

# Unit 7

## Industriousness

### Introduction

In Grade 11, you discussed the importance of different types of work and its importance for economic development. Here you will see work as a human necessity, factors determining the world of work and work in an international perspective.

### Lessons

1. Work as Human Necessity
2. Factors Determining the World of Work
3. Work in an International Perspective

### What you will learn

#### You will:

- recognize work as a human necessity.
- realize what makes work successful.

- appreciate work in an international perspective.

### Key words and concepts

- Career growth
- Civilization
- Ethical standards
- Financial reward
- Job satisfaction
- Leisure
- Material gain
- Sexism
- Social interaction

Shoeshine boy earning money for his family



# LESSON 1

## Work as Human Necessity

By the end of this lesson, you should be able to:

- describe how work enhances both personal and social development.
- explain work as an instrument for national development.

Describe a hardworking person in your neighbourhood? What benefits does he/she obtain from his/her labour?

In previous grades, you saw the relationship between work and well-being. In this lesson, you will explore more about the personal benefits of work from the perspective of social interactions, interest, financial benefits and job satisfaction.

People who are successful in their job usually have particular characteristics. These include being socially interactive and enthusiastic about doing a better job. In addition, they are also more likely to enjoy more financial gains since they spend more time on their job. It is really important to have the right attitude and understanding about work so that an individual can get the best out of work. In this lesson, you will discuss the importance of work for the individual.

Material gain is not the only benefit you get out of work. You should also have job satisfaction. Job satisfaction does not come from the material gain but from the process of performing the job effectively and finally, the satisfaction that comes after completing

the job and seeing the results. A medical doctor, for example, experiences job satisfaction when he or she treats a patient and when the patients they treat are cured. This is true of any job. A farmer is satisfied when he or she finally collects the crops. A businessman is satisfied when his business is able to grow. So people engaged in all walks of life are satisfied when they are able to successfully complete the tasks assigned to them. In order to have job satisfaction there are a few things to take into consideration.

The first thing that is required for job satisfaction is an interest in the work. This means people engaged in those activities that interest and challenge them, are more likely to be satisfied in their work. Different people have different interests. Some people are interested in drawing pictures and want to do a job that involves design. Some people are interested in mathematics and like to be involved in a job that deals with numbers. Others are interested in teamwork and they want to do a job that requires organization. People who do the job that interests them are likely to be successful and satisfied because they like what they are doing and feel happy while they are doing it.

The second thing that enhances job satisfaction is the financial reward. Some studies show that people who get paid well tend to be more satisfied in their work than people who are not paid well. When the job pays well the person will satisfy his or her material needs so that they can focus more

## Work as Human Necessity

on the job without worries. This results in a stable career environment.

The other important factor for job satisfaction is career growth. A person normally gets fed up with staying and doing one job for a long time. He/she needs a better and more challenging occupation so that it is possible to enhance capacity. This means change and taking more responsibility to increase job satisfaction.

Another factor that affects job satisfaction is the level of social interaction. In a work environment, where the social interaction is strong, people tend to like their work and be satisfied with it. On the contrary, in a workplace where the worker relationship is not harmonious, the level of job satisfaction declines. People will not like their jobs if they do not have good relations with their coworkers so it is important to have social events that increase the interaction of the workers better. When workers participate in

social events organized by the workplace, they tend to be friendlier towards each other and this makes them work more effectively. It also helps the workers to be satisfied with their work.



Job satisfaction

## CASE STUDY

### Abdi's Mistake

Ever since childhood Abdi loved to read short stories and had an interest in developing the art of writing stories. He spent all his spare time reading and practicing writing stories. When he was in the 5th grade there was a writing competition in school. He wrote a story which was selected as the best and he won a prize. In that competition a student called Bulcha was second. Bulcha and Abdi instantly became friends and exchanged books to read and would share ideas about the writing skills of the authors whose books they read.

Their friendship continued until college. Having finished their first year of college they had to choose what field they wanted to pursue. Bulcha chose to pursue the language field. However, Abdi told him that he would choose another field since he would

not get a job if he chose the language department. Bulcha told him that he should pursue the field he was interested in. Abdi, however, decided to become a banker and after four years they both graduated and started working.

