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DOCTORATE THESIS
VALUE ORIENTATIONS AND PERSONAL DEVELOPMENT

- SUMMARY -

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KEY WORDS: Value Orientations, Personal Development, Romanian Emigrants, Attitudes towards Emigration, Satisfaction with Life, Acculturation Strategies, Life Trajectory

INTRODUCTION

The present paper studies, mostly, the value orientations and the personal development of Romanians from Romania and from abroad. I have chosen this complex research issue of practical and theoretical reasons. The importance of such a theme derives from the major implications, which only the consolidation of a desirable value system has on a macro social level (generations of young people which encounters real difficulties during the social and professional insertion) and on a micro social one (negative self image, under-evaluation of the own bio-psychic potential, thin capacity of self-knowing, meta-cognition, lack of shaping one clear life perspective, and this leads to low motivation for the activity of socio-professional training, in general). Once purchased and accepted by the individual, values represent landmarks of the psycho-social behaviour, powering and directing the entire mental energy in fulfilling the aspirations at an intra- and interpersonal level, bringing a strong feeling of life satisfaction.

On the other side, the emigration phenomenon offered the note feature that the thesis needed in order to acquire its own identity. The emigration and its mechanisms represent a theme of high topic, in national or international context. Today, it seems that emigration has become to Romanians more than a life strategy. Motivated mostly by a better living than the one from home, the Romanians build strategies for them and their family.

The complexity of the theme, the multitude and diversity of the variables, required the structuring of the theoretical and methodological approach in two distinct parts. So, the first part includes theoretical coordinates which aims: value orientations (the first chapter), personal development (the second chapter), and Romanian emigrants from Denmark (the third chapter). The second part includes my applicative contributions. In this respect, the fourth chapter addresses general methodological coordinates, while the fifth chapter studies the value orientations and personal development among Romanian emigrants. Finally, the last chapter studies the value orientations, personal development and emigration perception, from the perspective of Romanians which remained in the country.

CHAPTER I VALUE ORIENTATIONS

This first theoretical chapter presents: conceptual delimitations and significant definitions of terms, characteristics of values, their taxonomy, factors that favour the values formation, the stages and mechanisms of values internalisation, the transformations that occur at the level of individual values, the representative directions in the study of values in the international and Romanian area, directions for developing this research approach.

The definition that I've offered for individual value orientations is: *value orientations represent the choices of an individual regarding the value pluralities that are grouped in organized and generalized categories and influence the person at an attitudinal and behavioural level.* Certainly, the choices are done at an unconscious level (during childhood) and at a conscious one (at adulthood).

The drastic social changes from Central and Eastern Europe have attracted substantial changes in populations' mentality, including the young people. The concern for the study of personality (of self, social identity, mentalities, values) in the transition to a market economy is dominant in the psycho-sociology from former countries with centralized economy, noticed S. Chelcea (1994, p. 100). Therefore, in the last 15-20 years, in the Romanian society has appeared a new generation of youngsters, for which the revolution and its ideals are part of a history that doesn't belong to them. These youngsters are, at the value level, the product of a society in transition, anomical, and the only known way of life is based on change. In certain social settings, some of them have taken the values of parents and their social environment. Most of them, however, are trying to find their own way, their life strategy, leading to an efficient adaptation to the dynamic environment in which they live. This is one of the reasons I stopped on youth aged 20-28 years. During this period, young people are truly concerned with training, their status in the host society, ignoring the concerns of identity probing, so specific to adolescence. Although each society or ethnicity in part tends to retain its identity and to perpetuate the values and norms, many values change, and the way each individual absorbs and processes the axiological tendencies from outside represents a complicated and intimate act at the same time.

Based on the presentation and analysis, even brief, of some valuable experiences developed in the Romanian and international research on the subject, here are some joint directions and divergent aspects:

- Almost all the authors appreciate the complexity of human personality, its subsystems and try to develop new researches concerning the approach of its building / self-building;

- ❑ I have noticed the significant share of the various research directions centred on the systemic approach of personality, on highlighting the interactions, both within each subsystem and the whole personality;
- ❑ This fact has generated multiple lines of investigation (on the issue of self, ego, self-knowledge, on the guidance subsystem of personality in conjunction with the study of values), proposing and validating new methods and techniques of research;
- ❑ On the other hand, it generated various ways of approaching the same problem, from different perspectives, making it difficult to complete and thorough investigation of every aspect concerned; sometimes, the approach of orientation subsystem of personality is only partially accomplished, eluding its articulation of the issues defining the overall structure of personality and its development prospects;
- ❑ Thus, the differences we find especially in terms of conceptual boundaries, in addressing the contradictory positions of the same aspect, the plurality of analysing plans and frameworks of reference adopted (topic of ego, its dimensions, stages of ego's becoming, concepts of „value” and its related terms, etc.);
- ❑ The first obstacle in the definition and analysis is connected with the polysemantic character of the term (an intrinsic and indispensable feature of objects, facts, principles, acquisition of things, facts, ideas, phenomena corresponding to social needs and ideals generated by them, etc.);
- ❑ Most theorists approach gives a central role in the self-psychological perspective and the self-knowledge in the axiological orientation and personal development of the human being, saying that this is a complex individual process, that supports strong conditionings and influences from the environment and education;
- ❑ We encounter a consensus in the articulation of self-knowledge and with other complementary phenomena, such as: self-perception, self-representation, self-image, in the coherent and unified approach to shape the psycho-social profile of an individual;
- ❑ Also, we meet the common ways in approaching the ego as the central core of personality and in highlighting the dynamics of its development during ontogenesis (stages, sizes, facets, predisposing factors);
- ❑ We note the concern for the psychological approach in the study of values, the genesis, nature and functionality at a macrosocial and individual level;
- ❑ There is an obvious trend for the articulation of psycho-individual and psychosocial dimension in the axiological analysis, for correlating the value with the attitude and deepening the dynamic relationship between them, along socialization or acculturation;

