

An Overview of Eastern Values for the Growth of IT Professionals in India

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Abstract

The aim of this article is to give an overview of Eastern values for the growth of IT professionals in India. The problems of IT professionals are studied and solutions suggested based on the Eastern values. The IT industry is a growing organization. Billions of dollars are transacted every financial year in India. A huge amount of money is allotted for the training and the growth of IT human resources. Due to human resource problems, productivity decreases, and many projects fail. For setting right of the IT professional problems, the Eastern values are studied and discussed. The importance of them are highlighted. The need for implementing and practising the Eastern values are explained. The important eastern values are age-old and they stand ever green. They give more fruits when they are practised and applied on both personal and professional problems.

KeyWords: Eastern values, Individuality, Collectivism, Academic, Technology, Work ethics, Personality, Community, Organization, Society, Nation, Loyalty.

I. INTRODUCTION

The Eastern values are generally called as Asian Values. The Eastern values are widely practised in the South east and East Asian countries. The main Eastern Values are based on Social Harmony, Socio-Economic prosperity, Loyalty and respect towards figures of authority, preference for collectivism, communitarianism, Loyalty towards family, organization and nation, the pursuit of academic and technological excellence, a strong work ethics etc. In this article, some of the above mentioned Eastern Values are taken and discussed.

II. PROBLEM STATEMENT

The working culture of IT professionals differs among many things from industrial workers. There is a huge value degradation among the IT professionals. They become ambitious, selfish and pursue individualism. They often switch over from one organization to another. They lack work ethics, commitment and responsibility. For these reasons, there is low productivity and labour turn over. A huge human resource loss and wastage happens every year. The noble Eastern values give solutions to these problems. The Eastern Values' need are studied and solutions offered to the IT

professionals' problems. The importance of Eastern values are mentioned in this article.

III. OBJECTIVE OF STUDY

This study aims to give solutions to the personal and professional problems of IT professionals in India based on the Eastern Values. Some of the major eastern values are discussed and solutions are given in order to increase productivity.

IV. RESEARCH METHODOLOGY

This article is based on literature review. Qualitative research methodology has been adopted. This study tries to overview the eastern values for the personal and professional development of IT professionals in India.

A. Loyalty

The foremost value of Eastern Values is Loyalty. The culture of eastern citizens is loyal to one's family, authority, organization and nation. The families of eastern countries are strong enough to remain loyal to their family members. From the early stage, every son and daughter of a family is given training to respect their parents, siblings, grand parents, Relatives, religious personalities, teachers, neighbours, social and political authorities. They have to show deep respect to these members. The individuality is discouraged. On the contrary, Collectivity is given importance. During a festival, family function or any social gathering, they attend as a family collectively. They give more importance to their familial and cultural tradition. Attending functions as a family is considered as prestigious. The role of each person is learned and acquired as they attend family, social and religious functions.

Their culture goes around the value of loyalty with their family, tradition, national ideology. Their literatures are mainly based on their traditional values. Their newspapers, feature films, magazines, journals, cultural programs, academic programs are evolve around these values. They are strengthened their loyalty by interpreting the historical, political and religious personalities from their countries. In this way, the values are passed from one generation to another generation.

Loyalty towards one's family, organization, community, society and country is highly

encouraged. Disloyalty, disrespect towards elders, transgressing traditional values are discouraged. Transgressors of these values are punished by disbanding from the community and society.

Loyalty towards one's nation is appreciated. Everyone is expected to remain obedient and respectful to his teachers and elders. This value makes a person dedicated to live on noble ideals. This leads one to think over collectively and not individually. A deep emotional concern is exchanged. This boasts collectivism and teaches the importance of unity.

In the IT professionals life, they have to adhere to the rich Eastern value loyalty. Loyalty to one's family, organization, management, superiors, colleagues should be practised in their personal and professional life. Loyalty towards one's organization is an important virtue in a work place. When a professional practises this value, he can give his best towards the growth of his organization. He can discharge his duties whole heartedly. By practising wholehearted loyalty, he can work for the organizational growth dutifully and responsively without expecting external motivation. It will avoid labour turn over, unnecessary personnel and management conflicts, absence from work, negligence of duties, untoward incidents, etc.

