

Summary of Research on Professional Values

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Abstract: *This research starts with the concept of professional values, introduces the domestic and foreign research progress of professional values, the division and measurement of dimensions, and the influencing factors of professional values, so as to make a comparatively systematic review of the entire theoretical system of professional values, so that the future Research scholars have a systematic reference when conducting research on professional values.*

Keywords: *professional values, concepts, measurement, influencing factors*

1. Introduction

Values are a concept we often refer to. It refers to the elements and aspects we value in our daily lives, learning and work, as well as the principles and standards we follow. And professional values are an extension of values in career selection and are an important part of this(Super, 2020)^[1]. The opinions and opinions of domestic and foreign scholars differ regarding professional values.

Well-known foreign scholars have professional values from a variety of research perspectives, including needs satisfaction perspectives, work outcome perspectives, end-of-life and belief perspectives, work objectives and salary perspectives. We are proposing an operational definition. A typical data from the viewpoint of demand satisfaction is supermarket (Zhao Ting, 2021)^[2]. He believes that professional values are people who choose jobs with specific characteristics to achieve their goals and thereby meet their internal needs. The representative person of the work is Ellis (Ros, 2020)^[3]. He believes that professional values are an internal idealistic system that assesses the outcome of his work behaviors and directly influences individual behaviors. Impact. In terms of the final situation and the beliefs of the work, the representative person is Ros (Schwartz, 2019)^[4]. He believes that professional values are a particular belief of an individual in the course of a job, or a particular kind of job that can be achieved when he is engaged in a particular job. In terms of this kind of ultimate position (high salary, high rank, etc.) work purpose and reward, the representative person is Schwartz (Ning, 2020)^[5], whose professional values make people achieve specific goals, Get a specific reward.

National scientists also define the concept of professional value from different angles. Ning Weiwei defines professional values as the internal standards of a person, which determine the quality, importance, strengths and weaknesses of various professions that are part of his personality. Huang Xitin from Southwestern University views professional values as an important part of a person's life values and expresses these values mainly in a professional aspect. The importance of professional values must be clearly understood in four ways. First, professional values show the relationship between a person's needs and how well the job itself meets the person's needs. The more a profession meets a person's needs, the higher a person's reputation for that profession, and vice versa. Second, the social value of the profession itself can be tailored to individual needs. Third, the value of the work itself is expressed in its value, because a person needs this value. Ultimately, individual basic values limit the development and formation of professional values. Likewise, Lin Wenquan, Fang Liluo et al (Yu,2010)^[6] believe that professional values are concepts and attitudes that reflect a person's life values in relation to a profession and influence people's choice of profession. The value of a particular profession is judged by the assessment of a particular profession. Excellent performance in the process. Jin Shenghua and Li Xue combine the research of Chinese and foreign scholars with the importance of individual values and establish professional values as criteria and criteria for evaluating and selecting vacancies.

2. National and international research on professional value.

2.1. Research abroad

Over 60 years ago, foreign scholars began a series of studies of professional value, and over the decades the studies have become extremely abundant.

Holland's (1959) career choice theory introduced the concept of career choice perspective (Jin, 2005)^[7]. He believes that the concept of individual career choice is dependent on personality, which is influenced by heredity, acquired social background, and the combination of individual interests and abilities. Based on your personality, the Netherlands divide your professional interests into six types: realistic, traditional, business, social, artistic, and research. Based on this theory, the Netherlands Career Interest Scale that he developed is widely used in career planning.

Super expresses self-esteem as an individual's professional value and the Mitomioi theory is known as the life expectancy theory (Dawis, 2015)^[8]. Depending on the age of the individual, the career is divided into a growth phase (4-13 years), a research phase (14-24 years), a definition phase (25-45 years) and a support. Step (45-65 years) and retirement age. In the fifth stage (65-), people see specific professional behaviors that are appropriate for each particular stage. Super added this theory in 1990. He believed that people's professional behavior did not change significantly with age, but with human socio-economic, technical, environmental and environmental changes. The professional behavior of a person must be consistent with the problems that he faces at this stage.

Shane is a well-known proponent of career anchor theory, which has also had a significant impact and provided substantial guidance in researching the value of career. A vector anchor refers to the most important factor or value that can be destroyed by choosing a vector. Professional anchors are the product of a combination of individual technologies, values and timing. It is relatively stable, but can continuously adapt and change as humans interact with the environment.

For half a century Scientists at home and abroad gradually Shift from binary to quadruple method for the structure of professional values.