- ❑ In general, we can identify two ways of approaching the assembly of individual values:
 - a. as set of values – between values there are no interdependences as between the systemic ones;
 - b. as system of values (the values being structured into hierarchical systems, complex, contradictory and dynamic);
- ❑ Most studies are focused on highlighting the role of endogenous and exogenous factors in the formation of individual value systems, on their interaction across ontogenetic stages, on underlining the mechanisms and factors contributing to this process;
- ❑ We meet differences in the approach, from different perspectives, of the contribution and weight of these factors in the structuring and internalization of the axiological system;
- ❑ At the level of presented and analyzed models, we identify common points (universally recognized values, their structuring mechanisms) but also differences especially in the used methodological tools, thereby contributing to enrich and develop opportunities for empirical research of the field of interest;
- ❑ Most authors agree that it is more appropriate to speak of a configuration of values or a value system rather than individual values; the value system has any system's specific features, so that there are values that represent priority at one point, just as there is a hierarchy of values;
- ❑ Values are transmitted through education and socialization mechanisms, being assimilated and internalized by individuals; they acquire a normative character and enter into the structure of our mentalities and beliefs, from where they act as benchmarks and criteria of guiding the behaviours and actions;
- ❑ Changing values is a continuous but lasting process; many values disappear after a while for new ones to take their place, as once can revive lost values; the members of a community or society are directly responsible for processing, preserving and intergenerational transmitting of values.

CHAPTER II PERSONAL DEVELOPMENT

The second chapter focuses on the following issues: the meanings of the analysed concept, the factors which influence personal development, the important studies conducted inside and outside of the national space, directions of this research.

Satisfaction with life refers to a process of judgement, in which individuals rate their quality of life on a single and personal set of criteria. Therefore, *satisfaction with life is the conscious cognitive judgement of one's own life, in which the evaluation criteria depend on the individual*. These criteria differ from person to person, even if there are "social standards" such as health and success. Moreover, humans may have different standards for success in different areas of life. That is why it is necessary to evaluate the overall assessment of the individual's life than the person's satisfaction with specific areas. In any case, this is the strategy adopted by the authors of Satisfaction with Life Scale (Diener et al., 1985), at which we subscribe. The scale was constructed to assess overall life satisfaction. Personal development is difficult to assess, but this simple scale can measure overall life satisfaction of respondents. Scale items are global rather than specific, allowing respondents to weigh areas of their lives in terms of their values. Among the advantages we mention that the scale has a moderate temporal stability, which gives a long-term consistency of the satisfaction with life over time. The instrument is already translated in several languages (French, Dutch, Russian, Korean, Hebrew, Chinese, etc.). In the Romanian territory, we know two authors from two different universities who have validated the scale: university lecturer Ph.D. Daniela Muntele Hendreş (University Al.I. Cuza "University) and university lecturer Ph.D. Mihai Marian (University of Oradea). As for its limitations, the scale does not measure all aspects of subjective well-being, but is a tool intended to assess the cognitive component of emotional rather than subjective wellbeing.

Adult person allegedly found his own identity and privacy, tending to self-development. That is why we stopped our attention on adults. Extending, we can say that *the value orientations in life, if they are adjusted to the true nature of people, can lead to their personal development*. Personal identity leads to personal development to achieve the self, to put it into practice. Self-identity becomes a reflexive project permanently, a narrative of its own becoming; here's another reason I chose to use the narrative interview. Since there is no universal meaning or model of life, each and every person must create that meaning for themselves. Meaning of life can mean orientation in life, or value orientations. If a person sees the meaning of life in religion or faith, then life will be guided by its own moral precepts. Identity entails a sense of life for the individual, being essentially an indicator of the wellbeing.

You must take into account the reality that the successes or failures that people experience or recorded in some areas of life are closely related to the ways in which they have learned to see themselves and their relationships with others. Romanians from our research have found the solution in Denmark. They are individuals with a reflexive self, motivated to try and succeed. Personal liberty and freedom of expression, family, profession, social life, religion, the material - these are guidelines that Romanians have followed. Some values are paramount in certain stages of life. Each separate orientation can lead to identifying and developing an intimate side of their personality, who would not otherwise be known. Thus, self-knowledge and personal development become a project carried out during the whole life.

Psychosocial changes that occur in the psychosocial plan are translated by the conduct in society, or by the displayed attitudes. It seems hard to believe that such cognitive-behavioral-level changes may occur, but we all witnessed this amazing phenomenon. Each person has its own rhythm of discovery, identification and affirmation and development in general, and this pattern must be respected by family, school and society. We dare to say that whether this condition is respected, it will ultimately lead to a normal and developed society. In any case, the person is a processor of social information, therefore the responsibility of society is immense. Every society has the individuals whom it deserves. To achieve real personal development, individuals should be consistent with themselves. To accept themselves the way they are. However, there is a principle in psychology: a person's well being depends on the perceived distance between aspirations and reality. To be is to have self-identity, to want - to have a strong motivation, and to do - to pursue personal development.

You should not overlook the fact that people create their own script and evolutionary path in life. Anthony Giddens in his book "Modernity and self-identity" and Stephen Frosh in "Identity Crisis: Modernity, psychoanalysis and self", see *the self as a reflexive project*. We are not what we are, but what we make of ourselves (Giddens, 1991, p. 76). Also, self-identity is not something that is simply given as a result of the continuities of an individual system, but something that must be constantly created and sustained in the reflexive activities of the individual (ibid.). In modernity, reflexive self is seeking power over the social environment and actually using social networking and social contexts to strengthen and boost his self - it is a reflexive project of self that Giddens considers as the essence of social life in modernity. A project of the self is accomplished with the help of experts (therapists, educators, doctors, psychologists, academics and advisers). They lead to a permanent improvement of self, personal empowerment and self-awareness promoting, in terms of lifestyles, bodies, identities, relationships, etc. Faced with the real dilemmas of existence, the individual is placed in a

position today to choose between different lifestyles so often publicized, building and preserving their identity through self-reflexivity. He tries to maintain a coherent narrative biography by planning an integrated life. It is the desire to present a smooth life, logical, cohesive and sprinkled with meaningful stories. Moreover, it is also our belief that self-understanding is a process that unfolds over the entire life continuously. Individuals who do not know themselves intimately and who do not know their needs, they can not accomplish them. Here are really unhappy, vulnerable, easily corrupted persons. Such persons, not knowing themselves, do not know how to understand others. Even Alfred Adler said that the hardest thing for a person is to know its self and to change (1996 [1966], p. 47).

