

The role of family in the formation of students' labor values

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Abstract. The article discusses issues related to the influence of family on the formation of work attitudes of students. According to the data of the social research conducted by the author in 2020, the coincidence of the structures of basic values among students and their parents was exposed. An increase in the degree of influence of family on the selection of a profession by young people has been established. The results of the survey revealed the similarities and differences in the work attitudes of the two generations. For both students and their parents, the content aspect appeared to be a priority in the work. For the older generation, as compared with children, the social component of labor is more important. For young people, the opportunities for personal self-realization and the material side of working career are more important than for their parents. The analysis of the research findings allows for the conclusion that nowadays the importance of the educational influence of family on the formation of the value system of young people, as well as in the labor sphere, is still high.

1 Introduction

The potential for national economic development, individual enterprises and industries is directly related to both the level of professional qualification of young personnel and their attitudes and motivations in the world of work. That is why, the study of various aspects of the process of forming the labor orientations of young people is of particular relevance. The future state of our society depends largely on the moods, values and principles with which the young generation of Russia enters the labor market and starts their professional activities.

In the works of domestic researchers, significant attention is paid to the analysis of socially significant labor values of young people, the study of their orientations, priorities and preferences in the labor sphere. Particularities of the social and value-based general condition of the young generation are presented in the publications of M.A. Kovziridze [1], I.A. Kokh, V.A. Orlova [2]. Various aspects of the formation of labor motivation among modern students are revealed in the works of E.V. Andrianova, A.N. Tarasova, I.F. Pecherkina [3], D.N. Barinov [4]. The transformation of the value system of the young generation in the world of work in the context of the current economic environment in Russia is discussed in detail in the works of S.A. Ilinykh [5], A.E. Savelyeva [6], V.V.

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Retivina [7]. It should, however, be noted that the issue of the role of social institutions in the process of forming the labor orientations of young people is addressed marginally in modern research works.

The formation of labor values is a complex and time-consuming process. Its basis is formed in the family, under the influence of the transmission of ideological attitudes from the older generation to the younger generation. This is exactly this way the basic value orientations are defined, the attitude to work as a value is trained, the foundations of the labor mentality are formed, and the place of work is established in the structure of basic universal orientations.

2 Research methods

With the purpose of studying the role of family and analyzing the degree of its influence on the formation of labor values and attitudes among modern youth, the author of the article conducted a thematic sociological survey in October 2020 (method - handout and online questionnaires). When framing the sample, random selection was used. The total sample size was 812 people.

Two groups of respondents were included in the sample. The first of them with a number of 417 people included 1-4 year students of Nizhny Novgorod universities. The average age of the respondents in this group was 20 years. The second group of respondents to the survey of 395 people included parents of students. The average age of the respondents in this group was 47 years. The results of the survey were formalized and processed using the SPSS Statistics ver.23.0 software platform.

3 Results

The respondents were asked to reply to questions related to value systems in the world of work. Partially the topical units of questionnaires in the groups of parents and students intersected. This enabled to carry out a comparative analysis of the survey findings of the two generations.

All respondents were asked a question concerning core values, in order to establish their structure and determine the place of labor values in it. The respondents had to rank the following concepts according to their importance: "socially useful work", "self-realization", "interesting work", "material wealth", "good health", "family happiness". The ratio of the average ranking in the two surveyed groups is presented below (Fig. 1).

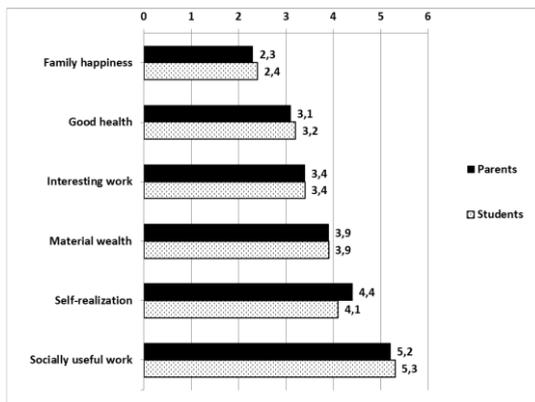


Fig. 1. Average ranking of the core values of two groups of respondents

Thus, the identity of the structures of the core values of the two generations was discovered.

Both groups of respondents consider family happiness to be the value of greatest importance. This answer option received an average rank of 2.4 in the student group and 2.3 in the parent group. In second place is the good health value with an average rank of 3.2 and 3.1, respectively. This is followed by the value of interesting work, the importance of which was equally highly appreciated by the respondents of both age categories (average rank 3.4). The fourth place was taken by material wealth, the assessment of the degree of significance of which also completely coincided in the groups of children and parents, its average rank was 3.9. Next-to-last was the value of self-realization, its importance was rated more highly by the young generation (average rank 4.1 versus average rank 4.4 in the older group). The least significant of all the proposed options for the respondents is the value of socially useful labor, it received an average rank of 5.3 in the group of students and 5.2 in the group of parents.

