

CHAPTER V

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----- ANALYSIS, INTERPRETATION AND

DISCUSSION - 2

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CHAPTER V

ANALYSIS, INTERPRETATION AND DISCUSSION - 2

5.1 INTRODUCTION

The present chapter on results and interpretation deals with comparison of the rural and urban groups. The five sets of values, viz., personal, social, instrumental, terminal and work values were considered for analysis. The 67 values were subjected to factor analysis and 10 factors were extracted for each group. The factor loadings with .60 and above were included in each of the 10 factors.

This analysis was done to see how values are clustered together. The ~~ten factors~~ for the rural, as well as for the urban may be considered as ten orientations based on the six sets of values. While discussing the factor all components included in it were considered as such without classifying them as belonging to different categories of values. The method used for extracting the factors is varimax rotation method. For the purpose of discussion the rural and urban groups are considered for each factor.

5.2 FACTOR I

TABLE 26

Showing Factor Loadings on Factor I of
the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
33	Independent	.97
60	Economic returns	.95
10	Courage	.92
49	Happiness	.85
23	Ambitious	.80
30	Helpful	.78
36	Loving	-.77
67	Intellectual stimulation	.76
5	Honesty	-.71
54	Salvation	.68
9	Maturity	.68
8	Fortitude	-.67
16	Love	.66
41	A comfortable life	.65
2	Dignity of labour	.64
21	Co-operation	.64
61	Independence	-.62
37	Polite	.61
47	Family security	-.60

In Table 26 of the rural adolescents, it can be seen that Factor I has high positive loadings on courage, maturity, dignity of labour, love, co-operation, independent, ambitious, helpful, polite, happiness, salvation, a comfortable life, economic returns, and intellectual stimulation. It has negative loadings on honesty, fortitude, loving and family security. This factor is made up of personal values, social values, instrumental values, terminal values and work values.

The rural adolescents seem to be personally concerned about competence since courage, maturity, and dignity of labour are all indicative of being self-competent. They are socially concerned about love and co-operation. The instrumental values - independent, ambitious, helpful, and polite also indicate a competent theme. The terminal values - happiness, salvation and a comfortable life are indicative of personal happiness. Thus, this factor suggests that the orientation is towards being competent through love and co-operation for the achievement of personal happiness. The two work values with positive factor loadings also suggest orientation towards being competent for personal happiness.

The values with negative loadings are consistent with this theme. The values - honesty, fortitude, loving, independence, and family security do not necessarily contribute to ones being courageous and competent for

achieving personal happiness. It should also be noted that the instrumental values independent indicates self-strength or competence but the work value independence with a negative loading of (-.62) indicates that one cannot afford to become independent in a work setting in order to get economic returns. The craving for the work value intellectual stimulation is quite in order. The terminal value family security is not considered to be an important value for personal happiness. In a rural setting, family security is not craved for since it is provided in a system of

People crave more for personal happiness through being courageous, matured, hard-working, and socially being loving and co-operating with others.

This factor, therefore, may be labelled as "Personal happiness through self-competence".

In a typical rural setting people live generally in a joint family system. The value family security, therefore, is built in to the system. The rural people are generally hard-working and they value the dignity of independent, labour. They are courageous, helpful and polite. They also value economic returns and intellectual stimulation in a work setting. Hence, personal happiness is something cared for by the rural adolescents.

TABLE 27

Showing Factor Loadings on Factor I of the
Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
65	Achievement	.99
60	Economic returns	-.97
15	Harmony	.96
53	Pleasure	.93
54	Salvation	.84
42	An exciting life	.79
52	National security	.77
7	Victory in suffering	.72
30	Helpful	.71
4	Punctuality - regularity	.68
55	Self-respect	.66
64	Advancement	.64
44	A world at peace	.64
28	Courageous	.64
67	Intellectual stimulation	.63
12	Self-reliance	.61
59	Prestige	.60
8	Fortitude	.60

The Table 27 shows Factor I for urban adolescents. It is made up of personal values, social values, instrumental values, terminal values and work values. Among personal values, this factor has high positive loadings on victory in suffering, punctuality - regularity, self-reliance, and fortitude. The social value with very ~~very~~ high positive loading is harmony. The terminal values with positive loadings are pleasure, salvation, an exciting life, national security, self-respect, and a world at peace. The instrumental values are helpful and courageous. The work values with positive loadings are achievement, intellectual stimulation, and prestige. Considering the personal, social, and terminal values, it appears that the concern is for pleasure and security without any rational effort. The person may be regarded as highly imaginative.

