Job Search Discouragement in Unemployed Older Workers: An Investigation of the Differences in Personal, Social, and Psychological Functioning Between Actively Searching and Discouraged Unemployed Older Workers Who Wish To Work

Dissertation

Presented in Partial Fulfillment of the Requirements for the Degree Doctor of Philosophy in the Graduate School of The Ohio State University

By

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* * * * *

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DEDICATION

To My Wife, Cathy Jo Rife, Who Has Supported Me Throughout My Doctoral Educational Experience
ACKNOWLEDGEMENTS

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# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dedication</td>
<td>ii</td>
</tr>
<tr>
<td>Acknowledgements</td>
<td>iii</td>
</tr>
<tr>
<td>VITA</td>
<td>iv</td>
</tr>
<tr>
<td>LIST OF FIGURES</td>
<td>vi</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>vii</td>
</tr>
</tbody>
</table>

## CHAPTER

### I. INTRODUCTION

- Description of Area For Study ........................................ 1
- Statement of the Problem ............................................. 5
- Purpose of the Research Project ................................... 6
- Research Questions .................................................... 10
  - Major Question ..................................................... 10
  - Minor Questions ................................................... 11
- Significance of the Problem and Justification For Study ....... 12
- Organization of the Dissertation .................................. 14
- Limitations of the Study ............................................. 15

### II. REVIEW OF THE LITERATURE

- Introduction .................................................................. 17
- The Meaning of Work and Unemployment ............................. 18
  - Types of Unemployment ............................................. 23
  - Perspectives On Unemployment ................................... 26
III. METHODOLOGY

Introduction
Restatement of Research Questions
Major Question
Minor Questions
Research Design
Location For The Study
Sampling Design and Procedures
Variables and Instrumentation
Biographical Information
Work Orientation and Work History  
Work History  
Attitudes Toward Job Searching  
Psychosocial and Physical Well-Being  
Present Life Style and Adjustment to Unemployment  
Utilization of Employment and Other Social Services  
Design of the Data Collection Instrument  
Pre-Test of the Data Collection Instrument  
Administration of the Data Collection Instrument  
Reliability and Validity  
Research Design  
Data Collection Instrument  
Data Analysis  
Protection of Human Subjects  
Organization of Findings and Discussion

IV. DEMOGRAPHIC CHARACTERISTICS OF THE SAMPLE POPULATION

Introduction  
Job Search Status  
Gender  
Age  
Race  
Education  
Religious Affiliation  
Family and Marital Status  
Marital Status  
Number in Household  
Number of Children  
Number Financially Dependent On Subject  
Number in Household Working Full-Time  
Present Living Arrangements  
Financial Status  
Annual Family Income-Last Twelve Months When Employed  
Annual Family Income-Projected Next Twelve Months  
Primary Means Of Financial Support  
Work and Unemployment History  
Most Recent Occupation  
Orderliness of Work History  
Main Reason For Current Unemployment
Length of Current Unemployment .... 147
Number of Times Unemployed In Life .... 148
Attending Job Training .... 149
Minimum Wage Needed to Accept
Employment .... 149
Number of Years Employed-Lifetime
and in Last Position .... 150

V. FINDINGS: DIFFERENCES IN DEMOGRAPHIC AND
SOCIAL STATUS VARIABLES .... 152

Introduction .... 152
Chi-Square Analysis .... 153
Gender .... 155
Race .... 155
Marital Status .... 155
Religious Affiliation .... 156
Highest Degree .... 156
Present Living Arrangements .... 157
Orderliness of Career .... 157
One-Way Analysis of Variance .... 158
Age .... 160
Length of Current Unemployment .... 160
Years of Education .... 161
Number of People In Household .... 161
Number Financially Dependent On
Subject .... 162
Number in Household Working Full-Time .... 162
Total Family Income-Last 12 Months
While Employed .... 163
Total Family Income-Projected Next 12
Months .... 163
Accept A Job Paying What Hourly Wage .... 164
Number Of Times Unemployed In Life .... 164
Number Of Years Worked At Last Job .... 165
Discussion .... 165

VI. FINDINGS: ORIENTATIONS TOWARD LIFE, WORK, AND
JOB SEARCHING .... 167

Introduction .... 167
Life Aspirations .... 168
Orientations Toward Work .... 169
Work Ethic .... 170
Acceptance of Welfare .... 170
If Inherited Money, Would Work Anyway .... 171
Get More Education If Paid .... 171
Attitudes Toward Searching For A Job .... 172
Overview .................................. 212
Theoretical Framework .................. 212
Major Research Question .............. 214
Methodology ................................ 214
Discussion of Major Research Question ......................................................... 217
Differences In Demographic Characteristics ................................. 218
Self-Efficacy ................................. 218
Orientations Toward Life, Work, and Job Searching ........................ 219
Psychosocial and Physical Well-Being ...................................................... 220
Current Life Style and Adjustment ............................................................... 220
Use of Services ................................ 221
Multivariate Analysis ..................... 221
Implications for the Theoretical Framework .................................................. 222
Implications For Social Work .................. 226
Implications For Social Work Research .......................................................... 226
Implications For Social Work Practice ......................................................... 230
Performance Accomplishments ............. 231
Vicarious Experiences ...................... 231
Verbal Persuasion ........................... 232
Emotional Arousal ........................... 232
Implications For Social Welfare Policy ......................................................... 233
Review of the Current Policy Response ......................................................... 234
Implications And Directions For Policy ......................................................... 236

APPENDICES

A. LETTER TO SOCIAL AGENCIES ............ 241

B. NEWSPAPER ADVERTISEMENT ............ 244

C. DATA COLLECTION INSTRUMENT ........... 246

Bibliography ................................. 275
# LIST OF FIGURES

<table>
<thead>
<tr>
<th>FIGURE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. An Expectancy-Reinforcement Explanation for Job Search</td>
<td>69</td>
</tr>
<tr>
<td>2. Self-Efficacy As A Behavioral Mediating Variable</td>
<td>71</td>
</tr>
<tr>
<td>3. Job Search Behavioral Domains and Self-Efficacy</td>
<td>73</td>
</tr>
<tr>
<td>4. Model of Research Design</td>
<td>92</td>
</tr>
<tr>
<td>5. Summary of Theoretical Framework</td>
<td>223</td>
</tr>
</tbody>
</table>
# LIST OF TABLES

