

Unit 7

Industriousness

Lesson 1: Work as Human Necessity

- ❖ 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.
 - ✓ more likely to enjoy more financial gains
 - ✓ spend more time on their job.
 - ✓ have the right attitude and understanding about work so that an individual can get the best out of work.
- ❖ **Material gain** is not the only benefit you get out of work. You should also have **job satisfaction**.
- ❖ **Job satisfaction** comes from the process of performing the job effectively and finally, the satisfaction that comes after completing the job and seeing the results.
 - ✚ **For example,**
 - a medical doctor, experiences job satisfaction when he or she treats a patient and when the patients they treat are cured.
 - 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.
 - A. An interest in the work**
 - is the first thing that is required for job satisfaction.
 - 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.

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

C. 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.

D. Social interaction.

- In a work environment, where the social interaction is strong, people tend to like their work and be satisfied with it.
- 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.

❖ **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.

- 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.
- 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.

- ❖ Sometimes people want to develop themselves without regard to societal development.
- ❖ *A choice that benefits both you and society is better than one which only benefits you and harms society.*

Lesson 2:

Factors Determining the World of Work

- **Ethical standards** are values that are important in building a smooth working environment.
- When people work together there are certain social standards to respect. There are
 - ✓ Not smoking at the workplace
 - ✓ Getting to the office on time
 - ✓ Avoiding corruption and
 - ✓ Respecting each other.
- **Some professions** have their own ethical standards that must be followed strictly for the proper functioning of their jobs.
 - ✚ **For example**, according to **Hippocratic Oath** (an oath, promising to fulfill certain ethical standards), **a medical doctors** have their own ethical standards such as:
 - ✓ Not supposed to divulge the specific conditions or privacy of patients to others
 - ✓ 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.
- **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, rear children, being a secretary, a nurse and the like.
- This is a wrong way of thinking and should be changed. It discourages women from getting involved in jobs they want.
- **Sexism** seriously limits the potential of the people to benefit our society.
- **Sexism** is detrimental to development and the entire working environment.
- **Therefore**, developing countries need to make the best use of their resources, including the potential of women, to attain sustainable growth and development.
 - ✚ **Charlotte Gilman** was a feminist who fought for the rights of women. 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.***
- **Leisure** is also very important.
 - It is only when you get enough rest and leisure time that you can do your work well.
 - Leisure is important for a person to refresh and socialize.
 - It is important to spend leisure time in a healthy and refreshing way such as **Sport**.

Lesson 3:

Work in an International Perspective

- 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.
 - 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.
- **Globalization** affects Ethiopia both **positively** and **negatively**. 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.
- The **negative impacts**
 - ✓ 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** through research that would be most affected (vulnerable to external pressures) by it and devise policy measures to protect those sectors.
- 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.

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