

Impact of lifestyle orientation on Teachers and Corporates

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Abstract

Keywords

Autonomy,
job satisfaction,
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perspective,
network,
fitness

The goal of the study is to demonstrate that lifestyle orientation is built on unique values and ideas without the considerable interference of job positions, professional backgrounds, or age. Furthermore, the study discusses the differences in the perception of teachers and corporates regarding self-actualization. This was conducted on a sample of 60 corporates and 45 teachers all over India from different job profiles. Further a qualitative approach was used where the respondents were asked questions based on autonomy, perspective, network, and fitness.

Introduction

Organizations, whether they are businesses, corporations, or non-profits, typically struggle to control their internal dynamics. The social force that holds an organisation together is most frequently ignored by businesses in their pursuit of increased profits and financial well-being. In the modern day, businesses should intentionally advance themselves by cultivating the seeds of employee loyalty and trust. The strategy necessitates an awareness of the employee's attitude. In light of this, the authors designed the study by looking at government employees with two very distinct job descriptions in order to gain a thorough understanding of lifestyle orientations. The paper makes an effort to clarify that

The study aims to prove that lifestyle orientation is constructed on personalized values and beliefs without significant professional background interference, job roles, and age. Furthermore, the study discusses the changing perception of self-actualization in professional life. Regardless of age, experience level, or professional role, every person is unique. We frequently judge people by their occupation and way of life, even though demography can influence but not always shape personality. Based on their professional backgrounds and employment responsibilities, this study anticipated that instructors and corporate workers cannot be distinguished. It has been effectively inferred from the study's findings that we are all unique individuals with our own preferences and goals. Self-actualisation is a part

of lifestyle orientation. Self-actualization, in psychology, a concept regarding the process by which an individual reaches his or her full potential. It was originally introduced by Kurt Goldstein, a physician specializing in neuroanatomy and psychiatry in the early half of the 20th century. It was American psychologist Abraham H. Maslow, however, who popularized self-actualization. He defined it more narrowly and diverged from Goldstein in his conception of when and how self-actualization can emerge as a motivator. Similar to Goldstein, Maslow saw self-actualization as the fulfilment of one's greatest potential. In his discussions of self-actualization, however, he was referring solely to people, rather than all organisms. In addition, his theory asserts that the drive to self-actualize will only emerge as a motivator once a variety of more basic needs are met.

Lifestyle orientation looks at work life balance in areas of Autonomy, Networking, Perspective to life and fitness in the context of locus of control.

In the context of this instrument, autonomy refers to the perceived number of options a person has in each situation, while networking is the calibre of a person's professional and interpersonal connections. The perceived purpose of existence is referred to as perspective to life in this instrument. Physical fitness is referred to as fitness. It makes sense that an employee's capacity to perform their job will increase as their physical and mental health improve. The ability to work is frequently cited in the literature as being significantly impacted by one's health.

This study is done to explain the changes in work ability through occupational and life-style factors. **Methods** Work ability was measured by an index describing workers' health resources regarding their work demands. The work factors mainly included physical and mental demands, social organization, and the physical work environment. The life-style factors covered smoking, alcohol consumption, and leisure-time physical exercise.

As opposed to their initial variance, changes in job and lifestyle throughout the follow-up were more strongly related with both the improvement

and the deterioration in work ability. The supervisor's mood has improved, there are fewer repetitive actions made at work, and there is more strenuous physical activity done during leisure time. A model that described the decline in job capacity includes factors such as a drop in workplace recognition and respect, a rise in standing at work, and a decline in robust leisure-time physical activity. **Conclusions** Social interactions at work can either improve or worsen an ageing worker's capacity for work. Even though older individuals' job abilities typically deteriorated with age, both older and younger workers were also able to increase their work abilities.

Among all factors analysed, statistically significant differences in analysis were found (across the entire study group) for the following factors: co-worker help, the ability to take a break, a second paid job, uncomfortable or exhausting positions, carrying, or moving heavy loads, and the ability to enrol in a course. The analysis's findings were statistically greater for workers who had access to co-workers for help, the ability to take a break, a second paid employment, or the ability to enrol in a course. The analysis's findings were statistically considerably less favourable for people who work in uncomfortable or taxing positions or who must lift or move big loads.

Some teacher has higher rank in teaching effectiveness when compared to self-actualisation. This means they are more inclined towards technical knowledge. Those who have obtained lower ranks in both have to work more to improve their level of self-actualisation as well as teaching effectiveness.

The active participation of women in the work force has made the work life balance as an imperative phenomenon. Work-life balance aims at reducing the role conflicts in a person's life, which are arisen as an outcome of imbalance between the work and other spheres. a proper balance in working and personal sphere enables the individual to perform their tasks and grow in their lives. The concept of work-life balance is

important from the viewpoint of individual as well as work institutions.

Review of literature

Lifestyle orientation refers to how people view their lives, giving each individual's existence purpose and assisting them in defining their aims and ambitions (Riley Hoffman, May 17, 2020). There are two types of people- one who are more concerned about their self-development rather than their family and relationships. They are opportunity seekers and tend to make the best use of those opportunities. They enhance their organisational status and spread their influence further. They prefer themselves over community and society.