The four personal values with a high positive loadings indicate a profile of a person who believes that one should be courageous enough to tolerate distress and suffering and that one should trust one's own abilities; socially one should maintain harmonious relationship which hardly requires any effort on one's part; instrumentally one should be helpful and courageous. The ultimate goals are pleasure and security. So far as the work values are concerned the values achievement, advancement, intellectual stimulation, and prestige are strongly emphasized. The work values achievement is defined as work which permits

to live the kind of life one chooses. It also refers to the work in which there is no conflict between personal values and professional values and to work which gives ample opportunities to actualise ones potential. Similarly, the work value advancement refers to looking forward to future with confidence. The work value intellectual stimulation refers to opportunities for exercising one's own intelligence. The last value is prestige which refers to getting due recognition. Thus, the work values also indicate personal orientation towards achievement, advancement, intellectual stimulation and prestige. The high negative loading in case of work value economic returns is quite consistent with other values with high positive loadings. The person is not moved towards gaining economic prosperity. The orientation is towards gaining status, prestige, self-satisfaction, etc.

On the whole, this factor indicates that the value orientation of urban adolescents is towards gaining personal pleasure, peace, and security through courage and helping attitude which would enable them to tolerate sufferings and distress.

5.3 FACTOR II

TABLE 28
Showing Factor Loadings on Factor II
of the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
26	Cheerful	-.98
27	Clean	-.98
37	Polite	-.86
2	Dignity of labour	-.80
29	Forgiving	-.77
42	An exciting life	.77
38	Obedient	-.70
5	Honesty	.69
10	Courage	.68
60	Economic returns	.67
62	Associates	-.65
44	A world at peace	-.65
6	Nature appreciation	-.64
20	Service	-.64
11	Ambition	-.62
17	Sympathy	-.61

In Table 28 of the Factor II, the rural adolescents have high positive loadings on personal values honesty (.69) and courage (.68); terminal value an exciting life (.77); and work value economic returns (.67). These values with

high positive loadings indicate a materialistic bent of mind without having any appreciation for the efficacy of work. The personal values dignity of labour (-.80), nature appreciation (-.64), and ambition (-.62) are indicative of lack of work efficacy. The negative loadings on social value service (-.64), and sympathy (-.61); negative loadings on instrumental values cheerful (-.98), clean (-.98), polite (-.86), forgiving (-.77), and obedient (-.70); the negative loading on the terminal value a word at peace (-.65); and negative loading on the work value associates (-.65) indicate an attitude which is devoid of social consideration. With honesty and courage as personal values, and economic returns as work value a person is aspiring for an exciting life.

This factor indicates a profile of a person who attaches a high degree of importance to economic returns in a work setting and who feels that by becoming courageous and honest, it would be possible for him to experience strong emotions in life. In other words, following one's own conscience, having strength to face the challenges in life, economic returns and experiencing strong emotions in life constitute a selfish and a materialistic bent of mind. Such a state of mind cannot be achieved through being polite, obedient, cheerful and clean. Rendering social service, being sympathetic to others and caring much for the associates would come in the way of a person seeking pleasure in life with material rewards which could be

obtained through following one's own conscience, and developing strength to face challenges in life. Such a person is not at all bothered about others and world peace.

TABLE 29

Showing Factor Loadings on Factor II of
the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
20	Service	-.90
63	Variety	-.99
41	A comfortable life	-.86
57	True friendship	-.85
65	Achievement	-.84
54	Salvation	-.79
25	Capable	.76
27	Clean	.73
21	Co-operation	.71
28	Courageous	-.69
61	Independence	.64
7	Victory in suffering	-.63
15	Harmony	-.63
11	Ambition	.60

In Factor II in Table 29, the urban adolescents have high positive loadings on ambition, co-operation, capable, clean, variety and independence. It has negative

loadings on victory in suffering, service, harmony, courage, a comfortable life, true friendship, salvation and achievement. Ambition denotes a tendency for working earnestly toward the object of one's aspiration, co-operation denotes a tendency to work jointly with others. The instrumental value capable indicates that one must have ability to do the work for accomplishing a desired object. The instrumental value clean indicates that one must practise a healthy attitude. The two work values with positive loadings are variety and independence. The work value variety indicates that the work should not be monotonous and that it should provide rich experiences. The work value independence relates to having powers to take important decisions.

