

**THE DEVELOPMENT OF A WORK VALUES QUESTIONNAIRE**

by

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The logo of the University of Johannesburg, featuring a stylized bird or eagle with its wings spread, holding a book or tablet in its talons. The text "UNIVERSITY OF JOHANNESBURG" is written in a light blue font across the middle of the bird's body.

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## SUMMARY

The shift from a modern to a postmodern culture is reverberating through the field of career psychology. This results in a rejection of the grandnarrative of the objective career and a shift to the exploration of multiple subjective realities regarding the world of work. A description of three aspects, namely, sensitivity towards diversity, the notion of the subjective self and the challenge to the general paradigm of progress, illuminate blind spots in modern career psychology. These aspects present a conceptual base for thinking on postmodern career psychology. The career psychologist's role is determined by processes of decision making and attributing meaning. An exploration and clarification of values is useful during these processes. The aim of this study is to formulate and investigate the validity of a structure of work values during an early stage of career process by means of developing a Work Values Questionnaire. A theoretical discussion of the constructs of values and more specifically work values, presents a basis for developing items for the Work Values Questionnaire. The purpose of this theoretical description is operational. In accordance with the postmodern incredulity towards the grandnarrative no attempt is made to present a unified value or work values theory. The work of Buchholz and Hofstede forms the basis for a description of work values. From this theoretical basis five work value scales, namely, Collectivism, Uncertainty Avoidance, Power Distance, Individualism and Humanist Values were postulated. 93 items representing these scales were written and administered on 1365 South African participants. The responses of 637 participants were used to perform an exploratory factor analysis on the 93 items. The responses of the remaining 717 participants were used to perform confirmatory factor analysis of the obtained empirical structure. Five factors were identified and described in the first group by means of exploratory factor analysis. Based on these results, a postulated model was generated and tested with the Group Two data. The fit between the model and the data was explored by means of the chi-square statistic, the Goodness of Fit Index, the Adjusted Goodness of Fit Index and the Steiger Lind Root Mean Square Error of Approximation Index. The results indicate a satisfactory fit between the postulated model and the data. Based on the outcome of the exploratory and confirmatory factor analyses, these five factors can be described as

empirically well defined. The factors also appear to represent meaningful psychological constructs. It is therefore stated that the validity of a structure of work values is supported. The five constructs are Group Involvement, Uncertainty Tolerance, Structured Work, Visible Success, as well as, Progressive Advancement and Success. The results of this exploration can be utilised in further research aimed at the development of a Work Values Questionnaire.



## OPSOMMING

Die verskuiwing van 'n moderne na postmoderne kultuur veroorsaak 'n rippleeffek in die veld van loopbaan sielkunde. Hierdie verskuiwing lei daar toe dat die metaperspektief van die objektiewe loopbaan in twyfel getrek word en dat klem op die ontginning van 'n verskeidenheid subjektiewe realiteite aangaande die wêreld van werk geplaas word. Drie aspekte in 'n beskrywing van die moderne wêreld van werk benodig verheldering naamlik, sensitiwiteit ten opsigte van verskeidenheid, die idee van die subjektiewe self en weerstand teen die idee van 'n algemene paradigma van vooruitgang. Hierdie drie aspekte vervat my konseptualisering van 'n postmoderne beskrywing van loopbaan sielkunde. Die loopbaan sielkundige se rol word deur die prosesse van besluitneming en betekenis toevoeging gedefinieer. 'n Ondersoek en verheldering van die waardes van 'n kliënt is 'n betekenisvolle manier om hierdie prosesse aan te spreek. Dit is die doel van die studie om die geldigheid van 'n struktuur van werkswaardes te formuleer en te ondersoek gedurende 'n vroeë fase van die loopbaanproses deur middel van die ontwikkeling van 'n Werkswaardes Vraelys. Die items van die Werkswaardes Vraelys word op die onderskeie teoretiese beskrywings van die konstruksie waardes en werkswaardes gebaseer. Die teoretiese beskrywing het operasionele waarde. In ooreenstemming met die teenstand van die postmoderne perspektief teen die formulering van metateorieë, verskaf hierdie proefskrif nie 'n metateoretiese perspektief as beskrywing vir die konstruksie waardes of werkswaardes nie. Die teoretiese perspektiewe van Buchholz en Hofstede vorm die onderbou vir 'n teoretiese bespreking van werkswaardes. Na aanleiding van hierdie teoretiese beskrywing word vyf werkswaarde skale gepostuleer, naamlik Kollektiwiteit, Onsekerheidsvermyding, Magsafstand, Individualisme and Humanistiese Waardes. 93 vraelys items verteenwoordig hierdie skale in 'n vraelys. 1365 deelnemers het die vraelys voltooi. Die response van 637 deelnemers is gebruik om 'n eksplorende faktorontleding op die 93 items uit te voer. Die response van die oorblywende 717 deelnemers is gebruik om 'n bevestigende faktorontleding van die verkreeë struktuur uit te voer. Vyf faktore is geïdentifiseer en beskryf deur middel van die eksploratiewe faktorontleding soos uitgevoer op Groep Een. 'n Gepostuleerde model is na aanleiding van die resultate gegenereer en getoets met die

data van die tweede groep. Die passing tussen die model en die data is deur middel van die chi-kwadraat statistiek, die Goodness of Fit Indeks, die Adjusted Goodness of Fit Indeks en die Steiger Root Mean Square Error of Approximation Indeks bepaal. Die resultate dui aan dat 'n bevredigende passing tussen die gepostuleerde model en die data bestaan. Na aanleiding van die uitkoms van die eksploratiewe en bevestigende faktorontledings, is vyf faktore geïdentifiseer wat as empiries goed gedefinieer beskryf kan word. Hierdie faktore blyk sielkundig betekenisvolle konstruksie te wees. Die afleiding word gemaak dat die geldigheid van 'n struktuur van werkswaardes ondersteun word. Die vyf konstruksie is Groepsbetrokkenheid, Onsekerheidstoleransie, Gestruktureerde Werk, Sigbare Sukses en Progressiewe Vordering en Sukses. Die resultate van hierdie studie kan aangewend word in verdere navorsing wat op die ontwikkeling van 'n Werkswaardes Vraelys gemik is.



