

Parental Influence on Offspring's Work Attitudes through the Effect of
Person-environment Fit in Work Values

WANG, Jiaying

A Thesis Submitted in Partial Fulfillment
of the Requirements for the Degree of
Doctor of Philosophy
in
Psychology

The Chinese University of Hong Kong

July 2015

Thesis Assessment Committee

Professor AU Wing Tung (Chair)

Professor CHEUNG Fanny Mui Ching (Thesis Supervisor)

Professor WANG Qian (Committee Member)

Professor Hansen Jo-Ida C. (External Examiner)

Professor Yuen Man-tak (External Examiner)

Abstract of thesis entitled:

Parental Influence on Offspring's Work Attitudes through the Effect of

Person-environment Fit in Work Values

Submitted by WANG, Jiaying

for the degree of Doctor of Philosophy in Psychology

at the Chinese University of Hong Kong in August 2015

Abstract

The Theory of Work Adjustment (TWA) postulated that an employee's work attitudes were influenced by the fit between the person's work values (P) and the work environment's job reinforcers (E) (Dawis, 2013). However, many theories and empirical studies have suggested that other life roles or important figures included in those life roles can also influence people's work attitudes. This study explored how Chinese parents influenced their offspring's work attitudes through the value-reinforcer fit. Study 1 adapted the TWA taxonomy to Chinese culture and extended it to incorporate the work values that could facilitate the performance of multiple roles. Study 2 examined the two ways in which parents influenced their offspring's work attitudes, namely, job satisfaction and organizational commitments. Specifically, parents may influence their offspring's work attitudes a) by changing the parent-environment fit in work values or b) by moderating the relationship between the self-environment fit and work attitudes. Moreover, the effect of the value-reinforcer fit may be moderated by the life roles that young employees held.

In the results of Study 1, one new work value factor, “Work-life Accommodation” including four new dimensions, was added to the original TWA taxonomy. Furthermore, under the existing work value factors, three more new dimensions were incorporated to capture the work values salient in Chinese culture. The results of Study 2 showed that the self-environment fit in work values was significantly related to work attitudes. The parent-offspring work value congruence could moderate the effect of the self-environment fit. The self-environment fit had a stronger effect on work attitudes when young people’s work value profiles were more congruent with their parents’. Moreover, the parent-environment fit could explain more variance of work attitudes even when controlling for the effect of the self-environment fit. The moderation effect of work role salience was significant but not the offspring role salience.

The results of the two studies indicated that some work values that may not have been considered important in the past became salient to contemporary employees. These work values were desired by multiple life roles. Therefore, these work values were more responsive to the influence outside the work domain and could help to accommodate different life roles. Cultural differences may be found more in the specific contents rather than in the structure of work values. In Chinese culture, parents played an important role in young people’s evaluations of work. Parents could exert their influence on young employees’ work attitudes in the two proposed ways. Therefore, when young people’s work did not meet their parents’

expectations, they tended to have more negative attitudes regarding their jobs and organizations. On a theoretical level, this study supported the TWA predictive model by extending the work value taxonomy to accommodate culturally salient dimensions. On a practical level, the findings provided useful information to career counselors and human resource managers about the importance of other life roles. These findings can help them to make more appropriate and effective intervention strategies to facilitate work adjustment and more realistic reward plans to retain their employees.

Keywords: person-environment fit, work values, work attitudes, parental influence

摘要

工作適應理論認為工作環境與個體工作價值觀的一致程度（價值觀-環境一致性）會影響個體的工作態度。然而其他理論和實證研究表明，工作環境以外的其他生活環境或生活角色也會影響個體的工作態度。本研究旨在探討中國父母如何通過“價值觀-環境一致性”影響其子女的工作態度。研究一對工作適應理論的價值觀分類做了本土化的修訂，並在其中加入能夠幫助平衡不同生活角色的跨角色工作價值觀。研究二考察了父母通過“價值觀-環境一致性”影響其子女工作態度的兩種方式：1）通過改變“父母價值觀-環境一致性”影響子女的工作態度；或通過改變“自我價值觀-環境一致性”與工作態度之間的關係影響子女的工作態度。另外，子女的生活角色重要性也會影響價值觀-環境一致性對工作態度的作用。

研究一在工作適應理論的價值觀分類中加入了四個反應“工作-生活協調”，的價值觀維度和三個反應中國本土文化的價值觀維度。研究二的結果顯示個體自我價值觀-環境一致性與工作態度顯著相關，並且受到父母-子女價值觀一致性的調節影響：父母-子女價值觀一致性越高，影響越大。父母價值觀-環境一致性在控制了子女自我價值觀-環境一致性的影響作用之後，可以進一步影響子女的工作態度。工作角色重要性的調節作用顯著。

本研究的結果表明，一些在過去不為人們所重視的工作價值觀正變得重要。這些工作價值觀同時反映了不同生活角色的期待，因此對其他生活角色的影響更敏感，從而可以幫助人們協調不同的生活角色。文化差異更多地體現在工作價值觀的具體內容而非結構上。在中國文化下，父母在子女的工作評價中扮演

重要的角色。父母可以通過上述兩種方式影響子女的工作態度。當子女的工作不符合父母的工作價值觀時，子女對工作的態度更為消極。本研究通過對工作價值觀分類做本土化的修訂，為工作適應理論提供了實證支援。同時，本研究也為職業指導的從業者和人力資源部門負責人制定合理有效的干預措施和人才保留計畫提供了理論依據。

關鍵字：個體-環境一致性 工作價值觀 工作態度 父母影響