Considering the values with positive loadings it appears that the orientation is towards working relationship reflecting personal ambition, capability, co-operation, healthy attitude, variety in job, and relative independence for doing the job.

The factors with negative loadings are victory in suffering, social service, harmony, courageousness in the sense of instrumentality, a comfortable life, true friendship, salvation as terminal goals, and achievement as a work value. These negative factors indicate that the person is not concerned with personal happiness nor is he concerned with rendering social service or maintaining harmony. The positive orientation is towards working

relationship without bothering about the outcomes or goals. This appears to be a sort of philosophy of working earnestly towards one's aspirations with full capability and co-operation in a situation which provides variety and independence without bothering about the goals or outcomes such as a comfortable life, true friendship, salvation and achievement.

5.4 FACTOR III

TABLE 30

Showing Factor Loadings on Factor III
of the Rural Adolescents

Variable Nos. (Appendix H)	Variable	Loading
2	Dignity of labour	-.99
12	Self-reliance	.98
15	Harmony	-.98
6	Nature appreciation	.91
55	Self-respect	.88
23	Ambitious	-.86
25	Capable	.85
16	Love	.82
20	Service	-.82
50	Inner harmony	.76
60	Economic returns	-.74
40	Self-controlled	.67
26	Cheerful	-.66
61	Advancement	-.65

In Table 30, the Factor III has high positive loadings on self-reliance, nature appreciation, love, capable, self-respect, inner harmony, and self-controlled. The factors with negative loadings are dignity of labour, harmony, service, ambitious, cheerful, economic returns and advancement. Considering the factors with positive loadings, it appears that the orientation is towards self-discipline and self-controlled. The values economic returns, advancement, ambitious, mutual toleration, social service and dignity of labour are external manifestations whereas self-reliance, nature appreciation, being affectionate, self-respect, inner harmony and self-control are inner matters having to do with self-discipline. A person concerned with maintaining self-respect in the sense of maintaining one's ego will not be free to do any type of work without feeling ashamed. The two social values with negative loadings are harmony, and service. Practising mutual toleration and rendering assistance to the needy are not consistent with the self-structure based on self-respect, self-reliance, self-controlled and inner harmony. Similarly, ambition, economic returns, and advancement also do not fit into the self-structure based on self-reliance, self-controlled, self-respect, and inner harmony.

TABLE 31

Showing Factor Loadings on Factor III of
the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loadings
11	Ambition	.99
45	A world of beauty	.91
10	Courage	.89
8	Fortitude	.88
2	Dignity of labour	-.86
13	Hope	.81
61	Independence	-.77
67	Intellectual stimulation	.77
15	Harmony	.71
50	Inner harmony	-.69
42	An exciting life	.68
48	Freedom	.64
31	Imaginative	.63

The third factor in Table 31 for urban adolescents has high positive loadings on personal values, ambition, courage, fortitude, and hope. The social value for harmony has also positive loading. The instrumental value imaginative has a high positive loading of .63. The terminal value a world of beauty has a very high positive loading of .91 and terminal value freedom has positive loading of .64. The work value with a high positive loading (.77) is

intellectual stimulation. The orientation is towards higher level values of appreciation for the creation of nature and freedom. The personal values ambition, courage, fortitude and hope taken together point towards achievement orientation. The value social harmony indicates a balanced outlook and the work value intellectual stimulation is also pointing towards achievement orientation. The value factors with negative loadings are dignity of labour, inner harmony, an exciting life, and independence. The values dignity of labour, inner harmony and an exciting life do not necessarily contribute to creative achievement orientation. The value independence in a work setting denotes trying out new ideas, looking forward to future with confidence, freedom from the bondages of rules and discretionary powers to take decisions or to administer rewards and punishment. In a work setting such things are not permitted. The achievement oriented person is courageous, ambitious, hopeful, and imaginative. He seeks intellectual stimulation. He has a balanced outlook and views the situation realistically. He is able to anticipate difficulties and is strategic about eliminating them. He takes calculative risk and tries to maintain harmonious relationship. Most of the values fit into this type of characterisation.

