

Importance of Human Values in the Private Institutes of Raipur, Chhattisgarh, India

Mrs. Babita Jharia

Research Scholar (Management) Mats University, Raipur (C.G.)

I. INTRODUCTION

Human values are the base of the Human beings. As the Children's are the future of the Country, the colleges and Institutes are providing value education also. It takes time to know ourselves and penetrate layers of conditioning to arrive at our true selves. To help in this, value education shows the path and tries to throw some light. Values represent basic convictions that "a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite or converse mode of conduct or end-state of existence. They contain a judgmental element in that they carry an individual's ideas about what is right, good or desirable. Values have both content and intensity attributes. The content attribute specifies how important it is. When we rank an individual's values in terms of their intensity, we obtain that person's value system. This system is identified by the relative importance we assign to such values as freedom, pleasure, self-respect, honesty, obedience and equality.

"If you give respect to others, you will receive respect from others in return."

Vasudev Kutumbacum" i.e., the whole world is like a family. It indicates and gives the message of humanity which is related to human values and also gives importance to the values. That's why in our country there is "Unity in Diversity".

To know about the human values it is necessary to know the meaning of human and values. Organizations are emphasizing on this Human Values just to maintain peace, respect and better relations with the employees. Many NGO's are working towards these areas. My topic is connected with my subject i.e., Human Resource Management. For better work progress the Organization treat Human as Jams and give importance to their values. We start with the world when god created this world he spread the message of peace and humanity. Every religion talks about the same. The NGO's like UNICEF, UNO, Human Rights Organization and like others their main aim is to maintain peace through humanity. All over world the Governmental and Non Governmental Organizations are having same agenda for their meetings. In INDIA we can see lots of examples of humanity because every religion celebrate each and every festival together. Now in schools and colleges also celebrate every festival so that the children can know about their culture and festivals and know the message behind it that is of love, peace and humanity which gives the message of brotherhood. Nowhere in the world is seen only in India the culture of humanity we can see.

II. IMPORTANCE OF THE STUDY

My thesis title is 'Importance of Human Values in Private Colleges of Raipur, Chhattisgarh'. As we talk about Humanity so I have selected this topic which is very important for growth and development.

It is to provide a healthy environment by showing humanity. There should be no dictatorship. This humanity word has taken broad meaning throughout the world. Every Organization is giving message of humanity by providing respect to human beings by value education. Home is the first school of the child and school, college is the second. Value education is education in values and education towards the inculcation of values. It is a Universal phenomenon intrinsic to all learning and education, whether at home or in an institution. Though there is widespread talk about individual capabilities and potentialities, the education system as such is of little or no help. All we see is that there is so little confidence on the part of an individual about his own power to make a difference. The educational system stifles our inborn nature to be a proactive thinker because it tells little of the life values that is the basis for creative thinking.

Now the different Organization's are providing quality culture and environment. Regarding education the private colleges are first and foremost. These values are connected and interrelated with human mind, emotions, brain and all. It creates image and effects human heart. Human Relations, Human Needs, Moral and Communication all are connected with each other. Motivation plays an important role in growth, development and success of Human beings.

It is with the heart that one sees rightly, what is essential is invisible to the eye: ANTOINE DE SAINT-EXUPERY.

We always believe what we see but never understand the heart and nature of the person. The objective is to analyze the importance of human values for the success of the Organization. Analyzing the methods and techniques Organizations are applying to keep their employees happy. As values are the base for the humans and the Organizations which care for and give importance to the Human Values to reduce the disputes among employees and employers. The effect on personality and characters of the person. The difference in the person's nature.

The methodology is on available literature, questionnaire, for Management /Principal, Staff. Then the observations based on questionnaire and interview based on individual and group basis. The rest is on the personal experiences.

III. OBJECTIVE OF THE STUDY

It is to find out and analyze the effect of human values through value education in Private Institutions to build up a bright future.

IV. MEANING

Human as a whole defines one's individual personality which is a human nature. But there are multiplicities of Definitions on Values.