<table>
<thead>
<tr>
<th>TABLE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Types of Unemployment</td>
<td>23</td>
</tr>
<tr>
<td>2. Sources of Self-Efficacy Information</td>
<td>62</td>
</tr>
<tr>
<td>3. Reliability Coefficients For Scales</td>
<td>119</td>
</tr>
<tr>
<td>4. Reliability Analysis: Chronbach-Alpha Coefficients</td>
<td>120</td>
</tr>
<tr>
<td>5. Frequency Distribution: Job Search Status</td>
<td>129</td>
</tr>
<tr>
<td>6. Frequency Distribution: Gender</td>
<td>130</td>
</tr>
<tr>
<td>7. Grouped Frequency Distribution: Age</td>
<td>131</td>
</tr>
<tr>
<td>8. Frequency Distribution: Race</td>
<td>131</td>
</tr>
<tr>
<td>9. Frequency Distribution: Years of Education</td>
<td>132</td>
</tr>
<tr>
<td>10. Frequency Distribution: Highest Earned Degree</td>
<td>133</td>
</tr>
<tr>
<td>11. Frequency Distribution: Religious Affiliation</td>
<td>134</td>
</tr>
<tr>
<td>12. Frequency Distribution: Marital Status</td>
<td>135</td>
</tr>
<tr>
<td>13. Frequency Distribution: Subjects' Number Of Children</td>
<td>136</td>
</tr>
<tr>
<td>14. Frequency Distribution: Number Financially Dependent on Subject</td>
<td>137</td>
</tr>
<tr>
<td>15. Frequency Distribution: Number In Household Working Full-Time</td>
<td>138</td>
</tr>
<tr>
<td>16. Frequency Distribution: Present Living Arrangements</td>
<td>139</td>
</tr>
<tr>
<td>17. Frequency Distribution: Annual Income-When Last Employed</td>
<td>140</td>
</tr>
<tr>
<td>No.</td>
<td>Title</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>18</td>
<td>Frequency Distribution: Annual Income-Next Twelve Months</td>
</tr>
<tr>
<td>19</td>
<td>Frequency Distribution: Primary Means of Financial Support</td>
</tr>
<tr>
<td>20</td>
<td>Frequency Distribution: Career Orderliness</td>
</tr>
<tr>
<td>21</td>
<td>Frequency Distribution: Main Reason for Current Unemployment</td>
</tr>
<tr>
<td>22</td>
<td>Grouped Frequency Distribution: Length of Current Unemployment</td>
</tr>
<tr>
<td>23</td>
<td>Grouped Frequency Distribution: Number of Times of Unemployment</td>
</tr>
<tr>
<td>24</td>
<td>Grouped Frequency Distribution: Minimum Wage Rate Accepted</td>
</tr>
<tr>
<td>25</td>
<td>Chi-Square: Demographic Variables By Job Search Status</td>
</tr>
<tr>
<td>26</td>
<td>One-Way ANOVA of Demographic Variables By Job Search Status</td>
</tr>
<tr>
<td>27</td>
<td>One-Way ANOVA: Life Aspirations by Job Search Status</td>
</tr>
<tr>
<td>28</td>
<td>One-Way ANOVA: Work Orientations By Job Search Status</td>
</tr>
<tr>
<td>29</td>
<td>One-Way ANOVA: Job Search Attitudes By Job Search Status</td>
</tr>
<tr>
<td>30</td>
<td>Two-Way ANOVA: Psychological Discouragement</td>
</tr>
<tr>
<td>31</td>
<td>One-Way ANOVA: Adjustment By Job Search Status</td>
</tr>
<tr>
<td>32</td>
<td>One-Way ANOVA: Physical Health By Job Search Status</td>
</tr>
<tr>
<td>33</td>
<td>One-Way ANOVA: Life Style By Job Search Status</td>
</tr>
<tr>
<td>34</td>
<td>One-Way ANOVA: Services Used By Job Search Status</td>
</tr>
<tr>
<td>35</td>
<td>Two-Way ANOVA: Level of Depression and Use of Services</td>
</tr>
</tbody>
</table>
CHAPTER I
INTRODUCTION

DESCRIPTION_OF_AREA_FOR_STUDY

Work is a central life activity for many people which provides economic, social, and psychological benefits. ¹ Friedmann and Havighurst have identified five primary benefits of work: income, regulating of life-activity, identification, association, and meaning in life experience. ² For many, these benefits promote an ongoing sense of personal worth, affiliation, and integration during one's adult life. However, for those who are unemployed, the inability to obtain meaningful work is often interpreted as a personal failure and leads to the onset of other social problems. ³

Given the importance of work in a capitalistic society, it is not surprising that a great amount of attention has been given to the subject of unemployment by social scientists. After the great depression of the 1930s when employment became a critical issue, a large amount of research examined the personal and societal impacts of unemployment through analysis of both aggregate data and case studies. During the 1960s and 1970s, research gave primary attention to the social and psychological effects of unemployment upon the individual and society. Most recently, the problem of unemployment has been studied from both macroeconomic and social-psychological points of view to identify new strategies of assisting middle-aged dislocated workers and the young. However, with the aging of our labor force, very little attention has been given to the effects of unemployment upon older workers. Moreover, systematic examination of older workers who are "discouraged", or who have dropped out of the labor market, has been even more limited. In a time when our population is

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6 See such publications as the *Monthly Labor Review* and U.S. Department of Labor *Employment and Earnings* reports.
becoming increasingly "gray" and older workers are disproportionately affected by unemployment, this lack of knowledge has prevented the development of any comprehensive national employment policy for older workers and has contributed to continued suffering and frustration for many individuals who wish to work but are unable to secure employment.  

This relative lack of attention to the plight of the unemployed older worker in past years is not surprising. In a youth-oriented capitalistic economy such as ours, the older worker is often viewed as unproductive and is prevented from participating in the labor market. Until recently, government employment services, such as education and retraining, were not specifically targeted to older workers who were unemployed. While Title III of the 1982 Job Training Partnership Act now provides limited older worker retraining services and research activities, funding is very low in comparison to programs designed to serve the young and middle-aged unemployed.

Within the past decade, industrial gerontologists and social researchers have given increased attention to the life satisfaction, planning, and retirement intentions and problems of older workers. However, very little research

attention has been given to the unemployment and job search problems of this population group. In part, this may be due to the fact that many older workers are engaged in retirement planning. However, for many others who suffer from income deficiencies, the need for continued employment is more immediate. As a result of this relative lack of prior research on the unemployment problems of older workers, we continue to suffer from a paucity of valid information concerning the characteristics and needs of unemployed older workers as well as the factors that help to explain their discouragement and withdrawal from the labor market.