Referring to the objectives of the present research, we emphasize that we are talking of two diametrically opposed societies: a country in Eastern Europe, with Orthodox religion and a Scandinavian country in Western Europe, Protestant. Different political systems, values and democratic emancipation in the West and also effective socio-economic development. We are aware that we can not have access to data from the participants past or future, this fact is only possible in a longitudinal study. We can only assess the overall satisfaction with life so far. Danes recorded high scores in terms of subjective well-being, while natives of Romania have a low level of SWB. However, in both cases, the most fervent servants SWB transmission across time and space are probably family and other social networks. Anyways, people are not tied to a certain level of happiness because of their culture. Family, friends, financial status, work environment, education and economic and political conditions in a country, can influence the SWB, or all of these may be influenced by the individual. Culture can provide a part of people's wellbeing, a foundation of SWB. In the first pilot study, *we are interested in the personal development of Romanian emigrants in Denmark, meaning by that their current life satisfaction and their integration level into the new country*. Two different reasons for different generations of migrants may lead to overall life satisfaction and current life satisfaction in particular. In the second study, we aim the personal development of Romanians that stayed in the the country of origin, meaning by that their life satisfaction.

CHAPTER III ROMANIAN EMIGRANTS IN DENMARK

The chapter addresses the complex phenomenon of migration, marking the definitions and typologies of those who emigrate, identifying some reasons for emigration, or presenting all acculturation strategies and its implications. Finally, in this part, interesting information is presented about socio-cultural identity, about the Romanian territory and the Danish context.

Migration can be defined as a geographical mobility of people moving from one territory to another, from one country to another, alone, in groups or in mass, leaving the residence temporarily or permanently. From the perspective of departure – destination relationship, we can speak of these two categories of migrants:

⇒ *Emigrants*: are those people who leave their homeland to settle in another country. This name is given from the population's perspective that they belonged to until the migration. Emigration means "exit", to leave a population, therefore it expresses the act of leaving a country, definitively or temporarily. From the perspective of the Romanian population, we always talk about Romanian emigrants.

⇒ *Immigrants*: are those people who left their home temporarily or permanently, in order to settle in a foreign country. They are so named from the perspective of people who received them. This might involve, for example in terms of the Danes, the Romanian immigrants in Denmark. During the documentation phase we encountered very few studies conducted with Romanian immigrants.

The dual process of acculturation represents the cultural and psychological changes that occur as a result of contact between two or more cultural groups and their members. Acculturation implications of the group are clearly presented by J. Berry. First, there are **physical changes**, which include a new location, another house, and **biological changes** (new style nutrition, other diseases). Thirdly, **political transformations** usually lead non-dominant groups below a certain level of control and may involve loss of autonomy. Fourth, **economic change** can remove people from traditional styles to new forms of employment. Fifth, **cultural changes** occur, including alterations in original culture, this one being replaced by new issues of language, religious, education. Finally, **social changes** are occurring at the level of inter-group and inter-personal relations (as cited in Berry, 1992, p.70).

Transformations from the new society are felt across immigrant communities. More intense are the changes at the individual level. Values, beliefs, attitudes are put to the test by inserting the individual into a new socio-cultural context. Personal identity and the ethnic one

suffer real transformation. At the individual level, social and psychological problems frequently occur. They are collectively known as *acculturation stress* (Berry et al., 1987), with special reference to psychological, social and health consequences, arising from acculturation. Our belief is that the exaggerated expectations of the stakeholders of this complex process can lead to malfunctions at the psychological level. A relevant self-knowledge next to realistic expectations can only lead to a normal state, of psychological balance. Of course, cultural shock is a profound personal experience and does not affect people the same way or with the same intensity. A slightly increased intensity can lead to acculturation stress.

We could say that: acculturation stress is a process consisting of several events, may take place simultaneously on different levels, and becomes weaker or stronger depending on how the adjustment that the individual applies; may lead to radical transformations of individuals. Inconsistencies and conflicts between different strategies of acculturation are for the individual and the situation of immigrant - source of numerous difficulties. Typically, if the process of acculturation is problematic, newcomer's acculturation stress is observed. Laws of the new society are trying by various means to avoid as much stress of acculturation. This course does not lead automatically to the total exclusion of bias discrimination and stigma. There is certainly a legal framework to combat them. In countries of Europe, the state is defending the national culture and, in principle, foreigners are either separated or assimilated. People with higher education are less stressed, they are better prepared, because school formed a modern world where facilities are more intellectual and economic - the language acquisition is easier, giving them access to friends, contacts and information. Attitude toward acculturation, as personal factor, can generate and amplify stress. People who refuse to integrate and tend to marginalize or separate are more stressed. In our research we have sought, among other objectives, the outlining acculturation strategies that Romanian immigrants in Denmark have adopted (see Dumitriu, I.C., 2006, pp. 176-187).

The concept of *acculturation strategies* has been introduced by Berry (1997) as an extension of the previous concept of "attitudes of acculturation"; (Berry, 1980). The idea to combine strategies of integration of the natives and immigrants belongs to Bourhis et al. (1997). Here are the integration strategies from the perspective of natives: *inclusion* (bilateral mutual agreement and adaptation resulting in a common culture with little diversity), *pluralism* (requires mutual understanding and acceptance of cultural diversity), *assimilation* (requires immigrants neglect culture of origin and the takeover rules and practices of the natives), *segregation* (immigrants can maintain their culture but are regarded as inferior), *coercive assimilation* (natives do not recognize the right of immigrants to exist as distinct cultural group), *ethnic*

cleansing (the most violent and radical treatment that natives can apply to immigrants, such as killing or terrorizing), *exclusion* (immigrants lead to deprivation of the right to form a distinct cultural group, considering them as inferior, so not including them in either of the two groups), *individualism* (recognizing the diversity of individuals, without connecting them to a particular culture). As for the integration strategies from the perspective of immigrants, they are: *pluralism* (multicultural society), *inclusion* (both cultures converge in one new), *segregation* (natives deny equal recognition incorporating cultural immigrant groups), *individualism* (immigrants declaring autonomy), *assimilation* (recognizing power differences between immigrant and native) and *marginalization* (where the natives are unwilling to recognize that immigrants can get out of their home culture).