5.5 FACTOR IV

TABLE 32

Showing Factor Loadings on Factor IV of
the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
57	True friendship	-.99
59	Prestige	.96
41	A comfortable life	-.89
34	Intellectual	-.80
4	Punctuality - regularity	-.78
53	Pleasure	-.73
66	Altruism	-.69
37	Polite	-.68
13	Excellence	-.66
60	Economic returns	.65
61	Independence	-.62
18	Tolerance	.62
65	Achievement	.60

As can be seen in Table 32, the Factor IV has positive loadings on tolerance, prestige, economic returns and achievement. It has negative loadings on punctuality - regularity, excellence, true friendship, a comfortable life, intellectual, pleasure, polite, altruism and independence. These are the typical characteristics of a person whose main goals are prestige,

economic returns, and achievement, such a person has a high degree of tolerance, also. For such a person prestige is what he thinks about his evaluation in terms of his achievement and economic status. He is more concerned about it and tries to maintain it even at the cost of a comfortable life and pleasure. Since he is greatly concerned about economic returns and achievement he cannot maintain true friendship. Being regular and punctual or seeking perfection in all spheres of life are not his concerns. The instrumental value polite and the work value altruism do not fit into the orientation based on economic returns, achievement, prestige and tolerance. This factor depicts a typical personality in a rural setting whose mission in life is to gain economic prosperity and prestige even at the cost of friendship, a comfortable life, pleasure and independence. Such a personality is not much concerned about doing things regularly and punctually. He is also not much concerned about seeking perfection in all walks of life. He cannot work for the organization at the cost of his individual need satisfaction.

TABLE 33

Showing Factor Loadings on Factor IV
of the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
5	Honesty	.90
18	Tolerance	.81
38	Obedient	-.81
56	Social recognition	.74
53	Pleasure	.73
58	Wisdom	-.73
15	Harmony	.71
60	Economic returns	-.68
36	Loving	.68
13	Excellence	.67
40	Self-controlled	.66
67	Intellectual stimulation	.64

The Factor IV in Table 33 shows highest positive loading for the urban adolescents on the personal value honesty. Another personal value with a sufficiently high positive loading (.67) is excellence. The social values tolerance and harmony also have high positive loadings. The instrumental values with positive loadings are loving and self-controlled. The terminal values with positive loadings are social recognition and pleasure. The work value intellectual stimulation has a positive loading of

.64. The instrumental value obedient and the work value economic returns have negative loadings.

This factor depicts an orientation of a person who is seeking social recognition, pleasure and social harmony with a materialistic bent of mind. He believes in promoting justice and in restraining himself from doing wrong. He is striving for perfection and is affectionately disposed towards others. He is also concerned about exercising his talents and capabilities. The values with negative loadings are obedient, wisdom, and economic returns. These factors do not necessarily contribute to the social adjustment which is sought through a moralistic bent of mind.

5.6 FACTOR V

TABLE 34

Showing Factor Loadings on Factor V
of the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
67	Intellectual stimulation	.99
2	Dignity of labour	.98
63	Variety	-.91
5	Honesty	-.88
51	Mature love	-.88
8	Fortitude	-.85
54	Salvation	-.85
37	Polite	.84
4	Punctuality - regularity	.77
39	Responsible	-.63
33	Independent	-.61

In Table 34, the rural adolescents in Factor V has positive loadings on dignity of labour, punctuality - regularity, polite, and intellectual stimulation. The variables with negative loadings are honesty, fortitude, responsible, independent, mature love, salvation and the work value variety. Considering the positive loadings it appears that the orientation seems to be towards working regularly and punctually for any type of job which should provide sufficient intellectual stimulation. A person with this type of orientation has genuine love for work to be done on a regular basis. He also expects a job to provide him with sufficient intellectual stimulation. Honesty which is defined in the sense of following one's own conscience does not seem to contribute to this orientation.* The instrumental value responsible is defined as being trustworthy when entrusted with any kind of work since the person loves to work with expectation to get sufficient intellectual stimulation the question of being trustworthy does not arise. The terminal values mature love and salvation do not contribute to the work orientation. The work value variety also does not seem to contribute to the orientation.

Thus, the main concern is with doing any type of job, which provides intellectual stimulation. If the work is done regularly and punctually other things become insignificant. If a job is full of variety but it fails to

provide intellectual stimulation it is of no significance. Since the person does not expect anything other than having a job with opportunities for intellectual stimulation, the terminal values like mature love and salvation are of no significance.

The factor may be described as dignity of work.