As a profession concerned with the presence of social problems, resource distribution, and individual-environment interaction, social workers should be concerned with this problem both on humanitarian grounds and because of the preventative nature of employment in combating income deficiency and associated difficulties. Accordingly, research on this topic is important and will yield data which can be used for policy and service delivery planning to assist the unemployed discouraged older worker population.

STATEMENT OF THE PROBLEM

Currently, it is estimated that there are nearly 600,000 unemployed older workers, age 55 and over, in the United States who are active in searching for full-time employment. For these individuals, their mean length of official unemployment, 22.9 weeks, is longer than that for any other population grouping based on age in the United States. In addition, it is estimated that there are at least 300,000 additional older workers who are discouraged and, although wanting to work, have stopped searching because they no longer believe they can obtain a job.

As of this time, no studies have been published which specifically address the relationship between job search discouragement and social and psychological functioning in older unemployed workers. Beyond data collected by the United States Department of Labor Bureau of Labor Statistics, which provides a quarterly description of discouraged workers by age, race, and sex, relatively little is known about the process of job search discouragement in general and older discouraged workers in particular.


10 Ibid., p. 6

As a result of this lack of data, the population of older unemployed discouraged workers remains "hidden" and their problems and needs are not well understood. However, in absolute numbers, the population of officially unemployed and discouraged older workers warrants concern and examination. For the profession of social work, this understanding is vital to the design and implementation of social policies and programs which can assist these individuals to regain meaningful employment and economic self-sufficiency.

PURPOSE OF THE RESEARCH PROJECT

The purpose of this research was to explore the process of job search discouragement in unemployed older workers. Specifically, the research examined differences between unemployed active and discouraged older workers in their job search self-efficacy, orientations toward work, work motivation, psychological well-being and adjustment, current life style, use of services, and participation in job search activities. Within a conflict-social learning theoretical conceptualization, particular emphasis was placed upon an examination of the relationship between self-efficacy expectations and participation in job search activities. This expectancy belief is hypothesized to be a major cognitive determinant of whether one withdraws from
job search activities in the face of external obstacles to gaining employment.

For the purposes of this study, the term older worker was defined as an individual, age 50 and above, who is able to and wants to work in a full-time paid position. Consistent with U.S. Department of Labor definitions, an older worker was defined as officially unemployed if he or she is currently unemployed, has searched for a job within the past four weeks, wants to work, is available for full-time work, and is continuing to search for employment or is enrolled in a job training program. An older worker was defined as discouraged if he or she is unemployed, wants to work and is available for full-time work, has not looked for a job in the last four weeks, indicates he or she does not think he or she can find a job, and is not unemployed due principally to physical or mental disability.12

This project addresses several critical issues which have not been adequately studied in the past. First, although the problem of job search discouragement is important due to scope of the problem in the United States economy, there has been very little research on discouraged workers generally as a separate group from the unemployed. In 1978, Bowman examined the variables of attribution of responsibility and psychological well-being in a sample of

unemployed black male discouraged workers. More recently, Fink explored the characteristics of a sample of prime-age white male discouraged workers. However no specific attention has been given to the problem of job search discouragement in the older worker population.

Secondly, most of the previous studies completed have been exploratory in purpose. While appropriate because of our lack of knowledge in this area, few studies have built upon previous findings or used comparison groups as ways to extend our knowledge of this social problem. Third, the study by Bowman, which attempted to explain the development of job search discouragement, focused on only a very few variables. In this study, it was proposed that job search discouragement is a complex social-psychological process which requires examination of a number of personal, social-psychological, and environmental variables in order to better understand the impact of this social problem. Fourth, few studies have examined gender differences in job search discouragement. Ostensibly, this is because labor force data indicates that the majority of the unemployed


are male. However, in the older worker population, unemployment and job search discouragement is more evenly distributed across gender making this an important consideration.\footnote{U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Volume 32, Number 12, December, 1985.}

Finally, few prior studies have been based upon a specific theoretical conceptualization which offers promise for both policy-makers and service providers if its implications for service delivery and intervention. By addressing each of these issues, this study will significantly build upon the little knowledge we currently have of this population group.

In order to accomplish the research purpose, data was collected in the following four areas. First, social status and demographic information was collected to develop a profile of the sample population. Secondly, the subjects' job search status and work histories were examined. This information provided a basis for identifying those older unemployed workers who are discouraged and have withdrawn from job search activities and those who have not withdrawn and remain active in their job search efforts.

Third, information concerning selected social-psychological variables hypothesized to be important to the understanding of job search discouragement in this population group was collected. Specifically, these variables
include work orientations, individual self-efficacy expectations, attribution of responsibility for joblessness, and work motivation. Finally, information regarding the psychological and social functioning of the sample was collected. This information included data which described the present life styles, psychological well-being, health, and utilization of employment and non-employment related social services by the sample group.

**Research Questions**

The purpose of this research project was to explore the process of job search discouragement by examining differences in job search behavior among unemployed active and discouraged older workers. Particular emphasis was placed upon an examination of the relationship between self-efficacy expectations and participation in job search activities. The major and minor questions which were investigated are stated below.

**Major Question**

What differences exist between older unemployed workers who are discouraged and have withdrawn from job search activities and those who are not discouraged and continue searching in their orientations toward life and work, attitudes toward job searching, psychosocial and physical well-being, current lifestyle and adjustment to unemployment, and utilization of employment and non-employment related social services?
Minor Questions

1. What are the subjects' demographic and social status characteristics?

2. What is the job search status of the subjects?

3. What are the subjects' attitudes toward searching for employment?

4. What are the subjects' employment and unemployment histories?

5. What are the subjects' self-efficacy expectations toward gaining employment?

6. What is the relationship between the subjects' self-efficacy and their current job search status?

7. What are the subjects' orientations toward work, work histories, attitudes toward job searching, present life styles and adjustment to unemployment, psychosocial and physical well-being, and usage of employment and non-employment related social services?

8. Are there differences between older unemployed workers who are active in job search activities and those who are discouraged and have withdrawn from searching in these variables?

9. How are these differences affected by social status variables such as gender, income, education, marital status, perceived financial security, number of dependents, the employment status of family members, and race?
10. Of the variables examined, which are most significant in predicting whether an unemployed older worker will become discouraged and withdraw from job search activities?

