

## TRANSFORMATIONS OF WORK VALUES OF THE LITHUANIAN SOCIETY IN PERIOD 1990 – 2008

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### Abstract

**Purpose** – to analyze the changes/stability of work values of Lithuanian society in the period of social and political transformations of Lithuania.

**Design/methodology/approach** – quantitative research. Research based on the data of 2nd (1990)<sup>1</sup>, 3rd (1999)<sup>2</sup> and 4th (2008)<sup>3</sup> waves of European Value Survey. Exploratory factor analysis method was used to reduce a list of work values, which were explored, into fewer numbers of factors and these factors were compared between generations. Cronbach’s alpha method was used to measure the internal consistency of extracted factors.

**Finding** – The research results shows that the understanding of work values in the period of 1990 – 2008 is changing and gradually approaching to understanding of work values classification to instrumental, cognitive and affective types, which is described in the scientific literature<sup>4</sup>. Transformations in social, economic and political context (1990 – the period of planned economy of Soviet Union, 1999 – the period of economic downturn, caused by Russian economic crisis, 2008 – the highest point of economic uplift) had a strong impact on understanding of work values.

**Research limitations/implications** – The main limitation of this study is that the research is based on the data which were collected at the 2nd (1990), 3rd (1999) and 4th

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<sup>1</sup> Listhaug, Ola, et al. European Values Study 1990 (release 2, 2007) - Integrated Dataset [Electronic resource]. Cologne: Zentralarchiv fur Empirische Sozialforschung, 2007. (EVS: European Values Study). Mode of access: Lithuanian Data Archive of HSS.

<sup>2</sup> Zulehner, Paul M., et al. European Values Study 1999/2000 (release 2, May 2006) - Integrated Dataset [Electronic resource]. Cologne : Zentralarchiv fur Empirische Sozialforschung, 2005. (EVS: European Values Study). Mode of access: Lithuanian Data Archive of HSS.

<sup>3</sup> EVS (2010): European Values Study 2008: Lithuania (EVS 2008). GESIS Data Archive, Cologne. ZA4768 Data file Version 1.1.0, doi:10.4232/1.10163

<sup>4</sup> Elizur, D. (1984). Facets of Work Values: A Structural Analysis of Work Outcomes. *Journal of Applied Psychology*, 69(3), 379–389. DOI: <http://dx.doi.org/10.1037/0021-9010.69.3.379>

(2008) waves of European Value Survey, 5th wave of the survey is already in progress but the data is not available yet.

**Practical implications** - Taking into account the demographic situation of the country, which means the aging society and emigration trends of younger generations, Lithuanian employers faces the situation, when the diversity of employees' age is growing up. Discourse in the mass media about open or latent conflicts of generations in the working places is popular topic, so the mass media should be considered as an indicator of the problem. Understanding of differences and similarities in work values helps different generations to find mutual understanding in the work place and higher working life quality.

**Originality/Value** – This study broadens the knowledge about changes of work values in transforming Lithuanian society. European Value Survey is the biggest and the most comprehensive pool of empirical data concerning work values; it covers a period of almost twenty years and illustrates the significance of socio – economical context changes on work values.

**Keywords:** work values; European Value Survey (EVS) in Lithuania; generational change.

**Research type:** research paper.