

Section-2

Ans 2 Terms Value are stable, long lasting beliefs about what is important to an individual. Values are a very powerful and important to the study of the organization - and behaviour, silent force affecting human because values have an important influence on the attitudes, perceptions, and needs and motives of the people at work. Values are the basis of human rationality and are a very powerful but silent force affecting human behaviour.

custodial Model = A successful custodial approach depends on economic resources.

The resulting managerial orientation is towards money to pay wages and benefits.

- The custodial approach leads to employee dependence on the organization, rather than being dependence on their boss. Under this model.

- Employees now depend on organization for their security and welfare.

• As a result of economic rewards and benefits, employees are happy and contented but they are not strongly motivated.

→ Employees working in a Custodial environment became psychologically preoccupied with their economic reward and benefit.