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**The relationship of measures of job satisfaction to work/nonwork preference, life satisfaction, and mental health in Black and White workers**

Clemens, Camille, Ph.D.

The University of Arizona, 1990

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Ann Arbor, MI 48106



THE RELATIONSHIP OF MEASURES OF JOB SATISFACTION  
TO WORK/NON-WORK PREFERENCE, LIFE SATISFACTION,  
AND MENTAL HEALTH IN BLACK AND WHITE WORKERS

by

Camille Clemens

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A Dissertation Submitted to the Faculty of the

DEPARTMENT OF PSYCHOLOGY

In Partial Fulfillment of the Requirements  
For the Degree of

DOCTOR OF PHILOSOPHY

In the Graduate College

THE UNIVERSITY OF ARIZONA

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THE UNIVERSITY OF ARIZONA  
GRADUATE COLLEGE

As members of the Final Examination Committee, we certify that we have read  
the dissertation prepared by Camille Clemens

entitled The Relationship of Measures of Job Satisfaction to  
Work/Non-Work Preference, Life Satisfaction, and  
Mental Health in Black and White Workers

and recommend that it be accepted as fulfilling the dissertation requirement  
for the Degree of Doctor of Philosophy.

Robert Wrenn  
Robert Wrenn

4/2/90  
Date

David L. Forres  
David L. Forres

4/7/90  
Date

Glenn R. Smith  
Glenn Smith

4/6/90  
Date

Marvin W. Kahn  
Marvin Kahn

4-2-90  
Date

Richard Coan  
Richard Coan

4/2/90  
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Dissertation Director  
Robert Wrenn

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SIGNED: Camille Clemens

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## ABSTRACT

This study examines how the relationship between job satisfaction and measures of life satisfaction, mental health and work/non-work preferences differ for Black and White workers. Subjects consist of 128 employees from a large West Coast veteran's hospital. Results found Black workers' mental health scores were significantly related to income level and their work/non-work preference. For White workers, no significant relationships were found to exist. Also, Black and White workers reported no significant difference in overall level of job satisfaction.

## CHAPTER 1

## INTRODUCTION

## Statement of the Problem

The fact that Blacks continually display lower satisfaction or minimal levels of satisfaction is well documented. The job satisfaction studies that exist show that Black workers are more dissatisfied with work than are White workers (Weaver, 1974; Weaver, 1980). The reason for this phenomenon and its continuation, however is not agreed upon.

The reason for Blacks' lower satisfaction and its enduring prevalence, should first be viewed in its historical context. The opportunities for Blacks to achieve economically have historically been extremely limited. Blacks, freed from the constraints of slavery, found their labor was worth much less than that of other racial groups. Blacks continually found themselves in the lowest paying and most menial jobs. Blacks often faced more types of discrimination and more severe discrimination (Fernandez, 1981).

Economically, Blacks still had not caught up to Whites by 1976. Jobu (1976) found that in relation to Japanese Americans, Chinese Americans, and Mexican Americans, Blacks

were the furthest economically removed from Whites. He found that a one-year difference in education meant a salary increase of \$522 for Whites but only \$284 for Blacks. A college degree alone meant an increase of close to \$1,000 more for White managers than for Black managers. Fernandez (1975) found that Black managers who average more years of education than Whites often have lower occupational status than Whites.

Smith (1979) investigated wage and pay differentials for Black and White males in various industries. Smith found, that in all nine industries, the mean hourly wage rate for White males exceeded the mean wage rate for Black males.

The solution to Blacks continued lower job satisfaction may lie in a mediating variable that could take into account the effects of historical discrimination, social determinants, values, and cultural beliefs. And although a great deal of literature has been published on job satisfaction and its relationship to workers' life satisfaction, research specific to Black workers is greatly lacking. The effects of enduring low levels of job satisfaction, on Black worker's life satisfaction has yet to be investigated.

### Statement of Purpose

The purpose of this study is to investigate whether Black Americans possess a work/non-work, central life interest preference that is statistically different from White Americans. If so, what effect does this preference have on Blacks' level of job satisfaction, life satisfaction, and mental health compared to White workers.

Studies have neglected to isolate particular work/non-work preferences in Black workers. They have failed to investigate the possibility that for Black workers, lower job satisfaction may not result in lower mental health and life satisfaction, as it appears to in White workers. There is less research available to examine the influence that job satisfaction may have on these work/non-work values and preferences and the workers' subsequent mental health. The research that does exist in this area has been gathered from White workers and generalized to be true of other ethnic groups in our society. The findings from these studies conclude that workers who are dissatisfied with work, tend to be dissatisfied with life in general and have lower scores on mental health measures (Jamal & Mitchell, 1980; Schmitt & Bedian, 1982).

Earlier studies have shown a direct positive link between job satisfaction levels and workers' overall level of life satisfaction and mental health. This study seeks to

show that for non-White workers this direct link doesn't exist, but rather is mediated by a "non-work or flexible focus" central life interest. Thus for Black Americans, no direct relationship will exist between job satisfaction level and mental health and life satisfaction, or low job satisfaction will relate to higher levels of mental health and life satisfaction.

Other studies have failed to compare particular work/non-work preferences for Black and White workers. Past research has failed to use sample populations of sufficient ethnic and racial diversity that allow reliable generalized theories about the effect of job satisfaction on the mental health and life satisfaction of all workers. Thus, it is also the goal of this study to eliminate these past oversights.

Work/non-work preference, as used in this present study, is based on a theory developed by Robert Dubin (1955). Work/non-work preference doesn't refer to whether a person wants to work or not, but rather if work is a central focal point and whether the majority of one's self-esteem and satisfaction is gained from the workplace or from non-work activities and interests (family, friends, etc.).

The major purpose of this study is to provide support for the argument that the effects of job satisfaction and dissatisfaction, on life satisfaction and mental health, are

different for Black workers than for White workers. Also this study will test the hypothesis that Black and White workers' work/non-work preferences may play an important role in this relationship. The null form of these hypotheses is that there is no measurable difference on these measures between Black and White workers.

#### Definitions

Central Life Interest (CLI). Expressed preferences for behaving in a given locale (Dubin, 1956).

- a) Work/Job Oriented CLI (WO) - High evaluation of work; preference for a work locale.
- b) Non-Work/Job Oriented CLI (NWO) - Interest or preference other than work or job (i.e., family, social activities, etc..)
- c) Flexible Focus CLI (FF) - Expresses no clear preference for work or non-work activities, either is suitable.

Compensation Theory. High satisfaction in one domain (work) may compensate for less satisfaction in the other domain (nonwork) or vice versa.

Spillover Theory. High satisfaction (or dissatisfaction) in one area (work) will spill over into the other area (nonwork).

Job Satisfaction. The extent to which a person derives pleasure from a job or "a pleasurable or positive

emotional state resulting from the appraisal of one's job or job experience (Locke, 1976).

Life Satisfaction. The extent to which a person derives pleasure from life or life experiences in general.

Socio-Economic Status (SES). Calculation of a person's economic or financial status based on income or occupation.

#### Limitations

Limitations stem mainly from the type of setting and the method for data collection. The data will be collected at a large, Federal government, V.A. hospital. Thus, the findings may not easily be generalized to other private corporations.

Another limiting factor is that responses to the questionnaires are voluntary and unmonitored. Some questionnaires will be handed out by supervisory staff, others through V.A. mail. All questionnaires will be returned anonymously through V.A. mail. Thus the data collection process can not be tightly controlled. This conceivably may decrease the validity and reliability of the data due to response bias and self-selection factors.

Furthermore, testing instruments are completely self-report, which raises questions of response bias and untruthful reporting. The majority of these problems will

hopefully be overcome by the anonymity of the questionnaires.

#### Organization of Paper

The first section of the literature review begins with research on Blacks' job satisfaction. This is followed by the section on "Blacks' Perception of the Workplace" and then on the "Black Workers' Adjustment to Frustration in the Workplace."

The next section reviews the research done on Dubin's Central Life Interest (CLI) theory (1955). This theory asserts that different groups of workers have different work/non-work preferences which may be related to their job satisfaction levels. Then, the final section examines research on life satisfaction and the mental health of workers, and how a workers' CLI preference may mediate the previously proposed relationship between job satisfaction, life satisfaction and mental health in workers.

CHAPTER 2  
REVIEW OF THE LITERATURE

Blacks' Job Satisfaction: A Review

Across all levels, Blacks' job satisfaction is lower than among Whites (Fernandez, 1981). Growing awareness of Black dissatisfaction in corporations and businesses during the early to mid-1970's led to a number of studies comparing Blacks' and Whites' job satisfaction, in attempts to confirm or dispute the effects of discrimination on Black workers' job attitudes. A number of studies did verify what already seemed obvious; Blacks were more dissatisfied (Slocum & Strawser, 1972; Smith, Smith, & Rollo, 1974). Much of this research pointed to a negative view of corporations by Blacks, although it was completed 5-15 years ago, during a time when Affirmative Action and its effects were at a peak. One would assume satisfaction rates would be going up during these periods as more and more opportunities arose, but this was not the case.