Bulcha became a successful journalist and writer. Since he loved what he did, he worked day and night and became a very well known journalist and writer. Abdi, however, was hired in one of the banks. He was not satisfied with what he did. From time to time he started to get angry and fed up with his work. He came in late to work because he did not like what he did. He did not treat the bank's customers well and he could not get promoted because of his laziness. Now he admits to Bulcha that he made a mistake in becoming a banker.

## Work as Human Necessity



Think about which profession would make you satisfied and write down what you need to do to become a good professional in that field. After writing this down, exchange it with your partner and discuss it.

You know that work is the only way to develop a nation and this will happen when each person contributes his or her share to the development efforts of the country. Society is made up of a group of individuals and it is the cumulative actions of these individuals that affect society as a whole. When each individual takes a responsibility for protecting the environment, then the whole environment will be protected. When each individual chooses to fight crimes, then crimes will be controlled in society. This means it is the concerted effort of all individuals that brings about change in society, so responsibility lies in the individual and not in the group. Usually when an assignment is given to a group as a whole, there is a problem of people avoiding the responsibility, assuming that the others will do it. Only when the group assignment is divided into different individual responsibilities, can the job be performed well.

Similarly, it is the cumulative individual development that leads to societal development. If each individual manages to develop himself or herself, then society as a whole will develop. When

each individual is educated and works, then society will benefit from this and it will become an educated society. When an individual increases his capacity and becomes productive, it means the capacity of society to be productive increases. This is when self-development transforms into societal development.

There are, however, a few points to consider. Sometimes people want to develop themselves without regard to societal development. These kinds of people do not care if they harm society in the process of benefitting themselves, but it is always important to think about self-development in relation to societal development as a whole. It is therefore, necessary to think about each decision we take and how it affects society. A choice that benefits both you and society is better than one which only benefits you and harms society.



In your area search for cases where individual development has led to societal development. Identify the factors that resulted in this outcome.

### REMEMBER

- ❑ Job satisfaction requires material gain and an interest in the work as well as harmonious interaction with co-workers.
- ❑ Society is made up of a group of individuals and it is the cumulative efforts of these individuals that regulates the health of society as a whole.
- ❑ A choice that benefits both you and society is better than one which only benefits you and harms society.

## L E S S O N

## 2

# Factors Determining the World of Work

By the end of this lesson, you should be able to:

- explain the factors that influence the world of work.

What do you think is required for a good working environment?

You have discussed the different requirements for a good working environment in the previous grades. Here you will concentrate more on the ethical standards that govern the working environment. You will also realize their importance for smooth and efficient work.

Ethical standards are values that are important in building a smooth working environment. Normally, a working environment involves a lot of people working together. When people work together there are certain social standards to respect. There are things that should not be done if they offend a co-worker. A typical example is smoking. Some people in the workplace may be uncomfortable when another person smokes. In order to maintain

a good working environment, smoking may not be allowed. This ethical standard is very important in creating a harmonious working environment. Other standards include: getting to the office on time, avoiding corruption and respecting each other. These are general ethical standards that are true of any work.

Some professions have their own ethical standards that must be followed strictly for the proper functioning of their jobs. For example, medical doctors have their own ethical standards such as maintaining patient confidentiality. This standard means medical doctors are not supposed to divulge the specific conditions of patients to others without proper authorization or cause. This could offend the patient and may infringe upon his/her privacy. Similarly, policemen have ethical standards and are obliged to treat every individual equally and respectfully. They should not apply excessive force to apprehend a suspect and must follow the procedures exactly. These kinds of profession specific ethics are usually included in their professional training.

## CASE STUDY

### Medical Ethical Standards

In the field of medicine there are profession related ethical standards. These ethical standards are believed to have started in the 4th Century in the time of Hippocrates. When a medical student graduates,

he takes an oath, promising to fulfill certain ethical standards. This is called the Hippocratic Oath. This oath has been revised and modernized over time.

## Factors Determining the World of Work

In Ethiopia the standards include:

- Keeping patients from harm;
- Giving loyalty and support to fellow physicians;
- Refusing assistance to people who want to kill themselves;
- Not to discriminate on the basis of wealth, age, sex or race.

These ethical standards are taken to make the profession more effective because medical personnel are involved in saving people's lives and they are entrusted to do this in an ethical manner.