TABLE 35

Showing Factor Loadings on Factor V of
the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
12	Self-reliance	.93
45	A world of beauty	.97
35	Logical	.94
58	Wisdom	.89
7	Victory in suffering	-.87
64	Advancement	.84
32	Honest	-.80
4	Ambition	.71
41	A comfortable life	.70
22	Sincerity	.68
46	Equality	.62

The Factor V of the urban adolescents as seen in Table 35 has positive loadings on personal values self-

reliance, and ambition; social value sincerity; instrumental value logical; terminal values a world of beauty, wisdom, a comfortable life, and equality; and work value advancement. The values with negative loadings are victory in suffering and honest. Considering the factors with high positive loadings this factor projects an orientation of a person who is self-reliant, ambitious, sincere and logical with a high sense of nature appreciation. He can discriminate between significant and insignificant events in life being logical minded and wants to achieve a comfortable life. He believes in equality and seeks advancement in a work setting.

This factor may be described as self-reliance factor. It should be noted here that the personal value self-reliance is defined as being able to confidently depend on one's own abilities whereas ambition is defined as working earnestly towards the object of his aspiration. Such a person is also sincere in the sense of being genuine in whatever he undertakes and is logical in the sense of being able to use correct reasoning when necessary. A self-reliant person is oriented towards getting things that make life easy and be able to appreciate the creation of nature. When something is achieved through our own efforts and abilities, we generally place a higher value on the thing achieved. Similarly, the self-reliant person can also appreciate the creation of nature. Being self-

reliant a person would not like to create divisions among people. He would prefer to encourage others to achieve their goal through the exercise of their own abilities. In this sense, he places a higher value on equality. Again, a self-reliant person can be said to have a good judgmental capacity to discriminate between events relating to his life and conduct. The personal value honesty has a negative loading. Honesty is defined as obeying one's own conscience. A person who is ambitious, logical and seeking advancement cannot operate on what his conscience conveys to him. Also, the self-reliant person is not necessarily courageous while in distress.

On the whole factor five in case of urban adolescents depicts an orientation towards self-reliance.

5.7 FACTOR VI

TABLE 36

Showing Factor Loadings on Factor VI of the
Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
33	Independent	.98
51	Mature love	.97
52	National security	.95
26	Cheerful	.88
48	Freedom	.79
6	Nature appreciation	.76
63	Variety	-.68
14	Hope	-.65+
64	Advancement	-.64
17	Sympathy	.62

The Sixth Factor shown in Table 36 in case of rural adolescents has positive loadings on personal values nature appreciation; social value sympathy; instrumental values independent, and cheerful and terminal values mature love, national security, and freedom. Considering the positive loadings on various value factors, it appears that the orientation is towards national security. The personal value nature appreciation is defined as appreciating the beauty of nature in the world around. This suggests that the perspective is very large. The social

value sympathy denotes a tendency of sharing emotions with others. In this sense, it is related to the value nature appreciation. The instrumental value independent is defined as endeavouring to rely on self than on others. This does not, however, mean that the person with this bent of mind working on his own is not trusting others. It rather means that a person concerned about national security would prefer to work on his own without actively seeking assistance from others. Generally, people with this type of outlook are initiative takers and they set an example before others through working independently. Concern for national security is related to being in good spirit, i.e. cheerfulness. The terminal values mature love, national security, and freedom are all related concepts. The three value factors with negative loadings are hope, variety and advancement. Hope is defined as being optimistic when facing different situations. This factor does not necessarily contribute to national security orientation. This, however, does not mean that the national security oriented person is not optimistic. It rather means that he believes in independent action towards a mission and hence he is neither optimistic nor pessimistic. His main contention is that efforts are bound to bring some results. In a work setting he neither seeks variety nor advancement.

Thus, Factor Six in case of rural adolescents can be described as national security factor.

TABLE 37
 Showing Factor Loadings on Factor VI
 of the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
24	Broad minded	.98
5	Honesty	-.97
4	Punctuality - regularity	.91
35	Logical	-.90
28	Courageous	-.85
36	Loving	.83
55	Self-respect	.79
49	Happiness	-.71
7	Victory in suffering	-.67
54	Salvation	-.68

The Table 37 showing Factor Six indicates the urban adolescents having positive factor loadings on personal value punctuality - regularity; instrumental value broad-minded; and terminal value self-respect. It has negative loadings on personal values honesty, and victory in suffering; instrumental values logical, and courageous; and terminal values happiness and salvation. This factor appears to be a sort of self-orientation factor. The person with orientation towards himself is punctual and regular in the sense of being sensitive to

the value of time and commitments. He is holding a much liberal view towards life and is concerned about his self-respect. The value factors with negative loadings are honesty which means following one's own conscience, victory in suffering, logical, courageous, happiness, and salvation. A person who is concerned about his self-respect cannot follow his conscience. Also a person with more liberal views about life is not much concerned about gaining victory in suffering. Such a person can neither be logical nor courageous. Since he holds a liberal view towards life he does not bother about happiness and salvation.

