International Journal of Applied Research

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A study of values among principals

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Abstract

Leaders of the school have the responsibility for providing the conductive organizational climate at the workplace. This will affect the teachers, students and overall functioning of the school. The students will embrace good values and we will be able to give a virtuous generation to the nation. This paper is an attempt to find out and compare the different values of the school principles. All the relevant data was collected from Dwarka, Delhi. Twenty principals of senior secondary private schools were taken as a sample for the study. Mean and SD was used to interpret the data. Values have been defined as the classification done by Allport *et al*. in 1951.Results revealed that there was high mean score for social and theoretical values among the principals.

Keywords: Organizational Climate, Teachers, Values, Social, Theoretical.

Introduction

Values are enduring stable beliefs about what is useful, that influence thoughts and behavior. Values are learned, beginning soon after birth as parents and others indicate that certain behaviors are good and certain are bad. Children in many cultures learn quickly that is good to be obedient and bad to disobey. They may learn that honesty, hygiene, simplicity, politeness are good and thus valued. Values are stable and deep rooted, and they effect an individual's perception of what is good or what is bad. Values are beliefs or opinion that guide behavior and support the overall organizational vision. Typical values in today's organization include fulfilling customer needs, engagement, innovation, and quality of life for association, integrity, safety and development of people.

Values help to describe the desired culture of the organization. It also communicates the key practices that are adopted and recognized by the firm. At broader level the value of the society greatly influence what individuals learns. The country and the culture in which one is born, its economic and political system, the level of technology are some of the important variables that influence values. Different cultural values often create dissonance for those entering new cultures especially for expatriates who are expected to work and live in another country. According to Rokeach (1973), "Values represent basic conviction that a specific mode of conduct (or end state of existence) is personality or socially preferable to an opposite mode of conduct (or end state of existence).

In nutshell we can say that organizational climate is affected by the values of the leaders. If the leader have high degree of values than it is very much sure that the health of the institute or organization will certainly improve. This paper tries to explore the prevailing values among the principals of private schools.

Objective of the Study

To study the values of private school principals.

Research Methodology

A sample survey on 20 principals of private schools from senior secondary school was conducted. Simple random sampling was used to select the sample. For the primary data, the information was gathered through a questionnaire.

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Data was collected by face to face interaction with the respondents. The aim of the paper was to measure the different types of values among the principals of senior secondary schools. Classification of values given by Allport *et al*. 1951 was used to find out the values among the principals. It includes following categories:

1. Theoretical: These values are related to discovery of truth. It works on rational and critical approach.
2. Economic: It emphasizes on practicality and utility. People having values of economic orientation attach importance to what is useful. They are concerned with practical affairs of work.
3. Aesthetic: Aesthetic value is a judgment of value based on the appearance of an object and the emotional responses it evokes.
4. Social: It considers humanity, respect and affection.
5. Political: The areas covered under this value are power, position and competition.
6. Religious: Spirituality, unity, high ideals are some of the main areas covered in this value.

Analysis and Interpretations

Table 1: Mean and SD for different dimensions of Values

Types of Values	Mean	SD
Theoretical	3.75	.48
Economic	3.74	.32
Aesthetic	3.73	.41
Social	4.32	.32
Political	3.45	.40
Religious	3.68	.38
Overall Mean	3.78	.38

The highest value of mean is for social value. Minimum score is of political value. Overall mean is 3.78. All the values are near the overall mean except the social value which has a score of 4.32, and it is more than the overall mean score. It is clear from the table that nowadays social value is supreme, which considers humanity, affection and respect as priority. Principals have positive attitude for all the values.

Limitations

The sample elected for the study suffers from many constraints. The selection of respondents was based on their willingness to participate. The size of the sample is small. Area of sample selection is restricted to Dwarka, Delhi only. Biasness on the part of respondent cannot be ignored.

Conclusion

A value is an ideal to which an individual subscribes; it represents the basic conviction that a specific mode of conduct is preferable to any other and it is stable and enduring. Values are reflected in our behavior. Behavior of a people is influenced by the values which they hold. Values help to choose the organizational goal and strategies to be adopted to achieve those goals. Values decide interpersonal behavior. Therefore it is imperative to develop and learn good values because it affects a person's orientation towards work and the organization.

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