

THE PHILOSOPHY OF WORK: UNDERSTANDING THE MEANING AND VALUE OF WORK

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ABSTRACT

This article presents a comprehensive study on the philosophy of work, with an emphasis on the meaning and values of work in a modern context. Within the framework of the work, an in-depth literary review was conducted, which allows us to track historical changes in the perception of work from antiquity to the present day. Further, using a sociological survey of 50 respondents, modern trends and people's attitude to labor activity were revealed. The survey results demonstrate the growing value of work as a means of self-realization and personal growth, reflecting a shift in emphasis from material aspects to psychological ones. Focus groups were also organized as part of the study, where participants discussed current needs in the context of their work. As a result, it is revealed that modern technological innovations and socio-cultural changes lead to a rethinking of the role of work in human life, focusing on the quality of the working environment, flexibility of schedules and opportunities for continuous learning. In conclusion, the article emphasizes the need for further research in this area to adapt educational and organizational structures to the changing needs of the labor market.

Key words: Philosophy of Work, Work Activity, Technological Innovations, Socio-Cultural Changes, Self-Realization.

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Reference to this article:

Toleu B., Utesheva G.,
Kopbay A. The Philosophy of Work: Understanding the Meaning and Value of Work // Adam Alemi. – 2024. – No.3 (101). – P. 37-44.

Еңбек философиясы: еңбек қызметінің мәні мен құндылығын түсіну

Аңдатпа. Бұл мақалада қазіргі уақыттағы еңбек қызметінің мәні мен құндылықтарына баса назар аударып, еңбек философиясына арналған кешенді зерттеу ұсынылған. Жұмыс аясында ежелгі дәуірден бүгінгі күнге дейінгі еңбекті қабылдаудың тарихи өзгерістерін бақылауға мүмкіндік беретін терең әдеби шолу жүргізілді. Әрі қарай, 50 жауап берушімен әлеуметтік сауалнама жүргізіліп, адамдардың еңбек белсенділігіне деген қазіргі көзқарастары анықталды.

Сауалнама нәтижелері өзін-өзі жүзеге асыру және жеке өсу құралы ретінде еңбектің өсіп келе жатқан құндылығын көрсетеді, бұл екпіннің материалдық аспектілерден психологиялық аспектілерге ауысуын көрсетеді. Сондай-ақ зерттеу аясында фокус-топтар ұйымдастырылды, онда қатысушылар өздерінің еңбек қызметі шеңберіндегі қажеттіліктерді талқылады.

Нәтижесінде қазіргі заманғы технологиялық инновациялар мен әлеуметтік-мәдени өзгерістер жұмыс ортасының сапасына, икемділігіне және үздіксіз оқу мүмкіндіктеріне назар аударып, адам өміріндегі еңбек рөлін қайта қарастыруға әкелетіні анықталды. Қорытындылай келе, мақала білім беру және ұйымдық құрылымдарды жұмыс нарығының өзгеріп отыратын қажеттіліктеріне бейімдеу үшін осы саладағы қосымша зерттеулердің қажеттілігін көрсетеді.

Түйін сөздер: еңбек философиясы, еңбек қызметі, технологиялық инновациялар, әлеуметтік-мәдени өзгерістер, өзін-өзі жүзеге асыру.

Философия труда: осмысление смысла и ценности трудовой деятельности

Аннотация. В данной статье представлено комплексное исследование, посвященное философии труда, с акцентом на смысл и ценности трудовой деятельности в современном контексте. В рамках работы был проведен глубокий литературный обзор, позволяющий от-

следить исторические изменения восприятия труда от античности до наших дней. Далее, с применением социологического опроса 50 респондентов, были выявлены современные тенденции и отношение людей к трудовой активности.

Результаты опроса демонстрируют растущую ценность труда как средства самореализации и личностного роста, отражая сдвиг акцентов с материальных аспектов к психологическим. Также в рамках исследования были организованы фокус-группы, где участники обсудили текущие потребности в контексте своей трудовой деятельности.

