreement during a broader circle at intervals organization. Musek Lešnik conjointly mentioned the benefits of broader agreement on structure values; he aforesaid that organization has to take into account values of people that area unit the members of organization first so as to later realize associate degree agreement on common values of organization that encompass these people.

Stress is the importance of good communication when defining organizational values by saying that organizational values directly influence the way how people perform their tasks; thus making poor efforts at discussing structure values may result in decreasing performance of workers and company. feedback, Trust, etc.
CONCLUSION:

Organizations driven by strong values have witnessed a sense of achievement beyond making money. Moreover, organization’s effectiveness is gauged through the worth components. Values may differ from individual to individual and from organization to organization. Also, they may change over a period of time. This enquiry on the difficulty of non-public values at the geographical point shed light weight on the importance of people’s personal values and their extensive roles within the ways that they assume, feel, and act in the workplace. The study used narrative inquiry, which was found to be an effective way to construct meaning from the participants’ stories and experiences; therefore the author encourages the researchers and scholars within the field of values to use narrative inquiry as a helpful technique in looking out such a sophisticated issue like values.

Finally, the author encourages the researchers and students within the development of values to own a better explore however people’s personal values drive, inspire, and guide individuals within the work. This area calls for more in-depth research, and it can be linked with different fields and various factors in organisational studies such as leadership, management, and motivation. Hence, the door is open for a lot of studies to serve the investigation Associate in Nursing exploration of the study of values within the development of an rising agenda at intervals the development of values.

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