SIGNIFICANCE OF THE PROBLEM AND JUSTIFICATION FOR STUDY

The profession of social work is founded upon a history of concern and advocacy for those populations who are unable to share in the equitable distribution of resources in our nation. As social workers, we are charged with the responsibilities of identifying, assessing, and treating problems which result from individual-environmental interaction and advocating for policies which will achieve greater fairness and equity.

Briar has noted that the effects of unemployment upon social functioning should be of primary concern to social workers.\textsuperscript{17} Currently, over nine million people in the United States are unemployed and it is estimated that over one-fourth of this number are chronic or long-term unemployed of which many may be discouraged workers.\textsuperscript{18} In addition, recent studies have shown that both sudden job loss and long-term unemployment are associated with

\textsuperscript{17} K. Briar, \textit{The Effect of Long-Term Unemployment on Workers and Their Families} (San Francisco: C & E Research Associates, 1978).

increases in family violence, alcohol and drug abuse, onset of mental illness, and suicide. ¹⁹

Discouraged older workers, like the officially unemployed, are vulnerable to many of these social problems and accordingly, should be of concern to our profession. The fact that little prior research exists in this area, combined with our general knowledge of the negative effects of unemployment and the number of persons in this population group, is ample justification for the current study. This view is further reinforced by Michael Sherraden who states that, "no issue is more central or preventative than unemployment." ²⁰

For a profession that concerns itself with the social problems which often occur as a result of economic displacement, the study of unemployment and job search discouragement is critical. With the increasing number of older persons generally and unemployed in particular, it is very important that we better understand the problem of job search discouragement in this population group. Such understanding is necessary if we are to fulfill our roles as professional helpers, advocates, and social change agents.


ORGANIZATION OF THE DISSERTATION

The dissertation is organized into nine chapters which provide information concerning the problem and scope of unemployment in the United States, background information on this current study of job search discouragement in the older worker population, and analysis of the results for future social welfare policy and practice consideration.

Following this introductory chapter, a Review of the Literature on unemployment and job search discouragement is presented in Chapter II. This review examines the meaning of work and unemployment in our society, its history, and current theoretical explanations for its persistence in the United States economy. Based on this review, a theoretical model of job search discouragement is presented which provides a foundation for the empirical questions under investigation in this dissertation.

Chapter III, Methodology, presents the research questions, design, and procedures which undergird the data collection and analytical strategies employed in this dissertation. In this chapter, special attention is also given to the instrument used for data collection.

Chapters IV through VIII present the results of the research. Each chapter focuses upon a different area based upon the research questions being examined. At the end of each chapter, a concluding summary is provided.
Chapter IX, Conclusions, is the final chapter of the dissertation and presents a complete summary of the research questions, methods, and results. In this chapter, specific attention is given to the implications of this research for social welfare policy, practice, and future research efforts.

LIMITATIONS OF THE STUDY

Special care has been taken in the conceptualization of the problem for study and in the design of the methodology to test the research questions. Still, the study has several limitations which must be identified.

First, the study uses a purposive sample of older unemployed workers to examine the research questions. While this is defensible on the grounds that this research is principally exploratory in nature, and a general sampling frame of discouraged older workers is not identifiable from either governmental or private agency records, the generalizability of results applies only the sample who participated in the study.

Secondly, subjects were paid for their participation in the study. While this was necessary due to the anticipated financial difficulty subjects might experience in traveling to and participating in the interviews, these payments may have biased the results to some degree.
Finally, financial limitations of the researcher prevent the examination of a larger sample group than the one investigated. Again, while the sample size is defensible due to the nature of the study, it would have been desirable to have an increased sample size from more than just one general metropolitan area.
CHAPTER II
REVIEW OF THE LITERATURE

INTRODUCTION
The purpose of this review of the literature is to present the historical background, theoretical framework, and current research findings for the study of job search discouragement in older unemployed workers. This review will be organized into the following areas:

1. The Meaning of Work and Unemployment
2. Unemployment Policy Responsiveness in the United States
3. Current Theories of Unemployment
4. Toward A Conceptual Model Of Job Search Discouragement
5. Theoretical Framework for the Present Study
6. Current Research On Unemployment and Job Search Discouragement in the General and Older Worker Populations
7. Conclusions and Implications for the Present Study
THE MEANING OF WORK AND UNEMPLOYMENT

Work has different meanings for each of us. It provides opportunities for personal growth, socialization, prestige, and economic sufficiency. However, for those who are unemployed, the lack of work often results in increased stress, crime, mental health problems, and financial dependence upon family and government resources. This section of the literature review explores historical and current meanings of work and relates the lack of work to other social problems.

Early historical examinations of work show that it was viewed as a necessity and tied to religious beliefs. For example, the Greeks believed that work was a necessity forced on people by the gods as a penalty. Tilgher states that "according to Homer, the gods hate(d) mankind and out of spite, condemned men to toil".

The Hebrews also saw work as an activity tied to religious beliefs. Work was emphasized as a way to atone for past sins and achieve spiritual dignity. But work also had a positive quality in that it was viewed as a means of gaining charity and reducing idleness. As Tilgher notes, during this period "it was the duty of the Christian broth-


erhood to give work to the unemployed so that no man remain in idleness, but if he refuses to work, let him be cast out of the community". One could argue that this early moral interpretation continues to influence the meaning of work in our society today in that work is often viewed as a symbol of one's self-worth.

For early Christians, work was also seen as punishment of "mans'" original sin. In later times, Luther and the early protestants saw work as a way of serving God. Calvin, going further, declared that to work was in keeping with the will of God.

By the 19th century, work had become more loosely associated with religion and had achieved a "quasi-religious" status of its own. The protestant ethic tied the glorification of work to the capitalistic system while Marx viewed work as one tool for exploitation and differentiation in society.