Research on job satisfaction for Black workers has had mixed results. Although some research shows similar rates among Blacks and Whites or higher job satisfaction for Blacks, these studies have major methodological problems

(Gavin & Ewen, 1974; Jones, James, Bruni & Sells, 1977; Lopez & Greenhaus, 1978). The majority of studies have shown greater job satisfaction for Whites than for Blacks.

As early as 1973, O'Reilly and Roberts conducted a study examining job satisfaction response patterns for White and non-White (Black) females, across 3 occupational levels. O'Reilly and Roberts found that at all three occupation levels Whites were more satisfied than Blacks. These differences in satisfaction were most pronounced at the highest stratum (RN) and the lowest stratum (aides). The researchers concluded that there is the existence of job satisfaction differences across a cultural dichotomy. Their findings tentatively supported the notion that Whites and Blacks approach work with different frames of reference which can be identified and related to their relative job satisfaction.

Mochs' (1980) study attempted to identify and assess structural, cultural, social and social-psychological explanations for differential employee satisfaction by race. Moch used 466 employees (Black, White, & Mexican-American) from an assembly and packaging plant located in the South. Results found that Blacks reported less satisfaction than Whites. Cultural, structural, social and social-psychological factors appeared to explain a significant proportion of the variance in satisfaction.

Since researchers have failed to take into account the unique experiences of Blacks in the American workplace, it is important that conclusions about job satisfaction be assessed against this criterion. Researchers have not investigated whether lower job satisfaction may be related to a common cultural work/non-work orientation or preference among Black individuals. In addition, research has not examined whether this work/non-work preference possibly mediates the relationship between the workers' job satisfaction and their life satisfaction and mental health.

#### Blacks' Perception of the Workplace

As Blacks have gained the opportunity to obtain better education, job positions, and equal rights, one would assume that discrimination would lessen and Blacks would be more satisfied at work. However, Fernandez (1981) found lingering effects of discrimination on Black workers' attitudes. Fernandez found that 83% of Blacks agreed that minorities must be better performers than White workers to move ahead in business.

America and Anderson (1978) stated that, as Blacks moved into middle management, many reported feeling added responsibility to maintain higher performance levels than Whites, a sense of competition that rarely tolerates failure, exclusion from important channels of informal communication, and separation from White peers by

differences in socio-economic background, attitudes, perceptions of the environment and personal values. They feel that their power and authority is less than that of Whites who had previously held their current positions. Blacks feel they must first prove themselves before they are given any authority.

During the mid-to late 70's (the height of Affirmative Action), Blacks consistently reported disagreement with their companies' hiring and promoting policies (Fernandez, 1975). When Fernandez (1981) again conducted studies on minorities (Blacks, Asians, Native-Americans, Hispanics, Whites) in corporations, he found little had changed. More than half of all Black managers (males 55%; females 49%) believe minorities are penalized more for mistakes than are Whites.

Furthermore, a majority of Blacks stated they were made to feel they had only received their jobs because of equal employment opportunities. Thus, it is easy to imagine the resentment and frustration many Blacks feel when others assume that Blacks do not deserve their positions. These answers clearly showed that Blacks' alienation and isolation in industry and management was high (Fernandez, 1981).

## Blacks' Adjustment to Frustration

### In The Workplace

Despite Affirmative Action measures, Blacks' impressions of unfair organizational policies have remained unchanged for at least a decade. This history of disillusionment with organizational policies and promotional opportunities can be expected to have had some impact on Black workers' perceptions of work. For these workers certain socio-cultural changes may have occurred and created a preference for the non-work environment over the work environment. Rogene Buckholz (1978) noted that disillusionment with progress at work, among older workers, often created a shift in work orientation among these workers to one of a lesser job orientation. Thus, one could hypothesize that a whole group of individuals could equally have a shift to a lesser job orientation, due to work frustration, lower wages, and lower economic status caused by a common history of unfair employment practices and unfair promotional policies in business.

Black managers, realizing the limitations at the workplace, psychologically adapt to these adverse conditions. Oftentimes the Black managers reported seeking a release from stress off the job. Some reported confiding to close friends in the company, others look for relief of stress in recreation and family activities. Many of the

executives seemed to react to stress and disappointment by seeking more and more satisfaction off the job. They transferred emotional investment from the company to safer, more trustworthy, less stressful interests. Learning to focus on non-job activities may have become a useful method for maintaining mental health in stressful and mentally taxing work situations.

This is not to imply that the work place is not of importance to Black workers or that self-actualization and achievement on the job are not preferred. Rather, the implication is that the perspective from which the job is viewed may be different from that for other groups, since the kinds of self-actualization and achievement available to Whites may be limited in the workplace for Blacks. Blacks simply may have differing expectations for how much satisfaction they realistically can expect from the work place.

Davis and Watson (1982) supported this contention that Blacks tend to be "Protestant Ethic" believers, accepting the ideology that hard work is the key to success. However, this view has often been tempered by the fact that the Protestant work ethic has paid off more for certain groups than for other groups. Therefore, a shift in work focus may not be totally unexpected for Black workers. Two job satisfaction theories, Expectancy (Vroom, 1964) and Equity

(Adams, 1965), support a possible change in workers' attitudes about work. When workers are continually dissatisfied at work or view the rewards from work as inequitable, they begin to transfer emotional and psychological investments to non-work activities and other interest areas.

#### Central Life Interest

As the previous section has illustrated, Blacks tend to report lower job satisfaction, experience substantial frustration at work and sometimes seek to invest their emotional energy in non-work activities in order to counteract job frustration and remain mentally healthy. No theories have been proposed or instruments developed to explain or investigate Black workers' attitudes toward the work-setting. However, Dubin (1956) did propose a theory and developed an instrument which measured workers' "work/non-work" attitudes and may help to answer important questions about Black workers' attitudes.

Dubin (1956) proposed a concept to answer the question of whether work was viewed as more important to some people than to others and if the importance of work determined job satisfaction levels. Dubin calls this concept "Central Life Interest (CLI)", which he defines as, "an expressed preference for behaving in a given locale" or "a preferred situation for carrying out an activity." Some people see

work as a CLI. These workers, referred to as "job oriented," should have a high evaluation of work and score relatively high on satisfaction measures. Other individuals who are referred to as "non-job (work) oriented," have CLI's other than work (church, family, community, athletics, etc.). Only a small portion of this non-work oriented group should have strong feelings of job satisfaction. A third group expresses no clear preference for the work or non-work environment. They are said to have a flexible focus CLI. These workers usually score intermediate levels on both measures.

Dubin initially formulated his theory on industrial workers. In this initial research, forty pretested questions were developed in order to determine whether the job and workplace were central life interests of workers or whether other areas of their social experience were more important to them.

Dubin concluded that industrial workers having "non-work" and "flexible focus" CLI orientations had perceived themselves as gaining and experiencing their intimate human relationships, feelings of enjoyment, happiness and worth outside of the work environment. They had a well-developed sense of attachment to work and the workplace without a corresponding sense of total emotional and psychological commitment to it. Those with flexible focus CLI's may be

more adaptive and able to adjust to any behavioral setting by varying their level of commitment to the organization in accord with specific features that are attractive to them. This may provide the individual with the ability to make rapid and frequent changes to other organizational settings with limited distressed. Non-work CLI workers are also selective in their evaluations of features on the job and may base their evaluations on whether the feature is instrumental to their non-work lives. Thus, it may be concluded that a job may not be satisfying to these workers, because they do not expect it to be and do not need it to be, in order for them to be generally satisfied in other realms of life.

On the other hand, "job-oriented" or "work-oriented" workers have a high level of commitment to their work organization and a higher level of attraction to individual features of their organization than do other workers. Thus, satisfaction from work is more expected in this group.

For Black workers, these two CLI (flexible and non-work) orientations would seem to be historically validated. Black workers have been at a higher risk of being fired and would often have to change from organization to organization in order to advance in their career as they would "hit the ceiling" (no further advancement opportunities) in one organization. These workers may have then changed life

interests, from work to more non-work activities such as church, family, or the community.

Non-work activities may serve a compensatory function for Black workers because lower satisfaction at work is compensated through higher satisfaction outside of work. This orientation may be picked up by offspring in the family and shared by others, especially since it provides an important psychological buffer to the frustration and inequity at work. This orientation may still be in operation within Black workers today.

The implications of this are that more Black workers than White workers should possess either non-job CLI's or flexible focus CLI's, regardless of their job positions. However, this should be especially true of Black workers in occupations of lower status. This "non-work" CLI variation may be one explanation for Black workers' consistently lower satisfaction scores at work. Work may be less of a CLI focus and lower satisfaction may be a byproduct of this focus.