In general, in the motivational constellation we can distinguish momentary factors and lasting vectors. We are particularly interested in the lasting vectors in this research. In the pilot study conducted in Denmark I used the real reasons of Hans Thomae, later modified and adapted by A. Cosmovici. Upon arrival in Denmark, Romanians (like any other immigrants) are confronted with social situations characterized by anonymous and commercialized relationships. By contrast, in Romania (the country of origin), they were incorporated into solid family structure, patterns of conduct in society and specific responsibilities. *The cultural shock* generates orientation issues, and social identity, causing some of them to withdraw from society, to isolate. Others, however, are extremely successful individuals.

CHAPTER IV GENERAL METHODOLOGICAL COORDINATES

This chapter makes the shift to the applicative part of the paper. It brings on arguments for choosing a mixed research (qualitative and quantitative) and it presents the methods that I opted for the two studies.

In the studies on human research in social sciences, a significant weight is given to the distinction between quantitative and qualitative research. Qualitative research is concerned with explaining social phenomena, trying to help us understand our world and why things are as they are. Qualitative research is concerned with finding answers to questions that start with: Why? How? In what way? Quantitative research, on the other hand, is more concerned with questions about: How much? How many? To what extent? Qualitative research is context-specific, inductive, the researcher's role being of inclusion in the situation. Thus, it provides a holistic interpretation. In fact, qualitative research is conducted with the aim of understanding social phenomena. On the other hand, quantitative research is performed to determine relationships, effects and causes, rather being interested in generalizations issued by context. Quantitative researchers seek to focus on individual variables. They separate facts and values. Because of its deductive nature, the quantitative research tends to be based on theory, or to test a theory. Using figures and statistical methods, quantitative research is based on measuring the number of specific aspects of the phenomena being studied. Therefore, the qualitative approach is based on narrative descriptions, while the quantitative – on the statistical results. The methods used for the two studies were: participatory observation, semi-structured interview, case study, analysis of motives, semantic differentiator, and survey based on questionnaire. The variety of these methods and the diversity of approaches ensure a greater scientific rigor of the present research. Lack of tools for analyzing the phenomenon of emigration, with value orientations and the personal development of participants as independent variables, was an additional challenge to undertake an original scientific research.

CHAPTER V VALUE ORIENTATION AND PERSONAL DEVELOPMENT AMONG ROMANIAN EMIGRANTS

The first research was conducted in Denmark in 2006, after earning a doctoral scholarship from the University of Aalborg. Data were collected during March, April, May and June of 2006. Being a pilot study, I didn't take into account variables or hypothesis.

The general objective - to identify the value orientation and the level of personal development among Romanian emigrants in Denmark. Obs. I understood through personal development - a high life satisfaction next to the acculturation strategy of integration.

Stages (specific objectives)

1. Identifying the motives for the emigration of Romanians in Denmark;
2. Identifying the values that the research participants turned to in life;
3. Grouping into thematic categories the above identified value orientations;
4. Evaluating the locus of control of the respondents;
5. Establishing the meanings that the emigrants granted to "personal development";
6. Identifying the acculturation strategies of the participants;
7. Evaluating the level of life satisfaction of respondents;
8. Establishing the possible associations between value orientations, locus of control and personal development of Romanian emigrants from Denmark (case studies).

Participants

The present research is a pilot study on value orientations in life and personal development of a number of **37** Romanian emigrants that arrived in Denmark in two different periods (15 of them arrived before December '89 and 22 came after '90).

Methods

In this first research, I used the methods: participatory observation, semi-structured interview, a questionnaire survey and case study.

Instruments

Since values can not be directly observed, a quantitative research in this task was excluded from the start. There have been used as tools of specific research methods - the observational record, interview guide, scales (locus of control scale, life satisfaction scale), case study reports.

Procedure

Data collection technique involved carrying out interviews with 37 Romanian emigrants in different regions of Denmark. Interviewing was structured in several stages: an introduction (the goal of project, confidentiality rules), personal data (age, place of birth, occupation, education level), decisive moments in life, reasons that led them to leave the country of origin (parents or others, economic status, political reasons), expectations and impressions about the host country, cultural distance (language, religion), the development, family life, employment status, leisure, personality (locus of control, flexibility, emotional status), expectations for the future, etc.

Results and discussion

1. Identifying motives for the emigration of Romanians in Denmark

Summarizing the reasons stated by the interviewees, we identified some of the real motives of H. Thomae, which A. Cosmovici subsequently modified. Following the calculation of frequencies, it results the next hierarchy of motives:

1. Social lifting - 13
2. Compensation - 12
3. Social affinity and eroticism - 8 and 8
4. Self realization – 7
5. Activation of existence - 5
6. Material status– 3

2. Identifying the values after which the participants have oriented in life

The value orientations that have guided the respondents relate to: family, profession, freedom of expression, quality of life, material well-being, self-improvement. They have not suffered major changes with the change of socio-cultural environment.

3. Grouping into thematic categories the above identified value orientations

Applying the content analysis, I identified 10 categories of value orientations: family, work, relationship, spirituality, personal freedom, materialism, self-improvement, quality of life, modernity, stability. Given the frequency criterion, the categories that appear most often are:

family, work, personal freedom, materialism, self-improvement and stability. These six categories were subsequently included in SIVO (Scale of Individual Value Orientations).

4. Evaluating the locus of control of the respondents

As for the location of control among Romanian emigrants, I found the following statistics: 11 people have external control, 14 – internal control and 12 - ambivalent. It is a rather balanced situation, although the largest number of respondents recorded a place of internal control. These are the people who “took their fate into their own hands”, by leaving their lives behind and then pulling after them undecided or anxious people, as the externalists.

5. Establishing the meanings that the emigrants granted to “personal development”

Different stages of life bring with them different meanings of personal development. The youngest professional aim at affirming and enriching life experience, the older aim the family’s welfare and maintain the balance on all levels. Thus, young people understand by personal development - self-discovery and continuous improvement, and generations before - the whole family’s happiness.

6. Identifying the acculturation strategies of the participants

The most frequent acculturation strategy is the integration (33 cases out of 37) followed at a large distance by the separation. In the 37 cases I have met all of the acculturation strategies, but the data collected through interviews and observation certify the integration’s preponderance, which ultimately equals with personal development.

