

## THE IMPORTANCE OF WORK IN THE LIFE VALUE SYSTEM OF PEOPLE WORKING ABROAD

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**Abstract.** Work is the basic form of human activity. The value of work in people's lives is shaped under the influence of educational, cultural, social and economic processes. The following results of empirical research show the position of work in the hierarchy of values of people migrating to earn their living. In this case, work is mostly perceived as instrumental value being a means of gaining other values. However, it is not devoid of some aspects of being a value in itself (autotelic).

### MIEJSCE PRACY W SYSTEMIE WARTOŚCI ŻYCIOWYCH OSÓB ZATRUDNIONYCH ZA GRANICĄ

**Słowa kluczowe:** praca, wartość pracy, rola pracy w życiu człowieka

**Streszczenie.** Praca jest podstawową formą aktywności ludzkiej. Wartość pracy w życiu człowieka kształtuje się pod wpływem procesów edukacyjnych, kulturowych, społecznych i ekonomicznych. Prezentowane wyniki badań empirycznych pozwalają ukazać miejsce pracy w systemie wartości osób migrujących zarobkowo. Praca jawi się tu najczęściej jako wartość instrumentalna, służąca zdobywaniu innych wartości, niepozbawiona jednak aspektów wartości samej w sobie (autotelicznej).

## Introduction to the research

The notion of work is related to various fields of human activity. There is no field of science or art that would be isolated from work. In many discussions on work, the question of its value in human life becomes very important<sup>1</sup>.

Jan Szczepański<sup>2</sup> (1961) describes work as every deliberate activity that leads to satisfying any human needs. It has social significance (no matter whether positive or negative) that ensures a specific position in society for either individuals or groups. This author formulates a few significant assumptions related to work:

- a) work is a conscious, planned and goal-oriented action;
- b) work is done in order to satisfy various needs;
- c) work is of a social nature (its goals, means, methods and completion influence the aspirations, attitudes, interests and actions of other people; carrying out work requires cooperation and management; various types of work are aimed at satisfying needs, and they are socially controlled and regulated;
- d) the methods and means of completing work goals are determined by the employee's group culture;
- e) the meaning of work is related to satisfying needs that are significant and important for the society (including the needs of standing out, recognition, power or help);
- f) the type of work determines the position of an employee in the social hierarchy<sup>3</sup>.

Whereas, according to Tadeusz Nowacki, the creator of Polish work pedagogy, "work constitutes a set of human efforts that are made in order to maintain human existence and elevate its level. It contains systems and structures of sensory and intellectual activities that are adjusted to work tasks and lead

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<sup>1</sup> See: e.g. Cz. Bartnik, *Praca jako wartość humanistyczna*, [w:] M. Kowalczyk (red.), *Praca a kultura*, Standruk, Lublin 2005; J. Szczepański, *Elementarne pojęcia socjologii*, PWN, Warszawa 1972; D. Dobrowolska, *Studia nad znaczeniem pracy dla człowieka*, Ossolineum, Wrocław – Warszawa – Kraków – Gdańsk 1974; eadem, *Praca w życiu człowieka*, CRZZ, Warszawa 1980; eadem, *Wartość pracy dla jednostki w środowisku przemysłowym*, Ossolineum, Wrocław 2007; T. Tomaszewski, *Człowiek i otoczenie*, [w:] idem (red.), *Psychologia*, PWN, Warszawa 1975; J. Sztumski, *Postawa wobec pracy jako miara wartości człowieka*, [w:] idem (red.), *Pedagogika Pracy*, ITE-PIB, Warszawa 1975; idem, *Socjologia pracy w zarysie*, IWZZ, Warszawa 1981; T. W. Nowacki, *Zawodownstwo*, ITeE, Radom 1999; W. Furmanek, *Zarys humanistycznej teorii pracy*, IBE, Warszawa 2006; R. Bera, *Sukces zawodowy młodych pracowników*, [w:] S. M. Kwiatkowski (red.), *Edukacja ustawiczna. Wymiar teoretyczny i praktyczny*, IBE, Warszawa-Radom 2008.

<sup>2</sup> J. Szczepański, *Elementarne pojęcia socjologii*, PWN, Warszawa 1972, s. 16.

<sup>3</sup> Ibidem, s. 171–173.

to production of material goods, services and products of culture”<sup>4</sup>. This means that work contributes to the creation of new cultural values, as well as develops the talents and skills that are necessary in people’s lives.

According to Tadeusz Płużański, there are many ways to define work. Depending on the work itself, as well as its outcome, he presents work as:

- a) a business activity aimed at satisfying needs;
- b) a way of expending both physical and mental work force;
- c) an action aimed at overcoming the resistance of matter;
- d) activities forming nature;
- e) a form of exteriorising (expressing) a human’s creative abilities;
- f) a way of creating culture
- g) a significant work-forming factor<sup>5</sup> (pp. 48–49).

One of the more contemporary definitions of work describes it as “a conscious action of a person that derives from a sense of responsibility and is combined with constant effort aimed at creating either material or spiritual values”<sup>6</sup>.

The notion of work often appears both in theoretical analyses and empirical tests concerning various aspects of human existence.

