

Q Define the term values.

Ans Values are one of the major forces shaping behaviour. Values are convictions and a framework of philosophy of an individual on the basis of which he judges what is good or bad, desirable or undesirable, ethical or unethical.

According to Milton Rokeach
 "Values represent basic convictions that a specific mode of conduct (or end state of existence) is personally or socially preferable to an opposite mode of conduct (or end state of existence)."

The Custodial Model: In the custodial model, the managerial orientation is towards the use of money to pay for employee benefits. The model depends on economic resources of the organisation and its ability to pay for the benefits employee working in a custodial environment.

Custodial Model

- Employees managed under autocratic model feel insecurity and stress
- The manager felt some way to develop employee relationships
- The managerial orientation is towards the use of money to pay benefits
- Employees hope to obtain security and benefits
- Organisational dependence
- Since employees are getting adequate rewards and security, they are happy
- Family-managed business organisation
- Not suitable for matured employees