В результате выявлено, что современные технологические инновации и социокультурные изменения приводят к переосмыслению роли труда в жизни человека, акцентируя внимание на качестве рабочей среды, гибкости графиков и возможностях для непрерывного обучения. В заключение, статья подчеркивает необходимость дальнейших исследований в данной области для адаптации образовательных и организационных структур к изменяющимся потребностям рабочего рынка.

Ключевые слова: философия труда, трудовая деятельность, технологические инновации, социокультурные изменения, самореализация.

Introduction

Work has always occupied a key place in human life, being the basis of social relations, culture and economy. In the world of globalization and rapid technological development, issues related to the meaning and value of work are becoming especially relevant. Historically, philosophers of different eras, from Aristotle to Marx, have paid attention to the versatility and complexity of the phenomenon of labor. For some, labor was a natural human need for self-realization, for others it was a means of exploitation and subordination [1, p. 160].

Modern circumstances of the world, such as automation, digitalization and globalization, lead to a rethinking of traditional ideas about work. While manual labor is increasingly giving way to automated processes, the intellectual and creative component are becoming dominant in the professional activities of many people. This raises questions about the meaning and value of work in the life of a modern person, about his role in self-identification and self-affirmation [2, p. 3].

In the modern world, many are beginning to wonder whether a person will become redundant in his own professional field in the near future due to the growth of artificial intelligence and machine learning capabilities. On the one hand, this may lead to the loss of traditional jobs, on the other – to the emergence of new forms of work and new professions [3, p. 5]. Thus, the philosophy of work in the modern context requires a deep and comprehensive analysis. It is necessary to understand that work is not only a way of earning money, but also a key

element of culture, socialization, the formation of a human personality and society as a whole. It is important to be aware of and appreciate work in all its manifestations, to seek a balance between technological progress and human needs, while maintaining the social significance and value of work for each individual [4, p. 16].

Relevance. In the context of globalization, rapid technological development and socio-cultural transformations, the role and importance of labor in human life and society is undergoing significant changes. This focuses on the issues of understanding the value and meaning of work in the modern world.

Problem. Despite the centuries-old understanding of labor in philosophy and sociology, modern challenges (automation, unemployment risk, changing the nature of labor) require a new approach to its understanding.

Objective. A deep study of the modern understanding of the meaning and value of work, as well as the identification of factors determining this understanding in the context of modern socio-cultural and technological changes.

Tasks:

- To analyze the historical context of the perception of the phenomenon of labor;
- To investigate the impact of technological innovations on the nature and perception of work;
- To assess the current trends in labor activity and their social consequences;
- To identify the needs of a modern person in the context of his work.

Literary review.

Aristotle in his work «Politics» considers

labor in the context of the social structure of the city-state, emphasizing the difference between manual labor and intellectual activity. Aristotle believed that there is a natural division of labor, while he put intellectual activity above manual labor. Slave labor, from his point of view, served to liberate the aristocracy to engage in more «exalted» activities [5, p. 34]. Karl Marx in his work «Capital» believes that labor is one of the most famous analyses of labor in the context of the capitalist system. Marx discusses the idea of «alienated labor» and the role of labor in the system of commodity production. Emile Durkheim in his work «On the division of social labor» analyzes the functions of labor in society and its role in social integration [6, p. 215]. Durkheim saw the division of labor as a tool for social integration, but also a potential source of social imbalance if professional specialization interferes with general social harmony. Hannah Arendt considers work as one of the key human activities along with work and action [7, p.282]. Arendt divides human activity into labor, work and action, while labor is associated with the biological survival of a person. Richard Sennett in the work «The Man who Works» focuses on work ethics, exploring how changes in the modern labor process affect the human personality. Hegel considers labor as a moment of manifestation of human freedom, through which an individual realizes his personal identity [8, p.46]. Max Weber analyzes the correlation between the Protestant work ethic and the development of capitalism, emphasizing the role of labor in the formation of cultural values. Michel Foucault considers labor in the context of the modernization of society and the formation of biopolitical management technologies [9, p. 2905].