The variety in comprehending the nature of value leads to equating it with needs, attitudes, motives, preferences, goals, behaviours, actions, etc.

Values as frames of human thoughts, attitudes and behaviours make up a consistent system that does not only let people survive, but also achieve happiness in their private life, as well as success and satisfaction in their career. The values accepted by an individual define their lifestyle, stimulate and shape their awareness, motivate them to activity, set goals, integrate people and unite society, stimulate and give direction to and stabilise development<sup>7</sup>. Therefore, we can draw a conclusion that even the smallest action of an individual has its roots in their attitude towards fundamental things. Work is undoubtedly one of these.

In the history of civilisation, work was perceived in various ways. Slavery and the feudal system began an ideology of deep contempt for both work and working people. Work, especially physical, was seen as something humiliating or even disgraceful for a well-born man. Christianity started to shape the motive of work as a life necessity. Work did not only stop being perceived as a curse and

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<sup>4</sup> T.W. Nowacki, op. cit, s. 190.

<sup>5</sup> R. Bera, *Postawy zawodowe pilotów wojskowych w procesie restrukturyzacji polskich sił powietrznych*, Bellona, Warszawa 2003, s. 49.

<sup>6</sup> S. Sobczak, *Moralne wartości pracy ludzkiej. Teza doktorska*, Lublin 1952, s. 35.

<sup>7</sup> L. Dyczewski, *Kultura polska w procesie przemian*, KUL, Lublin 1995, s. 39.

dishonour, but it also gained a higher value than just economic. It has become a moral duty, a means to develop virtues. The development of capitalism made work become an activity that is both useful and beneficial. It was primarily perceived as a source of income, as well as a source of multiplying assets and wealth, both on the individual and social scale.

Nowadays, work is very highly appraised both from the perspective of an individual and society, which is indicated by many empirical analyses<sup>8</sup>. Thanks to work, people are satisfied with their lives, and they have a sense of a fulfilled responsibility towards their family, group and society. Therefore, work is seen as a means of fulfilling particular needs, which are sometimes so strong that they become a reason for leaving one's home country.

From the time when crossing borders became more liberal, and people became more mobile in the 80's of the 20th century, the migration scale has been very high. This tendency was reinforced by Poland joining the European Union in 2004, as well as the gradual opening of the borders of EU member states for Polish employees. Moreover, the sudden economic changes, combined with the economic crisis that has affected our country in recent years, were undoubtedly factors influencing Polish migration abroad. At present, the number of people coming back from abroad is still unsatisfactory, despite the low level of unemployment.

## **Methodological assumptions of the research**

Based on the above premises, the subject of empirical research has become the value of work in the lives of people migrating to the European Union member states in order to earn their living. The issue has been looked into in comparison to people employed in the country.

Considering the above issue, the following research subject has been formulated: What is the importance of work in the hierarchy of values of people migrating to earn their living? Are there any differences in this matter between migrants and people employed in the country?

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<sup>8</sup> See: e.g. D. Dobrowolska...; eadem, *Studia nad znaczeniem...*; X. Gliszczyńska, *Systemy wartości w środowisku pracy*, PWN, Warszawa 1982; J. E. Karney, *Psychopedagogika pracy. Wybrane zagadnienia z psychologii i pedagogiki pracy*, Żak, Warszawa 2007; R. Bera, *Postawy zawodowe pilotów wojskowych w procesie restrukturyzacji polskich sił powietrznych*, Bellona, Warszawa 2003; idem, *Sukces zawodowy młodych...*; Z. Wiatrowski, *Podstawy pedagogiki pracy*, WSP, Bydgoszcz 2000; J. Jezior, *Wartość pracy. Studium socjologiczne na podstawie badań w regionie śródkowoschodniej Polski*, UMCS, Lublin 2005.

Personal values constitute a relevant component of the personal resources of the surveyed employees. Based on the concept accepted by Zygfryd Juczyński<sup>9</sup> (2001), the analysis included both the nine symbols of happiness that express various forms of updating human values and a slightly extended (by one item) list of personal values.

The symbols of happiness included: wide circle of friends; happy family life; doing the job you like; being successful at school/work; good health (equated with physical and mental fitness); being needed by others; good financial situation; life full of adventures/travelling; fame/popularity. Whereas, personal values included: love/friendship; good health/physical and mental fitness; sense of humour/wit; intelligence/shrewdness; knowledge/wisdom; joy/satisfaction; courage/firmness; goodness/gentility; nice external appearance; wealth/fortune; and the additional, eleventh value: diligence.

The research was carried out by the method of a diagnostic survey completed via the questionnaire technique. The survey included 399 people, including 200 Poles working in Great Britain and 199 people employed in Poland. Among those working abroad, there were 108 women and 92 men. Among the respondents employed in Poland, there were 151 women and 48 men. The respondents' age was quite diverse. The survey included both people under 30 years old and those above 50 years old. The majority of the respondents were between 31 and 40 years old.

The survey was carried out in 2018 both in Poland and Great Britain with the help of family, friends, as well as full-time and extra-mural students of the Department of Pedagogy and Psychology of MCSU in Lublin. The choice of respondents was mostly influenced by the technical-organisational opportunities to gather the material. For this reason, the obtained data cannot be widely generalised. Nevertheless, it still lets us show a specific tendency in the studied issue.