On the other hand, more Whites than Blacks are predicted to have a "work or job-oriented" CLI preference. More White Americans generally have heightened expectations of the "pay-offs" (self-esteem, prestige, security, etc.) work should provide them. Their beliefs about work have historically been based on the idea that one's self-esteem,

self-worth, etc., is measured by one's work status and economic success. Thus, work would clearly be very central in their lives and probably be emphasized over non-work activities in a number of situations.

Cross-cultural studies have found differences in CLI orientations from one country to the next and across various job levels. One would expect to find these differences across various ethnic populations of America, especially for Black Americans for the reasons described above.

#### CLI and its Relationship to Workers' Life Satisfaction and Mental Health

If a worker has a non-work oriented CLI, his/her satisfaction is centered more on outside activities (church, family, community, etc.), and less importance is placed on satisfaction at work. Asserting that more Black workers will have either a non-job or flexible focus CLI means that lower satisfaction at work is compensated for by non-work activities and interests. The satisfaction derived from non-work activities functions to offset dissatisfaction at work.

The literature dealing with work and non-work satisfaction or life satisfaction presents several theories of which one is the Compensation model (Kabanoff, 1980). This model states that high satisfaction in one domain (non-work) may compensate for less satisfaction in the other.

(work). The other is the Spillover model, which has up until this time received the majority of the support (Jamal & Mitchell, 1980; Kornhauser, 1965; Orphen, 1978; Schmitt & Bedian, 1982; Weaver, 1978). However, neither one of these theories seems to operate universally.

The Spillover model states that high satisfaction or dissatisfaction in one domain (work) will "spill-over" into the other domain (non-work). Thus, one would expect roughly equal satisfaction or dissatisfaction in both areas, as the feelings generalize. Also the theory has been extended to include workers' mental health, where mental health will be effected negatively or positively depending on workers job dissatisfaction. Thus, a worker dissatisfied at work will be dissatisfied with life in general and have lower mental health scores.

Studies on the Spillover model have failed to look at the relationship between a workers' CLI and ethnic grouping, and reported life satisfaction, and mental health. Most of the "spillover" research was conducted on a majority of White workers. If the majority of these workers had job-oriented CLI's, they would have been more likely to experience a "spillover" effect from their work to their mental health state and general life satisfaction (Lounsbury & Hoopes, 1986; Iris & Barrett, 1972). Thus, if there was dissatisfaction in work, it would probably spill over into

their non-work life, and their mental health state would be adversely affected. This is due to the centrality of work in the lives of these people.

However, non-work oriented or flexible focus CLI individuals, who gain self-esteem and self-worth outside of work or from both areas (work and non-work), probably will show a compensatory relationship when less satisfied at work. Thus, these workers should show less mental disturbance and better general life satisfaction even if they have lower job satisfaction.

The research on the compensation model supports the hypothesis that when central life interest is non-work, a worker may maintain higher life satisfaction levels, despite job dissatisfaction (Shaffer, 1987; Steiner & Truxillo, 1987; Lounsbury & Hoopes, 1986).

The main hypothesis is that more Black workers than White workers will display a compensatory relationship between work and non-work. This relationship is stated to exist because of their proposed non-work and flexible focus CLI preference. By having this response, Black workers would be able to maintain good mental health and high satisfaction in other areas of their lives, while in dissatisfying work situations. In turn, this CLI preference may cause Blacks to report lower satisfaction at work as compared to Whites, because the work environment doesn't

hold as many salient aspects as does the non-work environment.

On the other hand, more White workers than Black workers will display a spillover relationship between work and non-work. This relationship is stated to exist because of their proposed "work or job" CLI preference. This preference is assumed to have developed from White workers' strong beliefs in the rewards (self-worth, self-esteem, prestige, financial security, etc.) that their job will bring to them. Therefore, when these workers find their jobs dissatisfying, their feelings are likely to adversely effect their non-work activities and cause a lowering of their mental health scores. Whites by virtue of their inclusion in the dominant culture, may pay for unrealized job aspirations and job dissatisfaction through diminished mental health and life satisfaction. The following diagram (Figure 1) illustrates the proposed relationship between these variables for Black and White workers.

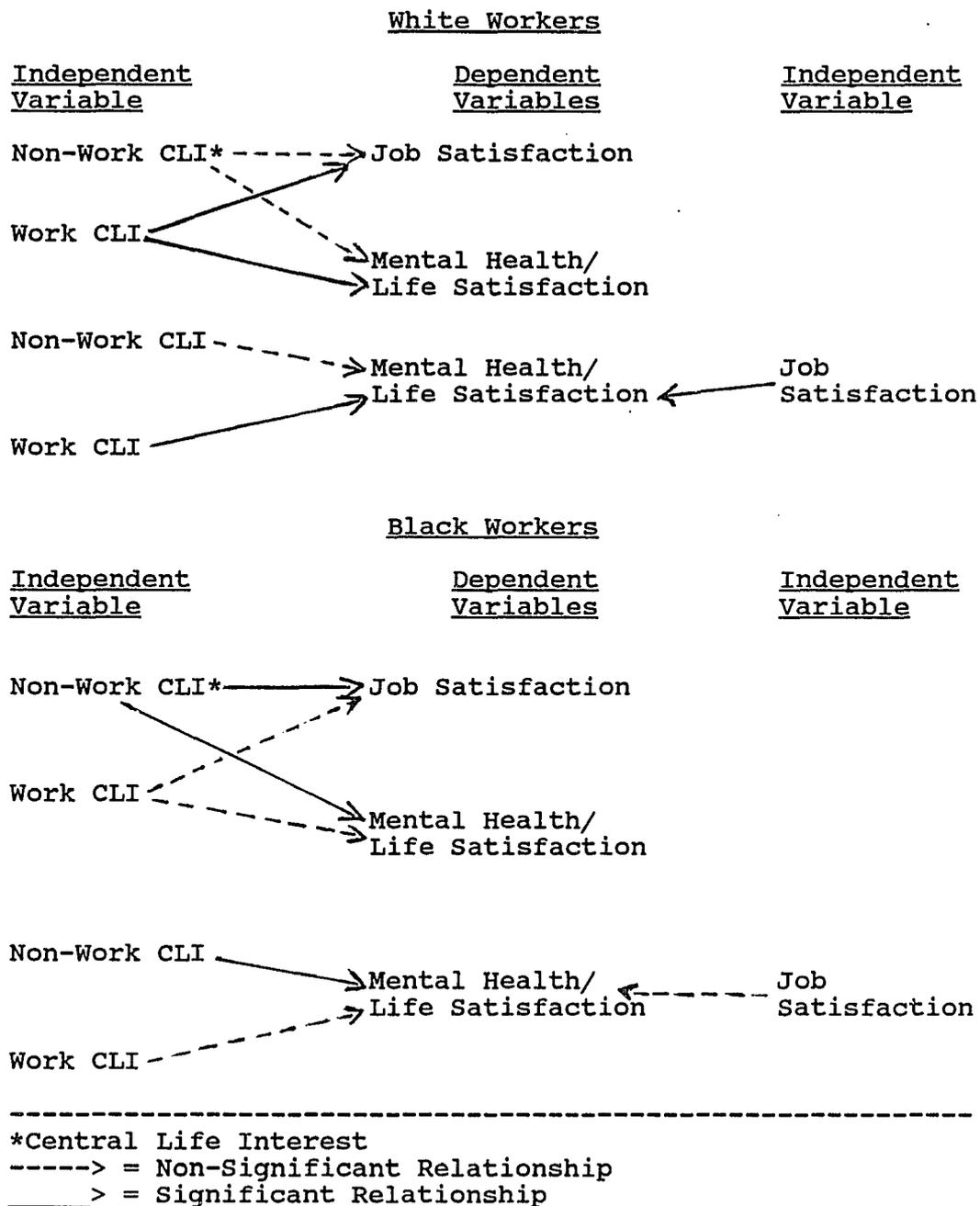


Figure 1. Proposed relationships between independent and dependent variables for Black and White workers.

CHAPTER 3  
METHODOLOGY

Hypotheses

The following questions need to be answered: "Do Black Americans have ways of balancing or psychologically compensation for the frustrations of work so that their general life satisfaction, self-esteem and mental health have not been effected?" "Do Blacks, as a unique culture, develop ways to psychologically defend against the demoralization, frustration and lower status that these unsatisfying jobs have brought them?" "Was this psychological defense accomplished by changing their work/non-work preferences?"

For Black Americans, historically discouraged by work and historically kept out of higher socio-economic levels by discrimination, learning to focus on non-job activities may have become a useful method for maintaining mental health in stressful and ungratifying work situations. Thus, work may have developed into a non-central or marginal focus of life, with other non-work aspects of life taking over primacy. Frustration and disappointment from work could then easily be rerouted into various other interests and concerns.