There is considerable confusion surrounding the definition of Values. Kurt Baier (1969) notes that sociologists employ a bewildering profusion of terms, ranging from what a person wants, desires, needs, enjoys, prefers through what he thinks desirable, preferable, rewarding, obligatory, to definitions to show the great variety and looseness of the terms employed:

1. "A thing has or is a value if and when people behave toward it so as to retain or increase their possession of it." (George Lundberg).
2. "Values are the obverse of motives...the object, quality, or condition that satisfies the motivation." (Richard.T.Lapierre)
3. "By a social value we understood any datum having an empirical content accessible to the members of some social group and a meaning with regard to which it is or may be an object of activity. (Znaniecki)
4. "(A value is) a conception, explicit or implicit distinctive of an individual or characteristic of a group of the desirable which influences the selection from available means and ends of action". (Clyde Kluckhohn)
5. "Values are the desirable end states which act as a guide to human endeavor or the most general statements of legitimate ends which guide social action." (Neil.J.Smelser)
6. "Values are normative standards by which human beings are influenced in their choice among the alternative courses of action which they perceive." (Philip. E. Jacob and James. J. Flink)
7. "What we properly call a value in life is an organic mixture of need, interest, feeling, purpose and goal, the production and conservation of values is one of the main concerns of human existence." (Lewis Mumford)

"A value is a brief upon which a man acts by preference." (Gordon .W. Allport)

As it is very vast topic and lots of work had done on Human Values when searched the Literature Review. Research on Human values with different subjects like education, human rights, medical, health, economics, sociology, psychology, physiology is done nationally and internationally. When I searched on local basis I found that Program Related to Values had been organized which is given below:

- [1]. Bronowski.J- Higher Education Quarterly, 1956; Science and Human Values, wiley online library.
- [2]. Maslow.A.H, R.Lowry, 1968; Toward a Psychology of Being, pageout.net.
- [3]. Bork.R.H., Ind LJ, 1971; Neutral Principles and Some First Amendment Problems, heinonline.
- [4]. Ball Rokeach.S.J. (American Sociological Review), 1973; Values and Violence- A test of the Subculture of Violence Thesis, JSTOR.
- [5]. Ott.J. (American Journal of Human Genetics), 1974; Estimation of the Recombination fraction of the Human Pedigree, Efficient Computation of the Likelihood for Human Linkage Studies, ncbi.nih.gov; nih.gov.
- [6]. Winter.D.A. (Journal of Applied Physiology, 1979; A New Definition of Mechanical Work Done in Human Movement, An Physiological SOC (PDF) from uottawa.ca.
- [7]. Suzuki.D.T., Knudson.P, 1989; Genetics: The Clash Between New Genetics and Human Values.
- [8]. Schwartz.S.H., Bilsky.W., Journal of Personality and Social, 1990; Toward a Theory of the Universal Content and Structure of Values: Extensions and Cross-Cultural Replications.
- [9]. Sinha.J.B.P, Sinha.D, International Journal of Psychology, 1990; Role of Social Values in Indian Organizations, Taylor and Francis, psycnet.apa.org.
- [10]. Inglehart.R., Human Beliefs and Values: A Cross Cultural Source Book based on the 1992-2002 Values Surveys, 2004; books.google.com.
- [11]. Banks.J.A. The Pin Delta Kappan, 1993; Multicultural Education: Development, Dimensions and Challenges, JSTOR.
- [12]. Schwartz.S.H., Journal of Social Issues, 1994; Are there Universal aspects in the Structure and Contents of Human Values? Wiley online library. (PDF) from ovh.net.

