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An Empirical Study of Beliefs About Work in Tonga

A thesis presented in partial fulfilment of the requirements

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Mele 'Anitoni Lauteau Lucy Lopeti

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ABSTRACT

The aim of this research study was to identify the predominant beliefs that employed Tongan people hold about work, and to investigate the relationship between beliefs about work and selected demographic variables. The first step was to determine whether the instrument used to measure beliefs about work in the Tongan cultural context is a valid and appropriate measure. The sample consisted of 804 employed Tongans from Tongatapu, Vava'u, Ha'apai, 'Eua and Niuatoputapu islands. The sample was limited to Tongans employed mainly by government sector organisations that have an identifiable personnel function within paid employment in the formal economy of Tonga.

Buchholz's Beliefs About Work Scale was used as the measure of employee attitude in the present study, using the same scales that have been developed in previous studies. This study attempted to replicate the five dimensions of the Beliefs About Work Scale and extend findings concerning beliefs about work in the Tongan context.

It was concluded that the measurement of beliefs using the five dimensions from the Belief About Work Scale was not a valid and appropriate measure in Tonga. The results of the analysis revealed three factors of beliefs about work in Tonga. This suggests the need to sort out appropriate definitions and measurement in favour of research on indigenous samples, rather than simply applying results from countries of different cultural settings. Of the three factors of beliefs about work in Tonga, the highest mean scores were obtained on the humanistic belief system, then the work ethic, and the lowest mean scores were obtained on the leisure ethic.

The analysis of variance of the factor scores revealed differences in beliefs exist in relation to gender, age and job level. Marital status and length of employment did not appear to be related to beliefs about work. These are discussed in this research study.

DEDICATION

This thesis is dedicated with love and affection to my parents who always took work too seriously. Through this hardwork I have come this far,

Elizabeth Heata Valeri and Leonaitasi Angakehe Vehikite,

and my beloved son,

Shalom Edward Henry Jonathian Leonaitasi Lopeti.

'Oku ou fakafeta'i ki he Eiki 'i he'ene 'ofa 'aufuato 'o fakahoko e taumu'a ngaue ni. 'Oku ou fakamalo foki ki hoku famili tautautefito ki he'eku ongo matu'a he fuesia 'o ngaahi kavenga kotoa lolotonga 'a e feinga ako ni. 'A hoku foha he taimi neu mama'o ai 'o 'ikai fakakakato 'a hoku fatongia.

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'Oku faka'osi'aki 'a 'eku fakamalo loto hounga mo'oni ki he kakai Tonga kotoa koia e 804, pea mo e kau taki ngaue ko ia na'a nau loto to mo fie tokoni 'o tali mo fakafonu 'eku ngaahi foomu savea, he 'oku makatu'unga ai 'a e lava lelei e fekumi ko 'eni. Malo 'aupito ho'omou 'ofa mo e fie tokoni, pea fakatauange ke to mo liliu mai 'a e tapuaki 'a e 'Eiki kiate kimoutolu .

'Ofa lahi atu.

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GLOSSARY

| | | |
|--------------------------|---|----------------------------------|
| <i>faka'apa'apa</i> | - | respect |
| <i>fakamolemole</i> | - | forgiven |
| <i>fakapikopiko</i> | - | lazy |
| <i>fatongia</i> | - | obligations |
| <i>kakai tauhi 'eiki</i> | - | loyalty and humility |
| <i>kainga</i> | - | kingroup |
| <i>mateaki</i> | - | loyalty |
| <i>nopele</i> | - | nobles |
| <i>ngaue</i> | - | work |
| <i>'ofa</i> | - | love |
| <i>polopolo</i> | - | first fruits |
| <i>polepole</i> | - | proud |
| <i>pule</i> | - | authorities |
| <i>tapa</i> | - | sinnet (which are durable goods) |
| <i>tu'a</i> | - | commoners |
| <i>Tu'i</i> | - | king |