Representative of this dichotomy is Herzberg, who divides professional values into internal and external values. Through his research, super adds a new dimension: external rewards, developing professional values in three structures.

Lars, Surkis, Rone and others share four professional values. Lars regards all four professional values as reputation factors. Altruism, satisfaction, and self-improvement. Surkis divides professional values into external value factors. Internal value factor Reputation factor and social value factors. Rone believes that four professional value factors are self-awareness factors. social factor self esteem factor and safety factor.

2.2. Internal examination

The study of Chinese professional values began relatively late. And it didn't progress gradually until the 1980s.

Gong Huixiang et al. conducted a study on the professional values of students(Super,2018)^[9]. As a result, the factors that interested students in the process of choosing a profession were: Third, high income. And the fourth is the achievement of personal ambitions. And fifth, harmonious interpersonal relationships.

He Huamin found that the level of professional values of people can influence a person's investment in an organization and turnover(Liu, 2021)^[10]. A person's performance level is high and a person's performance level is high if the person's professional values are well integrated into the corporate culture. Job satisfaction is high. And creating a quitting trend is not easy. On the contrary, you cannot invest in a company. Tends to circulate.

Ling Wenquan researched the professional values of students and found that the factors and importance that students take into account when choosing a career include(Yu, 2021)^[11]: Can you give it? Whether the content of the work is related to personal interests, and what they face at work. Do employees have the same opportunities? Is competition fair? Is the salary and remuneration system high enough?

Yin Guoeng selected students from seven Tianjin universities as subjects of research(Yan, 2022)^[12].

And a detailed discussion of their professional value. His research shows that many factors influence the professional values of students. The three main factors are the first for maximizing individual talents, and the second for the level of creativity in the workplace. Third, factors such as income, reputation, status, leadership, and risk appetite are ranked lower.

Yu Haibo compared the occupational values of students of different genders, ages, classes, subjects, and student backgrounds by taking the occupational values of high school teachers as a research topic. Studies have shown that the professional values of sophomores are relatively unstable. Externally, a clear link between professional values and personal personality factors was identified.

Li Li investigated the relationship between personality, subjective well-being, and professional values of doctoral students. Research results show that the professional values of PhD students are strongly related to an individual's personal qualities.

In his master's thesis, Du Sanqiang investigated and discussed the intrinsic relationship between vocational values, confidence and aspiration indices of college students(*Gong, 2015*)^[13]. His findings show that there is a significant correlation between professional values, self-esteem, and the personal aspiration index of college students. A college student's professional value can be predicted by an index of a person's self-worth and ambition.

A study on the professional values of vocational school students shows that the professional values of vocational school students have two characteristics: autonomy and blindness, whereas the students' own professional values do not. Guided by social needs and parents. Under the influence of the sexual concept of job search, a conflict has arisen between an individual's professional values and social reality.

3. Spatial segmentation and professional valuation.

As the study of professional value abroad expanded and the results were extremely abundant, the measurement of professional value increased. The main measurement method is still scale, but there is disagreement and consensus on the division of measurement dimensions.

Herzberg divides expert value into two dimensions for measurement. External value measurement and internal value measurement. Ginsbeg believes that professional values cover three main aspects: factors of work partners, amounts of compensation, and the types of activities they are involved in. In the inventor of labor value, revised by Super in 1970, he divided professional value into three dimensions. The size of the internal position value, the size of the external position correction, and the size of the external position value. The classification method of Aldefer is slightly different from Super. He divides professional value into measuring internal rewards for work, measuring external value of work, and measuring the social value of the work itself.

The results of other researchers to date have had a significant impact on the Dutch scale for measuring occupational temperament(*Yin, 2020*)^[14]. He divides his personal professional values into six types and vividly uses ordinary hexagons to vividly use the six types of relationships, research values, social values, artistic values, and practical. Expressed values and customary values. And the company's values are arranged in the corners of a regular hexagon. Each person's professional orientation can be represented by three of these six types, whichever is higher. The closer the three types with the highest scores are to each other, the better the professional mood of the person is integrated and the less confusion when choosing a career. When these three types cross a wide area, the trends of individual professionals become inconsistent and prone to confusion.

Apron divides the measurement into four dimensions. atmospheric unit measurement vacancy measurement workplace risks and real-world factors. Elizur categorized professional values into six dimensions: freedom, altruism, success, comfort and convenience. social status and safety(*Yu, 2011*)^[15]. Two years later, he merged these six dimensions into three: the emotional dimension. tool dimension and the intellectual dimension. Surkis divides professional values into four areas: intrinsic value; the value of reputation social value and external values.