The other is like instead of stepping out of their comfort zones and setting their own goals and objectives, they are more preoccupied with the established norms and goals. Personality psychologists utilise concepts of personality that can be applied to everyone, whereas our informal assessments of people tend to focus more on the individual. Personality refers to cognitive and behavioural patterns that show stability over time and across situations (Cattell, 1965). The role of personality traits on work related behaviour and outcome has shown renewed interest over the past decade (Furnham et al., 2005). In recent years researchers have given importance to understanding individual differences in approach to work attitudes which is triggered by evidence indicating that individual differences in personality affect job performance (Barrick et al., 2002; Tett and Burnett, 2003) and job satisfaction (Arvey et al., 1989). Workplace burnout happens in the background the strain of interpersonal interactions, but its presence shows that the person is vulnerable to further stressors. Most of the time, professionals who exhibit emotional burnout are unable to cope with the psychological strain brought on by their jobs. The existing scientific literature has contradictory findings about the nature of the connection between self-actualization, job stress, and burnout. On the one side, self-actualization is characterized by

productivity and satisfaction, growth of mental and personal activity, the transition to a qualitatively new level of activity (Babich, 2007). It has been demonstrated that one of the most crucial personal resources for overcoming burnout is self-actualization. A self-actualized person has distinctive unique characteristics that set him apart from others. Maslow developed the term "self-actualization," designating self-fulfilment as the ultimate form of self-motivation, and these attributes are operationally reflected in the statements that make up the scale's components. All academics found this idea appealing because it reduces competition. Self-actualization does not involve competition with others (perhaps he is competing with himself, trying to excel his own previous performance). It is self-realization in a certain sense. Self-realization entails not only "knowing thyself," but also making the most use of one's abilities. In actuality, assisting people in self-actualization is the main goal of guidance and counselling. A self-actualized individual will be content on the inside and beneficial to others (Dr. A. Sivakumar, May 2019).

If we talk about the fitness, Mental symptoms and musculoskeletal illness were the most detrimental to work capacity. High physical demands at work, an unhealthy physical work environment, and a lack of independence were all linked to diminished job ability. Employees with diseases were notably harmed by physical labour, uncomfortable office temperatures, and a lack of freedom, whereas healthy employees were primarily harmed by bad work postures and role conflicts. The worst-case scenario occurred when a worker with several diseases and symptoms was subjected to a variety of work-related stressors. Good job capacity was linked to life satisfaction, good basic education, sitting posture at work, and recreational physical activity. (Kaija Tuomi, Leena Eskelinen, Jouni Toikkanen, Erkki Jarvinen, Juhani Ilmarinen and Matti Klockars, 1991). Work ability is the fundamental requirement for people to be able to work. Work ability is the capacity of an employee to carry out their duties while taking into account their state of health, their mental resources, and the demands of their position.

Upholding the ideal balance between an employee's skills that may change over time and workplace expectations that should take these changes into consideration is crucial to maintaining high work capacity up until retirement age. Age frequently appears to be a factor that influences one's ability to accomplish work in the literature. The emergence of age-related structural and functional changes in the human body, as well as a rise in the prevalence of numerous chronic diseases, are all intimately tied to this.

The workplace environment is filled with psychological aspects that could lead to an imbalance between the demands of the job and an employee's capacity to fulfil those obligations. High job demands, a lack of control over one's work environment, a lack of support from management and coworkers, job instability, deadline pressure, and repetitious labour that is done quickly are a few examples of these.

Lifestyle and behaviours that promote health are non-occupational aspects that affect people's health and ability to work. It is a myth that it is too late to have a healthy lifestyle once you reach a certain age. A healthy lifestyle is crucial at any stage of life. Smoking, alcohol use, poor diet, abdominal obesity, and physical inactivity are the main factors influencing indices like morbidity, mortality, or quality of life. (Marzena Malinska and Joanna Bugajska, 2020). Changes in employee well-being were closely related to modifications to organisational procedures and the demands of the job. Employee productivity, organisational commitment, and mental health all improved the most when possibilities for advancement, influence, and the promotion of employee wellbeing were raised, together with supervisory support and task organisation. Additionally, wellbeing increased as work-related uncertainty decreased and the physical and mental demands of the job decreased. Additionally, wealth and exercise also had beneficial effects. The findings show that several organisational practise characteristics are strongly related to employees' well-being.

Organizational development is an important method of improving employees' work ability, commitment, and well-being (KaijaTuomi, SinikkaVanhala, ErkkiNykyri, Minna Janhonen, 2004).

Lifestyle orientation based on autonomy, networking, perspective and fitness of corporates and teachers

Autonomy refers to the ability of a person to act on his or her own values and interests. They do not get influenced by others desires or choices. There is a direct relation between lifestyle orientation and autonomy where lifestyle orientation acts as a dependent variable and autonomy acts as an independent variable. It directly affects the lifestyle orientation in a way what the person believes, what his or her ideologies are. They do not get affected by others' views or desires.

Networking refers to the process of interacting with one another to develop social or professional contacts. The network can be related to lifestyle orientation through the way in which whether the professional relationships which are made are through his or her own efforts aur through the other efforts.

Perspective refers to how one sees themselves in contributing towards their growth in life.

Methodology

The objective of our study is to understand the different lifestyle orientation of corporate executives and teachers and to find the impact of demographic factors on lifestyle orientation.

The study from the beginning has focussed on the life style orientation of the Teachers and Corporates. It shows that various factors such as autonomy, networking, perspective and fitness affects the lifestyle orientation of Teachers as well as Corporates. Teachers and Corporates from various parts of the country were examined and analysed the different or same work-life patterns

based on the demographic factors i.e., age, gender, or educational qualifications.

Conceptual framework of the lifestyle orientation is the same as that of locus of control. The instrument measures Internality, Externality (others) and Externality (chance) of the respondents in the area of Autonomy, Networking, and perspective in the area of life and Fitness- which in turn contribute to a sense of well-being.

Hypothesis Framing:

H0-Autonomy. Networking, Perspective and Fitness does not have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates.

H1-Autonomy. Networking, Perspective and Fitness does have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates.

H0- Age does not have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates.

H1- Age does have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates

H0- Marital Status does not have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates

H1- Marital Status does have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates.

H0- Gender does not have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates

H1- Gender does have a significant positive impact on lifestyle orientation of professionals- Teachers and Corporates.

