**Factors of internal and external work values formation
among Russian universities` students**

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**Abstract:**

Work values ​​are significant predictors of person's success in the labor market and the level of job satisfaction. The predominance of internal work values over external ones is traditionally considered as a positive trend in society, and Russian employees are interested in hiring the recruiters with the orientation on internal work values. The aim of the article is to identify the types of students` work values, as well as to differentiate the probability of their prevalence among students with different characteristics. This article uses survey data “Monitoring the Student Experience” collected in eight Russian universities in 2020. With the help of factor analysis seven types of students' work values ​​are distinguished. Two of them are referred to internal values ​​(social utility, self-development), and five work values - to external ones (material advancement, security, communication, mobility and flexibility). The regression analysis is used in order to identify factors of the corresponding work values types formation. Working at the university while studying, living in the dormitory, and studying in the Humanities and Social Science majors increases the likelihood of an orientation towards social utility and contributes to the perception of work as a social duty. Working rather inside or outside the university, studying engineering, and getting higher grades increases the likelihood of the “self-development” value formation. At the same time, closeness to the graduation decreases the probability of following the internal work values, and increases the reorientation towards the value of security and stability.