This research has several related hypotheses:

- 1) Statistically more Black workers, than White workers, will have a non-work or flexible focus Central Life Interest (CLI) preference. Whereas, more White workers, than Black workers, will have a CLI preference.
- 2) More Blacks will report job dissatisfaction than will Whites.
- 3) More Black workers who are dissatisfied with work will have higher life satisfaction, mental health, and self-esteem scores (Compensation theory) than will job-dissatisfied White workers.

The above hypothesized relationships will be strongest for lower and middle socio-economic Black workers, and middle and upper socio-economic White workers.

However, the majority of upper socio-economic, Black workers will have results similar to those hypothesized for the majority of White workers. The majority of lower economic, White workers will show results similar to those hypothesized for Black workers.

#### Subjects

A total of 150 employees from a large west coast Veterans Administration hospital responded to approximately 600 randomly distributed, anonymous questionnaires. Out of this total, a sample of 78 Black and 50 White employees of

the hospital were retained for analysis. Other respondents who did not fall into the above racial categories were eliminated from analysis. Of those retained who reported their sex, 61 were females and 52 were males.

This population was chosen to study for the following reasons:

1. Each hierarchical level in civil service (local, state and federal government) has a broader and more diverse work population. Thus, the federal government often employs workers from a much wider region.
2. Civil service, which includes the federal government, is the single largest employer of Black workers.
3. It is surmised that civil service workers make up a large percentage of the Black middle class.
4. Civil service workers tend to have more stable work histories due to job security and the benefits gained with tenure.
5. A large number of Black workers are seeking employment in "service" oriented and health care professions.
6. The ability to gather a large sample of Black and White workers from the same organization. Allowing valid comparisons of workers by

controlling for variations in organizations that could affect satisfaction levels.

#### Instruments

A demographic questionnaire was developed and used to gather subject information on sex, race, age, educational level, etc. In order to measure job satisfaction, the Job Descriptive Index (Smith, Kindall, & Hulin, 1969) was used. The Job Descriptive Index measures satisfaction on five aspects of the job. The Job Descriptive Index is easy to fill out, because it requires, "yes-no", answers.

To measure the workers' central life interest (work, non-work, flexible focus) the 32-item, Central Life Interest questionnaire (Dubin, Champoux, & Porter, 1975) was used.

Mental health and life satisfaction assessment was conducted by use of the 38-item Mental Health Inventory (Viet & Ware, 1983). All of the instruments are multiple-choice format and easy to fill out. Based on several, informal, pilot administrations, it was estimated that the questionnaire would take approximately 30-40 minutes of total time to complete.

#### Procedure

Questionnaires were distributed to four of the largest departments in the hospital, which were felt to contain the most representative sample of workers, as determined by age,

race, and income. The questionnaires were distributed over a one-week period. Each subject was given a packet which included instructions, the questionnaire and return envelopes. They were given a maximum of one month to fill out the questionnaire and return it. The subject was told to return the questionnaire via the Inter-V.A. mail system so as to insure anonymity. Subjects also were to return human subject, consent forms separately to another location. Response to the questionnaire was on a voluntary basis.

#### Analysis

Descriptive analyses were initially run to gather means and standard deviations on the variables used. Analyses of variance were run to determine main and interaction effects for central life interest, job satisfaction, and mental health measures for Blacks and Whites. A Multiple Regression analysis was then employed to determine relationships between the independent variables of central life interest (work, non-work, flexible focus), race, education level, income and job satisfaction (low and high), and the dependent measures of life satisfaction (low and high) and mental health (low and high). Also, correlational analyses were run to better examine the strength and direction of certain variable relationships.

## CHAPTER 4

## RESULTS

The response rate was approximately 25%, which is lower than the usually anticipated 30%-40% rate through mailed questionnaires. One hundred and fifty subjects returned questionnaires by the collection deadline. Three of the questionnaires were not sufficiently completed to analyze and were excluded. Of the 147 respondents, 78 were Blacks and 50 were Whites, 53.1% and 34% of the total sample respectively. The other 12.9% of respondents were composed of various other ethnic groups. Of these Black and White workers 45.4% were male and 54.6% were female.

Descriptive Group Findings (T-TESTS)

Means and T-scores for the variables with continuous data are shown in Table 1. T-tests were performed on these variables to compare the means for Black and White workers. There were significant differences on three of the twenty-eight variables. Significance levels are the degree of confidence that the findings are not due to chance or irregularities in the population sampled. The lowest acceptable level used in this study was the .05 level, meaning there is 95% confidence that the results are not due to chance.

Table 1. Comparisons of means ( $\pm$  SD) scores on the Job Descriptive Index (JDI), Mental Health Index (MHI) and demographic survey for Black and White workers.

Variables	Blacks (N=78)		Whites (N=50)		Total
	M	SD	M	SD	
Present Job	29.37	$\pm 11.49$	30.68	$\pm 11.05$	-.64
Pay Job	11.74	$\pm 11.22$	17.78	$\pm 13.72$	-2.72** (.007)
Promotion Opportunity	22.10	$\pm 14.94$	17.96	$\pm 15.53$	1.51 ns
Supervision	40.47	$\pm 12.81$	36.58	$\pm 16.11$	1.52 ns
Coworkers/ People	33.17	$\pm 15.40$	31.84	$\pm 15.85$	.47 ns
Job Satisfaction in General	36.77	$\pm 13.44$	38.14	$\pm 13.97$	-.55 ns
Anxiety	19.59	$\pm 8.57$	18.43	$\pm 5.35$	.91 ns
Depression	8.65	$\pm 4.22$	7.55	$\pm 2.65$	1.77 ns
Behavioral/ Emotional Control	17.26	$\pm 6.61$	15.08	$\pm 4.42$	2.14* (.03)
Positive Affect	41.74	$\pm 10.47$	41.54	$\pm 8.40$	.11 ns
Emotional Ties	7.83	$\pm 3.44$	8.69	$\pm 2.80$	1.44 ns
Life Satisfaction (Reverse Score)	4.12	$\pm 1.21$	3.94	$\pm 1.09$	.85 ns
Psychological Distress	50.73	$\pm 20.76$	40.29	$\pm 12.62$	1.29 ns

Table 1--Continued

Variables	Blacks		Whites		Total
	M (N=78)	SD	M (N=50)	SD	
Psychological Well-being	58.07	±15.27	58.44	±11.23	-.14 ns
Families Known	2.84	± 3.44	2.47	± 3.90	.55 ns
Number of Friends	8.85	±10.11	7.33	± 4.98	.98 ns
Visits to Friends	4.31	± 1.66	4.06	± 1.35	.88 ns
Religious SVC Atted.	2.78	± 3.52	2.27	± 6.21	.59 ns
Volunteer Groups	1.85	± 1.86	1.22	± 1.60	1.94 ns
Active in Groups (Reverse Score)	2.43	± 1.16	3.00	± 1.00	-2.83** (.005)
Recreational Activity Participation	3.29	± 1.29	3.00	± 1.31	1.20 ns

\*p<.05 two-tailed

\*\*p<.01 two-tailed

n.s. - non-significant

On the job satisfaction measures, Whites were significantly more satisfied with their pay than were Black workers, significant at the .01 level. On the Mental Health Inventory (MHI), Blacks scored significantly higher on loss of emotional and behavioral control, at the .05 level. Black workers were also significantly more active in the volunteer groups that they belonged , with the difference being significant at the .01 level.

There were also three variables that were marginally significant. Blacks showed higher depression than White workers, on the MHI (.08 level). Blacks belonged to more voluntary groups than Whites (.06 level). And Blacks had worked more years for the V.A. Hospital than White workers (.90 level).

On the remaining job satisfaction variables, results were mixed. White workers reported more satisfaction with work on their present job, pay, and their job in general. Black workers were more satisfied with the opportunities for promotions, supervision and co-workers. Though again mean differences were small.

Overall on the MHI scales, Blacks tended to score slightly higher on psychological distress, anxiety, depression, and slightly lower on psychological well-being, life satisfaction and emotional ties. Black workers did

score slightly higher on positive affect. Although the mean differences were not very great for many of these scales.

Blacks tended to know more families in their neighborhoods, have more family and friends they communicated with and visited these friends equally as often as Whites. Black and White workers attended church on relatively equal basis and are similarly involved in recreational activities.

#### Chi-Square

For those variables that had nominal or ordinal scales or categorical variables, Chi-Square analysis was used (Table 2). There were found to be significant differences between the observed values and expected values of the groups, for three of the twelve variables analyzed (See Table 2).

Income had a significant chi-square value. For Blacks, 69% earned below \$25,000 whereas only 34% of Whites earned below \$25,000. Whites reported that 52% earned \$35,000 and above, whereas only 20.6% of Blacks reported this income level. When looking at income of \$25,000 and above, 66% of Whites and only 31% of Blacks fall into this category.