In the focus of the author's research interest was also the issue of the dynamics of the influence of family on the selection of the field of future working career by the young generation. The findings indicated that the role of family in the professional choice among modern young people has significantly increased. The influence of the mother was noted by more than two-thirds of the respondents in the student group (69.7%), whereas among the parents this indicator was only 35.6%, the influence of the father was noted by 55.9% of the young people and 22.7% of the elders, and the influence of other family members - 33.6% and 8.1%, respectively.

One of the concerns of the author's tooling, asked to a group of respondents of the older generation, was associated with the analysis of the methods of influence of parents on the selection of future working career of their children.

The most frequently used means of such influence turned out to be the stories of parents about possibilities for the future profession and their own example. These options were chosen by 38.6% and 26.4% of respondents, respectively. The rest of the methods fare worse than them in popularity: only 9.6% of the respondents tried to awake the child's interest in a certain sphere of work by directly engaging in labor activity, while 8.6% of older respondents cited examples of the right choice of profession using the example of well-known successful people. 10.5% of parents gave their child uncontrolled freedom of professional choice and did not make attempts to influence him.

The question of the requirements that, in the opinion of the respondents, the job should meet, was included by the author in the questionnaire in order to determine the similarities and differences in orientations towards work activity among children and parents. For assessing the significance, the respondents were offered a number of attitudes connected with different components of labor: content, material, personal, social. Here the author's task was to draw up a general picture of the values-based attitude to labor activity and to determine the priority components of labor for each generation.

According to the data obtained, both for modern youth and for the older generation, the content aspect of work presents the dominant value. It is the content characteristics of labor activity, which were given the highest assessment of significance in both groups of respondents. However, there are also some differences. The older generation in the first instance feels the need to see the results of their work (79.9% admitted it important), to apply their abilities (70.8%), to be able to have favorite occupation (68.0%), to improve in their specialty (64.9%). Students have the same attitudes in a different order. For the young generation, the most essential requirement was the opportunity to have favorite occupation (69.9%), and then see the results of their work (69.2%), apply their abilities (60.8%) and improve in their specialty (59.9%).

Students rate the material component of work activity more highly than their parents: 62.1% of respondents consider it an important requirement to be able to have a well-off and serene life, and 58.9% consider good income to be an important requirement. The young generation also gives greater significance to the personal component of work than the older generation: the importance of the opportunity for personal growth was noted by 55.9% of the respondents, the opportunity to have career prospects - 51.1%. The advancement of such labor benchmarks is illustrative of the high economic activity of young people.

It is significant that the social characteristics of work activity for the younger generation are less important than for the elders: 38.2% of respondents in this group deem it a necessary requirement to be of use to people, to serve the society - 37.5%, to earn the respect of friends and acquaintances with their work - 26.2%.

The obtained results are consistent with the statements of domestic researchers about the prevalence of individualistic attitudes at the moment in the value consciousness of young people, also in the labor sphere [8; 9; 10].

A group of respondents-parents was proposed to rate a number of work qualities according to their importance, and to identify those among them that, in their opinion, constitute the basis of correct employment behaviour. The transmission of such behavioral attitudes in the family establishes the necessary foundation for the further formation of value orientations of the young generation in the world of work. The representatives of the older group of respondents consider hard work (75.5%), responsibility (65.8%), honesty (64.7%) to be essential labor qualities. This is followed by respect for colleagues (60.1%) and craving for high professionalism (52.7%). The rest of the proposed options were dramatically inferior to those listed in terms of their importance. The importance of sense of duty, initiative, creativity, perseverance in labor activity is recognized by no more than a quarter of the respondents. The least important for parents are such working qualities as ambition and pragmatism (5.2% and 1.7%, respectively).

4 Conclusions

Discrepancies were found in attitudes to work activity in two generations. In the first instance, they reflect the shift in the role of "social" and "individual" in the value consciousness of modern youth, and, as a result, a shift in behavioral emphasis towards pragmatism and a utilitarian attitude. If the social component of work activity is much more important for parents than for children (to serve the society, to earn the respect of friends and acquaintances, to communicate with people), then for the young generation, the personal aspect of work is more important than for adults (to have the opportunity for career development, to have favorite occupation, constantly self-improving), as well as the material side of the working career. Young people make a stand for the values of self-realization, openness to change, they are focused on achievement and self-affirmation. Labor is the fundamental activity area in which young people can not only apply their knowledge, abilities and skills, but also realize their own ambitions.

In the meantime, the study indicates that at present the educational impact of family is still highly effective. The structure of core values and the place of labor values in their hierarchy are determined identically by parents and children, therefore, according to the fundamental life orientations, young people share the views of their parents.

The results of the study of the role of family in the formation of the labor values of young people can be summed up in the following conclusions:

- 1) under present-day conditions of cardinal economic, political, social modernization, the transmission of a strong stable system of labor attitudes by the older generation in the family is necessary as an integral tool for ensuring adequate behavior of the younger generation in the labor market.

2) the family, as the most important social institution of society, continues to play a crucial role in the formation of the basic mental values of Russian society. The significance of its educational influence on the formation of the value system of young people, including in the labor sphere, currently remains very high.

This indicates, on the one part, the need to actualize efforts on the part of the state aimed at enhancing the role of other social institutions in identifying value orientations for young people, and on the other part, the need to further improve state policy relating to family support as the most important institution for educating the younger generation.

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