Jean-Paul Sartre analyzes human existence through the prism of work and examines how work affects the formation of human freedom. In his analysis of women's experience, de Beauvoir also examines the topic of work, emphasizing its role in the formation of social relations and gender hierarchy. Herbert Marcuse criticizes the modern consumer society and examines how standardized labor affects human consciousness and spiritual needs [10, p. 41].

Richard Sennett, in his famous work "The Craftsman", explores the ethics of work, analyzing how changes in the modern labor process affect the human personality. In his work, special attention is paid to the impact of constant technological progress on the work skills and professional development of an individual. Sennett emphasizes the importance of craft and skill, arguing that in the process of work, a person can find not only a livelihood, but also personal satisfaction [11, p. 507].

Emile Durkheim, in his book *On the Division of Social Labor*, analyzes the functions of labor in society and its role in social integration. Durkheim sees in the division of labor not only an economic process, but also an important mechanism of social organization and solidarity. However, he also warns of potential problems such as anomie and alienation that can arise if professional specialization interferes with social harmony [12, p. 15].

Hannah Arendt in her work "The Human Condition" distinguishes three main forms of human activity: work, work and action. She considers work as an activity related to human biological survival and analyzes how these various forms of activity affect society and politics [13, p.15].

Max Weber, in his famous work "Protestant Ethics and the Spirit of Capitalism," explores the relationship between religious beliefs and economic systems. He argues that Protestant ethics contributed to the development of capitalism, emphasizing the role of labor in shaping cultural values and economic development [14, p.5].

Karl Marx in his work "Capital" presents one of the most famous analyses of labor in the context of the capitalist system. Marx discusses the idea of "alienated labor" and the role of labor in the system of commodity production. He criticizes capitalism for exploiting the working class and argues that the capitalist system leads to the alienation of workers from the products of their labor [15, p. 145].

Each of these philosophers brings a unique perspective on the phenomenon of labor, considering it through the prism of the social, economic, cultural and ethical contexts of his time.

Methodology

1. Analysis of the historical context of the perception of the phenomenon of labor:

- A literary review: The study of philosophical, historical and sociological sources to understand how the perception of labor has changed in different historical periods.

- Comparative analysis: Comparison of various historical and cultural approaches to work to identify key trends and changes.

2. Research of the impact of technological innovations on the nature and perception of work:

- Analysis of specific examples of technological innovations and their impact on labor activity.

3. Assessment of current trends in labor activity and their social consequences:

- Sociological survey: Development and conduct of a survey among different social groups to assess their attitude to current trends in labor activity.

- Quantitative analysis: Application of statistical methods to analyze the data obtained and identify general trends.

4. Identification of the needs of a modern person in the context of his work:

- Focus groups: Organization of discussion groups with the participation of representatives of different professions to discuss their needs and expectations in the context of work.

Main part

1. Philosophical, historical and sociological sources were studied to understand how the perception of work changed in different historical periods. In ancient societies, labor was perceived as a necessary condition for survival. Religious texts often spoke of labor as a divine punishment or trial. In the Greco-Roman culture, there was a division of labor: slave labor and free citizens. Slave labor was considered pejorative, while intellectual work was valued. In medieval Europe, the work of monks and artisans was perceived as a path to spiritual perfection. Nevertheless, the physical labor of the peasants was not appreciated. In the age of Enlightenment, philosophers began to consider work as a means of self-improvement and human liberation. Labor became associated with progress. In the Industrial

Revolution, labor activity became mass and organized. This gave rise to the ideas of socialism and communism, where the issues of equality in work became key. In the history of mankind, work has always played an important role, but its value and perception have constantly changed. Cultural, economic and social changes have influenced the perception of work in different eras. Over time, work began to be considered not only as a physical necessity, but also as an intellectual and spiritual activity.

Issues related to equality, rights and the value of work have become particularly relevant in modern society, which makes this study especially important for understanding current socio-cultural trends.

2. Based on the analysis of specific examples of technological innovations, the following was established:

- Automation of production has led to a reduction in manual labor, especially in heavy industry, which has reduced the number of workers and raised qualification requirements.

- The introduction of IT technologies has significantly changed the nature of office work: increased efficiency, simplified communication, but also increased the amount of information that needs to be processed.