Significant differences were also found for the variable of education. Fifty-three percent of White workers who responded had a graduate degree, whereas only eight

Table 2. Percentages for significant variables and central life interest (CLI) variables of chi-square analysis.

Variable	Blacks (N=78)	Whites (N=50)	$\chi^2$	p
<u>Income</u>				
Below \$15,000	17.9%	8.0%	18.03	<.003**
15,000-24,999	51.3%	26.0%		
25,000-34,999	10.3%	14.0%		
35,000-44,999	15.4%	38.0%		
45,000-54,999	2.6%	12.0%		
55,000-above	2.6%	2.0%		
<u>Education</u>				
Elementary	1.3%	0	34.66	<.001***
Completed 8th Grade	1.3%	0		
Some High School	3.8%	4.1%		
High School Graduate	16.7%	12.2%		
Some College	17.9%	24.5%		
College Graduate	17.9%	6.1%		
Graduate Degree	7.7%	53.1%		
<u>Marital Status</u>				
Single	20.5%	30.0%	10.38	<.03*
Married	35.9%	46.0%		

Table 2--Continued

Variable	Blacks (N=78)	Whites (N=50)	$\chi^2$	p
Divorced	24.4%	16.0%		
Widowed	5.1%	8%		
Separated	14.1%	0%		
<u>Central Life Interest</u>				
Work Or	5.1%	8%	.69	.88ns
Non-Work Or	7.7%	10%		
Flexible Focus	67.9%	64%		
Uninterpretable	19.2%	18%		
*p<.05 two-tailed				
**p<.01 two-tailed				
***p<.001 two-tailed				
ns - non-significant				

percent of Blacks did. Overall, 83% of Whites had at least some college, while only 76% of Blacks had at least some college.

The variable of marital status had significant differences on observed and expected values. Forty-six percent of Whites reported being married, only 36% of Blacks. For Blacks, 38% were either divorced or separated only 16% of Whites fell into this category. Twenty-one percent of Blacks were single and 30% of Whites.

Whites also tended to be older than Black respondents, although this difference was not significant. There was also no significant difference found for the variable of sex. Fifty-one percent of Blacks were male and 49% were female. Thirty-nine percent of Whites were male and sixty-nine percent were females.

There were no significant differences found by groups on the three Central Life Interests (CLI) categories. For Blacks, 5% were work oriented, 8% non-work oriented, 68% flexible focused and 19% were uninterpretable. For Whites, 8% were work oriented, 10% non-work oriented, 64% flexible focused and 18% were uninterpretable.

#### ANOVA's

A series of 2 X 4 analyses of variances (Anova's) were run in order to determine the interaction of race (Blacks and Whites) and CLI (Work, Non-work, and Flexible Focus

orientation) with measures on mental health inventory. Main and/or interaction effects were found on four of the eight scales (Table 3).

On the anxiety scale, work oriented (WO) Blacks reported significantly more anxiety than WO Whites. Non-work oriented (NWO) Blacks reported less anxiety than NWO White workers. Reported anxiety levels for the flexible focused (FF) workers were similar across racial groups.

On the psychological distress scale, WO Black workers were significantly more distressed than WO White workers, significant at the .05 level. Non-work oriented (NWO) Blacks reported less distress than NWO Whites. Again, FF groups were similar across race. Also a main effect was significant (.05) for the relationship between CLI and psychological distress, where workers who were work oriented reported more distress than non-work or flexible focus CLI workers.

On the depression scale there was found to be a significant interaction effect at the .05 level. Work oriented (WO) Blacks reported more depression than WO Whites. Also, NWO Blacks reported less depression than NWO Whites. Flexible focus groups were similar across race.

On the variable of loss of behavioral and emotional control, two main effects were found for both race and CLI. Work oriented (WO) people reported feeling more loss of

Table 3. Means and results of analysis of variance of the Mental Health Inventory (MCI) and Job Description Index (JID) using race and the Central Life Interest (CLI).

Dependent Variable	Race (df=1)		F	P	Central Life Interest (df=3)					Interaction (df=3)	
	Blacks	Whites			WO	NWO	FF	F	P	F	P
Anxiety	19.86	18.72	.910	>.34	24.57	21.64	18.50	2.02	>.12	2.92	<.04*
Depression	8.56	7.49	2.99	>.09	9.86	8.73	7.97	.887	>.45	3.10	<.03*
Loss of Control	17.24	15.30	3.78	<.05*	23.14	18.36	15.95	4.43	<.006**	2.18	>.10
Positive Affect	41.35	41.58	.039	>.84	39.86	39.82	42.16	.430	>.73	2.20	>.09
Emotional Ties	7.83	8.67	1.83	>.18	6.86	8.73	8.22	.521	>.67	.104	>.96
Life Satisfaction	4.10	3.98	.236	>.63	3.71	3.82	4.10	.394	>.75	.89	>.45
Psychological Distress	50.14	47.07	1.13	>.29	64.29	54.36	46.84	2.68	>.05*	3.01	>.03
Psychological Well-being	57.81	58.81	.200	>.65	54.43	56.36	59.29	.513	>.67	1.64	>.19

Table 3--Continued

Dependent Variable	Race (df=1)		Central Life Interest (df=3)					Interaction (df=3)			
	Blacks	Whites	F	P	WO	NWO	FF	F	P	F	P
Present Job	29.37	30.68	.321	>.57	34.75	30.36	29.47	1.49	>.22	.783	>.38
Pay on the Job	11.74	17.77	7.74	<.006**	9.56	21.86	13.10	1.53	>.22	.040	>.84
Promotion Opportunities	22.10	17.96	2.64	>.107	29.50	20.50	19.46	3.40	>.07	1.03	>.31
Supervision on the Job	40.47	36.58	2.48	>.117	44.00	33.73	38.80	1.27	>.26	.390	>.53
People/Coworkers on Job	33.17	31.84	.273	>.60	37.38	35.27	32.38	.837	>.36	1.01	>.32
Job Satisfaction in General	36.77	38.14	.224	>.63	44.25	34.64	36.99	2.16	>.15	1.92	>.17

\*p<.05 two-tailed

\*\*p<.01 two-tailed

\*\*\*p<.001 two-tailed

control than workers with other CLI orientations. Also, Blacks reported significantly feeling more loss of control than Whites. No significant interactions were found.

Next, a series of 2 X 4 Anova's were run to determine the interaction of Race and CLI on measures of the Job Description Index (JDI). There was only one significant main effect on one variable and no interaction effects.

There was a significant main effect, at the .01 level, found for race and pay on the present job. Black workers were found to be less satisfied with pay than were White workers. No other significant results were found for the job satisfaction scales.

Although not a significant difference, the global scale measuring job satisfaction in general revealed that job satisfaction was highest for WO workers, followed by flexible focus (FF) workers, and non-work oriented (NWO) workers. White workers were slightly more satisfied than Black workers on this global measure.

Even though the following differences are not significant they do show certain trends that are notable. In general, results on the mental health scales showed WO Blacks, more than work oriented (WO) Whites, had slightly higher anxiety, depression, loss of behavioral and emotional control, psychological distress and lower general positive affect, life satisfaction, psychological well-being and

fewer emotional ties. Non-work oriented (NWO) Blacks, compared to NWO Whites, tended to report lower anxiety, depression, loss of behavioral and emotional control, psychological distress and fewer emotional ties, and higher general positive affect, life satisfaction, and psychological well-being. The scores for flexible focused (FF) Blacks and Whites were much more similar showing only a few points variability in means.

The job satisfaction measures showed that (WO) Blacks, more than (WO) Whites, tended to report less satisfaction with work on their present jobs, pay on present jobs, promotion opportunities, supervisors on their jobs, co-workers on present jobs, and their jobs in general. Non-work oriented Blacks, more than NWO Whites, were more satisfied with work on their present jobs, promotion opportunities, supervisors on the jobs, co-workers on present jobs, and their jobs in general. Non-work oriented Blacks were only less satisfied than NWO Whites on the measure of pay on the present job. On the job satisfaction measures, more so than on mental health measures, FF Blacks and Whites had more variability in their mean scores. Flexible focused Blacks showed lower satisfaction with work on the present job, pay on the present job, but higher satisfaction on promotion opportunities, supervisors on present jobs, and co-workers on present jobs and

satisfaction with the job in general. Again, many of these differences were not significant but are stated here as general trends in the data.

After these analyses, three-way ANOVAs were performed to determine the interactions of income (high and low), job satisfaction (high, medium and low) and race on measures of mental health and life satisfaction. The anxiety and emotional ties scales were the only two mental health scales that had significant interaction effects at the .05 level. On anxiety, a significant two-way interaction existed between race and income. Black workers with low-income reported significantly more anxiety low-income White workers. Higher income White workers reported higher anxiety than higher income Black workers. No significant three-way effect was found. On emotional ties, a significant main effect was found for income at the .05 level. Those workers with higher income reported more emotional ties. No significantly three-way effects were found. On life satisfaction, no significant interactions were found for the three variables at a .05 levels.

