

## A study of personal value among government sector employees and private sector employees

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### ABSTRACT

The Current study was to find out Relationship of Personal value among Government sector Employees and Private sector Employees the total sample consider among 240 Person equally distributed on type of person (120 Government sector Employees and 120 Private sector employees). Then personal value distributed by Gender wise (60 Male and 60 Female Person) selected randomly from various areas of Gujarat state. The study tool was Personal Values Developed by (Dr. (Mrs) G.P. Shrey and Pro. Arti Verma) the use for data collection. Data was analyzed through mean "f" test. Result reveals. That Personal value similar and no significant difference between government sector employees and private sector employees. Personal value no significant difference between Male and Female of Government sector employees and private sector employees.

**Keywords:** *Personal Value Government Employees, Private Sector Employees*

Values are principles, which guide man's desires, feelings and actions. They are also viewed as socially approved goals and desires and as social end. Values give direction and firmness to life. They reflect one's personal attitudes and judgments, one's decisions and choices, one's behavior and relationships, one's dreams and vision (Ignacimuthu, 1994). They guide us to do the right things. They also help us to be morally sound.

Values may be regarded as importance ratings which people attach to things, conditions, and circumstances. Without them, one floats like a piece of drift wood in the swirling waters of life. They may also be regarded as goal objects to which people orient their thinking, actions and feelings.

The behavior of every individual is guided - directly or indirectly -by his or her values. Values are of vital importance since a shared set of collective beliefs is what brings people together and forms a society. Shared values are the essence of the constitution and development of societies. Values are the key criterion for individuals' ideas, attitudes, and behaviors, and are the integral constituents of social unity. People usually internalize the values of the group, society and culture they live in and utilize them as criteria for their judgments and choices. (Schwartz, 1996)

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Psychologists say „a value just like other developments, is a state of mind, a mental disposition, an attitude or an emotionalized state of mind towards some idea, thing or tradition carrying positive and negative charges within itself. Educationists say, „values are acts, behaviors, responses that are considered desirable“. (Shukla, R.P.1977).

### **Objective**

1. To assess personal values among government sector employees and private sector employees.
2. To assess Personal Value among male and female of government sector employees and private sector employees.

### **Hypotheses**

1. There will be no significant mean difference in the personal value score of government sector employees and private sector employees.
2. There will be significant mean difference in the personal value score of male and female government sector employees and private sector employees.

### **Variable**

1. Independent variable
  - Government sector employees / Private sector employees
  - Gender: male/female
2. Dependent Variable
  - Personal Value Questionnaire

### **Sample**

The sample of the present study constituted total 240 employees out of which (120 government sector employees and 120 private sector employees) and gender (60 male and 60 female people in government and private sector employees).

### **Research Design**

<b>Gender</b>	<b>Employees</b>		<b>Total</b>
	<b>Government Sector Employees</b>	<b>Private Sector Employees</b>	
Male	60	60	120
Female	60	60	120
<b>Total</b>	120	120	<b>240</b>

### **Tools**

Personal Value Analysis Questionnaires Prepared by (Dr. (Mrs) G.P. Shrey and Pro. Arti Verma) was used. In this Questionnaire there are 40 Questions which are to be answered to there are three options in the test and all of them is to choose. (1). 2 for a tick mark showing the most preferred value under the stem. (2). 0 for a cross ×. Showing the least preferred value under the stem. (3) 1 for the blank or unmark item showing the intermediate preference the value. For Reliability of this test is computed by test–retest method. Reliability of this Questionnaire is 0.82.

### **Statistical Analysis**

The Investigation was conducted in randomly select of employees. Scoring was done according to method given in manuals of respective device to analyze the data mean and “f” value was computed.

## RESULT AND DISCUSSION

**Table No.1 Showing “f” value of government sector employees and private sector employees**

	Sector		F	Level of Significant
	Government Sector Employees	Private Sector Employees		
Mean	172.82	174.15	0.71	NS
N	120	120		

As can be seen from the above table that “f” value 0.71 is not significant at 0.05 level. This mean that the two group under study does not different significantly in relation of personal value. The mean score of the Government Sector Employees is 172.8 and the mean score of 174.15 of the Private Sector Employees. The hypothesis no.1 there is no significant mean difference in the personal value score of government sector employees and private sector employees. This mean Ho is accepted.it means personal value is similar and no significant difference between government sector employees and private sector employees.

**Table No.2 Showing “f” value of Male and Female of government sector employees and private sector employees**

	Government Sector Employees		Private Sector Employees		F	Level of Significant
	Male	Female	Male	Female		
Mean	170.65	75	172.86	175.45	0.31	N.S
N	60	60	60	60		

As can be seen from the above table that “f” value 0.31 is not significant at 0.005 level. This mean that the two group under study does not different significantly in relation of personal value. The mean score of the Male Government sector employees is 170.65 as again the mean score of Government Sector employees Female is 75, and the Private Sector Employees Male Mean score is 172.86 as again Female Private sector employees Mean Score is 175.45.the hypotheses 2. there is no significant mean difference in the personal value score of Male and Female Government sector employees and private sector employees. This mean Ho is accepted. it means personal value is similar and no significant difference between male and female of government sector employees and private sector employees.

## CONCLUSION

1. There is no significant mean difference in the personal value score of Government sector employees and Private sector Employees.
2. There is no significant mean difference in the personal value score of Male and Female of Government sector employees and Private sector Employees.

### Limitation

The study was conducted in only government sector employees and private sector employees. one of the most limitations of this study is small sample size of 240 Male. And Female employees of the government sector and private sector employees. The finding made in the study may be biased participants in sample selection for this research random method was used. The present research is only a part of the study. this generalization should not be consummated, and the scientific is not approached in the selection of sample.

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## Conflict of Interest

The author declared no conflict of interest.

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