The t-Student test of relevance of differences was used in order to work out the gathered empirical data for independent groups. It was used in order to search for similarities and differences in the assessment of the job market situation in the place of employment between people migrating to earn their living and those employed in Poland.

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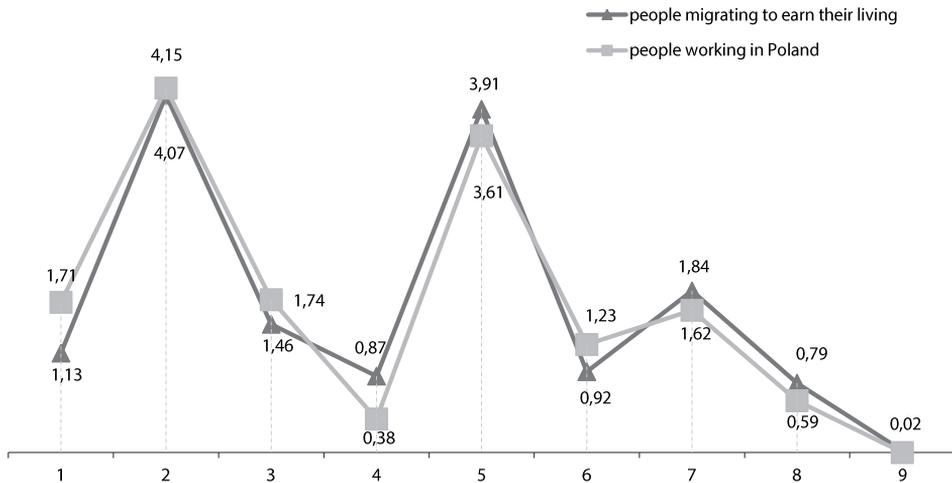
<sup>9</sup> Z. Juczyński, *Narzędzia pomiaru w promocji i psychologii zdrowia*, Pracownia Testów Psychologicznych PTP, Warszawa 2001.

## Analysis and interpretation of test results

Among the nine symbols of happiness, a respondent was to choose the five most important for themselves. The five chosen symbols were then assigned points from 5 – for the most important, to 1 – for the least important. There was a similar rule regarding the eleven personal values.

From the empirical data and the t-Student test of relevance of differences for independent pairs, it appears that people migrating to earn their living and people working in Poland value the following symbols of happiness differently: wide circle of friends ( $t=3.447$  at  $p=0.001$ ), doing the job you like ( $t=2.075$  at  $p=0.039$ ), being successful at school/work ( $t=4.331$  at  $p=0.000$ ), good health ( $t=2.282$  at  $p=0.023$ ), being needed by others ( $t=2.185$  at  $p=0.029$ ).

Whereas, they value the following in a similar way: happy family life ( $t=0.610$  at  $p=0.542$ ), good financial situation ( $t=1.717$  at  $p=0.087$ ), life full of adventures/travelling ( $t=1.754$  at  $p=0.080$ ).



1 – Wide circle of friends, 2 – Happy family life, 3 – Doing the job you like, 4 – Being successful at school/work, 5 – Good health, 6 – Being needed by others, 7 – Good financial situation, 8 – Life full of adventures/travelling, 9 – Fame/popularity

Graph 1. The hierarchy of symbols of happiness (*average values*)

Happy family life is most important for people migrating to earn their living ( $M=4.07$ ). In second place in their hierarchy, there is good health ( $M=3.91$ ) followed by good financial situation ( $M=1.84$ ). It is worth mentioning that the respondents from the group of people working in Great Britain placed doing

the job they like forth in their hierarchy (M=1.46). The next place is dedicated to the wide circle of friends (M=1.13), and then follow less relevant symbols of happiness, such as: being needed by others (M=0.92), being successful at school/work (M=0.87), life full of adventures/travelling (M=0.79). The least important for our countrymen living abroad are fame and popularity (M=0.02).

For people working in Poland, happy family life is also the most important symbol of happiness (M=4.15). In second place is good health (M=3.61) followed by doing the job you like (M=1.74). As slightly less important symbols of happiness, they mentioned: wide circle of friends (M=1.71), good financial situation (M=1.62), being needed by others (M=1.23). The least valued appeared to be life full of adventures/travels (M=0.59), as well as being successful at school/work (M=0.38). Fame and popularity were not mentioned by the respondents as indicators of happiness.

While carrying out a detailed analysis of the frequency of choice for particular values within the group of people employed in Great Britain, it is worth emphasising that the respondents most often chose health (94%) as a symbol of happiness. We could also risk a statement that this group is family-oriented (93.5% choices). Simultaneously, over  $\frac{3}{4}$  of our countrymen take into consideration good financial situation (79.5%), and more than every second respondent (64%) considers doing the job they like as a symbol of happiness. Only three people out of those migrating to earn their living mentioned fame and popularity as indicators of happiness (1.5%).