However, although no significant differences were found for Black and White workers a trend in the data was observed. For Black workers, higher mental health scores and life satisfaction scores were noted for those in the higher income levels. Whereas for Whites, higher mental

health and life satisfaction scores were noted for those workers with higher job satisfaction. This trend was observable on all seven of the mental health scales and the life satisfaction scale.

#### Multiple Regression

In order to determine how well a preselected group of independent variables could predict scores on the mental health scales, and determine if this prediction differed by race, Multiple Regression analyses were performed. The mental health scales were used as the dependent variables and race, income, education, central life interest (CLI), and the job satisfaction in general scale as independent variables. The first two regressions used the two scales for global mental health and the more specific mental health scales followed. A hierarchical method was used in order to determine the effect on the regression equation as each independent variable was entered.

The initial regression used the psychological distress scale as the dependent variable. After the first step, using race in the equation, there was no significant predictive power. After steps 2 and 3 (income, education entered) there was a significant increment in R squared attributable to income. After step 4 and 5 (job satisfaction, CLI entered), there was another significant increase due to CLI, at the .01 level. Altogether 13% (9%

adjusted) of the variability in psychological distress could be predicted by knowing scores on these 5 independent variables. Thus, an inverse relationship existed between income and psychological distress, and having a work orientation (CLI measure) increased psychological distress.

In the next regression analysis, the psychological well-being scale was used. After step 1, (race entered) no significant predictive power was gained. At steps 2 and 3 (income, education entered), there again was no significant increase gained by entering these variables into the equation. After steps 3 and 4 (job satisfaction, CLI entered), job satisfaction contributed significantly to the predictive ability of the equation, however the regression equation was not significant. Altogether only 7% (3% adjusted) of the variability in psychological well-being could be predicted by scores on these independent variables. Specifically, higher job satisfaction led to higher psychological well-being.

Next regressions were run to see if the five independent variables could predict scores on the 5 specific mental health scales. On the anxiety scale, two of the independent variables were found to be predictive, at the .05 level. An inverse relationship existed between income and anxiety, and those having a work orientation reported more anxiety. Scores on the depression scale could be

significantly predicted by one independent variable, at the .01 level. An inverse relationship existed between job satisfaction in general and the reporting of depression. Loss of behavioral and emotional control obtained a significant predictive equation attributed to two independent variables, at the .001 level. There was an inverse relationship between loss of control and job satisfaction, and work oriented individuals reported higher loss of control than the other CLI oriented workers. Scores on emotional ties could be significantly predicted by the independent variable of income, at the .05 level. Higher income was positively related to emotional ties. However, no significant regression equation was found for scores on the scale of general positive affect based on these 5 independent variables. However, job satisfaction in general did contribute significantly to that equation.

Then a multiple regression was performed using the life satisfaction scale as the dependent variable and the 5 previously used independent variables. After the first step using race, no significant increase occurred in the equation. After steps 2 and 3 (income and education entered), income contributed significantly to the equation, but did not significantly increase the equation predictive power. After step 4 and 5 (job satisfaction, CLI entered), job satisfaction contributed significantly to the equation,

but the regression equation was not significant. Thus, income and job satisfaction had a positive relationship with reports of life satisfaction. However, together with the other independent variables, they could not be used to significantly predict life satisfaction scores.

Multiple Regressions were then run separately for Black and White workers using the same dependent and independent variables, except for race (Table 4). For Blacks, on the scale of psychological distress, two independent variables (CLI orientation and income) contributed significantly to the regression equation. There was an inverse relationship between income and reported psychological distress, and work oriented Blacks reported more distress than other CLI oriented Black workers. Altogether, 21% (19% adjusted) of the variability in psychological distress could be predicted by knowing scores on these two independent variables. For Whites, on the scale of psychological distress, none of the four independent variables were significantly predictive of scores.

For Blacks on the dependent variable of psychological well-being, none of the four independent variables could significantly have predicted scores on the dependent variable. The same was found to be true of White workers on this same dependent variable. None of the

Table 4. Regression analyses of Black and White workers' Mental Health Inventory scores, using Income, Job Satisfaction, Central Life Interest scales.

	$r^2$	DF	F	P
Income-(Independent Variable)				
<u>Dependent Variables</u>			<u>Black Workers</u>	
Depression	.18	3,70	5.23	.003
Anxiety	.20	2,71	8.85	.001
Behavioral/ Emotional Control	1.22	3,68	6.26	.001
Positive Affect	.09	4,69	1.61	----
Emotional Ties	.10	1,73	8.33	.01
Psych Distress	.21	2,68	8.98	.001
Psych Well-Being	.10	4,68	1.95	----
Life Satisfaction	.08	1,72	5.85	.05
CLI (Independent Variable)				
<u>Dependent Variables</u>				
Depression	.18	3,70	5.23	.003
Anxiety	.20	2,71	8.85	.001
Behavioral Emotional Control	.22	3,68	6.26	.001
Positive Affect	.09	4,69	1.61	----
Emotional Ties	----	----	----	----
Psych Distress	.21	2,68	8.98	.001
Psych Well-Being	.10	4,68	1.95	----
Life Satisfaction	----	----	----	----

Table 4. Regression analyses of Black and White workers' Mental Health Inventory scores, using Income, Job Satisfaction, Central Life Interest scales.

	$r^2$	DF	F	P
Job Satisfaction (Independent Variables)				
<u>Dependent Variables</u>			<u>Black Workers</u>	
Depression	.18	3,70	5.23	.003
Anxiety	----	----	----	----
Behavioral Emotional Control	.22	3,68	6.26	.001
Positive Affect	.09	4,69	1.61	----
Emotional Ties	----	----	----	----
Psych Distress	----	----	----	----
Psych Well-Being	.10	4,68	1.95	----
Life Satisfaction	----	----	----	----
Income (Independent Variables)				
<u>Dependent Variables</u>			<u>White Workers</u>	
Depression	.07	4,43	.87	----
Anxiety	.06	4,40	.69	----
Behavioral/ Emotional Control	.11	4,40	1.20	----
Positive Affect	.13	4,40	1.49	----
Emotional Ties	.07	4,40	.72	----
Psych Distress	.06	4,39	.66	----
Psych Well-Being	.09	4,39	1.00	----
Life Satisfaction	----	----	----	----

Table 4. Regression analyses of Black and White workers' Mental Health Inventory scores, using Income, Job Satisfaction, Central Life Interest scales.

	$r^2$	DF	F	P
<u>CLI (Independent Variables)</u>				
<u>Dependent Variables</u>			<u>White Workers</u>	
Depression	.07	4,43	.87	----
Anxiety	.07	4,40	.69	----
Behavioral/ Emotional Control	.11	4,40	1.20	----
Positive Affect	.13	4,40	1.49	----
Emotional Ties	.07	4,40	.72	----
Psych Distress	.06	4,39	.66	----
Psych Well-Being	.09	4,39	1.00	----
Life Satisfaction	----	----	----	----
<u>Job Satisfaction (Independent Variables)</u>				
<u>Dependent Variables</u>				
Depression	.07	4,43	.87	----
Anxiety	.06	4,40	.69	----
Behavioral/ Emotional Control	.11	4,40	1.20	----
Positive Affect	.13	4,40	1.49	----
Emotional Ties	.07	4,40	.72	----
Psych Distress	.06	4,39	.66	----
Psych Well-Being	.09	4,39	1.00	----
Life Satisfaction	.09	1,46	4.63	.05

four independent variables added any significant predictive power to the regression equation.

On the scale of anxiety, two of the independent variables were found to produce a significant predictive equation for Black workers. An inverse relationship existed between income and workers reported anxiety, and having a work orientation increased reported anxiety. For Whites on this dependent variable, no significant predictive equation was found.

On the depression scale, income, job satisfaction, and CLI orientation were found to significantly predict scores for Black workers, at the .01 level of significance. An inverse relationship existed between income and job satisfaction and workers reported depression level. Also, reported depression was higher for work oriented employees. For Whites, none of the four independent variables produced a significant predictive equation.

On the dependent variable loss of behavioral and emotional control, income, job satisfaction, and CLI orientation contributed significantly (.001 level) to a predictive regression equation for Black workers. An inverse relationship existed between income and job satisfaction and workers reported loss of control. Also, having a work oriented CLI increased reported loss of

emotional and behavioral control. For White workers, none of the independent variables were found to be predictive.

On the scale of general positive affect, none of the independent variables added predictive power to the equation for Black workers. The same was found for White workers. On the emotional ties scale, one independent variable produced a significant regression equation, at the .01 level, for Blacks. A positive relationship existed between income and emotional ties. For Whites, none of the independent variables could significantly predict scores. Thus for Black workers, their income level and/or CLI orientation were significantly related to scores on the majority of the mental health scales. Job satisfaction level was only slightly related to scores on two of the scales. For Whites, none of the independent variables used were significantly related to their scores on the mental health scales.

