

# Factors Affecting the Job Satisfaction of Latino/a Immigrants in the Midwest

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# Introduction



- Rapid growth of foreign-born population
- 11% of the U.S. population, most (53%) of whom come from Latin American countries

# Introduction, cont'd



- Work opportunities is a major pull factor
- In comparison to other foreign-born groups, Latinos tend to be younger, have lower levels of education, lower incomes, larger households, and higher poverty rates
- More likely to be in the labor force and to work in low-skilled, physically demanding, low paying jobs

# Introduction, cont'd



- Psychology can contribute valuable knowledge regarding the immigrant experience
- Lags behind other disciplines in producing scholarship in this area
- Psychology literature has examined immigrants' mental health and adjustment
- Little attention in vocational psychology literature

# Introduction, cont'd



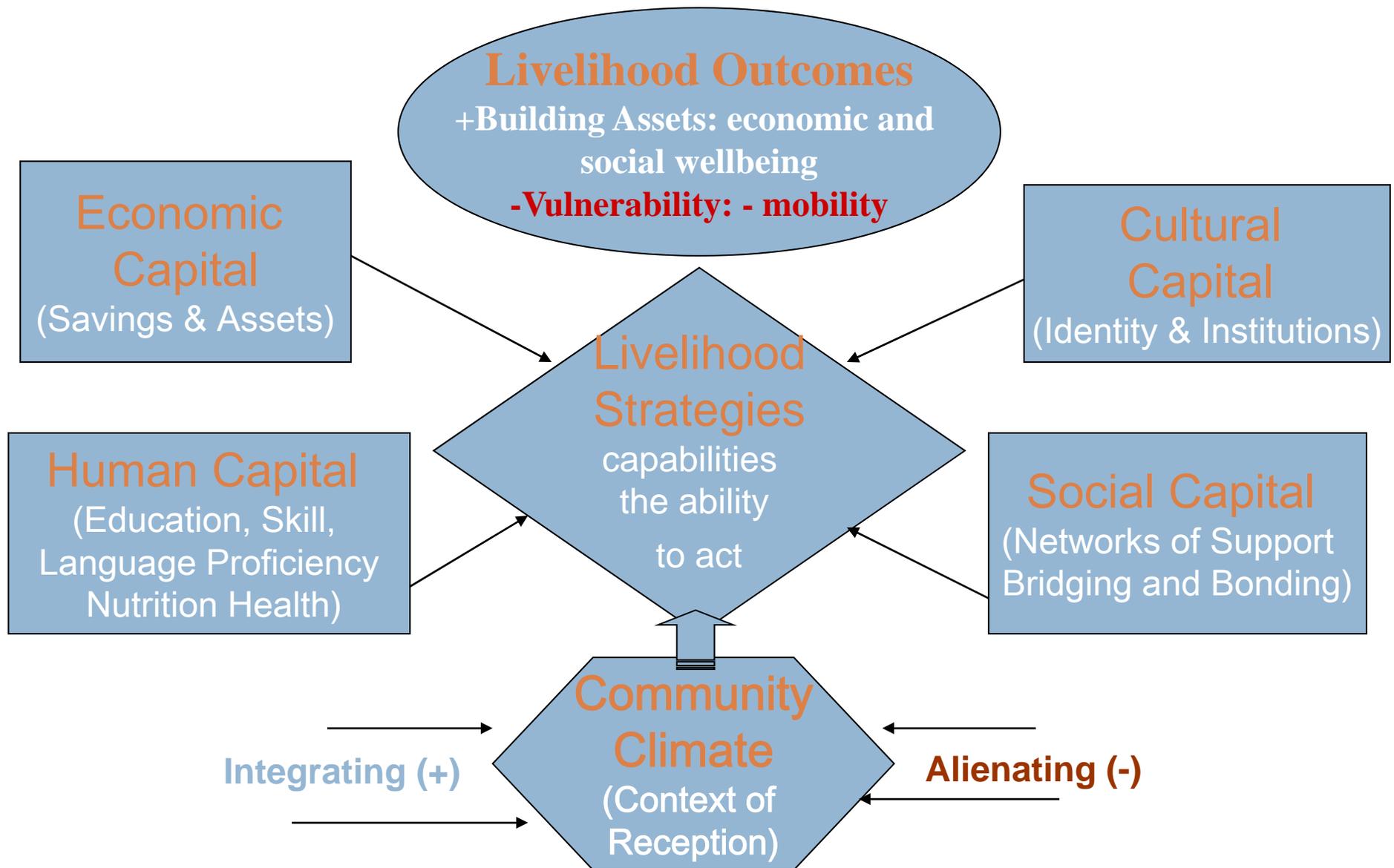
- Migration patterns are changing
- Labor demands in manufacturing and processing companies in rural counties
- Moving has a negative impact on earnings (Dozi & Valdivia, 2008)
- Understanding what contributes to job satisfaction of Latino immigrants is an important question.