7. Evaluating the level of life satisfaction of respondents

It seems that 12 respondents are very satisfied with their lives, 18 are satisfied, 6 have an average level of life satisfaction and 1 person is unhappy with his life. The degree of satisfaction of the Romanian emigrants is high, so we can talk again of their personal development.

8. Establishing the possible associations between value orientations, locus of control and personal development of Romanian emigrants from Denmark

This time, it seems that people integrated into Danish society have a medium or high level of satisfaction with life. It is true that there are several cases which, although integrated, are not certain that they will stay in Denmark and this is particularly because of longing Romania.

Young people choose to stay and beat their unhappiness (actually, there is a single case of non-integrated and unhappy young man who has decided to return to Romania).

As an alternative to testing, internalists (14) seem to have reached the personal development (integration plus life satisfaction) more than externalists (11) or ambivalents (12). They value more: profession, personal freedom, quality of life, wealth and in general assertion and self satisfaction. Therefore, pragmatic and adaptable natures are those that adopt the strategy of successful acculturation and this entails a high level of life satisfaction. It may be an explanation of the determination of these successful cases: some of them did not really satisfy their need for affection that only a marriage or a family can bring. It should be here about the reason of compensation, which can become very strong in the professional success.

The encountered cases of personal success support the claim that a constant interest in self-awareness, along with a motivation for continuous improvement, lead the Romanian emigrants toward personal development. The most common cases were those characterized by an internal LOC, which means personal control, self-determination, autonomy. The internal location is specific mostly to the younger generation, being in a full ascension and self-development. As I stated earlier, the categories of value orientation that occur most often among the emigrants are: family, work, personal freedom, materialism, self-improvement and stability. For each of these categories I have chosen one case study to illustrate better the links between value orientations and their personal development.

Conclusions

The analysis and the processing of data, collected by using the methods and tools mentioned in conjunction with those provided by the case studies, gave us the opportunity to establish associations between value orientations, locus of control, acculturation strategy and life satisfaction of the participants in the pilot study.

It appears that both emigrants from the '80s and those after 1990 promoted the integration acculturation strategy (33 cases out of 37) and in low weight – the separation. Therefore, each emigrant has exploited the cognitive experience, the psychological and intellectual potential, motivation, the volitional potential, in order to adapt to new social, cultural, economic conditions. This involved, firstly, becoming familiar with new conditions, rules, principles, requirements and availability awareness of the need and aspirations of their connection to these requirements. Permanent orientation by values such as family, professional achievement, freedom of expression, quality of life affirmation and realization of self, faith, friends, gender equality, love, democratic education given to children, economic and social security, travels, cultural life, control etc. have constituted certain directions in the complex and

difficult approach of adaptation and integration. It seems that persons who are pragmatic and who have as personality traits - sociability, adaptability, perseverance, courage, successful acculturation strategies, are focused on success, on the achievement of wellbeing and harmony in the family, all of these leading to an increased level on life satisfaction. I identified some cases less targeted and more focused on the pragmatic dimension of existential, philosophical life (see the case of Alexandru). This time, the whole family's efforts to adapt and to integrate into the new society, had a happy match between mental resource aspirations and ideals of youth on the existence of societies based on justice, equality, which works well through the contribution of all its members.

Cases found on personal success confirm the assumption that the manifestation of interest and ongoing effort of self-discovery and rediscovery of their physical and mental resources related to a higher motivation to succeed in life, continuous self-improvement, are leading to personal development of Romanian emigrants. Most cases of success and personal development, especially those of the younger generation, are characterized by an internal LOC, which means personal control, autonomy, self-determination, self-development.

The few cases of emigrants who adopt the separation as an acculturation strategy promote value orientations focused more on a relaxed lifestyle, the leisure time spent with friends, adventure, personal pride, personal freedom, having as an aspirational level the ensurance of the basal needs and an average level of life satisfaction. It seems that these people have less resistance to stress of strict discipline, rules, conditions and requirements of Danish society, the occurrence of cases of xenophobia, arrogance from colleagues, neighbors, or Danish citizens. From here, the emotional returning to home space and habits, longing and striving to return to the country to retrieve safer existential benchmarks for achieving inner balance and wellbeing.

CHAPTER VI VALUE ORIENTATIONS, PERSONAL DEVELOPMENT AND THE PERCEPTION OF EMIGRATION, FROM THE ROMANIANS PERSPECTIVE

This research was conducted in Romania (in several localities in the counties of Bacău, Neamț, and Dolj) during the first four months of 2010. The second basis of this research on data from research conducted in Denmark. Research as such consists of seven separate studies, including several directions.

General objective – studying the effect of demographic variables (gender, age, education, urban residence), of value orientations and life satisfaction upon the perception of the motivation to migrate and to abandon the emigration, and upon the attitude towards emigration phenomenon, from the perspective of the Romanians in the country.

Specific objectives

- 1) hierarchy of motives for which the participants believe that the Romanians are leaving their country (descriptive study);
- 2) hierarchy of motives for which the participants think that Romanians don't leave the country (descriptive study);
- 3) shaping the personality's profile of Romanian emigrant, from the perspective of the participants in this study;
- 4) structuring of the respondents attitudes towards emigration;
- 5) studying the effect of demographic variables (gender, age, education, residence) on the perception of emigration reasons, of abandoning the emigration, and of the attitude towards emigration (inferential study);
- 6) studying the relationship between value orientations and perception of motives to emigrate, perception of motives to abandon emigration, attitude towards emigration (correlational study);
- 7) studying the effect of life satisfaction on the perception of emigration reasons, of abandoning the emigration, and of the attitude towards emigration (inferential study).

Hypotheses

The last three specific objectives lead to the working assumptions. They are listed below.

Hypothesis 1: There is an effect of demographic variables (gender, age, education, urban residence) on the perception of motivation to emigrate.

Hypothesis 2: There is an effect of demographic variables (gender, age, education, urban residence) on the perception of motivation to abandon the emigration.

Hypothesis 3: There is an effect of demographic variables (gender, age, education, urban residence) on attitudes towards emigration.

Hypothesis 4: There is a link (correlation) between the perception of emigration motivation and the value orientations of the participants.