In IT industry, many in million of dollars are spent each year only for the human resource development. After getting trained from one company, if an employee moves to another company without showing loyalty it brings a huge loss to the company. For it, there is a value degradation. On the other hand, if an employee practises loyalty, he will remain to the company, and contribute to the growth of it, keeping the long term goals of the company in mind faithfully. It will bring healthy atmosphere among the employees. In today's world, loyalty is highly missing. It is recommended to practise the eastern value loyalty in an organizational environment without measure. If the IT professionals practise loyalty towards their family, society, corporation and nation, there will be a healthy environment everywhere. It is wise to practise loyalty to both personal and professional life. It will bring peace, happiness, productivity in all walks of life.

B. Work Ethics

One of the important eastern values is a strong work ethics. There is a famous saying, "There is no substitute to hard work". The eastern value work ethics teaches to be dutiful and responsible towards one's duty without expecting the fruit of his labour. This teaches an employee to give his best wholeheartedly. This makes him driven by noble characters towards the contribution of his organization. The IT sector consists of a collection of

knowledge workers. To accomplish the organizational goals, it is necessary to organize the minds of its employees. Almost all of the IT projects are done by team work. Here carrying out the leaders' command and exclusive obedience is important. The Eastern values teach the workers to remain exclusively obedient to their employers and to those who lead them. The sense of cultivating obedience and collectivism make an organization increase its productivity and decrease employees' ego centric conflicts.

In India, there lacks a strong work ethics. If the eastern values are adopted in IT professionals, there will be a personal fulfilment as well as professional growth.

V. THE PURSUIT OF ACADEMIC AND TECHNOLOGICAL EXCELLENCE

In the eastern countries, the people value more on their religious and traditional instructions. The eastern values encourage to follow strict religious values.

In India, earlier days, the great universities, Nalanda and Tasheel imparted many branches of knowledge. The value based education was taught. The students were expected to study the subjects systematically with rich values. They were encouraged to excel in their academic disciplines. Hard work, obedience to teachers and assisting practical help to teachers were given practice as a part of curriculum.

The students had to obey their teachers all the way by studying the subjects, improving the life skills and serving. They were given rigorous training to come up their chosen field of studies. The eastern values encouraged the students to cooperate with their teachers to learn all they can, based on values.

The eastern values are in support of pursuing truth, noble ideals, divinity, living with nature, respecting the fellow beings, working towards removing poverty, ignorance, illiteracy and darkness.

By following these noble eastern values, the earlier students excelled in academics and life skills. Continual learning, application, standing for noble ideals are highly encouraged.

To excel in any discipline of academics and technology, these rich eastern values which are extensive study, systematic study, value based education, detailed enquiry, obedience to teachers are important.

In the IT sector, a professional has to update his academic and technology knowledge frequently. When an IT professional practises the eastern values

in pursuing his academic and technological knowledge, he can excel in his chosen area by disciplining himself into the values which are extensively studied, systematic study, value based education, detailed enquiry, pursuing truth, noble ideals, divinity, working towards removing poverty, ignorance, illiteracy and darkness. These values make a professional with complete humanitarian actions which are ever sought after for a society and an organization.

VI. RECOMMENDATION

Since it is highly beneficial to both personal and professional life, the IT professionals start practising the Eastern Values which are Loyalty towards family, community, society, organization and nation, Collectivism. The strong work ethics should be practised such as hard work, dutiful, responsible and commitment.

By giving importance to pursuing academic and technological knowledge based on the eastern values, a value based education, systematic education, standing for truth and noble ideals can be achieved. With the help of the eastern values, a professional can find meaning in his personal and professional life. He can stand firm and stand strong when crisis comes.

VII. CONCLUSION

The aim of this article is to provide an overview of eastern values for the growth of IT professionals in India. When a professional gives

importance to these noble eastern values and practises he can contribute to the growth of both personal and professional life. In the long run these Eastern values will impact family, community, society, organization and nation. These are ever green values which are to be practised. By following these great Eastern values, the personal and professional will bear rich fruits in its own time and bring rewards.

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