# Purpose of Current Study



- In response to calls for more research on immigrant workers, we seek to explore the effects of...
    - Psychosocial
    - Environmental
    - Work-related factors
- ...on Latino immigrants' job satisfaction

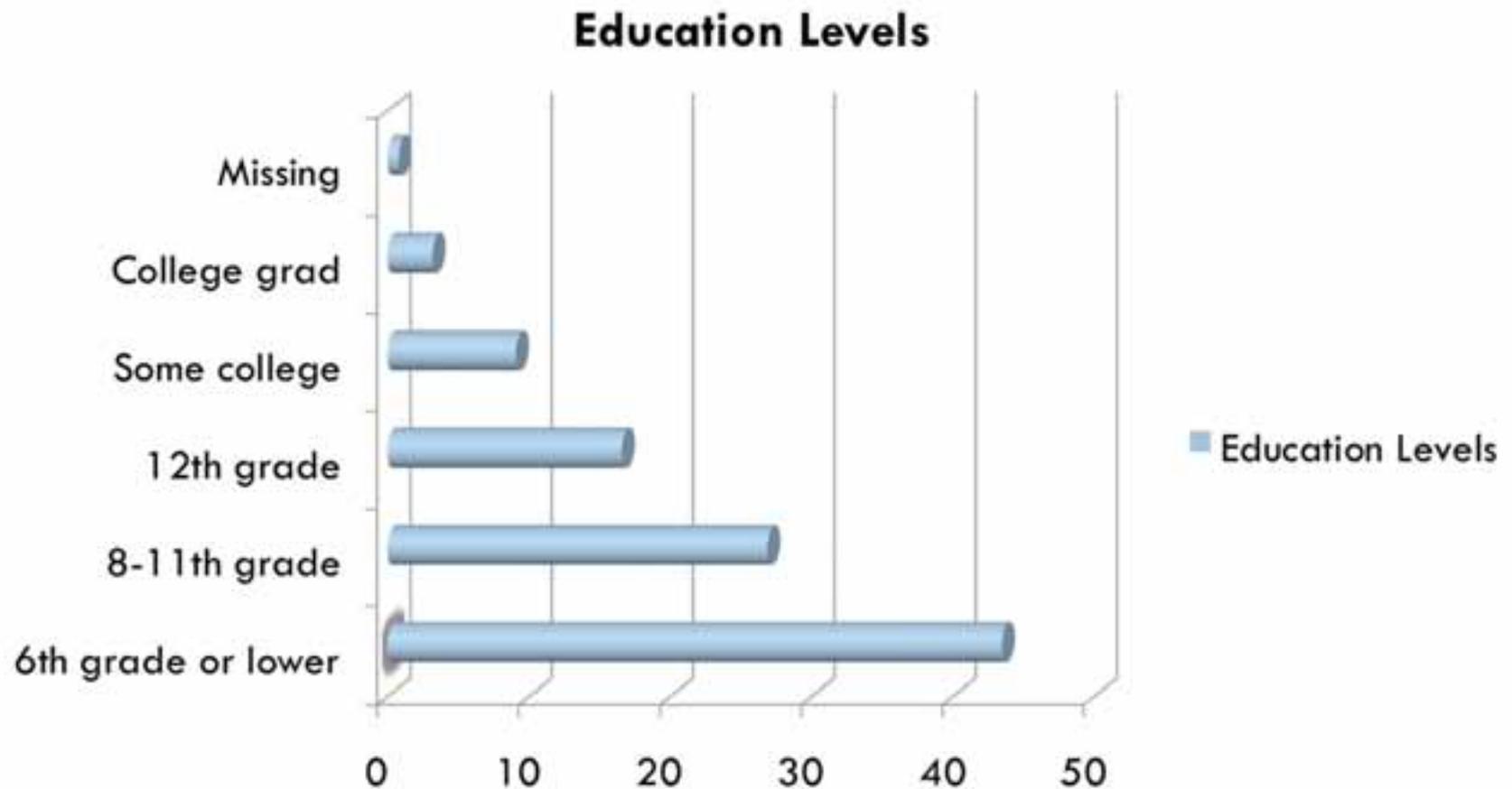