- [13]. Feather.N.T., Journal of Personality and Social Psychology, Vol 68(8), June 1995;1135-1151, Values, Valences, and Choice: The Influences of Values on the Perceived attractiveness and Choice of Alternatives, psychonet.apa.org.
- [14]. Chakrobarthy.K. Human Action in Business Praxiological and , 1996; Human Values and Indian Ethos.
- [15]. Christians.C.G., Traber.M., 1997; Communication Ethics and Universal Values,library.wur.nl.
- [16]. Meglino.B.M, Ravlin.E.C, Journal of Management, 1998; Individual Values in Organizations: Concepts,Controversies and Research, jom.sagepub.com,(PDF) from washington.edu.
- [17]. Freeman.H.F., Academy of Management Review,1999;Divergent –Stakeholder Theory, amr.aom.org, (PDF) from jstor.org.
- [18]. Rohan.M.J., Personality and Social Psychology Review, 2000;A Rose By Any Name? The Values Construct, psr.sagepub.com.
- [19]. Chatterjee.S.R.CAL Pearson, Journal of Management.....200; Work Goals and Societal Value Orientation of Senior Indian Managers- An Empirical Analysis, emeraldinsight.com.
- [20]. Mcleod.J.,Counseling and Psychotherapy Research,2001; Taylor and Francis, Developing a Research Tradition Consistent With The Practices and Values of Counselling and Psychotherapy: Why Counselling and Psychotherapy Research is necessary.
- [21]. Schwartz.S.H., Melech.G., Lehman.A..... Journal of Cross- Cultural Psychology,2001; Extending the Cross-Cultural Validity of the Theory of Basis Human Values With a Different Method of Measurement.
- [22]. Ohayon.M.M, M.A.Carskadon, 2004; Meta Analysis of Quantitative Sleep Parameters from Childhood to Old Age in Healthy Individuals: Developing Normative Sleep Values across the Human Lifespan, Sleep New York..... (PDF) from journalsleep.org.
- [23]. Sharma.S.,Human Values in Management, 2004;Indian Ethics and The Spirit of Development: The VEDA Model of Leadership and Management.
- [24]. Training Program in Human Values being organized by Sai International School for Human Values (New Delhi) for The Principals of Navodaya Vidyalayas from 18th April to 22nd April, 2005 and it was conducted in four phases;navodaya.gov.in/sai%20training.htm.
- [25]. Chiang.F, The International Journal on Human Resource.....2005, Taylor and Francis, A Critical Examination of Hofstede's Thesis and Its Application to International Reward Management.
- [26]. Rokeach.M, 2008; Understanding Human Values, books.google.com.
- [27]. Pandurang.C, Co-ordinator, Management Centre for Human Values, IIM, Calcutta; cpbhatta@iimcal.ac.
- [28]. Journal on Human Values.
- [29]. Baron. Jonathan, Protected Values; University of Pennsylvania, Mark spranca, RAND, Santa Monica.
- [30]. Chatterjee.R Samir, Professor of Management, Curtin University of Technology, Bentley, Western Australia; Cecil.A.I., Pearson, Senior Lecturer, Murdoch, Western Australia, Indian Managers in Transition: Orientations, Work Goals, Values and Ethics.
- [31]. Ethics and Values In Indian Economy and Business.
- [32]. Bronowski.Jacob, Science and Human Values;Faber and Faber Publisher.
- [33]. Dewan.M.L., Human Values; Concept Publishing.
- [34]. Jayshree.Suresh, Human Values and Professional Ethics; S.Chand Publication.
- [35]. Rajput.J.S., Human Values Education, Pragun Publishers.
- [36]. Goel.S.L,Goel.Arun,Human Values-Principles and Practices;Deep and Deep Publications.
- [37]. Chitkara, Education and Human Values, A.P.H.Publishers.
- [38]. Aggarwal.J.C.,Education For Values,Environment and Human Rights;Shipra Publications.
- [39]. Harris.Sam, The Moral Landscape: How Science can Determine Human Values; Free Press Publishers.
- [40]. Program in The Humanities: UNC College of Arts and Science; humanities.unc.edu.
- [41]. Human Values Projects by the Art of Living Foundation, Bangaluru.
- [42]. Pradeep Kumar Ramcharla, Associate Professor and Corresponding Author- Sangal Rajeev, Mitra Abhijit, Singh Navjot and Karlapalem Kamalakar, An Experiment on Introducing Human Values Course in Undergraduate Curriculum of Engineering Education; International Institute of Information Technology, Hyderabad, India, ramancharla@iiit.ac.in.
- [43]. Foundation Course in Human Values and Professional Ethics, Noida; www.emagister.in.
- [44]. Madhyastha Darshan is only concerned with knowledge and Universal Human good. Knowledge has no connection with money, politics or groups;madhyastha-darshan.info/activities/study-locations.
- [45]. Education for Values in Schools- A Framework; Department of Educational Psychology and Foundation of Education; National Council of Education Research and Training, New Delhi; www.ncert.nic.in
- [46]. International Association for Human values-U.K.,Registered 2004, Promoting Human Values Across the World, geneva@iahv.org, www.iahv.org.uk.
- [47]. Department of Philosophy, University of Colorado, Boulder, Won a BFA Excellence In Research Award For 2012-2013 (3/22/13) at Princeton University Center For Human Values for the 2012-2013, www.colorado
- [48]. The World Values Survey Association is Carrying out a new wave of Surveys during 2010-2013. This will provide a 30 year time series for the analysis of Social and Political Change; www.worldvaluesurvey.org.
- [49]. Indian Institute of Technology,IIT, Bombay having cell for Human Values started around 2001 with an objective to bring out the values, ethical and societal dimension of science and technology education being imparted at IIT; www.iitb.ac.in.
- [50]. Second International Conference Held on Human Values in Higher Education 16-18u February 2013 at IIT, Hyderabad;Gautam Buddh Technical University, Lucknow;uptu.ac.in/circulars.htm

The list is very long but beside this I had taken materials for questionnaire from National Psychological Corporation, Agra established in 1971 which prepares material/questionnaire for all subjects for the research scholars. For the peace and to regain back humanity in this violence created society and environment, emphasis is given to the teaching s of human values in every field.

The Subject of Human Values which I have selected is universally workable only related to the mankind and for peaceful society.