Survey Technique:

Observational study has been followed here. It is descriptive in nature and is mostly based on survey technique.

Primary Data- Primary data has been collected through Convenience Sampling (Questionnaires) from various schools, colleges, and companies across India. For this purpose, a standard survey by Pareek(2002) on Life Orientation Inventory has been used from his book: Training

Instruments on HRD and OD.

Secondary Data: Secondary data has been gathered to gain a better insight into the topic. Quantitative method has been used. It has been collected from text books(“Training instruments on HRD and OD, Pareek (2002) on Life Orientation Page- 484), online sources, researches,papers, and journals of the reputed database.

Sample- The sample comprises of 60 corporates and 45 teachers all over India from different job profiles. It comprises Academicians teaching in University of Delhi, Jaipur National University, Patna University IP University etc. and corporates from various companies such as Infosys, Hitachi, Wildcraft, Wrogn, Bajaj Capital, Quantiphi etc.

To conduct the study, a standard questionnaire was circulated where the respondents had to rate themselves based on the Likert scale i.e., on the parameters of strongly disagree, disagree, neutral, agree, & strongly disagree.

Data Analysis and Interpretation and Findings

Based on the results obtained, it is found that all the four variables Autonomy, Networking, Perspective and Fitness have a significant impact on the lifestyle orientation of teachers as well as corporates. It measured the internality, externality (others) and externality (chance) of the respondent in the areas of Autonomy, Networking, Perspective to Life and Fitness which in turn contribute to a sense of well-being.

Autonomy in the context of this instrument is the perceived number of choices that a person has in a given situation. Networking refers to a quality of professional and personal relationships that a

person has. Perspective to life in this instrument refers to the perceived purpose of life. Fitness refers to physical fitness.

Corporates

1.1 Autonomy

1) Based on Age

Descriptive Statistics

Descriptive Statistics

	Q1				Q8				Q10				Q14				Q18				Q22			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	1.600	1.583	1.600	1.667	2.200	2.625	2.300	2.667	2.750	2.875	2.700	3.000	2.000	1.917	2.000	1.667	2.350	2.653	3.300	3.333	2.650	2.792	3.000	3.333
Std. Deviation	0.754	0.778	0.516	0.577	1.005	1.209	0.875	1.155	1.251	1.035	0.675	0.000	1.124	1.018	0.471	0.577	1.263	1.083	0.675	0.577	1.148	1.215	0.816	0.577
Minimum	1.000	1.000	1.000	1.000	1.000	2.000	2.000	1.000	1.000	1.000	2.000	3.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	3.000	1.000	1.000	2.000	3.000
Maximum	4.000	4.000	2.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	3.000	4.000	4.000	3.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Q25				Q34			
1	2	3	4	1	2	3	4
20	24	10	3	20	24	10	3
0	0	0	0	0	0	0	0
2.300	2.667	3.400	4.000	2.400	2.708	3.200	4.000
0.979	1.239	0.936	0.000	1.035	1.301	1.317	0.000
1.000	1.000	2.000	4.000	1.000	1.000	1.000	4.000
4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.76, 1.68,1.76,1.667) shows that they agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for all the age groups.

Similarly, the impact of other factors like co-workers, luck, fate, colleagues or a matter of chance does not affect the multiple choices at work or generate multiple opportunities. This has been agreed by all the age groups i.e., 18-24, 25-34, 34-44 & 45 and above with mean (2.50, 2.72,2.98, 3.38). The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are the reasons for whatever they get in life.

2) Based on Gender

Descriptive Statistics																
	Q1		Q8		Q10		Q14		Q18		Q22		Q25		Q34	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	1.450	1.676	2.250	2.514	2.350	3.054	1.750	2.054	2.750	3.135	2.700	2.811	2.800	2.703	2.600	2.638
Std. Deviation	0.759	0.669	1.118	1.017	1.089	0.911	0.650	1.104	1.209	0.978	1.129	1.101	1.231	1.102	1.273	1.236
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	3.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.61 & 1.82) agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for both males and females.

Similarly, the impact of other factors like co-workers, luck, fate, colleagues or a matter of chance does not affect the multiple choices at work or generate multiple opportunities. Both the groups with mean (2.57, 2.84) have shown high disagreement towards it.

3) Based on Marital Status

Descriptive Statistics																
	Q1		Q8		Q10		Q14		Q18		Q22		Q25		Q34	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	1.622	1.550	2.324	2.630	2.703	3.000	1.692	2.050	2.865	3.250	2.549	3.000	2.568	3.050	2.595	3.050
Std. Deviation	0.794	0.510	1.082	0.995	1.127	0.795	1.022	0.826	1.182	0.786	1.136	1.026	1.168	1.099	1.166	1.356
Minimum	1.000	1.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both married and non-married people with mean (1.75 & 1.78) agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for both married and non-married.

Similarly, the impact of other factors like co-workers, luck, fate, colleagues or a matter of chance does not affect the multiple choices at work or generate multiple opportunities. Both the groups with mean (2.61, 2.99) have shown high disagreement towards it.

1.2 Networking

1) Based on Age

Descriptive Statistics																				
	Q2				Q4				Q7				Q12				Q15			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.400	2.750	2.400	2.667	1.550	1.750	1.700	1.667	2.300	2.708	3.100	4.000	1.600	1.675	1.800	1.000	2.600	2.625	2.700	3.333
Std. Deviation	0.995	1.113	0.843	1.155	0.759	0.794	0.483	0.577	0.978	1.253	1.197	0.000	0.995	0.692	1.229	0.000	1.273	1.135	0.675	0.577
Minimum	1.000	1.000	2.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	3.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	2.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	1.000	4.000	4.000	4.000	4.000

	Q21				Q26				Q29				Q31			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.300	2.958	3.000	3.333	1.600	1.752	2.100	1.667	2.300	2.875	3.400	4.000	2.300	2.250	2.900	4.000
Std. Deviation	1.218	1.197	0.816	0.577	0.754	0.854	0.738	0.577	1.128	1.262	0.956	0.000	1.261	1.225	1.197	0.000
Minimum	1.000	1.000	2.000	3.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	4.000	1.000	1.000	1.000	4.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.58, 1.80,1.86,1.44) shows that they agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society is also a result of one’s own efforts to do the same.