While as Purvine notes, work is less seldom classified today as a punishment or religious duty, these meanings have not entirely disappeared. In her view, the meaning of work in our society carries diverse meanings. The writ-

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23 Ibid., p. 13.
24 Ibid., p. 18-19.
ings of David Macarov reinforces this observation. He states that modern views of work seem to be characterized by ambivalence as evidenced by contradictory societal assumptions of work motivation. Macarov cites the example that while AFDC provides funds to allow mothers to remain at home and care for her children, the meager amount of funding provided often forces just the opposite. However, when AFDC mothers are forced to supplement their incomes, any such supplement decreases their AFDC grant amount. The result, here, is that while AFDC, as a social policy, purports to subsidize child care, it is actually accomplishing a much different purpose—that of providing an incentive to work.27

Clearly, the meanings of work today are a mixture of emotional and rational, historic and modern, and positive and negative conceptions. For many, employment status continues to be a symbol of one's self-worth and can be directly tied to early religious interpretations. However, while work may have different meanings for individuals, the lack of work, or unemployment, appears to have more consistent implications—income deficiency, decreased social functioning, and a lower quality of life.28


Recently, labor economists have become concerned about a so-called "older worker" problem in our country. As Duggan points out, recent retirement incentive programs have had a negative impact on male and female labor force participation. The labor force participation for men over age 55 has dropped 33% during the period of 1950 to 1980. While the participation of women in the same age group increased 31% from 1950 to 1970, this trend has now dropped by 10% in the last decade. However, as Duggan points out, labor force participation is strongly influenced by economic factors. While many people have retired earlier due to the availability of pensions, many other older workers are simply not eligible for such benefits. Duggan notes that these trends pose special difficulties for policy makers because of the "obstacles encountered by older people in obtaining employment or adequate pensions...".

Recent research findings seem to justify the concern about the employment problems of older workers. For example, Schram and Osten argue that the official unemployment rate for older workers is artificially low because many who

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31 Ibid., p. 429.

32 Ibid., p. 416.
wish to work have actually dropped out of the labor force. In addition, other writers assert that the trend of retiring at an early age is actually masked by "reluctant retirees"—persons who are forced to retire and those who are laid-off but choose to claim early retirement benefits rather than the short-term instability of unemployment compensation. This observation is reinforced by a 1981 Harris Poll study in which 67% of the subjects aged 55-64 indicated they planned to work until age 65 or later and 73% of the subjects over age 65 desired some type of part-time paid work rather than full retirement. In addition, as previously noted, unemployed individuals over age 55 suffer the longest mean length of unemployment of any group based on age in our society. These findings raise legitimate concern over the problem of unemployment and job search discouragement for older workers—both today and in the future as our population continues to shift toward an older average age.


In order to explore the implications of these problems, it is first important to examine the concept of unemployment. Therefore, this discussion will now focus upon a conceptual analysis of the unemployment problem and its relationship to social functioning.

**Types of Unemployment**

According to Sherraden, unemployment can be conceptualized into four, mutually-exclusive types: frictional, structural, cyclical, and chronic.\(^{36}\) Table 1, as conceptualized by Sherraden, presents these four types of unemployment in an economic framework.\(^{37}\)

<table>
<thead>
<tr>
<th>Market Conditions</th>
<th>Short-Term</th>
<th>Long-Term</th>
</tr>
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<tbody>
<tr>
<td>Labor Market Maladjustment</td>
<td>Frictional</td>
<td>Structural</td>
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<tr>
<td>Labor Demand Deficiency</td>
<td>Cyclical</td>
<td>Chronic</td>
</tr>
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**Table 1**

**Types of Unemployment**

Within this economic framework, unemployment is seen as resulting from either a lack of congruence between available openings and the availability of skilled workers than

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\(^{37}\) Ibid., pp.6-9.
can fill these openings (labor market maladjustment) or a lack of available openings regardless of a skilled and available work force (labor demand deficiency). 38

In Sherraden's conceptualization frictional unemployment is caused by short-term labor market maladjustments such as seasonal fluctuations in job openings and the normal shifts in labor and capital associated with a capitalist economy. Frictionally unemployed individuals have the skills necessary for available openings and are generally unemployed for only a short period of time. Often, frictionally unemployed individuals are those who voluntarily leave their jobs to search for a different position. 39

Structural unemployment is also based upon a labor market maladjustment but is longer lasting and results from an incongruence between the requirements of available jobs and the skills an individual possesses. An example of this type would be the individual who has lost his or her job in the auto industry due to changing technology. Some older workers who have become unemployed due to technological change would be included in this category. 40

39 Ibid., p. 403.
40 Ibid., p. 403.
Cyclical unemployment is caused by a short-term labor demand deficiency during the recessionary phase of any business cycle. As economic activity declines, demand decreases, people are laid off, and unemployment increases. However, as Sherraden notes, many of the individuals who are cyclically unemployed regain new jobs as economic activity increases in the expansion phase of a business cycle.¹¹

Chronic unemployment, on the other hand, refers to deep deficiencies in labor market demand; that is, deficiencies that persist even when economic times are good. This category may be most descriptive of older unemployed workers because it includes those individuals who are discouraged and have quit seeking employment.¹²

This framework is not static; rather, individuals may move from one type of unemployment to another based upon both personal and economic changes. For example, the displaced older auto worker who lacks skills for available job openings may become chronically unemployed over time if he or she is not provided with some type of job retraining and placement assistance.

Although the U.S. Department of Labor does not specifically collect data according to the types of unemployment in this framework, it is still possible to estimate the

¹¹ Ibid., p. 403.
¹² Ibid., p. 405-406.
scope of the problem through extrapolation. Abraham states that generally, except during periods of a rapidly changing economy such as in the 1970s, the level of frictional and structural unemployment, caused by labor market maladjustments, approximates 3%. The rate of cyclical unemployment normally approximates 2%. Chronic unemployment, caused by a long-term demand deficiency, comprises the remainder of unemployment. Chronic unemployment has generally run between 3% and 5% during the past five years depending upon one's view of how many discouraged workers exist who have stopped seeking employment through institutional means and therefore, are no longer counted in official government statistics. This means that nearly half of all our nation's unemployed may be chronically jobless.

Given this analysis of the types and scope of unemployment in our country, the discussion will now move to an examination of the different perspectives on unemployment.

**Perspectives On Unemployment**

Historically, unemployment in the United States has its roots in the development of our capitalistic economy.

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While it is generally acknowledged that unemployment has been a social problem since the beginning of American industrialization in the 1800's, the numbers and characteristics of the unemployed in the U.S. did not become systematically identified until the 1930's. During this period, our country experienced a great economic depression and unemployment rose to its highest point in modern times—approximately 25%. In response, the Roosevelt administration and Congress enacted a series of New Deal programs for the unemployed which provided for social security, unemployment compensation, public service employment jobs, and the routine collection of unemployment statistics.

Since the 1930's, national debate has often focused on the continued problem of unemployment in our economy. Generally, this debate has followed cyclical economic and unemployment trends and has resulted in an inconsistent series of policy initiatives which can be tied to our society's ambivalence over both the causes and incidence of unemployment in our society.