Thus, Factor Six depicts an orientation for urban adolescents which is related with maintaining self-respect, becoming broad-minded, and doing the work sincerely and regularly. The negative loadings are honesty, victory in suffering, logical, courageous and happiness indicate lack of competence. This factor, thus, indicates a self-constricted type of personality.

5.8 FACTOR VII

TABLE 38

Showing Factor Loadings on Factor VII of
the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
20	Service	.95
59	Prestige	.92
50	Inner harmony	-.91
19	Peace	-.87
32	Honest	.75
36	Loving	.72
3	Diligence	.70
14	Hope	.66
64	Advancement	.63
63	Variety	-.61

The Seventh Factor in Table 38 for rural adolescents shows positive loadings on personal values diligence and hope; social value service; and instrumental values honest and loving; and work values prestige and advancement. The value factors with negative loadings are peace, inner harmony, and the work value variety. It appears that the orientation is towards service. The personal value diligence refers to applying oneself steadily to the goals aimed at and the personal value hope refers to

being optimistic when facing different situations. The social value service indicates assisting the needy. The instrumental value honesty refers to being truthful for the promotion of justice and the value loving refers to being affectionately disposed towards others. The person with the service orientation is not concerned with social harmony or inner harmony. In other words, the social or inner harmony do not necessarily contribute to service orientation. The person with service orientation is seeking prestige and advancement in a work setting but he is not concerned with variety.

TABLE 39

Showing Factor Loadings on Factor VII
of the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
28	Courageous	.97
59	Prestige	.90
12	Self-reliance	.86
13	Excellence	.86
65	Achievement	-.80
21	Co-operation	.79
6	Nature appreciation	-.79
26	Cheerful	-.79
63	Variety	.76
8	Fortitude	.68
67	Intellectual stimulation	.61

The Table 39 of the Seventh Factor shows the urban adolescents having positive loadings on personal values self-reliance, excellence and fortitude; the social value co-operation; the instrumental value courageous; and the work values prestige, variety and intellectual stimulation. It has negative loadings on nature appreciation, cheerful and achievement. This factor may adequately be described as personal courage factor. The three personal values with positive loadings, viz., self-reliance, excellence and fortitude are indicative of personal courage in the sense of depending on one's own abilities, striving for perfection, and enduring crisis confidently. The instrumental value with positive loading is being courageous in achieving the desired goals. The three work values with positive loadings, viz., prestige, variety and intellectual stimulation also seem to be related to personal courage. The work value prestige connotes earning a good name, gaining respect from people, creating one's own good image in the eyes of others, personal status, one's own value to the organization obtaining a unique position, etc. Similarly, the work value variety connotes work comprising of a number of activities demanding various skills, work providing opportunities for trying one's hand on various other activities, work which is not routine or monotonous work providing rich job experiences, and work giving opportunities, for personal development. The work value intellectual stimulation refers to work providing

opportunities for being innovative, work containing challenges for using one's own talents, work giving freedom for experimenting, work requiring lot of thinking, and work contributing to the development of new schemes. Thus, considering the three work values it is apparent that they also relate themselves to personal strength and courage.

The values with negative loadings are nature appreciation, cheerful and achievement. The values nature appreciation and cheerful do seem to contribute to personal courage. The work value achievement refers to work permitting one to live a kind of life one chooses, work enabling a person to become a kind of person one wishes to be, etc. Thus, the work value achievement connotes achieving personal happiness and freedom of doing things the way one likes to do. In this sense, it does not seem to contribute to personal courage.