Professional network happening due to chance or the positive relationships at home will happen due to others intent at home is not true according to all the age groups. This has been agreed by all the age groups i.e., 18-24, 25-34, 34-44 & 45 and above with mean (2.36, 2.69,2.91, 3.40). The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are the reasons for building networks.

2) Based on Gender

Descriptive Statistics																		
	Q2		Q4		Q7		Q12		Q15		Q21		Q26		Q29		Q31	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.300	2.703	1.550	1.730	2.500	2.811	1.750	1.703	2.400	2.811	2.700	2.764	1.550	1.838	2.300	3.128	2.350	2.541
Std. Deviation	0.923	1.051	0.510	0.804	1.192	1.151	0.697	1.051	1.183	1.023	1.261	1.106	0.587	0.898	1.213	1.125	1.069	1.343
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	3.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.61 & 1.757) agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society.

Similarly, the impact of other factors like professional network happening due to chance or the positive relationships at home will happen due to others intent at home is highly disagreed by both males and females having mean (2.42 & 2.78).

3) Based on Marital Status

Descriptive Statistics																		
	Q2		Q4		Q7		Q12		Q15		Q21		Q26		Q29		Q31	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.496	2.700	1.676	1.650	2.378	3.300	1.811	1.550	2.595	2.800	2.568	3.100	1.703	1.900	2.514	3.400	2.270	2.850
Std. Deviation	1.044	0.979	0.818	0.439	1.063	1.129	1.050	0.945	1.189	0.894	1.259	0.852	0.777	0.652	1.239	0.940	1.239	1.223
Minimum	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	2.000	1.000	1.000
Maximum	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both married and non-married people with mean (1.73 & 1.70) agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society.

Similarly, the impact of other factors like professional network happening due to chance or the positive relationships at home will happen due to others intent at home is highly disagreed by both males and females having mean (2.47 & 3.025). Although the married group has shown high disagreement towards the other factors.

1.3 Perspective

1) Based on Age

Descriptive Statistics																					
	Q3				Q6				Q8				Q16				Q19				
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mean	2.700	2.958	3.600	4.000	1.950	1.625	2.000	1.667	2.350	2.700	3.000	3.667	1.650	2.042	1.700	1.667	2.150	2.500	2.600	2.867	
Std. Deviation	1.342	1.083	0.986	0.000	1.050	0.711	0.816	0.577	0.983	1.160	1.155	0.577	0.933	1.042	0.433	0.577	1.040	0.978	0.843	1.155	
Minimum	1.000	1.000	1.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	3.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	2.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	2.000	4.000	4.000	4.000	4.000	

Q23				Q32				Q33				Q36			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.000	2.417	2.600	4.000	1.500	2.417	1.900	1.667	2.550	2.792	3.300	4.000	2.250	2.667	2.700	3.333
1.026	1.139	1.075	0.000	0.513	1.176	0.875	0.577	0.945	1.179	1.180	0.000	1.118	1.239	0.823	0.577
1.000	1.000	1.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000	1.000	1.000	1.000	3.000
4.000	4.000	4.000	4.000	2.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.7, 2.028,1.86,1.678) shows that they agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.

their life. This has been agreed by the age groups i.e., 25-34, 34-44 & 45 and above with mean (2.67,2.9, 3.61). The 18-24 age group with mean (2.33) have shown agreement towards other factors affecting their decisions for the future. The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are responsible for whatever decisions they take in life is because of their own perspective.

Similarly, the impact of other factors like circumstances, fate or other factors does not affect the decisions about where they want to head in

2) Based on Gender

	Q3		Q6		Q9		Q16		Q19		Q23		Q32		Q33		Q36	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.900	3.108	1.750	1.838	2.200	2.946	1.450	2.027	2.400	2.406	2.250	2.456	1.550	1.973	2.450	3.061	2.300	2.703
Std. Deviation	1.252	1.149	0.910	0.834	1.056	1.053	0.610	1.013	1.043	0.866	1.164	1.120	0.945	1.013	1.146	1.038	1.261	1.024
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.71 &1.94) agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.

Similarly, the impact of other factors like circumstances, fate or other factors affect the decisions about where they want to head in their life is highly disagreed by both males and females having mean (2.41 & 2.78).

3) Based on Marital Status

Descriptive Statistics																		
	Q3		Q5		Q8		Q16		Q19		Q23		Q32		Q35		Q36	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.784	3.500	1.833	1.750	2.468	3.050	1.852	1.700	2.297	2.600	2.216	2.700	1.757	2.550	2.622	3.300	2.486	2.700
Std. Deviation	1.228	0.946	0.923	0.716	1.098	1.050	0.954	0.733	1.024	0.883	1.153	1.031	0.796	1.182	1.089	1.031	1.146	1.081
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both non-married and married people with mean (1.829 & 1.93) agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.

Both non-married and married ones have shown disagreement towards other factors such as circumstances or fate with the mean (2.48, 3.40).