Hypothesis 5: There is a link (correlation) between the perception of motivation to abandon the emigration and the value orientations of the participants.

Hypothesis 6: There is a link (correlation) between attitudes towards emigration and the value orientations of the participants.

Hypothesis 7: There is an effect of life satisfaction of participants on the perception of motives to emigrate.

Hypothesis 8: There is an effect of life satisfaction of participants on the perception of motives to abandon emigration.

Hypothesis 9: There is an effect of life satisfaction of participants upon the attitude towards emigration.

Where:

Independent variables: gender, age, education, urban residence, value orientations, life satisfaction (6)

Modalities for independent variables:

- ⇒ VI₁ – gender, with two modalities: masculine and feminine
- ⇒ VI₂ – age, with three modalities: 25-35 years, 36-45 years, over 46 years
- ⇒ VI₃ – studies, with three modalities: pre-university, university, post-university
- ⇒ VI₄ – residence, with two modalities: rural, urban
- ⇒ VI₅ – satisfaction with life, with two modalities: low level of life satisfaction, high level of life satisfaction.

Dependent variables: motives to emigrate, motives to abandon emigration, attitude towards emigration (3)

Operationalisation of the dependent variables:

- ⇒ Motives: self-realization, social raising, social affinity, regulatory, anxiety, eroticism, material, activation of existence, compensation, aggression (are the same reasons - for emigration and for abandoning it)
- ⇒ Attitude towards emigration: self-realization, social recognition, activation of existence, financial status, psychological state, belonging, adaptation, courage, freedom, work.

Variables included in correlational studies

- ⇒ value orientations toward: family, work, personal freedom, materialism, self-improvement, stability.

Participants

The sample consists of **1376** people, and the variables we took into account from the beginning were: gender, age, educational level and area of residence.

Methods

The main method used in this research is the questionnaire-based survey.

Instruments

The instruments used in the second survey are:

- ⇒ Hierarchy of motives for which:
 - Romanians emigrate;
 - Romanians chose to stay here;
- ⇒ Semantic differentiator (to identify personality factors of Romanian emigrant);
- ⇒ Scale measuring attitudes toward emigration phenomenon;
- ⇒ Scale of Individual Value Orientations;
- ⇒ Life satisfaction scale.

Procedure

Participants were asked to complete the five identification tools and data. The anonymity was kept in the very idea of facilitating their sincerity.

Interpretation of results

1. Hierarchy of motives for which the participants believe that Romanians are leaving their country

This is the hierarchy of motives for which the respondents believe that Romanians leave the country:

- A better future for family
- Financial rewards
- A new chance in life
- Fear of future
- Need for perfecting
- Need for travelling
- Equal social rights
- Marriage
- Need of admiration
- Punishing the Romanian state

The reasons for which participants considered that the Romanians emigrate are not at all surprising.

2. Hierarchy of motives for which the participants think that Romanians don't leave the country

Here is the hierarchy of motives for which respondents believe that the Romanians do not choose emigration:

- Separation from the life partner
- Habit with the lifestyle
- Fear of inadaptation
- Utilization of qualities at the actual working place
- Stable earnings
- Disappointment for parents
- Respecting the conduct of good citizen
- Fear of compromising
- Discriminative treatment
- Will to demonstrate that one can live well here

These reasons are also justifiable.

3. Personality's profile of Romanian emigrant (personality image), from the perspective of participants in this study

Following factor analysis, three factors were identified:

- ⇒ **F1** – worthy, honest and competent (classic);
- ⇒ **F2** – brave, industrious, independent and adaptable (modern);
- ⇒ **F3** – nonconforming (nonconformist).

It is noted that most variables concern the character, except variable “competent”, who aims the skills.

Then a comparison of scores between factors by demographic variables followed. Men tend to perceive the Romanian emigrant in a classic manner, giving him qualities like dignity, honesty or competence. Also, no significant differences appeared between the means of the three factors, by age. Therefore, people with a higher level of training shape a portrait of Romanian emigrant from a more modern perspective. Participants in rural areas have a higher mean value than those in urban areas, which means that they portray the nonconforming Romanian emigrant.

4. Structuring of the respondents attitudes towards emigration

Here is the hierarchy of components of the attitudes towards emigration:

- freedom
- psychological state
- belonging
- activation of existence
- financial status
- adaptation
- self-realization
- work
- courage
- social recognition

The second step of this study was the grouping of the attitude towards emigration in: positive and negative attitudes. We were interested to know if there are differences in attitudes between women and men, young and mature people, respondents with high school, undergraduate or master's degree, in urban or rural people. Thus, if we consider the criterion of gender, it seems that women have a positive view of migration as compared to men, who tend to have a negative attitude. As regarding to the criterion age, young people have a clear positive attitude towards emigration, while people over 46 years are quite reluctant to leave the country of origin. Also, people with high school seem unwilling to embrace the idea of emigration, while those with graduate education have an open attitude in this regard. Respondents in urban areas have a positive attitude towards emigration, while those in rural areas are held.

5. The effect of demographic variables (gender, age, education, residence) on the perception of emigration reasons, of abandoning the emigration, and of the attitude towards emigration

This large study aimed to confirm or refute three hypotheses. We will analyze them in turn. First, it seems that there is an effect of gender on the perception of emigration motives, meaning that significant differences between women and men appear in the case of these reasons: a new chance in life and punishing the Romanian state. Also, there is an effect of environment on the perception of emigration motives, meaning that there are significant differences between participants from urban areas and those from rural areas in case of these reasons: need for perfecting and punishment of the Romanian state. And age has an effect on the perception of the reasons for emigration, in the sense that significant differences appear between age groups in terms of financial rewards. As for the studies and the reasons for which they affect the perception of emigration, there are significant differences between the three categories of studies on the reasons: need for perfecting, the need for admiration, equal social rights, a new chance in life. ***Hypothesis 1, that there is an effect of demographic variables (gender, age, education, urban residence) on the perception of motivation to emigrate, is thus confirmed.***

