

Table 10:

Tab. 3. Result of factor analysis into 27 items of vocational values (N=1209)

| I want a job that                              | F1          | F2          | F3          | F4          | F5          | Commun      | M    | SD    |
|--|-------------|-------------|-------------|-------------|-------------|-------------|------|-------|
| Q4-6 allow my character                        | <b>.736</b> | -.023       | -.089       | -.096       | .103        | .535        | 3.31 | .783  |
| Q4-4 contributes to fulfilling life            | <b>.647</b> | -.204       | .206        | .017        | -.018       | .325        | 3.48 | .682  |
| Q4-12 allow me to pursue my dream              | <b>.644</b> | .073        | -.154       | .031        | .003        | .524        | 3.36 | .813  |
| Q4-5 allow me to have a prosperous family      | <b>.577</b> | -.036       | .245        | .111        | -.176       | .384        | 3.09 | .928  |
| Q4-11 is safe and secure                       | <b>.504</b> | .151        | .282        | -.064       | -.097       | .381        | 3.37 | .790  |
| Q4-25 is conducive to familylife               | <b>.394</b> | -.108       | <b>.390</b> | -.142       | .173        | .309        | 3.56 | .651  |
| Q4-16 make use of my specialized knowledge     | <b>.391</b> | .238        | -.093       | .139        | -.071       | .411        | 3.30 | .811  |
| Q4-26 is challenging                           | <b>.381</b> | .276        | -.217       | .086        | .115        | .547        | 2.86 | .891  |
| Q4-13 can work independently                   | <b>.366</b> | -.144       | .049        | .276        | .177        | .328        | 2.83 | .955  |
| Q4-23 tests my abilities                       | <b>.334</b> | .291        | -.106       | -.025       | .189        | .464        | 3.22 | .788  |
| Q4-30 where I produce new products             | <b>.308</b> | .146        | -.150       | .083        | .249        | .411        | 2.85 | .954  |
| Q4-18 work as one member of an organization    | -.174       | <b>.767</b> | .101        | -.151       | .006        | .375        | 3.20 | .740  |
| Q4-21 contributes to development of my state   | .025        | <b>.662</b> | .013        | .071        | -.085       | .472        | 2.81 | .943  |
| Q4-19 contributes organization's development   | .094        | <b>.635</b> | .096        | .084        | -.062       | .549        | 3.05 | .874  |
| Q4-17 respected by society                     | .001        | <b>.425</b> | .095        | .282        | -.031       | .395        | 3.17 | .863  |
| Q4-27 requires me to communicate with other    | .229        | <b>.302</b> | .010        | -.016       | .150        | .332        | 3.08 | .883  |
| Q4-9 in stable enterprise                      | -.036       | .136        | <b>.741</b> | .045        | -.026       | .585        | 3.53 | .696  |
| Q4-8 will have security                        | .055        | .047        | <b>.700</b> | .124        | -.074       | .551        | 3.39 | .756  |
| Q4-24 contributes to a stable life             | .054        | .128        | <b>.689</b> | -.078       | .053        | .508        | 3.63 | .585  |
| Q4-22 is convenient to get to with traffic     | -.305       | .064        | <b>.400</b> | .143        | <b>.392</b> | .337        | 3.14 | .850  |
| Q4-10 has opportunities for a job advancement  | .125        | -.012       | .091        | <b>.729</b> | -.024       | .657        | 3.07 | .891  |
| Q4-15 where I will be in a leadership position | .149        | .195        | -.088       | <b>.576</b> | -.040       | .609        | 2.86 | .933  |
| Q4-2 will have a high salary                   | -.120       | -.137       | .304        | <b>.559</b> | .104        | .378        | 3.41 | .679  |
| Q4-28 where I can work at my own speed (pace)  | .089        | -.163       | .128        | .053        | <b>.643</b> | .437        | 3.24 | .756  |
| Q4-29 requires my full commitment              | .049        | .182        | -.017       | -.054       | <b>.545</b> | .438        | 3.34 | .729  |
| Q4-3 will have good benefits (time-off etc.)   | .035        | -.108       | .259        | .124        | .036        | .093        | 3.68 | 1.008 |
| Q4-14 where I can work with colleagues         | .132        | .293        | .235        | -.151       | .152        | .248        | 3.55 | .622  |
| F1 Self-realization orientation                | 1.000       | .710        | .053        | .542        | .499        | <i>.844</i> |      |       |
| F2 Society/Contribution orientation            | .710        | 1.000       | .063        | .522        | .455        | <i>.727</i> |      |       |
| F3 Life/Stable orientation                     | .053        | .063        | 1.000       | .181        | .103        | <i>.743</i> |      |       |
| F4 Leader/Rich-man orientation                 | .542        | .522        | .181        | 1.000       | .220        | <i>.708</i> |      |       |
| F5 independent craftman orientation            | .499        | .455        | .103        | .220        | 1.000       | <i>.595</i> |      |       |

Notice 1, 2 are same as Table 2