1.4 Fitness

1) Based on Age

Descriptive Statistics																				
	Q11				Q13				Q5				Q17				Q20			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.150	2.458	2.100	1.667	2.550	2.667	3.200	4.000	2.300	2.500	2.000	2.667	2.300	3.125	2.300	2.667	1.650	1.833	1.700	1.000
Std. Deviation	0.875	1.062	0.738	0.577	1.191	1.090	1.023	0.000	1.174	1.160	0.000	1.155	1.129	1.116	0.675	1.155	0.745	0.953	1.068	0.000
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	2.000	4.000	1.000	1.000	2.000	2.000	1.000	1.000	2.000	2.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	1.000

	Q22				Q25				Q28				Q34			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.550	2.792	3.000	3.333	2.300	2.667	3.400	4.000	1.600	1.875	1.300	1.000	2.400	2.708	3.200	4.000
Std. Deviation	1.146	1.215	0.816	0.577	0.979	1.239	0.968	0.000	0.754	1.076	0.483	0.000	1.095	1.301	1.317	0.000
Minimum	1.000	1.000	2.000	3.000	1.000	1.000	2.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	1.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.75, 2.05, 1.93, 1.44) shows that they agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.

The other factors like contingencies, others around me, situations at home, day-to-day workload at office or others determining the directions their life takes will not affect the fitness routines of the sample age groups. The age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (2.35, 2.71, 2.63, 3.11) have shown disagreement towards the other factors. 45 years and above age group have shown high disagreement.

2) Based on Gender

Descriptive Statistics																		
	Q11		Q13		Q5		Q17		Q20		Q24		Q27		Q30		Q35	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.200	2.270	2.650	2.635	2.200	2.432	2.750	2.622	1.500	1.811	2.750	2.757	2.000	2.188	1.700	1.757	2.600	3.054
Std. Deviation	0.894	0.962	1.182	1.110	1.105	1.042	1.124	1.089	0.513	1.023	1.333	1.164	0.973	0.938	0.801	0.780	1.273	1.177
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.8 & 1.94) agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.

Similarly, the impact of other factors like contingencies, others around me, situations at home, day-to-day workload at office or others determining the directions their life takes will not affect the fitness routines both males and females having mean (2.49 & 2.65).

3) Based on Marital Status

Descriptive Statistics																		
	Q11		Q13		Q5		Q17		Q23		Q24		Q27		Q30		Q35	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.200	2.270	2.650	2.635	2.200	2.432	2.750	2.622	1.500	1.811	2.750	2.757	2.000	2.188	1.700	1.757	2.600	3.054
Std. Deviation	0.894	0.962	1.182	1.110	1.105	1.042	1.124	1.089	0.513	1.023	1.333	1.164	0.973	0.938	0.801	0.780	1.273	1.177
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both non-married and married people with mean (1.8 & 1.94) agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.

Both non-married and married ones have shown disagreement towards other factors like contingencies, others around me, situations at home, day-to-day workload at office or others determining the directions their life takes will not affect the fitness routines of both married and unmarried samples with the mean (2.49, 2.65).

Teachers

1.1 Autonomy

1) Based on Age

Descriptive Statistics																				
	Q1				Q8				Q10				Q14				Q18			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	1.600	1.583	1.600	1.667	2.200	2.625	2.300	2.667	2.750	2.875	2.700	3.000	2.500	1.917	2.000	1.637	2.850	2.953	3.300	3.333
Std. Deviation	0.754	0.776	0.516	0.577	1.005	1.209	0.675	1.155	1.251	1.035	0.675	0.000	1.124	1.018	0.477	0.577	1.268	1.063	0.675	0.577
Minimum	1.000	1.000	1.000	1.000	1.000	2.000	2.000	1.000	1.000	1.000	2.000	3.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	3.000
Maximum	4.000	4.000	2.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	3.000	4.000	4.000	3.000	2.000	4.000	4.000	4.000	4.000

	Q22				Q25				Q28				Q34			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.550	2.792	3.000	3.333	2.300	2.667	3.400	4.000	1.600	1.875	1.300	1.000	2.400	2.708	3.200	4.000
Std. Deviation	1.146	1.215	0.816	0.577	0.979	1.239	0.968	0.000	0.754	1.076	0.483	0.000	1.095	1.301	1.317	0.000
Minimum	1.000	1.000	2.000	3.000	1.000	1.000	2.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	1.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.73, 1.79, 1.63, 1.44) shows that they agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for all the age groups.

Similarly, the impact of other factors like co-workers, luck, fate, colleagues or a matter of chance does not affect the multiple choices at work or generate multiple opportunities. This has been agreed by all the age groups i.e., 18-24, 25-34, 34-44 & 45 and above with mean (2.50, 2.77, 2.98, 3.38). The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are the reasons for whatever they get in life.

2) Based on Gender

Descriptive Statistics																		
	Q.1		Q8		Q10		Q14		Q18		Q22		Q25		Q33		Q34	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	1.450	1.676	2.250	2.514	2.350	3.054	1.750	2.054	2.750	3.135	2.700	2.811	2.800	2.703	1.700	1.595	2.600	2.833
Std. Deviation	0.759	0.689	1.118	1.017	1.089	2.911	0.550	1.104	1.209	0.976	1.129	1.101	1.281	1.102	0.979	0.832	1.273	1.236
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	3.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.63 &1.77) agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for both males and females.

Similarly, the impact of other factors like co-workers, luck, fate, colleagues, or a matter of chance does not affect the multiple choices at work or generate multiple opportunities. Both the groups with mean (2.61, 2.84) have shown high disagreement towards it.

3) Based on Marital Status

Descriptive Statistics																		
	Q.1		Q8		Q10		Q14		Q18		Q22		Q25		Q28		Q34	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	1.622	1.550	2.324	2.900	2.703	3.000	1.892	2.050	2.895	3.250	2.648	3.000	2.568	3.050	1.757	1.400	2.595	3.050
Std. Deviation	0.794	0.510	1.082	0.995	1.127	0.795	1.022	0.826	1.192	0.786	1.136	1.028	1.168	1.096	0.925	0.754	1.186	1.356
Minimum	1.000	1.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both married and non-married people with mean (1.75 &1.66) agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for both married and non-married.