Table 1. The number of people choosing particular symbols of happiness (*repeatability of choice*)

Item number	Symbols of happiness	People migrating to earn their living		People working in Poland	
		N	Percentage	N	Percentage
1	Wide circle of friends	83	41.5	124	62.3
2	Happy family life	187	93.5	191	96.0
3	Doing the job you like	128	64.0	145	72.9
4	Being successful at school/work	61	30.5	63	31.7
5	Good health	188	94.0	199	100.0
6	Being needed by others	95	47.5	74	37.2
7	Good financial situation	159	79.5	146	73.4
8	Life full of adventures/travelling	101	50.5	53	26.6
9	Fame/popularity	3	1.5	–	–

There has been found a statistically relevant relationship between gender and the following symbols of happiness: being needed by others ( $p < 0.025$ ), good financial situation ( $p < 0.000$ ), life full of adventures/travelling ( $p < 0.000$ ). It can be concluded that less men than women working abroad mention the following symbols of happiness: being needed by others, life full of adventures/travelling. However, good financial situation is of little importance to them (2 points).

Another statistically relevant relationship can be found between age and the following symbols of happiness: wide circle of friends ( $p < 0.002$ ), being successful at school/work ( $p < 0.002$ ), good health ( $p < 0.001$ ), good financial situation ( $p < 0.001$ ). The survey results show that people working abroad who are above 50 years old, less often than others, mentioned the following symbols of happiness: being successful at school/work, wide circle of friends. They think that good health is important (4 points) and that good financial situation is fairly important (3 points).

There has been noted another statistically relevant relationship between the education of the respondents surveyed in Great Britain and symbols of happiness, such as: wide circle of friends ( $p < 0.000$ ), happy family life ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), good health ( $p < 0.000$ ), good financial situation ( $p < 0.000$ ). As it turns out, respondents working in Great Britain with a Master's degree less often than others mention the following as symbols of happiness: wide circle of friends, doing the job they like. They find happy family life and good health to be very important (5 points), and they think that good financial situation is of little importance (2 points).

Additionally, there has been discovered a statistically relevant relationship between the respondents' marital status and the following symbols of happiness: wide circle of friends ( $p < 0.001$ ), being successful at school/work ( $p < 0.000$ ), good health ( $p < 0.015$ ). It can be confidently stated that married people living abroad less often than others mentioned the following symbols of happiness: wide circle of friends (64.4%), being successful at school/work. However, good health appears to be very important for them (5 points).

There has also been found a statistically relevant relationship between the knowledge of English among those employed abroad and doing the job they like ( $p < 0.000$ ), being successful at school/work ( $p < 0.013$ ), being needed by others ( $p < 0.000$ ) and fame/popularity ( $p < 0.001$ ). The respondents migrating to earn their living who can fluently speak English less often than others treat the following as a measure of happiness: being needed by others, fame/

popularity, being successful at school/work. Least important for them (1 point) is doing the job they like.

Moreover, there has been noted a statistically relevant relationship between a migrants' work experience and symbols like: wide circle of friends ( $p < 0.000$ ), happy family life ( $p < 0.000$ ), being successful at school/work ( $p < 0.000$ ), good health ( $p < 0.000$ ). The research shows that those surveyed in Great Britain who have more than 20 years of work experience less often than others mention being successful at school/work and wide circle of friends. What they find most important (5 points) is happy family life and good health.

There is also a statistically relevant relationship between the time spent abroad of those who work there and symbols of happiness such as: wide circle of friends ( $p < 0.001$ ), happy family life ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), being successful at school/work ( $p < 0.000$ ). The respondents who have lived abroad for over 4 years less often than other respondents mention the following symbols: being successful at school/work, wide circle of friends, doing the job they like. The most important for them is (5 points) happy family life.

Additionally, we can note a statistically relevant relationship between the nature of work and: wide circle of friends ( $p < 0.001$ ), being needed by others ( $p < 0.018$ ), good financial situation ( $p < 0.003$ ). As it turns out, migrants being white-collar workers less often than others mention the following symbols of happiness: wide circle of friends, being needed by others, good financial situation.

During the research, there was found a statistically relevant relationship between the place of work for those employed in Great Britain and symbols such as: doing the job they like ( $p < 0.000$ ), being successful at school/work ( $p < 0.000$ ), good health ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ), good financial situation ( $p < 0.000$ ). It can be concluded that people working in the countryside less often than others mention being successful at school/work. They assess doing the job they like as fairly important (3 points), and they find good health important (4 points). The least important for them (1 point) is being needed by others, and good financial situation is assessed as not very important (2 points).

There is also a statistically relevant relationship between the migrants' role at work and happy family life ( $p < 0.009$ ), as well as good health ( $p < 0.002$ ). The respondents working abroad who are supervisors (bosses) more often than others find happy family life important (4 points), and good health is most important for them.

Another statistically relevant relationship has been discovered between the respondents who plan to return to Poland and symbols of happiness such as: wide circle of friends ( $p < 0.000$ ), happy family life ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), being successful at school/work ( $p < 0.000$ ), good health ( $p < 0.000$ ). Migrants who plan to come back to Poland within the next 6 months less often than others mention wide circle of friends and being successful at school/work. What they find important (4 points) is happy family life, and the most important (5 points) is good health.