**?** Discuss the ethical standards in the medical field and their importance for the proper performance of doctors.

One of the issues that has affected the world of work is sexism. Sexism is a word that describes discrimination based on sex. Traditionally people assigned different roles to men and women and this assignment resulted in limiting women only to certain types of jobs. Some people still think women are only suited to take care of household chores and rear children. Apart from that there are some jobs that are considered suited for women like being a secretary, a nurse and the like. Even when they get the chance to be managers, some of the people they are managing may be reluctant to respect them. They get mistreated when they work in jobs that are considered to be men's. This is a wrong way of thinking and should be changed. It discourages

women from getting involved in jobs they want.

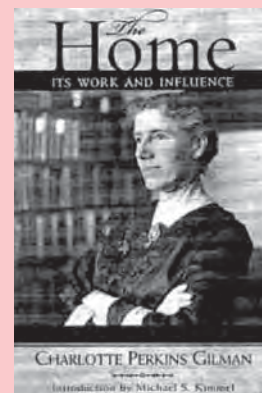
Now-a-days, and in the developed world, women participate in all activities and contribute to the development of their country. Sexism seriously limits the potential of the people to benefit our society. There are a lot of women professionals and managers but, because of sexism, many of them are denied the chance to fully use their potential and contribute to the development of their country. Developing countries need to make the best use of their resources, including the potential of women, to attain sustainable growth and development. Sexism is detrimental to development and the entire working environment.

### CASE STUDY

#### Charlotte Gilman (1860–1935)

Charlotte Gilman was a feminist who fought for the rights of women. She argued against the predominant role of women as wives and mothers. In her book 'Women and Economics' Charlotte argued for the economic independence of women from men. She denounced the financial dependence of women on men and suggested that children should be taken care of in day-care centers rather than keeping women in the house.

**?** How do the teachings of Charlotte Gilman promote the empowerment of women?



Charlotte Gilman's book

## Factors Determining the World of Work

You have discussed so far the importance of work both for personal gains and national development. In order to do work effectively and sustainably, leisure is also very important. It is only when you get enough rest and leisure time that you can do your work well. Having leisure time allows the mind to be fresh and makes it possible to work more effectively. Apart from making work effective, leisure also has other benefits. It helps to socialize and build relations with others. As humans are social beings, we live together and social interaction is a necessity for everyone. We need company in times of happiness and in times of sorrow. We have national holidays that we value and we want to share with our loved ones.

Leisure is important but you should choose the right environment to spend that free time. As described above, you need leisure to help you do your job well and to socialize. This means the way you spend your leisure time impacts upon the way you do your work. If you spend your leisure time in refreshing and harmless activities, you will be able to benefit personally. If, on the other hand, you spend your leisure time in harmful activities you may not be able to do your work very well. If, for example, you drink excessive alcohol or chew chat in your leisure time you may become addicted to it and you will not be able to do your job well. There

are many healthy ways of spending leisure time. Sport is a good way of socializing and a healthy way of refreshing oneself.



Make a list of all the things you do during your leisure time. Classify those things into two columns. One column should include all the activities you do with your friends and family. The other all the activities you do by yourself. This shows your level of social interaction during your leisure time.



Playing football is one kind of leisure activity

### REMEMBER

- ❑ Ethical standards are important to build a smooth and harmonious working environment.
- ❑ Some professions have specific ethical standards.
- ❑ Sexism is discrimination based on sex.
- ❑ Leisure is important for a person to refresh and socialize.
- ❑ It is important to spend leisure time in a healthy and refreshing way.

# LESSON 3

## Work in an International Perspective

By the end of this lesson, you should be able to:

- explain the importance of work for world civilization.

What role do you think work played in the development of rich countries? Discuss this issue in the class.

When we think about civilization we think of the way of life of the developed countries. We see the level and variety of consumption they enjoy and we aspire to reach that state. The reasons they have reached that level of consumption are because they managed to invent and innovate new things that make life easier and more comfortable. Think of the many inventions like electricity, telephone, computer, television and cooking stove that have improved

people's lives. That is a goal that many countries aspire to reach.

All the people who invented things that make life easier share one common trait: they devoted their time and committed themselves to achieve their aims. Civilization refers to a society or community built on culture and knowledge. To further civilize a nation or state requires updating culture and knowledge through education. On the basis of this knowledge and through hard work we can further develop our civilization. Those countries which are developed have realized that work is important and invest time to come up with new and better ways of doing things.