Similarly, the impact of other factors like co-workers, luck, fate, colleagues, or a matter of chance does not affect the multiple choices at work or generate multiple opportunities. Both the groups with mean (2.61, 2.91) have shown high disagreement towards it.

1.2 Networking

1) Based on Age

Descriptive Statistics																				
	Q2				Q4				Q7				Q12				Q15			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.400	2.750	2.400	2.667	1.660	1.750	1.700	1.667	2.300	2.708	3.100	4.000	1.600	1.675	1.900	1.000	2.600	2.625	2.700	3.333
Std. Deviation	0.995	1.113	0.843	1.155	0.759	0.794	0.483	0.577	0.979	1.233	1.197	0.000	0.995	0.992	1.229	0.000	1.273	1.135	0.675	0.577
Minimum	1.000	1.000	2.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	3.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	2.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	1.000	4.000	4.000	4.000	4.000

	Q21				Q26				Q29				Q31			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.300	2.958	3.000	3.333	1.600	1.792	2.100	1.667	2.500	2.875	3.400	4.000	2.300	2.250	2.900	4.000
Std. Deviation	1.218	1.197	0.316	0.577	0.754	0.884	0.738	0.577	1.129	1.262	0.936	0.000	1.281	1.225	1.197	0.000
Minimum	1.000	1.000	2.000	3.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	4.000	1.000	1.000	1.000	4.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.58, 1.80, 1.86, 1.72) shows that they agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society is also a result of one’s own efforts to do the same.

Professional network happening due to chance or the positive relationships at home will happen due to others intent at home is not true according to all the age groups. This has been agreed by all the age groups i.e., 18-24, 25-34, 34-44 & 45 and above with mean (2.36, 2.69, 2.91, 4.55). The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are the reasons for building networks.

2) Based on Gender

Descriptive Statistics																		
	Q2		Q4		Q7		Q12		Q15		Q21		Q26		Q29		Q31	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.300	2.703	1.560	1.730	2.500	2.611	1.750	1.703	2.400	2.311	2.700	2.784	1.650	1.836	2.300	3.103	2.350	2.541
Std. Deviation	0.923	1.051	0.510	0.804	1.192	1.151	0.987	1.051	1.188	1.023	1.261	1.109	0.587	0.896	1.218	1.125	1.089	1.346
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	3.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.65 & 1.75) agree to the fact that their own efforts matter in building strong professional networks, creating positive relationships with others & having effective relationships in society.

Similarly, the impact of other factors like professional network happening due to chance or the positive relationships at home will happen due to others intent at home is highly disagreed by both males and females having mean (2.28 & 2.79).

3) Based on Marital Status

Descriptive Statistics																		
	Q2		Q4		Q7		Q12		Q15		Q21		Q26		Q29		Q31	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.466	2.700	1.676	1.660	2.378	3.300	1.811	1.550	2.695	2.600	2.538	3.100	1.703	1.900	2.514	3.400	2.270	2.850
Std. Deviation	1.044	0.979	0.818	0.469	1.063	1.129	1.050	0.945	1.189	0.894	1.259	0.852	0.777	0.852	1.239	0.940	1.239	1.226
Minimum	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	2.000	1.000	1.000
Maximum	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both married and non-married people with mean (1.73 & 1.70) agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society.

Similarly, the impact of other factors like professional network happening due to chance or the positive relationships at home will happen due to others intent at home is highly disagreed by both males and females having mean (2.46 & 3.01). Although the married group has shown high disagreement towards the other factors.

1.3 Perspective

1) Based on Age

Descriptive Statistics																				
	Q3				Q6				Q9				Q16				Q19			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.700	2.958	3.600	4.000	1.950	1.625	2.000	1.667	2.350	2.708	3.000	3.667	1.690	2.042	1.700	1.667	2.150	2.500	2.600	2.367
Std. Deviation	1.342	1.053	0.966	0.000	1.050	0.711	0.816	0.577	0.988	1.160	1.155	0.577	0.993	1.042	0.483	0.577	1.040	0.973	0.843	1.155
Minimum	1.000	1.000	1.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	3.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	2.000	4.000	4.000	4.000	4.000

	Q23				Q32				Q33				Q35			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.000	2.417	2.600	4.000	1.500	2.417	1.900	1.667	2.550	2.792	3.300	4.000	2.250	2.667	2.700	3.333
Std. Deviation	1.026	1.139	1.075	0.000	0.513	1.176	0.876	0.577	0.945	1.179	1.160	0.000	1.118	1.239	0.823	0.577
Minimum	1.000	1.000	1.000	4.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000	1.000	1.000	1.000	3.000
Maximum	4.000	4.000	4.000	4.000	2.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.7, 2.028,1.86,1.667) shows that they agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.

Similarly, the impact of other factors like circumstances, fate or other factors does not affect the decisions about where they want to head in

their life. This has been agreed by the age groups i.e., 25-34, 34-44 & 45 and above with mean (2.67,2.96, 3.61). The 18-24 age group with mean (2.33) have shown agreement towards other factors affecting their decisions for the future. The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are responsible for whatever decisions they take in life is because of their own perspective.

2) Based on Gender

Descriptive Statistics		Q3		Q6		Q9		Q16		Q19		Q23		Q32		Q33		Q36	
		1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid		20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		2.900	3.108	1.750	1.838	2.200	2.946	1.450	2.027	2.400	2.406	2.250	2.459	1.930	1.973	2.450	3.081	2.300	2.703
Std. Deviation		1.252	1.149	0.910	0.834	1.056	1.053	0.510	1.013	1.046	0.956	1.164	1.120	0.945	1.013	1.146	1.038	1.261	1.024
Minimum		1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum		4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.71 & 1.94) agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.