Next a multiple regression was performed using life satisfaction scale as the dependent variable. For Blacks, there was one independent variable that contributed significantly to the regression equation, (.05 level). Income had a positive relationship to life satisfaction. For Whites on life satisfaction there was one independent variable that contributed significantly to the regression

In general, it appears that for Blacks income level is significantly related to life satisfaction. For Whites, job satisfaction is significantly related to life satisfaction.

#### Dissatisfied Workers

T-tests were run to determine if there were differences in mental health and life satisfaction scores between Black and White workers who reported lower job satisfaction (below the median on the job satisfaction-in-general scale). There was no significant difference in the number of White and Blacks that fell into this category.

On the mental health measures, none of the scales showed significant differences at the .05 level. In general, the means for Blacks were slightly higher on anxiety, depression, loss of emotional and behavioral, psychological distress, and on general positive affect and psychological well-being. Blacks mean score was lower than Whites on emotional ties. On the two global mental health measures of psychological distress and psychological well-being, there were some differences although they weren't significant. On psychological distress, Blacks had a mean score of 53.08 and Whites 48.38. On psychological well-being, Blacks had a mean of 56.86 and Whites had a mean of 56.16. On the life satisfaction scale, Blacks had a mean score of 3.89 and Whites of 3.68, however this was not a significant difference.

A Chi-Square was then performed to see if Blacks and Whites differed on observed and expected scores on central life interest. There were no significant differences found. For dissatisfied Blacks, 6.3% were work oriented, 9.4% were non-work oriented and 84.4% were flexible focused. For dissatisfied Whites, 0% were work oriented, 22.2% were non-work oriented, and 77.8% were flexible focused.

Other Chi-Square analyses were run to determine interactions of income with CLI and mental health of dissatisfied workers. There was a significant difference in observed and expected values on income level and race. More Black workers income was below \$25,000 (73%), whereas only 32% of White workers were in this level. For income between \$25,000-\$35,000, 7% of Blacks and 18% of Whites fell in this category. In the level of \$35,000 and above, there was 20% of Blacks and 50% of Whites. There was no significant relationship found between income and CLI for Blacks or Whites. The majority of workers from all income levels had flexible focused orientations.

Due to the insufficient N size and the number of empty cells, statistics couldn't be computed to determine interaction effects for Race x CLI x Mental Health among these dissatisfied workers.

### Additional Findings

There were other statistical findings which were seen as significant to this research study. Chi-Square analyses were run to determine if the relationship between education and income differed significantly for Black and White workers.

For Black workers, chi-square was not significant for income and education. For Whites, there was a significant difference observed at the .05 level. Thus, education and income were more positively related for Whites than for Blacks. For males, a significant chi-square was obtained at the .001 level. There was not a significant relationship for females. Next, analyses were run by varying both sex and race together. There was no significant relationship found between income and education for Black males and Black females at the .05 level. For White females there was a significant difference observed at the .05 level. There was a significant difference for White males at the .001 level.

Pearson correlations were run in order to directly observe the amount of correlation between education and income had for the above groups. At the .05 level, a significant correlation of 23% was found between education income for Black workers. For White workers a significant correlation existed of 61% existed. Which was significant at the .001 level. For males, a 51% correlation was found

which was significant at the .001 level. And for females a 39% correlation was found to be significant at the .01 level. Next, sex and race were combined. For Black males income and education had a correlation of only 18%, which was not significant. The same was true for Black females where the correlation was only 21%. On the other hand, there was a significant correlation of 75% between income and education for White males. For White females, a significant (.01 level) although weaker correlation of 49% was found. As the result indicate, education had a far stronger positive relationship to income for White workers than for Black workers and especially so for White males.

In order to clearly understand the results, a summary of their specific relationships to the hypotheses follows. The first and second hypotheses predicted Black workers would have significantly lower job satisfaction and that more Blacks would have non-work or flexible focus CLI's, than White workers. And more Whites than Blacks would have a work oriented CLI. T-tests showed no significant differences on the job satisfaction scale for Whites and Blacks. Chi-Square analysis found no significant differences for White and Black workers on the CLI categories.

The third hypothesis predicted that among dissatisfied Black and White workers, Black workers would have higher

mental health scores and life satisfaction scores. T-tests performed on these groups showed no significant differences on mental health or life satisfaction scores. Chi-Square analysis showed no significant differences for this group on the CLI categories. Due to small cell sizes, higher order analysis could not be used to determine if any significant main or interaction effects existed.

The final hypothesis predicted that lower- and middle-income Black workers would significantly experience lower job satisfaction, but higher mental health and life satisfaction scores. Also the majority of these workers would have a non-work or flexible focus CLI. Low-income White workers were predicted to be similar. Upper- and middle-income White workers were predicted to have higher job satisfaction and a larger number fall into the work oriented CLI category. Those in this category who have lower job satisfaction scores were predicted to have lower mental health and life satisfaction scores than Black workers. Upper-income level Black workers would be similar to this group of White workers. As was shown, no significant differences were found for these groups using Chi-Square and ANOVA analyses. Although not directly related to this hypothesis, the Multiple Regression analysis did show that income had a significant inverse relationship with Black workers mental health, but no relationship to

White workers mental health. Also found in this analysis, Blacks who had a work CLI had significantly lower mental health scores. This was not found for White workers.

CHAPTER 5  
DISCUSSION

This study examined the relationship between worker's central life interest orientation and their reported levels of job satisfaction, life satisfaction, and mental health. Previous research had shown a direct positive relationship between job satisfaction and mental health. This study proposed that a non-work or flexible focus CLI may exist for Blacks that would mediate the relationship between job satisfaction and mental health. Thus for Blacks, a compensation effect would exist where low job satisfaction was related to higher mental health and life satisfaction scores.

The results of this study did not support a predominant, central life interest preference for either Black or White workers. Blacks did not have significantly lower job satisfaction scores than Whites. There was no significant relationship between overall job satisfaction and level of mental health and life satisfaction for either Blacks or Whites. However, it was found that Black workers with a work oriented central life interest did have significantly lower life satisfaction and mental health scores. Also for Black workers, income and CLI preference

were the variables significantly related to mental health scores.

The limited amount of significant support for the hypotheses may have occurred for several reasons. The response rate was lower than anticipated to ensure a representative sample. Also, some employees chose not to complete the questionnaire, causing a possible selection bias. Thirdly, the questionnaire was a self-report. Other research has shown self-report instruments to be somewhat less reliable indicators of personality than more objective measurements. People tend to bias their responses in a manner to look more favorable in the eyes of the researchers. However, this phenomenon is somewhat lessened when the subjects are insured of anonymity, as was done in this study. Also due to the large sample size and the personal nature of the questions, information was best obtained by self-report.

The fact that responses of employees seem to reflect similar attitudes may have been due to the influence of a homogenous work environment (VA Hospital). However, the overall heterogeneity on demographic variables (race, sex, income, etc.) would allow the generalization of these results to similar populations.

The lack of differences on job satisfaction measures does support the previous research by Gavin and Ewen (1974),

Lopez and Greenhaus (1978) & Weaver (1978) who found similar job satisfaction rates among Blacks and Whites. These researchers concluded that due to affirmative action, job satisfaction rates among Black and White workers would probably become more similar. This may also explain the small differences in job satisfaction scores for Blacks and Whites.

Another notable finding was the large number of employees who were non-work oriented and flexible in their focus on the CLI, even among higher income employees. Also there was no predominant CLI orientation among Black workers or White workers. Research by Dubin and Champoux (1977) and Starchevichs' (1973) had indicated that higher SES workers tend to be more work oriented. This lack of significant difference in orientation may be a function of the population measured. However, it may also be due to a changing view of work in our society. In general, people are beginning to take advantage of leisure, non-work time and tend to be less driven and centered in the working world. Thus income and race may play a lesser role in determination of a worker's CLI preference than was initially hypothesized.

Since this research study is exploratory in nature, benefits can be gained by examining other useful information obtained from the study. Although most of the following

findings are not significant, they shed light on the possible relationship of job satisfaction, CLI orientation and mental health of workers.

On the "job satisfaction in general" scale, White workers are slightly more satisfied than Blacks (See Table 1). Whites also have a higher percentage of workers who are work and non-work CLI, than do Blacks. Blacks have a higher percentage of workers who are flexible in their focus on the CLI than did White workers (Table 2). Those Black workers who are non-work CLI reported slightly higher job satisfaction, mental health and life satisfaction compared to their White non-work CLI counterparts. White workers who are work oriented tend to have higher mental health, life satisfaction and job satisfaction than any other group. Blacks who are work oriented have significantly lower mental health and life satisfaction and slightly lower job satisfaction than any other group. Flexible-focus Whites had slightly higher mental health than flexible-focus Blacks. However, flexible-focus Blacks had slightly higher job satisfaction and life satisfaction.