People working in Poland, similarly to the countrymen living abroad, most often mention health as a symbol of happiness (100%), happy family life (96%), financial situation (73.4%) and doing the job they like (72.9%). The smallest number of the surveyed respondents employed in the country, around  $\frac{1}{4}$ , think that life full of adventures/travelling is an indicator of happiness (26.6%). It appears that fame/popularity are totally irrelevant to them – 0 answers.

Among the sample of people working in Poland, there has been found a statistically relevant relationship between the respondents' gender and the following symbols of happiness: good health ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ), life full of adventures/travelling ( $p < 0.000$ ). As it turns out, women less often than men mention the following symbols of happiness: life full of adventures/travelling, being needed by others. The most important for them is health (5 points).

Another statistically relevant relationship can be observed between the age of people employed in Poland and happy family life ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), good health ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ) and fame/popularity ( $p < 0.000$ ). It can be concluded that people up to 30 years old less often than others find the following symbols important: fame and popularity, being needed by others. The most important for them (5 points) is happy family life and good health, while they find doing the job they like as fairly important (3 points).

In the same sample, there has been found a statistically relevant relationship between the respondents' education and symbols of happiness such as: wide circle of friends ( $p < 0.000$ ), happy family life ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ). It appears that employees with a Bachelor's degree less often than others mention being needed by others and wide circle of friends. However, they found happy family life to be most important (5 points).

There has been found a further statistically relevant relationship between the respondents' marital status and wide circle of friends ( $p < 0.000$ ), happy family life ( $p < 0.000$ ) and being needed by others ( $p < 0.000$ ). It can be concluded that

unmarried men/women working in Poland less often than other respondents find the following symbols of happiness important: being needed by others, wide circle of friends. The most important for them is happy family life.

Moreover, there has been found a statistically relevant relationship between the knowledge of English by people working in Poland and doing the job they like ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ), good financial situation ( $p < 0.000$ ) and fame/popularity ( $p < 0.000$ ). From the detailed analysis, it transpires that people fluently speaking English who work in Poland less often than other people from the sample recognise the following symbols of happiness: good financial situation, fame/popularity. What they find important is doing the job they like and being needed by others (4 points).

Another statistically relevant relationship has been found between the respondents' work experience and the following symbols: happy family life ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ). Those employed in Poland with work experience of 1–5 years less often than other people from their group mention being needed by others as a symbol of happiness. What they find most important (5 points) is happy family life, and fairly important (3 points) is doing the job they like.

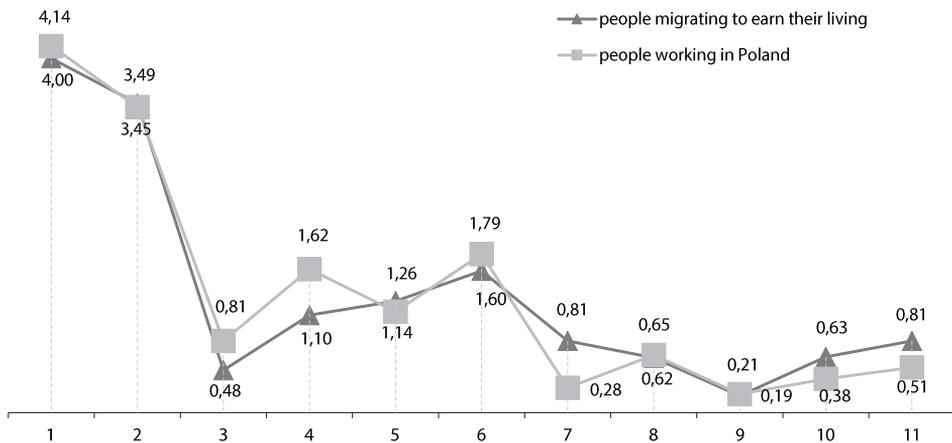
Within the sample of people working in Poland, there has been another statistically relevant relationship found between the nature of their work and wide circle of friends ( $p < 0.000$ ), as well as happy family life ( $p < 0.000$ ). Based on the results of the analysis, white-collar workers do not mention wide circle of friends as a symbol of happiness as often as other respondents. However, it appears that happy family life is most important for them (5 points).

A further statistically relevant relationship in the presented sample of people working in the country has been found between place of work and the following symbols: wide circle of friends ( $p < 0.000$ ), happy family life ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ). It appears that respondents working in a city above 100 000 inhabitants less often than others mention the following symbols: wide circle of friends, doing the job they like, being needed by others. Most important for them is happy family life (5 points).

Additionally, among the sample of people working in Poland, there has been discovered a statistically relevant relationship between their role at work and the following symbols of happiness: wide circle of friends ( $p < 0.000$ ), doing the job they like ( $p < 0.000$ ), being needed by others ( $p < 0.000$ ), good financial situation ( $p < 0.000$ ). The survey results show that company owners less often than others mention such symbol as good financial situation. They find wide

circle of friends of little importance (2 points), and the least important for them is doing the job they like (1 point). Being needed by others is rated as fairly important (3 points).