- Telecommunications innovations, such as high-speed Internet and videoconferencing programs, have allowed the development of remote and flexible forms of work.

- Artificial intelligence and machine learning are beginning to be actively implemented in many areas, which can lead to job cuts related to data analysis and decision-making (Figure 1).

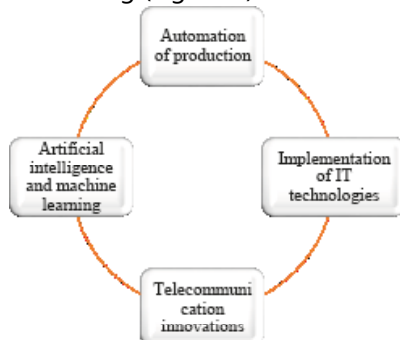


Figure 1 - Current trends affecting labor activity

Technological innovations have had a significant impact on the nature and perception of work. In many industries, there have been job cuts due to automation, but new specialized vacancies have appeared that require high qualifications. While technology simplifies many processes, it also increases the amount of information to process and increases the requirements for multitasking. Technological innovations, of course, bring a number of advantages for modern society, including optimization of work processes, improvement of the quality of products and services, as well as the ability to quickly and efficiently solve complex tasks. However, along with the positive aspects, there are also certain challenges. While automation simplifies many procedures, it can create additional difficulties for employees who have to master new systems and tools.

Technological progress can widen social inequality, as educated and highly skilled professionals are more likely to gain access to the benefits of innovation, while less skilled workers may face the threat of job losses. Changing the nature of work can cause stress and a sense of uncertainty for workers who feel the pressure of having to adapt quickly to new conditions. The introduction of new technologies can create threats to data security and privacy violations, which raises questions of ethics and control. Technological innovations have radically transformed the workflow and ideas about work. Despite the potential risks associated with job losses, innovations also open up new opportunities for professional development and labor efficiency. It is important to focus on retraining and adapting the workforce to new technological realities.

3. To assess the current trends in labor activity and their social consequences, a sociological survey was conducted: «Current trends in labor activity and their social consequences». Total number of respondents: 50 people. Age categories: 18-25 years (10 people), 26-35 years (15 people), 36-45 years (15 people), 46-60 years (10 people). Various professional fields: IT, medicine, education, manufacturing, services and others. Purpose of the survey: To assess current trends in labor activity and understand their social consequences among various demographic and professional groups.

The survey was conducted online, which made it possible to quickly collect and analyze data. Anonymous participation was provided, which contributed to more candid responses from respondents.

Survey results: 60% of respondents prefer flexible working hours. The main reasons: greater autonomy, a better work-life balance and the ability to plan your day. 40% remain committed to the traditional work schedule due to the structure and regularity. 70% of respondents have worked remotely over the past year and note the positive aspects: saving time on the road, comfort at home and reducing stress. 30% found remote work less productive or socially isolating. 55% of respondents devote 2-4 hours a week to their professional development, preferring online courses. 25% of respondents actively attend seminars and workshops. 20% do not pay attention to additional education. 65% of respondents consider health insurance the most important social bonus. 35% of respondents indicated inadequate social benefits from the current employer.

Current trends in work reflect the desire of employees for greater autonomy, flexibility and balance between work and personal life. They also highlight the growing importance of lifelong learning in a rapidly changing technological landscape. However, at the same time, remote work can contribute to a sense of isolation and alienation, and can also create problems with the differentiation of working and personal time. The social consequences of these trends include changing the structure of the working day, the increasing role of technology in everyday life and the need for constant self-improvement for competitiveness in the labor market.

Modern trends in labor activity are pushing society to revise traditional approaches to labor organization. They provide new opportunities for personal and professional growth, but also pose new challenges and problems to us.