In this study, job dissatisfied White workers report slightly higher mental health, life satisfaction, and job satisfaction than dissatisfied Blacks. Job dissatisfied White workers fell in either non-work oriented or flexible focus CLI category. The largest percentage of job

dissatisfied Black workers fell in the flexible focus and work oriented categories with fewest in non-work CLI category. However, half of the work oriented Blacks (2) fell into the job-dissatisfied grouping. Because of the extremely poor mental health scores of work CLI Blacks, the overall mental health scores for job-dissatisfied Blacks were probably lowered.

The findings from the regression analysis supported the contention that for different racial groups certain variables are more predictive of mental health and life satisfaction scores. For Blacks, central life interest and income were more predictive of mental health and life satisfaction. Whereas for Whites, job satisfaction appeared more predictive of mental health and life satisfaction. Past theory states that a "spillover" effect exists in which job satisfaction level will positively relate to life satisfaction and mental health of workers. This papers' results found that Black workers' mental health was significantly related to income level and central life interest orientation, not to job satisfaction. Lower-income Blacks are more likely to be non-work oriented and have lower job satisfaction, mental health, and life satisfaction scores. Middle-income Blacks tend to score somewhat higher on job satisfaction, mental health and life satisfaction.

Upper-income Blacks had the highest scores on these measures.

Perhaps the years of unemployment and discrimination make job dissatisfaction of no major concern to Blacks. Income may have become a better measure of self-worth, stability and survival in a discriminatory system. A work-oriented CLI for Blacks would likely be detrimental because frustrated work efforts do not pay off financially and because of the discrepancy between education level and pay these workers receive. When one's hopes are not fulfilled, distress and dissonance occur.

Additional findings through correlational analysis seem to support the belief that discrepancies exist in Black and White workers' pay with comparable work and education. Blacks earned less than their White counterparts with equal or less education. These findings did support the findings from such researchers as Laumann (1970), Fernandez (1975), Jobu (1976), Salmon (1979), Smith (1979) who found a lower correlation between education and income for Blacks than Whites. It appears that ten years later these biases have not been adjusted, even in the Federal government sector.

This discrepancy in the past and present may have made pay and income a salient feature for Black workers, and thus a possible source of dissatisfaction and detriment to their overall life satisfaction and mental health. Living in a

society that stresses education as a source of economic upward mobility, and then fails to reward one group as adequately as another group is liable to breed frustration and overall dissatisfaction, especially in a person's life which is highly invested in work. For Black workers who seek to derive a great amount of self-esteem from work and prefer activities that take place in the work environment, economic returns are low.

The finding of lower mental health among work CLI Blacks may be expected in light of the historical view Blacks have toward the work environment. The work setting has usually been a source of frustration and anger for Black workers who were often discriminated against. Blacks who have a work oriented CLI may experience discrimination with traditional views of Blacks toward the work setting. Blacks who view work as the main focal point of their life are facing a cultural dilemma and conflict. Despite their hopes that dedication to the job would lead to the same success it has for other work groups, they are confronted with the reality and dilemma of finding self-esteem and satisfaction in an inequitable job market that still does not equally reward them with pay and occupational status as it does for others.

For White workers, life satisfaction and mental health levels varied only slightly with income but more greatly

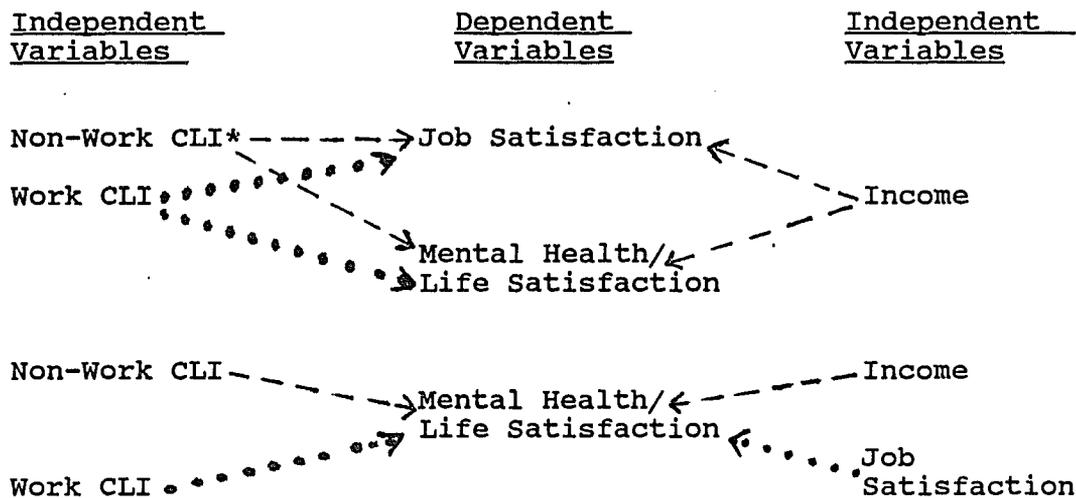
with job satisfaction levels. Findings show that White workers who have lower income, but higher job satisfaction had slightly higher mental health and life satisfaction than higher income Whites with lower job satisfaction. Mental health and life satisfaction levels got worse as job satisfaction decreased, regardless of income level. However, these results for Whites were not significant.

In reviewing the proposed results to be found by this research, it does appear that a small "spillover" effect did exist for Whites, where lower job satisfaction adversely effected their mental health and life satisfaction. For Blacks, this effect was not seen. Rather for Blacks having a lower income and a work CLI adversely affected mental health. The following is an illustration of the relationships found (Figure 2).

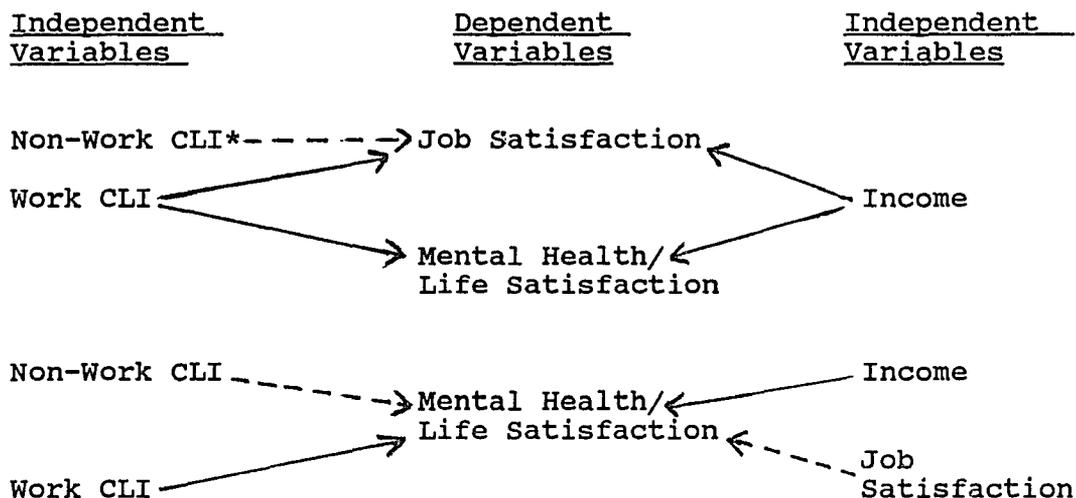
#### Suggestions for Future Research

These research findings raise several important questions to be further researched. Why do Black workers who are more work centered suffer adverse psychological effects, compared to Whites? Is it simply a factor of biased pay scales in industry or are there other factors in the work environment? Are there certain characteristics that Work CLI Blacks possess, and are they similar to

White Workers



Black Workers



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 \*Central Life Interest  
 -----> = No Relationship  
 .....> = General trend of relationships (non-significant)  
 \_\_\_\_\_> = Significant relationship

Figure 2. Relationships and trends between independent and dependent variables for Black and White workers.

Whites? Are there greater differences between Black and White workers in private industries where there are fewer equal opportunity incentives?

Future research should seek to explore differences in the effects of job satisfaction on mental health and life satisfaction for various ethnic groups, so that current models can more accurately reflect other racial or cultural groups. Such research could help to illuminate other factors that may actually affect the mental well-being and life satisfaction of these workers allowing possible detection and intervention procedures for workers with high risk factors.

Research on workers' job satisfaction and mental health must continue to be reassessed by using more ethnically diverse work populations. Researchers can no longer assume that previous theories developed on one segment of the population can be generalized to all workers. As Blacks and other ethnic groups are continually elevating their positions in the industrial sector and the business world, research is urgently needed to derive a more accurate picture of these workers and to determine how job satisfaction is best achieved.

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