Based on empirical data and the t-Student test of relevance of differences for independent pairs, people migrating to earn their living and people working in Poland have similar attitude towards personal values, such as: love/friendship ( $t=0.974$  at  $p=0.331$ ), good health/physical and mental fitness ( $t=0.208$  at  $p=0.835$ ), knowledge/wisdom ( $t=0.748$  at  $p=0.455$ ), joy/satisfaction ( $t=1.313$  at  $p=0.190$ ), goodness/gentility ( $t=0.305$  at  $p=0.760$ ), nice external appearance ( $t=0.336$  at  $p=0.737$ ). They value the following differently: sense of humour/wit ( $t=2.824$  at  $p=0.005$ ), intelligence/shrewdness ( $t=3.754$  at  $p=0.000$ ), courage/firmness ( $t=5.434$  at  $p=0.000$ ), wealth/fortune ( $t=2.469$  at  $p=0.014$ ), diligence ( $t=2.950$  at  $p=0.003$ ).



1 – Love/friendship, 2 – Good health/physical and mental fitness, 3 – Sense of humour/wit, 4 – Intelligence/shrewdness, 5 – Knowledge/wisdom, 6 – Joy/satisfaction, 7 – Courage/firmness, 8 – Goodness/gentility, 9 – Nice external appearance, 10 – Wealth/fortune, 11 – Diligence

Graph 2. The hierarchy of personal values (*average values*)

Love/friendship is the most important value for people working abroad ( $M=4.00$ ). In the second position, migrants place good health/physical and mental fitness ( $M=3.45$ ), and the next place in the hierarchy is taken by joy/satisfaction ( $M=1.60$ ). Slightly less important for the migrants are such values as: knowledge/wisdom ( $M=1.26$ ) followed by intelligence and shrewdness ( $M=1.10$ ). In sixth place in the hierarchy, courage/firmness ( $M=0.81$ )

is equal with diligence ( $M=0.81$ ). Wealth/fortune ( $M=0.63$ ), goodness/gentility ( $M=0.62$ ), as well as sense of humour/wit ( $M=0.48$ ), are values of much lower interest among the respondents. The respondents placed nice external appearance last ( $M=0.19$ ).

The most important value for people working in Poland is love/friendship ( $M=4.14$ ). The respondents put good health/physical and mental fitness ( $M=3.49$ ) in second place followed by joy and satisfaction ( $M=1.79$ ). A bit less important appear to be such values as: intelligence/shrewdness ( $M=1.62$ ) followed by knowledge/wisdom ( $M=1.14$ ). For people working in Poland, the least important are sense of humour/wit ( $M=0.81$ ), goodness/gentility ( $M=0.65$ ), diligence ( $M=0.51$ ), wealth/fortune ( $M=0.38$ ), courage/firmness ( $M=0.28$ ). Moreover, neither migrants nor Poles working in the country pay much attention to external appearance ( $M=0.21$ ).

Table 2. The number of people choosing individual personal values (*repeatability of choice*)

Item number	Personal values	People migrating to earn their living		People working in Poland	
		N	Percentage	N	Percentage
1	Love/friendship	179	89.5	181	91.0
2	Good health/physical and mental fitness	164	82.0	164	82.4
3	Sense of humour/wit	48	24.0	65	32.7
4	Intelligence/shrewdness	93	46.5	118	59.3
5	Knowledge/wisdom	95	47.5	88	44.2
6	Joy/satisfaction	123	61.5	151	75.9
7	Courage/firmness	84	42.0	56	28.1
8	Goodness/gentility	47	23.5	54	27.1
9	Nice external appearance	26	13.0	16	8.0
10	Wealth/fortune	56	28.0	40	20.1
11	Diligence	84	42.0	62	31.2

A detailed analysis of the obtained results indicates that love/friendship is the most often recognised value by people abroad (89.5%). Good health/physical and mental fitness is mentioned with an 82% frequency. Next in all respondents' hierarchy of personal values is joy/satisfaction. Taking into consideration the repeatability of choice for this value among those employed abroad, it can also be placed third, as it is mentioned by over half (61.5%) of those working

in Great Britain. Almost half (47.5%) emphasise the meaning of knowledge/wisdom, as well as intelligence/shrewdness (46.5%). 42% of the responses refer to diligence, as well as courage/firmness. More than every fourth respondent in this group chooses wealth/fortune as a value (28%), and almost ¼ of the respondents choose sense of humour (24%) and goodness/gentility (23.5%). Only 13% of Poles in Great Britain emphasise the meaning of external appearance.

Among people migrating to earn their living, there has been found a statistically relevant relationship between the respondents' gender and the following personal values: knowledge/wisdom ( $p < 0.000$ ), courage/firmness ( $p < 0.000$ ), wealth/fortune ( $p < 0.000$ ). Women less often than men mention the following personal values: wealth/fortune, knowledge/wisdom, courage/firmness.

There is also a statistically relevant relationship between the age of those working abroad and the following values: knowledge/wisdom ( $p < 0.000$ ), courage/firmness ( $p < 0.006$ ), goodness/gentility ( $p < 0.008$ ). Based on the analysis, the respondents in Great Britain up to 30 years old less often than others mention the following personal values: knowledge/wisdom, goodness/gentility, courage/firmness.