# Livelihood Strategies Model



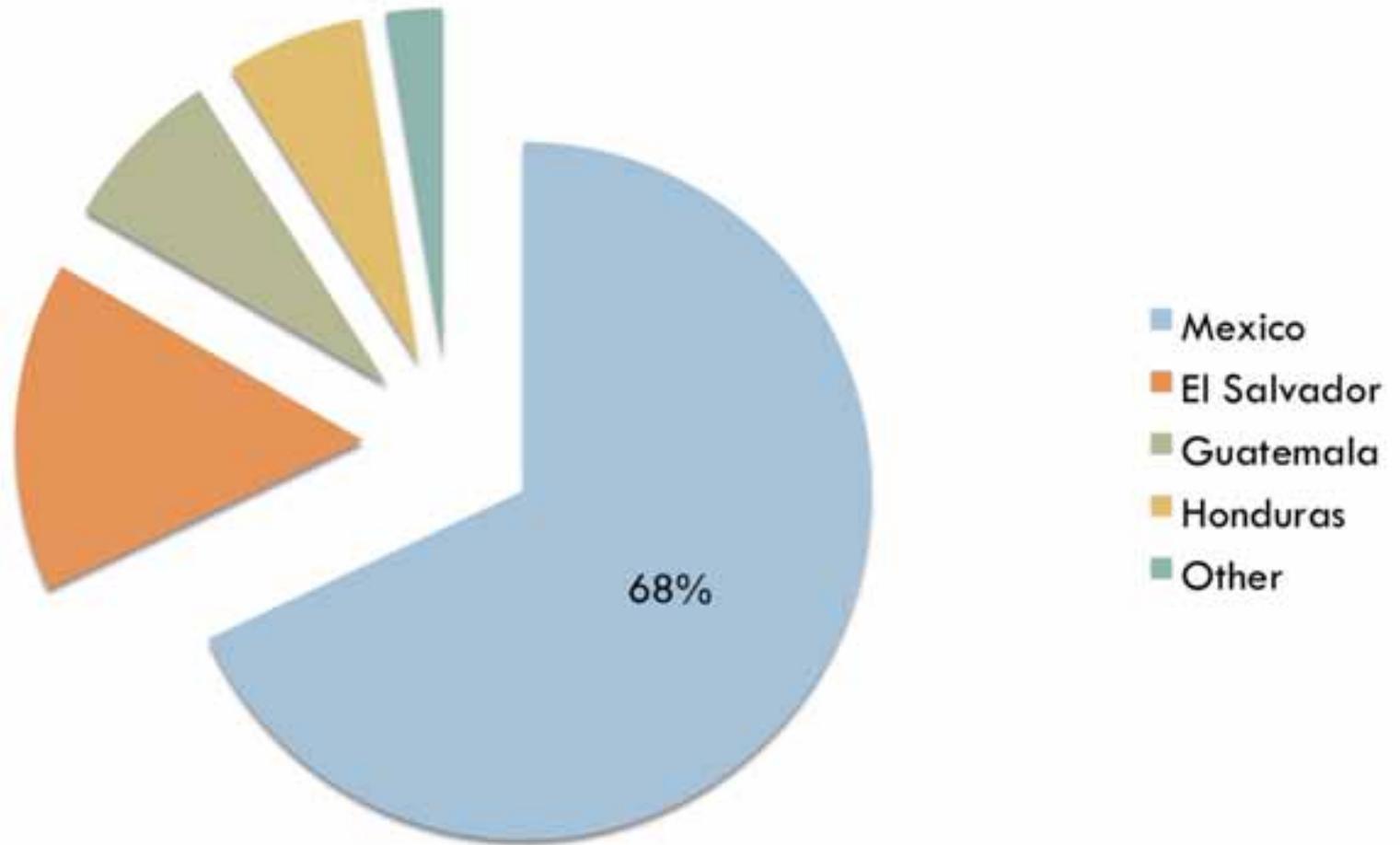
# Participants

- 253 Latino immigrants
  - ▣ 58.5% female, 41.5% male
- Average 35.28 years (SD = 9.98; range = 18-77)
- Average 11.22 years (SD = 7.29) in U.S.
- Average 5 years (SD = 5.17) in Midwest
- 54.5% were married

