



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

Unit 4- Individual Behaviour

Topic: Work Values



WORK VALUES



Introduction

◀ **Definition:**

Work values are the core principles and beliefs that influence individual attitudes, decisions, and behaviours at the workplace.

◀ **Significance:**

- ◀ Shape organizational culture.
- ◀ Influence job satisfaction and motivation.
- ◀ Guide ethical decision-making.

◀ **Examples:** Honesty, teamwork, innovation, accountability.



TYPES OF WORK VALUES

- ◀ **Intrinsic Values:**

- ◀ Focus on the nature of work itself (e.g., meaningfulness, creativity).

- ◀ **Extrinsic Values:**

- ◀ Focus on external rewards (e.g., salary, benefits, job security).

- ◀ **Social Values:**

- ◀ Emphasize interpersonal relationships (e.g., collaboration, helping others).

- ◀ **Status Values:**

- ◀ Related to recognition and prestige (e.g., promotions, titles).

- ◀ .



WORK VALUES AND INDIVIDUAL BEHAVIOUR



◀ **Impact on Behaviour:**

- ◀ Drive workplace commitment and engagement.
- ◀ Influence career choices and organizational fit.

◀ **Value Congruence:**

- ◀ Alignment between individual and organizational values fosters higher satisfaction.
- ◀ Mismatched values may lead to conflicts or disengagement.



WORK VALUES



◀ **Developing and Aligning Work Values**

◀ **Strategies for Organizations:**

- ◀ Promote clear communication of organizational values.
- ◀ Offer training programs on ethics and value alignment.
- ◀ Foster inclusive environments to embrace diverse values.

◀ **Strategies for Individuals:**

- ◀ Reflect on personal values and career goals.
- ◀ Seek roles and organizations that align with core values.



Thank you