There can also be noted a statistically relevant relationship between the respondents' education and the following values: good health/physical and mental fitness ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), joy/satisfaction ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ), diligence ( $p < 0.000$ ). As it turns out, employees with a Master's degree less often than other respondents mention such personal values as: gentility/goodness, sense of humour/wit, joy/satisfaction, diligence. The most important for them is good health/physical and mental fitness (5 points).

Moreover, in the selected sample of people migrating to earn their living, there has been found a statistically relevant relationship between their knowledge of English and the following personal values: sense of humour/wit ( $p < 0.006$ ), courage/firmness ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ). Individuals speaking English fluently less often than other respondents value: gentility/goodness, sense of humour/wit, courage/firmness. However, they value good health/physical and mental fitness most (5 points).

There can also be noted a statistically relevant relationship between the migrants' work experience and personal values: love/friendship ( $p < 0.000$ ), good health/physical and mental fitness ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), knowledge/wisdom ( $p < 0.000$ ), nice external appearance ( $p < 0.000$ ), wealth/fortune ( $p < 0.000$ ). People with work experience of 16–20 years less often than other

respondents mention values such as: nice external appearance, wealth/fortune, sense of humour/wit, knowledge/wisdom. They find love/friendship to be most important (5 points) and good health/ physical and mental fitness to be fairly important (3 points).

Another statistically relevant relationship exists between the time that the employees working in Great Britain spent abroad and love/friendship ( $p<0.000$ ), sense of humour/wit ( $p<0.000$ ), intelligence/shrewdness ( $p<0.000$ ), knowledge/wisdom ( $p<0.000$ ), courage/firmness ( $p<0.000$ ) and nice external appearance ( $p<0.000$ ). It turns out that respondents who have been abroad for up to 6 months less often than others mention the following personal values: courage/firmness, sense of humour/wit, intelligence/shrewdness, nice external appearance, knowledge/wisdom. For them, love/friendship is most important (5 points).

Additionally, within the discussed group, there is a statistically relevant relationship between the nature of work the respondents do and personal values such as: love/friendship ( $p<0.000$ ), good health/physical and mental fitness ( $p<0.000$ ), sense of humour/wit ( $p<0.000$ ), intelligence/shrewdness ( $p<0.000$ ), joy/satisfaction ( $p<0.000$ ), wealth/fortune ( $p<0.000$ ). Migrants being blue-collar workers less often than other people in the sample value: sense of humour/wit, intelligence/shrewdness, wealth/fortune, joy/satisfaction. For them, the most important values (5 points) are love/friendship, as well as good health/physical and mental fitness.

Moreover, within the sample of people migrating to earn their living, there is a statistically relevant relationship between the respondents' work being in accordance with their education and the following personal values: sense of humour/wit ( $p<0.000$ ), intelligence/shrewdness ( $p<0.000$ ), wealth/fortune ( $p<0.000$ ), diligence ( $p<0.000$ ). The respondents who do not do work corresponding to their education less often than others mention: wealth/fortune, sense of humour/wit, diligence, intelligence/shrewdness.

Within the chosen sample of people migrating to earn their living, there has been discovered a statistically relevant relationship between the place of work and values such as: good health/physical and mental fitness ( $p<0.000$ ), intelligence/shrewdness ( $p<0.000$ ), joy/satisfaction ( $p<0.000$ ), goodness/gentility ( $p<0.000$ ). As it turns out, people working in the countryside less often than others value the following: goodness/gentility, intelligence/shrewdness, joy/satisfaction. For them, the most important value (5 points) is good health/physical and mental fitness.

Furthermore, there is a statistically relevant relationship between the migrants' role at work and values such as: love/friendship ( $p < 0.002$ ), goodness/gentility ( $p < 0.000$ ), wealth/fortune ( $p < 0.000$ ). It needs to be noted that ordinary workers less often than others mention the following personal values: goodness/gentility, wealth/fortune. For them, the most important value (5 points) is love/friendship.

Another statistically relevant relationship can be observed between a planned return from Great Britain to Poland and the following values: good health/physical and mental fitness ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ), joy/satisfaction ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ), nice external appearance ( $p < 0.000$ ). The migrants who plan to come back to Poland within the next 6 months less often than others value the following: nice external appearance, sense of humour/wit, intelligence/shrewdness, joy/satisfaction, goodness/gentility. For them, the most important value (5 points) is good health/physical and mental fitness.

A detailed analysis of the data also lets us conclude that love/friendship is also the most relevant value for people working in the country (91%). Good health/physical and mental fitness was mentioned by 82.4% of the respondents in Poland, and joy/satisfaction was mentioned by over  $\frac{3}{4}$  of the above group (75.9%). It also turns out that more than every second respondent employed in Poland values intelligence/shrewdness (59.3%) followed by knowledge/wisdom (44.2%). Over  $\frac{1}{3}$  of the respondents (32.7%) within this group mentioned sense of humour/wit, as well as diligence, as important values (31.2%). Moreover, 28.1% of people value courage/firmness followed by goodness/gentility (27.1%). Furthermore, 20.1% of the respondents in the country mention wealth/fortune among their values, and only 8% emphasise the value of nice external appearance.