**?** How did hard work contribute to the growth of the Axumite Civilization? Research and report on your findings.

### CASE STUDY

#### Invention of Telephone by Alexander Graham Bell

In 1865, at the age of 18, Alexander Graham Bell started to work on the science of transmitting speech. He worked so hard that, when he emigrated to the United States in 1871, he became a teacher for visual speech for the deaf, and, in 1872 he founded a school to train teachers for the deaf. In 1874 he identified the basic idea of a telephone when he was working on the development of a telegraph. The fact that he was a hard-worker resulted in the invention of one of

the most important devices in human history — the telephone. In 1876 he finally managed to transmit speech. Bell did not stop there. He continued to work on the idea and invented more new instruments, then finally helped to build the telephone that we have today.





## Work in an International Perspective

In Grade 11, you saw how globalization affects the country both positively and negatively. You have seen the merits and demerits of economic globalization with respect to Ethiopia. Next you will discuss the analysis of globalization and the importance of balancing its effects so that the benefits will outweigh the negative impacts.

The positive impacts include the access to cheaper products, the transfer of knowledge and technology, the advancement of global information and communication technologies. These positive effects improve our lives and, in this respect, globalization should be accepted. On the other hand, globalization causes dependence between countries since access to cheaper products will drive out the

local industries. As a result the country may risk losing its sovereignty because of its dependence on other countries. It is, therefore, essential to balance the exposure to globalization to the extent that we exchange technology and ideas but also protect our own producers so that we can be self-sufficient, at least in the basic necessities.

One way to balance the effects of globalization is to identify the sectors that would be most affected by it and devise policy measures to protect those sectors. First of all, a study should be conducted in order to find out which sectors are vulnerable to external pressures. After that the appropriate policy should be devised to protect these sectors.

### CASE STUDY

#### Promoting Foreign Direct Investment

In the effort to align the country's development policies with those of globalization, the Ethiopian government has devised a policy to attract foreign direct investment. This policy helps the country to strengthen its relationship with other countries and is a significant step in opening up the economy to the rest of the world. To that effect, the following measures have been taken to promote foreign direct investment to Ethiopia:

- Giving foreign direct investors a tax holiday;
- Remitting part of their profit to their country;
- Leasing land and other resources;

- Providing information on the possible and profitable ventures.

All these measures taken to attract foreign direct investment are part of the government's effort to create a good relationship with other countries and people. This helps to import technology and increases the productivity and income of the country.

**?** Research and report on the ways in which Ethiopia can utilize the positive side of globalization and mitigate against the negative effects.

## Work in an International Perspective

### REMEMBER

- ❑ To further civilize a nation or state requires updating culture and knowledge through education.
- ❑ The positive impacts of globalization include access to cheaper products, transfer of knowledge and technology, the advancement of global information and communication technologies.
- ❑ The negative impacts of globalization includes dependency on other countries as cheaper imports drive out the local industries.

## UNIT SUMMARY

In this unit, you discussed the importance of job satisfaction and realized that interest, financial reward, career growth and social interaction all determine the level of job satisfaction. You saw that individual development can also result in societal development.

You discussed how ethical standards are essential for the proper accomplishment of work and saw how some professions have their own special ethical standards.

You now understand that sexism is a very harmful belief which retards the country's economic development. Leisure is very important for productivity and socialization.

Finally, you considered the role of work in an international perspective and you discovered that civilization would not have been possible without education and hard work.

## GLOSSARY

<b>Career growth:</b>	The advancement made in a profession.
<b>Civilization:</b>	The increased quality of people's lives as a result of discoveries.
<b>Ethical standards:</b>	Directives that need to be followed for the proper functioning of a system.
<b>Sexism:</b>	Discrimination based on sex.
<b>Tax holiday:</b>	A period of grace given to investors.

## UNIT REVIEW EXERCISES

Do these review exercises in your exercise book.

### Part I – Multiple choice

- Successful people:
  - have material gains
  - have job satisfaction
  - do their job efficiently and effectively
  - all
- In order to have job satisfaction:
  - financial reward is enough
  - financial reward is not important
  - financial reward is one of the factors but there are others
  - all
- Ethical standards are beneficial for:
  - efficient accomplishment of work
  - harmony in the workplace
  - taking away the freedom of workers
  - all
- Which of the following are the benefits of globalization:
  - sharing of ideas and technology
  - promoting efficiency
  - opening up markets for competition
  - all

### Part II – Short answers

- Explain the following:
  - ethical standards
  - civilization
  - globalization.
- What is the importance of doctors taking the Hippocratic Oath?