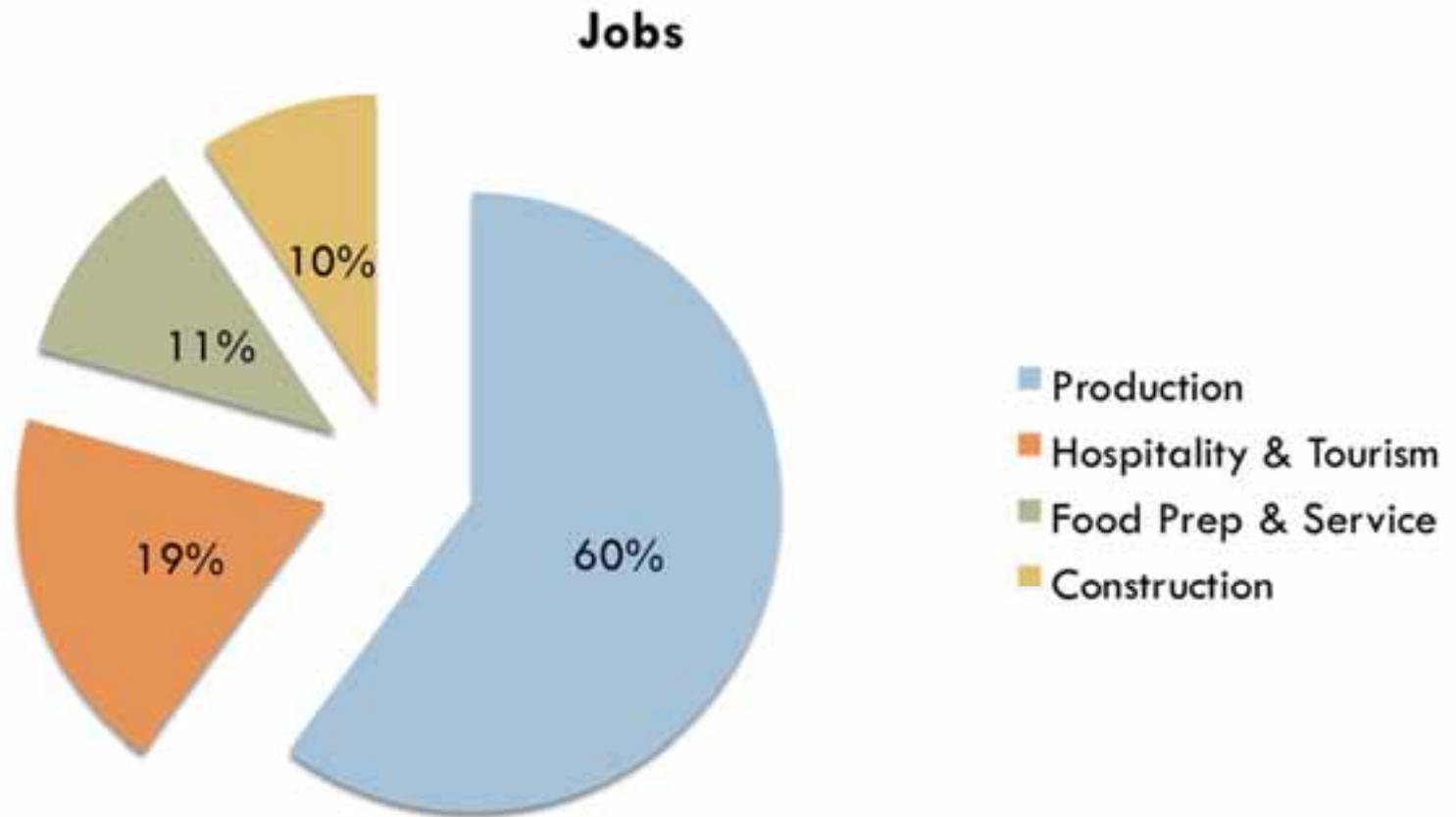
# Participants, cont'd



# Participants, cont'd



# Participants, cont'd



# Communities



- Community A
  - ▣ Population of 1,863; 22% Latino
  - ▣ Agricultural, processing firms
- Community B
  - ▣ Population of 20,196; 5.6% Latino
  - ▣ Manufacturing, services and retail
- Community C
  - ▣ Population of 6,050; 4% Latino
  - Hospitality industry, retirement centers, construction

# Measures



- Multigroup Ethnic Identity Measure-Revised (Phinney & Ong, 2007) – 6 items
- Bidimensional Acculturation Scale for Hispanics (Marin & Gamba, 1996) – 24 items
- Community Climate Scale (Social/cultural relations; discrimination and racism; language use) – 27 items
- Job Satisfaction – 2 items
- Demographic survey asked about current employment (employer, duration on job, hours worked per week, and monthly wages)

# Procedures



- Worked with trusted organizations (churches, community centers) and gatekeepers in the immigrant community
- Interviewers administered the survey one-on-one
- All interviews conducted in Spanish
- Interviews took 45 minutes to 1 hour

# Results: Hierarchical Multiple Regression Analysis

- Step 1: Ethnic identity, Anglo acculturation, Latino acculturation [ $F(3, 249) = 5.30, p < .001$ ] explained 6% of variance
- Step 2: Social/cultural relations, discrimination & racism, language use  $\Delta R^2 = .10, \Delta F(3, 246) = 9.42, p < .001$ )