Similarly, the impact of other factors like circumstances, fate or other factors affect the decisions about where they want to head in their life is highly disagreed by both males and females having mean (2.41 & 2.78).

3) Based on Marital Status

Descriptive Statistics		Q3		Q6		Q9		Q16		Q19		Q23		Q32		Q33		Q36	
		1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid		37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		2.784	3.500	1.838	1.750	2.486	3.050	1.892	1.700	2.297	2.600	2.216	2.700	1.757	2.350	2.622	3.300	2.486	2.700
Std. Deviation		1.228	0.946	0.928	0.716	1.096	1.050	0.994	0.733	1.024	0.883	1.158	1.031	0.796	1.182	1.039	1.031	1.146	1.061
Minimum		1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum		4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both non-married and married people with mean (1.829 & 0.966) agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy. The

married ones strongly agree to the fact that their own efforts matter.

Both non-married and married ones have shown disagreement towards other factors such as circumstances or fate with the mean (2.48, 2.97).

1.4 Fitness

1) Based on Age

Descriptive Statistics																				
	Q5				Q11				Q13				Q17				Q20			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.300	2.500	2.000	2.667	2.150	2.450	2.100	1.667	2.550	2.667	3.200	4.000	2.300	3.125	2.300	2.667	1.650	1.833	1.700	1.000
Std. Deviation	1.174	1.180	0.000	1.155	0.675	1.052	0.738	0.577	1.191	1.090	1.033	0.000	1.129	1.116	0.675	1.155	0.745	0.963	1.058	0.000
Minimum	1.000	1.000	2.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	2.000	4.000	1.000	1.000	2.000	2.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	2.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	1.000

Descriptive Statistics																
	Q24				Q27				Q30				Q35			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Valid	20	24	10	3	20	24	10	3	20	24	10	3	20	24	10	3
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.550	2.917	2.800	3.333	2.000	2.203	2.200	2.000	1.450	1.875	2.000	1.667	2.450	2.375	3.500	4.000
Std. Deviation	1.276	1.248	1.174	0.577	0.858	1.179	0.632	0.000	0.510	0.900	0.816	0.577	1.146	1.262	1.080	0.000
Minimum	1.000	1.000	1.000	3.000	1.000	1.000	2.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	4.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	2.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000

According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (1.75, 2.055,1.93,1.44) shows that they agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.

The other factors like contingencies, others around me, situations at home, day-to-day workload at office or others determining the directions their life takes will not affect the fitness routines of the sample age groups. The age groups ranging between 18-24, 25-34, 34-44 & 45 and above with mean (2.35, 2.71,2.63,3.11) have shown disagreement towards the other factors. 45 years and above age group have shown high disagreement.

2) Based on Gender

Descriptive Statistics																		
	Q5		Q11		Q13		Q17		Q20		Q24		Q27		Q30		Q35	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.200	2.432	2.200	2.270	2.650	2.885	2.750	2.622	1.500	1.311	2.750	2.757	2.000	2.189	1.700	1.757	2.600	3.054
Std. Deviation	1.105	1.042	0.894	0.962	1.182	1.110	1.164	1.089	0.513	1.023	1.333	1.184	0.573	0.838	0.801	0.780	1.273	1.177
Minimum	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	2.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both male and female groups with mean (1.8 & 1.94) agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.

Similarly, the impact of other factors like contingencies, others around me, situations at home, day-to-day workload at office or others determining the directions their life takes will not affect the fitness routines both males and females having mean (2.491 & 2.65).

3) Based on Marital Status

	Q5		Q11		Q13		Q17		Q20		Q24		Q27		Q30		Q36	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
Valid	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20	37	20
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	2.270	2.500	2.243	2.250	2.541	3.250	2.703	2.600	1.757	1.600	2.703	2.650	2.135	2.100	1.703	1.600	2.622	3.400
Std. Deviation	1.146	0.889	0.925	0.987	1.035	1.070	1.175	0.965	0.830	0.965	1.286	1.137	0.976	0.912	0.702	0.694	1.210	1.095
Minimum	1.000	2.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Maximum	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000	4.000

Both non-married and married people with mean (1.901 & 1.88) agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.

Both non-married and married ones have shown disagreement towards other factors like contingencies, others around me, situations at home, day-to-day workload at office or others determining the directions their life takes will not affect the fitness routines of both married and unmarried samples with the mean (2.495, 2.78).

Findings

Corporates and Teachers

Autonomy

-) All the age groups shows that they agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for all the age groups.
-) The age group of 45 years and above have showed high disagreement towards the other factors and according to them they highly believe that their own efforts are the reasons for whatever they get in life.

-) Both male and female groups agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for both males and females. Both married and non-married people agree to the fact that their own efforts matter in deciding that they have multiple choices at work, or multiple choices in different situations. Also, they agree that they can generate multiple opportunities for themselves if they work towards it. Therefore, the significance of own effort is same for both married and non-married.