5.9 FACTOR VIII

TABLE 40

Showing Factor Loadings on Factor VIII
of the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
55	Self-respect	.98
31	Honest	.83
19	Peace	.82
29	Forgiving	-.76
46	Equality	-.74
7	Victory in suffering	.70
59	Prestige	.67
15	Harmony	.66
28	Courageous	.65
65	Achievement	-.63

In Table 40, it can be seen that the rural adolescent group has high positive loadings on personal value victory in suffering; social values peace and harmony; instrumental values honest and courageous; terminal value self-respect; and work value prestige. It has negative loadings on instrumental value forgiving; terminal value equality and work value achievement. Considering the values with positive loadings, the factor seems to denote self-esteem orientation. The personal value victory in

suffering would help maintain one's own self-esteem. Similarly, the social values peace and harmony also contribute to one's own feelings of adequacy. Honesty in the sense of being truthful also, contributes to maintaining one's self-esteem. Courage or personal strength as an instrumental value is essential for the maintenance of self-esteem. The values with negative loadings, viz., forgiving, equality and achievement do not seem to contribute to self-esteem orientation.

TABLE 41
Showing Factor Loadings on Factor VIII
of the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
62	Associates	-.83
25	Capable	.82
29	Forgiving	.81
21	Co-operation	.79
53	Pleasure	.75
57	True friendship	.75
36	Loving	-.74
48	Freedom	.68
65	Achievement	-.65
15	Harmony	.61

The Factor VIII shown in Table 41 depicts the urban adolescents having positive loadings on social values co-operation and harmony; instrumental values capable, loving and forgiving; and terminal values pleasure, true friendship, and freedom. It has negative loadings on the work value achievement. Considering the positive factor loadings, this factor may adequately be described as social orientation factor. The two social values co-operation (.79) and harmony (.61) are intimately related with social orientation. The instrumental values forgiving and loving are strong social connotations. The instrumental value capable indicates having necessary ability to do a thing one wishes to do. The terminal values true friendship and freedom have no significance if detached from the social context. The work value associates refer to work providing opportunities for social interaction. The only work value with negative factor loading is achievement which does not seem to contribute to social orientation.

5.10 FACTOR IX

TABLE 42

Showing Factor Loadings on Factor IX of
the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
53	Pleasure	.93
27	Clean	.90
6	Nature appreciation	-.89
48	Freedom	-.86
9	Maturity	.74
10	Courage	-.74
23	Ambitious	.74
33	Independent	.73
5	Honesty	-.66
62	Associates	.60

In Table 42 the Factor IX for rural adolescents has positive loadings on personal value maturity; instrumental values clean, ambitious, and independent; and work value associates. The value factors with negative loadings are courage, honesty and freedom. Considering the personal value maturity which denotes a tendency for a stable mind to adapt oneself to changes in the environment, the instrumental value clean for practising healthy attitudes, the instrumental value ambitious denoting aspiration for

something higher in life, the instrumental value independent denoting self-reliance, the terminal value pleasure denoting attachment of satisfaction from what is to one's feeling; and the work value associates denoting a tendency to seek interaction opportunities with fellow beings, the factor may be described as self-adaptation factor. The personal value nature appreciation is associated with high aesthetic value and the person seeking adaptation cannot be expected to possess this. Thus, nature appreciation does not contribute to self-adaptation. Similarly, courage and honesty also do not contribute to self-adaptation. The terminal value freedom denoting a tendency for upholding liberty of action is also not consistent with self-adaptation.

The Factor IX in case of the rural adolescents can be described as self-adaptation factor.

TABLE 43
Showing Factor Loadings on Factor IX
of the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
39	Responsible	.92
41	A comfortable life	-.87
1	Cleanliness	-.86
12	Self-reliance	.84
34	Intellectual	.81
28	Courageous	.80
20	Service	.70
59	Prestige	.66
36	Loving	-.64

The Factor IX in Table 43 shows the urban adolescents has positive loadings on the personal value self-reliance; the social value service; the instrumental values responsible, intellectual, and courageous; and the work value prestige. The value factors with negative loadings are cleanliness, a comfortable life, and loving. The personal value self-reliance denotes a tendency for confidently depending upon one's own abilities. The social value service denotes a tendency to provide assistance to the needy. The instrumental value responsible denotes a tendency for being trustworthy when entrusted with any

type of work. The instrumental values intellectual and courageous are indicative of personal strength. The work value prestige is also a symbol of personal strength. Thus, this factor may be described as self-strength orientation. The personal value cleanliness has negative loadings. This value factor does not seem to contribute to self-strength orientation. Similarly, the terminal value a comfortable life and the instrumental value factor loading loving also do not contribute to self-strength orientation.