After the great depression, unemployment decreased during the 1940's due to World War II and remained relatively low until the late 1960's when our economy began moving into a recessionary phase. However, as Kaim-Cadle notes.

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46 Ibid., p. 130.

unemployment in our country during this period was still relatively higher than in other western nations. More recently, the unemployment rate has continued to rise until 1983. In the past two years, the national unemployment rate has remained at a level of approximately 8%.

In a capitalistic economy, unemployment is often seen to be a natural outcome as people compete for jobs in a rapidly changing economic environment. Liebow, for example, states that unemployment is the "inevitable exhaust of our economic engine". Malinvaud reinforces this observation by noting that unemployment occurs due to simple laws of supply and demand—in a free-market economy, the supply of labor most often exceeds the employers' demand for labor.

Other authors argue, more conservatively, that unemployment is a necessary pre-condition for economic equilibrium. According to dual labor market theory, experts suggest that a secondary labor market of low wage, high turn-over positions is necessary to support primary labor market occupations. Individuals lacking job skills are forced to com-

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pete with one another for these secondary labor market positions. This results in a series of entries and exits from the labor force, increased competition, and reinforcement of low wage rates. Without an available pool of unemployed workers who must compete for these secondary labor market positions, the primary labor market sector could not maintain economic viability.  

Furstenberg and Thrall reinforce this argument by writing that our government has consciously chosen to perpetuate the shortage of jobs in our economic system. They state, “the existence of a large labor reserve offers definite benefits to employers, reducing their costs, increasing their ability to determine the conditions of employment, and allowing them to structure jobs on their own terms”.  

Conversely, several authors question the premise that unemployment is an inevitable consequence of our economic system. For example, Kaim-Caudle, in his comparative analysis of unemployment in ten industrialized nations, infers that unemployment can be prevented by a mix of social and economic interventions such as intensive education, job


training, placement, and public service jobs.  

Briar, in her study on the effects of unemployment, notes that employment-related services and guaranteed jobs "should constitute the cornerstone of all other services and policies related to the unemployed".

The federal government has also debated the causes of unemployment in our society and alternative policy responses. One need only review the House and Senate hearings on the Job Training Partnership Act of 1982 to note the diverse viewpoints held by our government leaders on the subject of unemployment and the role of government in combating it.

This diversity in viewpoints has led to the failure of our country to enact any long-term, adequately funded national employment policy. In part, this failure stems from our society's view of one's employment status being an indication of his or her self-worth. As Mauer observes, people in the United States view unemployment as a personal rather than a societal failure. The implications of this


viewpoint are straightforward—government should support the free-market economy by providing a ready pool of available labor and facilitating a labor exchange between employers and the unemployed but should not intervene more directly in the economy through such devices as guaranteed jobs. The government should take a more direct role only in times of severe economic downturn, when the market economy is threatened by social revolt.

Piven and Cloward, in their book *Regulating the Poor: The Functions of Public Welfare*, reinforce this observation by stating that direct government intervention into the economic marketplace normally occurs only when the economic and social fabric of our system is threatened. Often this takes the form of expanded cash assistance and public service jobs programs as implemented during the recession of the late 1970s. However, as economic conditions brighten, federal authorization for social programs is decreased in order to reinforce the labor needs of the economic system and those who formerly depended on these government programs are forced to exist on limited welfare subsidies or re-enter the pool of unemployed workers in the secondary labor market. This latter option is viewed by

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society as more acceptable and thus, many persons participate in a ritual of psychological discouragement as they search for meaningful work.

One could argue that the federal government has taken an active ideological stance against unemployment as reflected in the Full Employment and Balanced Growth Act of 1978. This piece of legislation contained provisions for reducing our national unemployment rate to four percent. However, as in the case of the Employment Act of 1946, this legislation has had little impact on unemployment because it lacks the funding and services necessary to combat the extent of the problem in our society.59

Another area of debate on unemployment has centered on its actual incidence in our society. Specifically, this debate has focused on whether to include discouraged workers as unemployed in official unemployment data. While the Bureau of Labor Statistics has collected quarterly data (averages) on discouraged workers since 1967 as part of the Current Population Survey (CPS), these figures are presently separated from official unemployment data and individuals classified as discouraged are not considered a part of the labor force.60 As well, as several authors observe,


the reliability of this data is questionable. For example, Finegan notes that this data is collected from only one quarter of the households in the CPS sample due to "technical problems" and as a result, the "standard errors of these estimates are much larger than those of employment and unemployment (figures)". Further, Moen argues that focusing on "unemployment rate" presents a constricted view of unemployment because it tells little about such questions as duration and outcome. And, Jahoda writes that sample surveys of unemployment, such as the CPS, often underrepresent the true level of unemployment because they are based on self-descriptions of current employment status.

The decision to not include discouraged workers in the official unemployment rate has been debated over the past twenty years. Mincer, in 1965, noted that the criteria for identifying discouraged workers is too ambiguous. He felt that including discouraged workers as part of the labor force would result in a lack of precision. Flaim sup-

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61 Ibid., p. 89.
ports Mincer's observation based on his examination of unpublished monthly data on discouraged workers from 1967 to 1971. In this study, he found a strong correlation between the overall unemployment rate and the number of persons offering job-market reasons for their discouragement. However, he also found a negative association between the unemployment rate and the number who reported themselves discouraged for personal reasons. Flaim concluded that the discouraged are too heterogenous of a group to be included, in total, as part of the labor force.\footnote{P. Flaim, "Discouraged Workers and Changes in Unemployment," \textit{Monthly Labor Review}, Volume 96 (March 1973), p. 8-16.}

In 1979, the \textit{National Commission on Employment and Unemployment Statistics}, in reviewing this question, recommended against including discouraged workers as unemployed by a slim 5-4 vote on the grounds that "discouraged workers do not have a distinctive attachment to the labor force".\footnote{\textit{National Commission on Employment and Unemployment Statistics}, \textit{Counting the Labor Force}, (Washington, D.C.: U.S. Government printing Office, 1979).} More recently, Finegan, in his 1981 article "Discouraged Workers and Economic Fluctuations", examines this issue of whether to include discouraged workers as part of the labor force unemployed. While he agrees conceptually with Mincer and Flaim that discouragement as currently defined is very subjective and might threaten the reliability of unemployment statistics, he notes that "the..."
couraged workers lack a 'distinctive attachment' to the labor force is questionable.67