Within the sample of people working in Poland, there has been discovered a statistically relevant relationship between gender and the following values: love/friendship ( $p < 0.000$ ), good health/physical and mental fitness ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), knowledge/wisdom ( $p < 0.000$ ), joy/satisfaction ( $p < 0.000$ ). As it appears, women less often than men mention values such as: sense of humour/wit, knowledge/wisdom. For them, the most important value (5 points) is love/friendship. They also find important good health/physical and mental fitness (4 points). They find joy/satisfaction least important (1 point).

Additionally, a detailed analysis shows a statistically relevant relationship between the age of Poles in the country and the following: love/friendship

( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ), knowledge/wisdom ( $p < 0.000$ ), courage/firmness ( $p < 0.000$ ), diligence ( $p < 0.000$ ). It has been concluded that respondents above 50 years of age less often than others list such values as: courage/firmness, knowledge/wisdom, diligence. For them, the most important value (5 points) is love/friendship, and they also find sense of humour/wit important (4 points) and intelligence/shrewdness fairly important (3 points).

There is also a statistically relevant relationship between the respondents' education and love/friendship ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ), courage/firmness ( $p < 0.000$ ) and nice external appearance ( $p < 0.000$ ). The research shows that individuals with a Bachelor's degree less often than others value: courage/firmness, sense of humour/wit, nice external appearance. For them, the most important values (5 points) are love/friendship and intelligence/shrewdness.

Additionally, there has been discovered a statistically relevant relationship between the respondents' knowledge of English and the following values: sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ), diligence ( $p < 0.000$ ). The research shows that those who can fluently speak English less often than others list the following values: sense of humour/wit, goodness/gentility, diligence. They find intelligence/shrewdness fairly important (3 points).

There has been found a statistically relevant relationship between the work experience of those working in the country and the following values: love/friendship ( $p < 0.000$ ), good health/physical and mental fitness ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ), joy/satisfaction ( $p < 0.000$ ), courage/firmness ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ). The analysis shows that employees with work experience up to 1 year less often than others value the following: intelligence/shrewdness (100.0%), sense of humour/wit, courage/firmness, goodness/gentility. For them, the most important value (5 points) is love/friendship, and they find good health/physical and mental fitness important (4 points) and joy/satisfaction fairly important (3 points).

There has also been discovered a statistically relevant relationship between the nature of work the respondents do and the following personal values: good health/physical and mental fitness ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), knowledge/wisdom ( $p < 0.000$ ), courage/firmness ( $p < 0.000$ ). As the analysis shows, blue-collar workers less often than other respondents mention

the following values: courage/firmness, knowledge/wisdom, sense of humour/wit. They find good health/physical and mental fitness important (4 points).

A statistically relevant relationship can also be observed depending on whether the respondents in Poland do work corresponding to their education and the following personal values: love and friendship ( $p < 0.000$ ), sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ). The research shows that those employed in accordance with their education less often than others mention values such as: sense of humour/wit, intelligence/shrewdness. For them, the most important value (5 points) is love/friendship.

Another statistically relevant relationship can be observed between the respondents' place of work and the following personal values: sense of humour/wit ( $p < 0.000$ ), intelligence/shrewdness ( $p < 0.000$ ), knowledge/wisdom ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ), worth/fortune ( $p < 0.000$ ), diligence ( $p < 0.000$ ). People working in the countryside less often than others mention the following values: sense of humour/wit, knowledge/wisdom, worth/fortune, goodness/gentility, diligence. They find intelligence/shrewdness fairly important (3 points).

A further statistically relevant relationship is the one between the role at work of employees in Poland and: joy/satisfaction ( $p < 0.000$ ), goodness/gentility ( $p < 0.000$ ), wealth/fortune ( $p < 0.000$ ), diligence ( $p < 0.000$ ). A detailed analysis shows that company owners less often than other respondents mention wealth/fortune and diligence. They find joy/satisfaction fairly important (3 points), and they think that goodness/gentility is of little importance (2 points).

## Conclusions

Generally speaking, it can be concluded that the world of main values conditioning happiness among respondents working both in Poland and Great Britain is quite stable and consistent for both groups. Both people in Poland and abroad value doing the job they like. However, diligence is not very high in their hierarchy in comparison to other values. People with a Master's degree working abroad who do not do work in accordance with their education do not find diligence very important. People working in Poland who are above 50 years of age, as well as those fluently speaking English and company owners, are of a similar opinion.

Both Poles working in Poland and abroad are people craving love and close emotional relationships and care for their health, both in terms of physical and mental fitness. They appreciate intellectual values that influence effective functioning at work and in society, as well as material values that help satisfying

various individual needs, with prospects for ensuring a high standard of life. Love and friendship are most important for migrants with work experience of 16–20 years, those who have been abroad for less than 6 months, as well as blue-collar and ordinary workers. This value is also important for those who stayed in the country, especially women above 50 years old, people with a Bachelor's degree, those with work experience of up to 1 year and those employed in accordance with their education. The next in the hierarchy is good health, mostly valued by migrants with a Master's degree, people speaking fluent English, people working in the countryside and those planning to come back to Poland within the next 6 months. This is also valued by Poles in the country, mostly women, blue-collar workers and people with work experience below 1 year.

Neither people working in Poland nor abroad treat fame/popularity as an indicator of happiness. Moreover, neither of the above find external appearance important.

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