- Step 3: job tenure, hours worked per week, monthly salary  $\Delta R^2 = <.01; \Delta F(3, 243) = .67, p = .57$ )

## Results, cont'd

- Significant individual predictors of Latino/a immigrant workers' job satisfaction were:
  - ▣ Ethnic identity ( $\beta = .15, t = 2.35, p < .05$ )
  - ▣ Anglo oriented acculturation ( $\beta = .14, t = -3.07, p < .05$ )
  - ▣ Perceived discrimination and racism in the community ( $\beta = -.25, t = 2.35, p < .01$ )

## Results, cont'd



- Latino acculturation, perceptions of the community related to social relations and language pressures, job tenure, hours worked, and salary had not significant effects on Latino immigrant workers' job satisfaction.
- Economic factors are not primary source of Latino immigrants' job satisfaction.

# Implications



- Promote strong levels of ethnic identity in immigrant workers
  
- Anglo acculturation—emphasis on language usage and fluency—has positive effect on Latino’s career development.
  - ▣ Provide opportunities for English language acquisition
  - ▣ Courses need to be accessible (location, time)
  - ▣ Language CDs that can be used at home

# Implications, cont'd



- Discuss differences between urban and rural living to prepare newcomers
- Educate members of receiving community about Latino and immigrant cultures
- Help newcomers identify discrimination and to develop effective strategies for responding to these situation.