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Sociology



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Work Orientations The importance of work in human life has been discussed by many researchers; it has evolved from the necessary evil to chance of self-fulfillment. In this context, work orientation can be understood as a meaning people give to work they do. They can seek for material rewards which secure their financial status, but most people prefer to do something they find interesting and useful. High rates of unemployment do force people to be less picky and take jobs which are available. Surprisingly, this fact has not resulted in decline of in work ethic. People still seek for the opportunity to find a job, which offers something more than financial security.

Having no job means to be short of money. Low-paid jobs are usually not prestigious; there people do refer to instrumentation work orientations and are satisfied with stability they get together with their job. Low employment opportunities are destabilizing for young or poor people. Both groups have not many opportunities to have a good job; often they do what they can. However, their forced choices are followed by work commitment and desire to find a better job. Many students work part-time to have some money for living only; at the same time, they invest their money in education because they want to have a good job. Poor and unemployed who receive financial support for the government are ready to work anywhere to earn more.

Apart from financial security, latent work orientations include many important factors people appreciate in their life. For instance, work structures ones time and makes people be more active. People socialize with their colleagues at work, which is also important for any individual. People feel that they are useful because they do something as well as they develop certain self-confidence. Even when people do not like their work, they still can have all these orientations. At least they have a feeling that they do not

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waste their time and do something important. When people do not have work, they perceive this status as a personal failure and dependence either on welfare or on their relatives. The restrictive advancements in welfare policies make people to be more motivated in finding jobs and develop a stronger desire to be independent.

Krahn, Lowe and Hughes continue stressing the importance of work orientations because they are still very important. For instance, when young and low-skilled applicants demonstrate high level of motivation and desire to work, employers hire them. Having work ethic means to display high level commitment to ones work. In Japan, strong work ethic determined by local culture, motivate the rapid growth of Japanese economy. The same situation is observed in China. Finally, in Canada, employers also seek for committed workers because they are more responsible and motivated.

The world survives not the best times. People have fewer opportunities and less desire to work hard. At the same time, they still appreciate the role of work in their lives and want to have jobs which give them opportunities for self-development and self-actualization. In this way, even when people agree to do any available work, they still have certain work orientations, which include something more than money.