

Work Values Amongst Nursing Students

Subodh Kumar Saxena¹, Sukhda Sharma²

Work Value is the worth or excellence or the degree of work ascribed to a particular work, activity or an aspect of the work. Work value is sometimes used to mean occupational preferences. According to Wollack (1971) 'work values are an index of a person's attitude towards work in general rather than his feelings about job. It is the meaning an individual attaches to his work role'.

Work Values are reflected in an employee's enduring beliefs about work, which guide actions, attitudes, and judgments in the work situation. Nurses play a pivotal role in caring for people. Since every person is unique, providing holistic care is central to the nursing profession. Rapidly advancing technology and the rise of cost-oriented healthcare management have, nevertheless, changed the nurse-patient dynamics and created new challenges for the nursing profession (Chou, et.al. 2007; Rao 1974) studied work value pattern of Indian medical student and found that an average Indian Medical students had a work value pattern dominated by independent, social, creative and status value. Inter-institutional variation was high with regard to certain work value dimensions such as rural, status, security, and co-workers' work values and low with regards to certain other values as creativity, independence and work conditions. Pandey (1975) study of 183 stu-

1. Associate Professor, and 2. Principal, BIMR Nursing College, Gwalior, (MP)

dents indicated that personality plays an important role in choice of a job. Chandra & Bhogle (1986) assessed the work value of four professional groups namely Doctors, Engineers, Administrators and Teachers.

Shipra & Griffith (1990) found that the work values of managers and engineers were strongly related to their performance ratings and inversely related to their tardiness levels.

Objectives

In the light of above evidences, the present study intended to examine the work values amongst Nursing Students. An attempt was also made to see the effect of demographic variables such as sex on work values.

Methodology

B.Sc. (Nursing) students (n=200, 130 male and 70 female) from nursing colleges constituted the sample.

Tools and techniques

For assessing work values, the scale developed by T Venkateshwara Rao and Uday Pareek was used. It has 45 pairs of items covering 10 work values namely economic, security, work conditions, status, relation with coworkers, independence, creativity, altruistic, rural, and academic. For every work value there are 9 statements. Statement of particular work value is paired with statement of other work value. Following the paired comparison technique, each respondents

was asked to indicate his/her preferences in quantitative terms by distributing three points in each pair depending upon the amount of preferences for a work value in comparison to other work value statement of its pair. Thus possible scores combination available are 3-0, 0-3, 2-1, or 1-2. The summated score for each work value was taken.

Discussion

Table 1 reveals that mean scores were higher on 'economic' (17.13) and 'work conditions' (16.98) work value amongst over all nursing students. Lower mean scores was found on 'rural' (9.18) and 'academic' (11.10) work value. Chandra & Bhogle (1986) reported low preference for working in rural setup amongst professional. Hendel (2003) found that students ascribed significantly lower importance to organisational values, such as vision, competition, cooperation, risk taking, and status as compared to personal and professional values. Rognstad (2007) suggested that during the student period, preferences related to job values regarding a prospective job reveal a decrease in the importance of human contact and an increase in the importance of a high salary and job security

The trend is expected to remain unchanged because no significant changes take place in rural health care set-up specially for nursing professionals. High demands in corporate hospitals and better job opportunities in foreign countries are im-