As for the effect of gender on the perception of the reasons to emigrate, there are significant differences between men and women on the ground: for fear of compromising. Area of residence has an effect on perceptions of reasons to abandon the emigration, in the fact that significant differences between people in rural and urban areas appear for these reasons: respect for the conduct of a good citizen, fear of inadequacy to the new society, habit with lifestyle. And age has an effect on perception of reasons to abandon the emigration, meaning that significant differences between the three age groups appear in meeting the conduct of a good citizen. Studies have effect on the perception of reasons to abandon the emigration, meaning that there are significant differences between people with different studies on these reasons: fear of compromising, respecting the conduct of a good citizen, fear of inadequacy to the new society, discriminative treatment in that country. Therefore, ***hypothesis 2, that there is an effect of demographic variables (gender, age, education, urban residence) on the perception of motivation to abandon the emigration, is confirmed.***

Gender has an effect on attitudes towards emigration, in the sense that there are significant differences between women and men for courage and freedom. The environment also has an effect on attitudes towards emigration, meaning that significant differences between people in rural and urban areas appear for the reasons: activation, belonging, courage. There is an effect of age on attitudes towards emigration, meaning that significant differences appear

between age groups with respect to: self-realization, activation, psychological and belonging. And studies have an effect on attitudes toward emigration. Thus, significant differences appear among categories of studies for: recognition, psychological, belonging and courage. It follows that ***hypothesis 3, that there is an effect of demographic variables (gender, age, education, urban residence) on the attitude towards emigration is confirmed.***

6. The relationship between value orientations and perception of motives to emigrate, perception of motives to abandon emigration, attitude towards emigration

There is a relationship between self-improvement and the following motives of emigration: the need for admiration, a better future for the family, marriage, financial rewards, the desire to travel, a new chance in life. Also, strong correlations were established between stability and the need for admiration, a new chance in life, the punishment of the Romanian state. As to the family, it correlates with: better future for the family, marriage and a new chance in life. Links appear between work and marriage. Therefore, ***hypothesis 4, that there is a link (correlation) between the perception of emigration motivation and value orientations of participants, is confirmed.***

As for the motives of abandoning emigration, the strongest correlations occur for freedom with: fear of compromise, separation from spouse, steady gains in the country. Self-improvement correlates with utilization of qualities at the actual working place and fear of compromising. Family correlates with utilization of qualities and the fear of compromising the quality, but also with the desire to demonstrate that they can live well here. Stability strongly relate to utilization of qualities and fear of compromising the quality and work is closely related to the utilization of qualities. Thus, ***hypothesis 5, that there is a link (correlation) between the perception of motivation to abandon the emigration and value orientations of participants, is confirmed.***

Average total score on attitudes toward emigration (general attitudes towards emigration) correlates strongly with freedom. There are correlations between self-improvement and these categories of attitudes: psychological, freedom, work and belonging. There are correlations between the value orientation work and the categories: psychological, freedom and achievement. Between stability and activation, psychological, freedom, work and material are correlations. There are correlations between financial status and accomplishment, freedom, psychological state. Freedom correlates with the categories: adaptation, achievement, courage, freedom. There are correlations between family and activation, psychological, belonging,

freedom, work, achievement, material. Therefore, hypothesis 6, that there is a link (correlation) between attitudes towards emigration and value orientations of participants, is confirmed.

7. The effect of life satisfaction on the perception of emigration reasons, of abandoning the emigration, and of the attitude towards emigration

As for the effect of life satisfaction on the perception of emigration reasons, it seems that people with low life satisfaction consider as a reason for emigration - the desire for improvement. Therefore, *hypothesis 7, that there is an effect of life satisfaction on the perception of participants motivation to emigrate, it is confirmed.* As for the effect of life satisfaction upon the perception of abandoning the emigration, there are significant differences on the following motives: the fear of compromise and willingness to demonstrate that they can live well here. Thus, *hypothesis 8, that there is an effect of life satisfaction in participants perception of motivation to abandon the emigration, is confirmed.*

Finally, to the effect of life satisfaction on attitudes towards emigration, significant differences appear with respect to: the general attitude towards emigration, self-realization, and psychological state. In conclusion, the *hypothesis 9, that there is an effect of life satisfaction of participants on attitudes to emigration, it is confirmed.*

Final discussions (second study)

Therefore, all hypotheses were confirmed by this study. Results obtained from seven separate studies are consistent with the starting assumptions but also include surprising elements. First, in the descriptive study on the reasons for which participants believe that Romanians are leaving their country, respondents consider being essential for it reasons related to family welfare. As for reasons for which the participants believe that Romanians abandon emigration, they place as first of importance - the life partner or the family. Romanians have a traditionalist view, in the sense that family gives value to the individual and not vice versa. Even if there are or will be occasions when an individual leaves the country of origin forced by circumstances, sooner or later he will feel the need for a life partner with whom to share personal success or failure. In this respect, he will call on existing family or seek to build a home base.

On the other hand, in shaping the personality's profile of the Romanian emigrant, the emphasis was placed on three factors: factor 1 - dignified, honest and competent (classic), factor 2 - brave, industrious, independent and adaptable (modern), factor 3 - nonconforming (nonconformist). Men tend to perceive the Romanian emigrant in a classical manner, probably involving cases of successful migration of these traits. Also, people with a higher level of

education portrayed the Romanian emigrant from a modern perspective, proving once again that training and information can open new horizons of understanding the world. It is surprising that participants from rural environment can portray Romanian emigrant through nonconformity. They see a man who ignores the traditions practiced for centuries and who removes the barriers of concrete manifestation of life. As for shaping the attitude of emigration, participants consider that Romanians who emigrate are truly free people and that, at the same time, they are forced to comply with the new social rules, even if they disagree with them. On the one hand, is admiration for their courage to radically change life, on the other hand - is awareness of the difficulties encountered during integration in the new society. Taking into account the criterion of gender, it seems that women have a positive view of emigration as compared to men, probably because they are thinking about all family's needs and being more persistent in achieving the daily goals. As regards the criterion of age, young people have a clear positive attitude towards emigration, wanting a better life and having more chances of success in other socio-cultural spaces. Also, people with undergraduate and postgraduate studies have an opened attitude towards emigration, realizing the benefits and being interested in professional development. Respondents in urban areas have a positive attitude towards emigration, being in general more interested in professional development and in changing of life than those in rural areas.