5.11 FACTOR X

TABLE 44

Showing Factor Loadings on Factor X
of the Rural Adolescents

Variable Nos. (Appendix H)	Variables	Loading
21	Co-operation	-.97
65	Achievement	.95
8	Fortitude	-.89
30	Helpful	.86
42	An exciting life	-.63
52	National security	-.63
27	Clean	-.60

The Table 44 of Factor X for rural adolescents

has positive loadings on personal value helpful; and work value achievement. It has negative loadings on fortitude, co-operation, clean, an exciting life, and national security. It appears that this factor is associated with personal and social retardation. The instrumental value helpful indicates to a tendency to provide assistance to the needy but lacks social skills and personal competence. The work value achievement denotes a tendency for preferring a work which enables one to like to do according to one's own expectations. Thus, this type of orientation can be described as social and personal retardation orientation.

TABLE 45
Showing Factor Loadings on Factor X
of the Urban Adolescents

Variable Nos. (Appendix I)	Variables	Loading
47	Family security	-.94
19	Peace	-.91
59	Prestige	.91
11	Ambition	.87
36	Loving	.86
64	Advancement	.85
54	Salvation	.73

The Table 45 shows the urban adolescents having positive loadings on personal value ambition; instrumental

value loving; terminal value salvation and work values prestige and advancement. Considering the factors with positive loadings, it appears that a person has a tendency to work earnestly towards the object of his aspiration, he is affectionately predisposed towards others, he wants to free himself from the bondages of sins, and he is seeking prestige and advancement in a work setting. It, thus, appears that a person has low achievement orientation. He believes in earnestly working for freeing himself from the bondages of sins. He is quite affectionate with others. He seeks from the work, prestige and advancement. He does not desire peace and family security. Thus, this factor may be described as low achievement orientation.

From the above interpretation and 10 names have been given for the 10 factors extracted for both the rural and urban groups with the discussion of the overall orientation of the rural and urban adolescents.

TABLE 46

Showing the Names of the 10 Factors for
the Rural and Urban Groups

Factors	Rural	Urban
1	Personal happiness competence.	Pleasure - security without rational effort.
2	Materialistic bent of mind. No social consideration.	Working earnestly for one's own aspiration without bothering about outcomes.
3	Self-discipline.	Creative achievement orientation.
4	Prestige, economic returns and achievement.	Moralistic bent of mind, seeking recognition, pleasure and social harmony.
5	Dignity of work.	Self-reliance.
6	National security.	Self-constricted.
* 7	Service orientation.	Personal courage.
8	Self-esteem orientation.	Social orientation.
9	Self-strength orientation.	Self-adaptation.
10	Social and personal retardation orientation.	Low achievement orientation.

The total variance for all the ten factors in case of rural adolescents as shown in Appendix J is 71.31. Factor one which is named as personal happiness and competence accounts for 14.34 percent of variance of the total. The second factor described as materialistic bent

of mind and no social consideration accounts for 11.99 percent of variance of the total. The third factor named as self-discipline accounts for 13.31 percent of variance of the total and the fourth factor described as prestige, economic returns and achievement accounts for 10.18 percent of variance of the total. The fifth factor is the dignity of work factor. It accounts for 10.67 percent of variance of the total. The sixth factor of national security has 9.07 percent of variance of the total. The seventh factor known as service orientation accounts for only 8.35 percent of variance of the total. The variance accounted for by the eighth factor is only 7.72 percent whereas the variance accounted for by the ninth factor is 8.45 percent of the total. The last factor named as social and personal retardation factor accounts for only 6.19 percent of the total variance.

In case of urban adolescents group the total variance as shown in Appendix K is 73.17. Of this total variance 13.70 percent is accounted for by the first factor which is described as pleasure - security factor. The second factor named as working earnestly for one's own aspirations without considering the outcomes accounts for 11.56 percent of the variance of the total. The third factor creative achievement orientation accounts for 11.50 percent of the total variance. Factor four is described as moralistic bent of mind, seeking recognition, pleasure

and social harmony. It accounts for 9.06 percent of variance of the total. The fifth factor is named as self-reliance factor which accounts for 10.53 percent of variance of the total. Factor six is named as self-constriction factor which accounts for 9.79 percent of variance of the total. The seventh factor known as personal courage factor accounts for 10.01 percent of variance of the total. The eighth, ninth and tenth factors respectively described as social orientation factor, self-adaptation factor, and low achievement orientation factor account for 7.26, 7.99 and 7.42 percent of variance of the total respectively.

Thus, in both rural and urban groups each one of the ten factors accounts for certain percentage of variance which is not considerably high. All the ten factors were, therefore, considered for discussion.