Networking

-) According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above shows that they agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society is also a result of one's own efforts to do the same.
-) Both male and female groups agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society.
-) Both married and non-married people agree to the fact that their own efforts matter in building strong professional networks., creating positive relationships with others & having effective relationships in society.
-) Perspective
 -) According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above shows that they agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.
 -) Both male and female groups agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.
 -) Both non-married and married people agree to the fact that their own efforts matter in clarifying clear picture about where they want to head in life and it totally depends on their own time and energy.
-) Fitness
 -) According to the given samples, all the age groups ranging between 18-24, 25-34, 34-44 & 45 and above shows that they agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.
 -) Both male and female groups agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.
 -) Both non-married and married people agree to the fact that their own efforts matter in deciding whether to take regular routines to remain fit, commitment to exercise daily will depend on own desire or choice of doing so.
 -) The bulk of the workplace work capacity determinants examined in the research are found to be influenced, opening the door for the implementation of various occupational health and preventive programmes. Action plans should place a high priority on improving and promoting health and wellbeing and reducing the mental workload demands on older workers. Older respondents showed strong aptitude for the workplace. People with college degrees and white-collar jobs showed higher levels of work aptitude.
 -) Male respondents to the poll had a lower likelihood of living a healthy lifestyle than female respondents. The respondents' ability to work was not significantly impacted by their personal preferences or lifestyle decisions.
 -) Improvements in physical and mental health, as well as increased job security and the degree of control over certain job qualities, are essential elements in efforts to increase ability to work and so lengthen working lives.
 -) Social interactions at work can either improve or worsen an ageing worker's capacity for work. Even though older individuals' job abilities typically deteriorated with age, both older and younger workers were also able to increase their work abilities.

-) As opposed to their initial variations, changes in job and lifestyle throughout the follow-up were more strongly connected with both the improvement and the deterioration in work ability. The model for better job abilities included a change in the supervisor's attitude, fewer repetitive actions at work, and more strenuous physical activity during leisure time. A model that comprised a decline in workplace recognition and respect, a decline in the condition of the workspace, an increase in standing at work, and a decline in strenuous leisure-time exercise was used to explain how work capacity degraded.
-) For the following reasons: help from co-workers, the chance to take a break, a second paid employment, a painful or taxing position, lugging, or transporting big loads, and the chance to enrol in a course. The analysis's findings were statistically greater for workers who had access to co-workers for help, the ability to take a break, a second paid employment, or the ability to enrol in a course. The analysis's findings were statistically considerably less favourable for people who work in uncomfortable or taxing positions or who must lift or move big loads.

Conclusion

The bulk of the workplace work capacity determinants examined in the research are found to be influenced, opening the door for the implementation of various occupational health and preventive programmes. Action plans should place a high priority on improving and promoting health and wellbeing and reducing the mental workload demands on older workers. Older respondents showed strong aptitude for the workplace. People with college degrees and white-collar jobs showed higher levels of work aptitude.

Male respondents to the poll had a lower likelihood of living a healthy lifestyle than female respondents. The respondents' ability to work was not significantly impacted by their personal preferences or lifestyle decisions.

Improvements in physical and mental health, as well as increased job security and the degree of control over certain job qualities, are essential elements in efforts to increase ability to work and so lengthen working lives.

Social interactions at work can either improve or worsen an ageing worker's capacity for work. Even though older individuals' job abilities typically deteriorated with age, both older and younger workers were also able to increase their work abilities.

As opposed to their initial variations, changes in job and lifestyle throughout the follow-up were more strongly connected with both the improvement and the deterioration in work ability. The model for better job abilities included a change in the supervisor's attitude, fewer repetitive actions at work, and more strenuous physical activity during leisure time. A model that comprised a decline in workplace recognition and respect, a decline in the condition of the workspace, an increase in standing at work, and a decline in strenuous leisure-time exercise was used to explain how work capacity degraded.

For the following reasons: help from co-workers, the chance to take a break, a second paid employment, a painful or taxing position, lugging, or transporting big loads, and the chance to enrol in a course. The analysis's findings were statistically greater for workers who had access to co-workers for help, the ability to take a break, a second paid employment, or the ability to enrol in a course. The analysis's findings were statistically considerably less favourable for people who work in uncomfortable or taxing positions or who must lift or move big loads.

What are the qualitatively different ways that corporate executives and teachers conceptualise success? Was the topic of this paper, which described the findings of the study. The study looked at the qualitative variations in the meanings attached to the idea of success.

Following are the final categories of description, which were determined by the empirical data received from the questionnaire:

1. Success is determined by established standards.
2. Understanding is the key to success.
3. Success is a rise in one's output.
4. Success is a chance to knock on doors.
5. Self-actualization is success

The findings show that while conscientiousness influences rational and initiative decision-making styles positively, avoidant decision-making styles are negatively impacted. Initiative, avoidance, and spontaneous decision-making are three elements of decision-making styles that are positively impacted by neuroticism. Instead, it has a detrimental impact on rational style. Finally, both dependent and spontaneous decision-making types benefit from extraversion.

The findings also indicated that school instructors have an average level of self-actualization. The findings indicated that teachers' levels of self-actualization had an impact on how effectively they educate, showing that these teachers are almost equally motivated toward being and technical knowledge. When compared to self-actualization, some teachers rank higher in terms of their ability to teach effectively. This indicates that they have a stronger preference for technical knowledge. Lower ranking individuals must put in more effort to raise both their level of self-actualization and their efficacy as teachers.

The results of the data analysis make it abundantly evident that personality type affects and is related to employees' productivity. Second, we intended to examine the effects of individual personality variables on worker productivity. Autonomy, networking, perspective, and fitness are those elements.

According to the current study, stress connected to organisational roles does not correspond with lifestyle orientation among retail personnel. Organizational role stress and life orientation did not differ significantly from one another. These indicate that an employee's level of occupational

stress does affect his or her involvement in and happiness with their jobs. Organizations will be able to recognise the need for less occupational stress at work thanks to this trend. Therefore, there is a need to close the gap by undertaking a study on the work-life balance among women professors working at the higher levels of education, i.e., in universities, by examining several factors and their effects on their lives in India. The proposed study would provide a framework, in-depth understanding, and specific solutions for women faculty members to stabilise their work and family obligations. The study's main conclusions would be helpful to the education sector for further strategic development and execution of policies to support women in striking a balance between their lives by fulfilling their obligations and achieving their goals.

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