After studying the effect of demographic variables (gender, age, education, residence) on the perception of emigration reasons, abandoning the emigration, and of the attitude towards emigration, the first three hypotheses were confirmed: there is an effect of demographic variables on the perception of motivation to emigrate, there is an effect of demographic variables on the perception of motivation to abandon the emigration, there is an effect of demographic variables on attitudes towards emigration.

The same conclusion is true for studying the effect of value orientations on perception of emigration reasons, of motives for abandoning the emigration, of the attitude towards emigration: the following three hypotheses are confirmed (there is a link (correlation) between the perception of emigration motivation and value orientations of the participants, there is a link (correlation) between the perception of motivation to abandon the emigration and the value orientations of the participants, there is a link (correlation) between the attitude towards emigration and the value orientations of the participants).

The last study (the effect of satisfaction in life on the perception of reasons to emigrate, of motives for abandoning the emigration, and of the attitude to emigrate) confirmed the last three hypotheses: there is an effect of life satisfaction on the perception of motivation to

emigrate, there is an effect of life satisfaction on the perception of motivation to abandon emigration, there is an effect of life satisfaction upon the attitude towards emigration.

Personal contributions to the field research

The emergent effect of the series of searches and questioning in the theoretical and practical domains has materialized in designing, building and implementing of specific work tools. Note the characteristic originality and personal contribution throughout this process, since the concern for defining terms (value orientations, personal development) and continuing with the imposition of the concept of *individual value orientation*. The definition that I've offered for individual value orientations is: *value orientations represent the choices of an individual regarding the value pluralities that are grouped in organized and generalized categories and influence the person at an attitudinal and behavioural level*. Value orientations in life, if they comply with the unspoilt nature of humans, can lead to personal development. In the first pilot study, we investigated the personal development of Romanian emigrants in Denmark, meaning by that - their current life satisfaction and their level of integration into new society. In the second study, the personal development is for Romanians that didn't left the country, meaning by it - their level of satisfaction with life.

Other personal contributions, that are important for the research, are these items:

- ⇒ identifying links and graphic representation of social and individual factors in acculturation (see fig. no. 9);
- ⇒ identifying and representing the stages in self-identity formation (see fig. no. 10);
- ⇒ building an observational record for Romanian emigrants conduct (see annex no. 1);
- ⇒ designing the interview guide used in meetings with Romanian emigrants in Denmark (see annex no. 2);
- ⇒ building the lists of motives for which Romanians choose to emigrate and choose to remain in the country (see annex no. 4 and annex no. 5);
- ⇒ building the semantic differentiator, in order to identify personality factors of the Romanian emigrant (see annex no. 6);
- ⇒ construction of a scale for measuring attitudes towards the phenomenon of emigration (see annex no. 7);

⇒ construction of a scale of individual value orientations (see annex no. 9).

Research limitations

Among the limits of the present investigation, I should mention the need to identify a representative number of Romanian emigrants, in the idea of interviewing them and requesting them to fill in a questionnaire about the complex process of emigration. To do this, I need a longer period of time and additional funds to cover travel and accommodation expenses. It would also be interesting to do a comparative study between emigrants from different countries, but this time I also faced the same problem of resources (human, material or temporal). All these goals are possible ways to follow in the future researches.

Openings (prospects) offered by the thesis

Like other perspectives for further research, I suggest undertaking other comparative studies between Romanian emigrants in Denmark and Romanians in Romania. The main purpose would be to identify individual value orientations and to compare the obtained results. This time, I would go mostly for a quantitative research, leaving room for qualitative interpretations during conclusions. Also, another study I would consider aims the different ethnicities across Romania and it measures their value orientations and their personal development.

The present research and the future studies are valuable to both individual and macro-social level. Social integration (at home or at the new host country) is essential for every individual, thus for society as such. The unfortunate cases will have consequences both on a personal level (poor self-image, low self-esteem, lack confidence in their professional and personal potential) and on the level of society (shortage on the labor market, lack of coherence and social cohesion, etc.). That is why it is essential to identify personal values during the early school years. That is why it is important to follow a profession that corresponds to these values. All these are conditions of a high level of satisfaction in later adult life.

Current times are really hard challenged, therefore people are determined to choose the path of migration or retraining. If a society does not really provide support, then the only “saving solution” comes from individuals. An informed man is a man capable of making choice for himself. Unfortunately, this struggle of each individual entails negative feedback among the group or the society: even in Romania we can observe an extreme individualism, this being a general problem in the workplace or, worse, inside family. Also, the host societies promote anti-immigrant slogans, and this limits the employment opportunities of those who emigrate. We are

seeing manifestations of xenophobia in societies, which we consider extremely civilized and advanced, and these impulses are politically founded for years. Many emigrants are forced by circumstances to opt for working positions that are well below their level of training. For this reason, the trend of the labor market is geared towards creating an “ethnic underclass” of emigrants - as employees, unemployees or self-employees. That’s why social programs are necessary to support a multicultural workforce.

General conclusions

If we try a purely qualitative analysis between the answers given by participants in both studies, some differences appear that can be explained by social contextualization. Thus, in terms of the Romanian who lives here and who is thinking of emigrant and emigration, the first issues that come to his mind are those related to money, comfort, safety, better future, etc., in a word, a material situation meant to ensure the welfare of the family. A different situation appears in the group of Romanian emigrants. Once arrived in the new country, much of the emigration motivations fade away. It is the case of the persons driven by political motives or of those who want freedom: now, for them other aspects are important, such as those related to personal and professional qualities. These qualities become more evident under more difficult conditions of adaptation and social success in a new country, so different from the country of origin. On the other hand, in shaping the personality’s profile of the Romanian emigrant, Romanians from the country place emphasis on features that respect, in general, the real picture of this profile: dignified, honest, competent, brave, industrious, independent, adaptive or nonconformist. I mention that these differences can not be verified since significant methods don’t allow this. They are just shown, noted and can be used as the findings of qualitative comparisons. They can also guide the development of further specific assumptions in order to verify these differences.

I conclude here an extremely complex and exciting approach, generating ongoing searches and questions, uncertainties and rewards, assumed risks and cognitive and emotional motivations, in a very controversial and least discussed area in the world. Keeping a balance and prudence required of scientific ethics, I hope that these efforts will prove fruitful in the new assumptions and starting points for other interesting and important researches in the field.

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