Instead, his findings suggest that discouragement is cyclically sensitive to economic fluctuations and that those who report themselves as discouraged for personal reasons should be separated from those reported as discouraged for job-market reasons. Doing so, according to Finegan, would result in a closer relationship between cyclical swings in the size of the labor force and the size of the discouraged worker population. Ultimately, Finegan believes this would result in a reclassification of those persons who are discouraged for job-market reasons as officially unemployed and part of the labor force.68

At the present time, government unemployment data continues to exclude discouraged workers as part of the labor force and therefore, the official unemployment rate does not provide a true picture of the unemployment problem in our country. Current unemployment figures present only a "point-in-time" snapshot of the number of unemployed in our country who are able to and want to work and are currently engaged in job search efforts. However, these figures tell us little about the personal experiences and struggles of the unemployed and neglect entirely the large number of

discouraged workers who have dropped out of the labor force. 69

Unemployment and Social Functioning

With the beginning of systematic data collection on the incidence of unemployment in our society, research on the personal and social effects of unemployment also began in the 1930's. Much of the research during this period utilized qualitative methods such as lengthy personal interviews and observation. For example, Zawadski and Lazarsfeld, through personal interviews, classified respondents' unemployment experiences by assessing their moods at different intervals of unemployment. 70

Generally, as Leventman points out, the literature during this period demonstrates "how the collapse of an economic institution destroys self-confidence, erodes individualism, disrupts family life, (and) isolates people from community structures...". 71 While some individuals, as Elder found in his study of teen-agers, may have derived a sense of increased self-competence for the future, there is little doubt that the effects of unemployment during this


time period were destructive and debilitating for many without a job.\textsuperscript{72}

More recently, research on the effects of unemployment demonstrates that joblessness has an adverse impact on social functioning. While many of the recent studies are exploratory, cross-sectional surveys which lack the controls that longitudinal or comparative methods would provide, they nonetheless graphically describe the negative effects of unemployment.

One of the most important recent studies was conducted by Brenner in 1973.\textsuperscript{73} Using historical aggregate data on economic indices and psychiatric hospitalization rates from 1914 to 1960, he demonstrated that a significant negative relationship existed between economic conditions and mental illness. Specifically, he found that as economic conditions worsened, there was a corresponding increase in admission rates to New York state psychiatric hospitals. While this study has been criticized as imputing causality without adequate methodological controls, the results of this study provide clear evidence of the relationship between environmental conditions such as unemployment and personal distress.


Other recent studies seem to support these results. For example, Hepworth, in a study of 92 unemployed males in England, found that unemployed subjects scored significantly lower than employed subjects on mental health and health questions.\textsuperscript{74} And, Braginsky and Braginsky, based on a sample of 46 male subjects, reported that confusion, disillusionment, and feelings of betrayal resulted from unemployment.\textsuperscript{75} Additional evidence based on recent research is cited in the \textit{Current Research} section of this Chapter. While the methods employed in many of these studies do not permit one to state that unemployment directly causes lower mental health and social functioning, there is consistent evidence of a relationship between these factors.

As these studies indicate, unemployment is an important social problem. With a recent Harris Poll study which shows that many older persons prefer to remain active in their labor market participation, the need for increased attention and understanding of the problems of unemployed older workers is crucial.\textsuperscript{76} This need is underscored by the following points. First, according to the U.S. Depart-

\textsuperscript{74} S. Hepworth, "Moderating Factors of the Psychological Impact of Unemployment", \textit{Journal of Occupational Psychology}, Volume 53, Number 2, p. 139-146.


ment of Labor, unemployed older workers are most likely, when compared to other age groups, to experience significant problems during both periods of unemployment and in their search for reemployment. These problems include a loss of income in the short-term which can affect longer-term retirement benefits and the possibility of discrimination which serves to prolong the unemployment struggle.\textsuperscript{77}

Secondly, recent statistics show that older workers comprise a relatively large proportion of the jobless. For example, in the 1970's when unemployment rates were rising, 40.5\% of the unemployed who received unemployment compensation were defined as older workers by the U.S. Department of Labor. Further, as economic conditions began to brighten in the late 1970's, the unemployment rate for older workers tended to remain disproportionately high when compared to younger age groups.\textsuperscript{78}

Finally, it is apparent that the older worker continues to carry a large part of the unemployment burden in our country. Most recently, Robert Atchley, in his 1985 book \textit{Social Forces and Aging}, identified several factors which are "responsible" for the employment problems of older workers. These include economic and labor market changes


\textsuperscript{78} Ibid., p. 14-15.
such as plant closings, layoffs, and company reorganizations; age discrimination; and negative stereotypes about the productivity and usefulness of older workers. ⁷⁹ In addition, the U.S. Department of Labor, in their recent monograph *The Employment-Related Problems of Older Workers: A Research Strategy*, also identify health status and past educational attainment as obstacles to reemployment for the older worker.⁸⁰ This federal agency states that, in addition to health, many older workers have attained a lower educational level than younger people and, therefore, are presently at a further disadvantage in the labor market.

For the older worker with a high school education who has worked for a single employer for 20 years, the sudden trauma of a plant closing and layoff can have severe economic and social effects. The prospect of retraining for a job which may pay less than 50% of a past salary offers little solace, particularly for the individual who has had little previous contact with government aid programs. Unfortunately, these conditions appear to often result in job search discouragement and labor market withdrawal. As the U.S. Department of Labor observes, unemployed older workers are "much more likely to abandon the job search and


withdraw from the labor force than are members of other age groups".81

These observations and current statistics lend considerable support to Sherraden who states that "no single social welfare issue is more basic or 'preventative' than unemployment".82 However, Sherraden notes that to have credibility when advocating for egalitarian employment policies, we must first educate ourselves in the history of unemployment policy in this country and in the economic and political foundations of current employment theory. He states that our past failure to become educated in these issues has weakened our ability to participate fully in the policy-making process.83 Accordingly, this review of the literature now turns to a discussion of the history of unemployment policy responses in this country.

