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The implications of the study is that value orientation programme is increasingly and strongly emerging as one of the most valuable instruments for employees' development in organizations. It has become obvious that it is beneficial to lecturers as a development method used to determine career interest, values, aptitudes, attitudes and behavioural changes. The University management is to identify opportunities and personal areas needing employees' improvement and to provide assessment information for identifying strengths, weaknesses, interests and values. In fostering value orientation activities, evaluation and feedback at different stages of lecturer career is a powerful tool for determining learning and development needs.

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