After nearly 30 years of research, domestic scientists have achieved important results in separating measurable occupational values from studies abroad. Zhao Xishun states that there are four types of professional values: type. hobby pursuit, work reputation and convenience seeking type, long-term social benefit type And the persecution type said, I think I have a financial income. Kankao (1988) divides the level of professional values into three categories: those who want to express themselves;

who has abundant food and clothing and those who wish to participate. Ning Weiwei found that the factors influencing the career selection process were personal entrepreneurship stability at work possible way of life of a person at work and a work-oriented economy I think it includes income and reputation. Low coefficient Huang Xiting argues that a person's professional values consist of three areas: his or her professional goals; equal employment level and how to achieve that career value. I think Ling Wenquan and others divide professional values into three dimensions: development factors, unobtrusive factors, and medical factors high reliability and reliability.

4. Factors influencing professional values

There are a number of factors that affect professional values, such as: b. Age Factors, Sex Factors, Birth Factors work factor family background parents' occupation and other factors of specific demographic variables the degree to which it affects a person's professional values.

A study by He Huamin and Yu Zonghuo discusses demographic factors influencing the professional values of employees. The results showed that all employees have different values and characteristics based on gender, age, field of study and educational level and other factors.

Ye Linlin focuses on vocational students and conducts detailed research on their professional values. As a result, it was found that the gender and location of students had a significant influence on the level of professional values. For example, rural students valued job security more than urban students.

Researchers not only explored the influence of demographic factors on professional values. It's not just about the relationship between different psychological factors with professional values only.

Zhang Yingqian of Jilin University discussed the relationship between professional values among students widely. The self-efficacy incentives found that the level of self-esteem and motivation to study at school was directly proportional to the level of self-improvement factors in professional values. The level of personal achievement motivation is directly proportional to the reputation of the status factor in one's professional values. The level of professional values of college students is influenced by their level of self-esteem. This is because the level of motivation for achievement acts as a mediator between the two. However, there is no significant correlation between health determinants personal professional values and self-esteem and motivation for achieving goals.

Du Sanqiang examined the relationship between students' professional values. The results of the Confidence and Ambition Index showed that the student's professional level could be significantly predicted by the student's self-confidence and ambition and there is an important relationship between the three.

Ren Hongyan conducted a detailed survey of the professional values and social support of typical college students. The results showed a strong correlation between social support and professional values across all dimensions.

Wan Xiuping examines the relationship between professional values. Professional freelance planning for working people the results showed that the professional values of vocational students were statistically related, i.e. level of professional self-efficacy and level of career planning.

Li Lingrui conducted a comparative study of the level of professional values and self-esteem among secondary, general and university students. The results showed that there was a significant difference in the level of self-esteem and professional values between MBO students and regular college students. Both levels of self-esteem were significantly correlated with the level of professional values.

In general Research on the professional values of our country began relatively late and I compare it to research abroad. Current research covers all aspects of professional values related to theoretical and empirical research. But some of the current research results are insufficient. Therefore, the study of professional values in our country must be broadened and deepened.

5. Conclusions

Many scholars at home and abroad have defined values, but there is no public definition. The general researchers in China tend to adopt the two methods of drawing lessons from the West and absorbing philosophy. The following definitions are well-known. Krakhon defined values as an explicit or implicit view of what is "worthwhile". It is a characteristic of an individual or a group, and it

influences what behaviors, means and results people may choose to live their lives. Rokitka believes that value is a kind of persistent belief. Specifically, it refers to a certain behavior pattern or the ultimate state of existence preferred by an individual or society. And this partial love is spoken against the opposite or opposite side of this mode of action or of the terminal state in which it exists. According to Seiple, values are goals that a person wants to achieve, either as a state of mind, or as a kind of interrelation, or as a material condition. Values, according to Hofstede, are a general tendency to favor one situation over another. According to Swartz, values are desirable states such as pleasure, object, goal, or action. And they are beyond the concrete situation is not dependent on the concrete situation and can be used as a system of line as the criterion of judgment and choice. For example, Huang Xiting believes that values are the concept system that people distinguish between good and bad, beauty and ugliness, profit and loss, right and wrong, in line with or against their own will, which is usually full of emotions. And provide sufficient justification for the proper conduct of human beings.

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