4. The participants of the social survey were gathered into one focus group. A discussion was held to discuss their needs and expectations in the context of work activities. Based on the focus groups conducted, the following key needs of modern man were identified (Table 1):

Table 1 - The key needs of modern man

1	Work-life balance	The participants focused on the need for flexibility of the work schedule, which will allow for a better combination of work and personal responsibilities
2	Professional development	There is a great demand for training programs, trainings and courses for advanced training and expanding competencies
3	Psychological comfort of the workplace	The importance of corporate culture, which promotes a favorable atmosphere in the team and prevents professional burnout, was discussed
4	Competitive remuneration	In addition to a decent salary, the emphasis is on various social packages, such as health insurance, corporate benefits and bonuses
5	Technological equipment	Availability of modern technologies and programs that simplify the workflow and make it more productive

Modern labor needs differ significantly from traditional ones. The main focus is shifted from simple material benefits to a set of conditions that ensure personal and professional development, as well as comfort in the work process. This indicates increased demands on the quality of working life and awareness of the choice of a place of work. To attract and retain employees, employers should pay attention not only to the size of the salary, but also to the quality of the working environment, opportunities for professional development and social packages. Modern man prioritizes his psychological stability and well-being, which makes the task of creating corporate programs for the support and development of employees urgent. Technological support is one of the key factors affecting productivity and job satisfaction.

Discussion

These studies have led to a number of interesting and relevant conclusions on the topic of the philosophy of work and its perception by modern man. Consideration of the historical context has shown that the perception of work has constantly evolved and changed depending on the socio-economic and cultural characteristics of the era. In the era of the technological revolution and the introduction of artificial intelligence in many fields of activity, special attention is paid not so much to the fact of work itself, as to its quality, meaning and influence on personality. It is interesting to note that, despite the automation of many processes, the human need for self-affirmation through work has not decreased. Instead, it has transformed and become more multifaceted. According to the sociological survey, current trends in labor activity are caused not only by economic, but

also by socio-cultural changes. At the same time, there is a growing demand for flexible forms of work, opportunities for self-realization and professional development.

The results of the focus groups confirmed our hypothesis that modern man is actively looking for ways to combine professional activity with personal development, psychological comfort and social activity. This imposes new requirements on employers and organizations that must take into account the increasingly diverse needs of their employees. Thus, in the modern world, work becomes not just a means of livelihood, but also a way of self-realization, psychological comfort and social interaction. This highlights the need for further research in this area to better understand current trends and people's needs.

Conclusion

Modern changes in the perception of work and its role in human life confirm the versatility and complexity of this phenomenon. Labor, which was once considered primarily as a means of survival, has transformed in modern conditions, acquiring new socio-cultural and psychological dimensions. The study showed that modern man strives to ensure that his work activity not only provides material well-being, but also is a means of self-expression, self-realization and achievement of psychological harmony. This trend, in turn, imposes new requirements on organizations and businesses that must provide their employees with not only competitive working conditions, but also opportunities for professional and personal development.

Technological innovations, in turn, turned out to be twofold: on the one hand, they bring

new opportunities and simplify many processes, on the other hand, they become a challenge for professions at risk of automation.

Thus, the philosophy of work in the modern world requires an integrated and multifaceted approach that takes into account both economic and technological, as well as socio-cultural and psychological aspects. The study of this topic provides us with valuable insights to understand modern socio-cultural trends and the formation of sustainable development strategies in a rapidly changing world.

The study showed that modern man strives to ensure that his work activity not only ensures material well-being, but also is a means of self-expression and self-realization, achieving psychological harmony. Modern conditions transform the perception of work, adding new socio-cultural and psychological dimensions. Work ceases to be only a means of survival and turns into a tool for self-realization and achieving psychological comfort.

Technological innovations contribute to changing the nature of work. They offer new opportunities and simplify many processes, but also become a challenge for professions at risk of automation. In the light of these changes, new requirements for organizations and enterprises are emerging. They must provide not only competitive working conditions, but also opportunities for the professional and personal development of their employees.

The topic of the philosophy of work in the modern world requires further research. This will help to better understand modern socio-cultural trends and form strategies for sustainable development in a rapidly changing world.

In conclusion, the philosophy of work in the modern world requires an integrated and multidimensional approach that takes into account economic, technological, socio-cultural and psychological aspects. Understanding this topic provides valuable insights for understanding current sociocultural trends and shaping sustainable development strategies in a rapidly changing world.

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