UNEMPLOYMENT POLICY RESPONSIVENESS IN THE UNITED STATES

Historically, federal employment and training programs in the United States have been characterized by conflicting goals, incremental decision-making, and mixed public opinion.84 In most cases, the establishment of these programs -----------------------------------

81 Ibid., p. 17.
83 Ibid., p. 5-6.
84 T. Meenaghan and R. Washington, *Social Welfare and*
has been due to social and economic conditions which forced action, or shifts in ideological thought and values which revised the structure of previous programs. As Johnson notes, "the political perception of what is ailing the labor market (and the implied set of policies) changes about every four years". 85

Early federal employment and training programs such as the Public Works Administration and the Works Progress Administration, were authorized in the 1930's to provide long-range economic stimulus and immediate job assistance to the unemployed. One program during this period, the Civilian Conservation Corps, was instrumental in creating public service jobs for the unemployed while also building much of our nation's current infrastructure. In addition, the Social Security Act of 1935 established a new safety net program for the unemployed—unemployment insurance. The economic depression of the 1930's was the major motivating factor for the enactment of these programs. 86

In 1962, the Manpower Development Training Act (MDTA) was passed. Nearly twenty years had gone by without enactment of replacement legislation for programs of the 1930's


due primarily to the presence of world war in the 1940's and a stable economy in the 1950's. The 1960's brought ideological change in the role of the federal government and an increased sensitivity to the needs of the poor. MDTA was passed as a reflection of these changing values and was a precursor of the Great Society programs.

As we entered the 1970's, President Nixon was in office and he advocated increased responsibility for local government, revenue sharing, and less overall federal spending. At the same time, our economic stability of the 1960's was beginning to erode and the general public was growing less tolerant of massive social spending. Each of these factors has had an impact upon more recent job training programs. 67

Passage of the Comprehensive Employment and Training Act of 1973 was a compromise between Congress and President Nixon. Nixon favored a decentralized manpower revenue-sharing approach without public-service employment (PSE) provisions while Congress, which was democratically controlled, sought a stronger federal role and PSE jobs. Additionally, although our economy was beginning to worsen and this prompted action, debate over federal versus local control also heavily influenced legislative action. 68

67 Ibid., p. 287.
68 Ibid., p. 287.
CETA was passed in 1973 based upon a compromise which resulted in the program being decentralized to local units of government with PSE job provisions intact. In 1978, symbolism of long unemployment lines and factory shut-downs were widespread. By definition, the legislative mandate to review and consider reauthorization of CETA placed this program on the formal agenda of Congress and the economy forced action. An extension of the CETA legislation was passed and President Carter, who favored a stronger federal role than his predecessor, increased funding for the program with the support of the Congress.

In 1980, Congress again began review of CETA in preparation for reauthorization debate. Our economy had continued to worsen and Reagan had ousted Carter. The budget deficit had grown and many Congressional supporters of CETA had been voted out of office. Reagan philosophy, that of limited government, private sector leadership, decreased federal spending, and increased state responsibility were all New Federalism symbols which led to the phaseout of CETA in 1982. Reagan's replacement proposal, the Job Training Partnership Act (JTPA), had broad bi-partisan support in Congress, due in large part to the negative image of CETA.89

89 G. Mangum, CETA Results and Redesign, (Salt Lake City: Olympus Publishing Company, 1981).
The major theoretical basis underlying JTPA has resulted from political change which occurred in 1980. Based upon Reagan's New Federalism principles, JTPA differs from previous federal job training programs in several important ways. First, JTPA offers significant local discretion, less federal regulation, and decreased reporting requirements. Secondly, JTPA services are delivered through a state-controlled discretionary block-grant which requires private sector leadership, through the establishment of local Private Industry Councils (PICs), in local decision-making for program design and implementation.

Third, funding for JTPA has been reduced by approximately fifty-five percent from fiscal year 1980 CETA levels. Fourth, the theory underlying JTPA—that the only true solution to our nation's structural unemployment problem is a prosperous economy and that localities are in the best position to guide this process—differs from previous programs which viewed government as the employer in times of economic hardship.

Finally, the target population for JTPA differs from previous programs. Because the emphasis in JTPA is short-term training, it could be expected that many of the hard-core unemployed, because of their multiple barriers to employability, will be excluded in favor of persons who are unemployed because of simply a down-turn in the economy.  

Within Sherraden's conceptualization, JTPA addresses primarily frictional and structural types of unemployment.\textsuperscript{91} For the discouraged older worker, who is chronically unemployed, this program provides little direct assistance. One reason for this is because so little is known about the discouraged older worker population and the factors that explain their decision to stop searching for a job. Accordingly, research in this area will help to identify policy implications which are more appropriate for addressing the problems of chronic unemployment and job search discouragement.

**CURRENT THEORIES OF UNEMPLOYMENT**

The fact that as many as one out of every ten individuals seeking work is unable to find it is certainly serious. However, combined with this fact is the view by some economists that this problem may not be a cyclical fluctuation but rather, a reflection of the longer-term unemployment which is resulting from the widespread changes in our economy.\textsuperscript{92} With changes in overseas competition, industrial

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York: Brookings Institute, 1983).


restructuring, and the shift from a production-oriented to a more service-oriented economy, the level of chronic unemployment may remain at high levels without changes in retraining and job creation strategies.

Two primary views of unemployment exist in the literature. Although they may be labeled differently, their viewpoints are similar. For the purpose of this paper, the conceptualization by Swinton of orthodox versus systems failure perspectives will be reviewed.93

Orthodox Explanation for Unemployment

The orthodox theory of unemployment is based upon conservative economic theory as illustrated through the following three principles. First, demand for individual workers is determined primarily by their productivity. If a person is unable to obtain employment, it is because his or her level of productivity is incongruent with the needs of employers.

Secondly, the amount of labor provided by workers is determined by the workers own choice of how to distribute his time. If the marginal benefit of a worker's activity is not satisfying, he can simply increase the number of hours worked.

Finally, and perhaps most importantly, the labor market, in a competitive economy, functions to ensure full employment of all available labor that is willingly supplied at prevailing wage rates. The implications of these propositions are fairly straightforward. Involuntary unemployment is not possible if people are willing to work at prevailing wage rates. As such, people who are not working are either doing so because they do not want to work or because they choose not to accept prevailing wage rates. The widely held view in our society currently that the unemployed are lazy and could find a job if they wanted to is consistent with this orthodox view of unemployment. In this perspective, then, blame for unemployment problems is placed on the individual rather than upon any systemic cause.94

The System Failure Hypothesis

According to Swinton, the orthodox model asserts the efficiency of the market system by assumption, yet "empirical evidence suggests that real-world labor market outcomes consistently violate two important conditions of efficiency".95 Specifically, the competitive market fails to provide enough jobs to employ all of the persons who are willing to work at prevailing wages and the market does not

94 Ibid., p. 9-27.
95 Ibid., p. 21.
provide equal opportunities nor benefits for those of equal productivity.

The systems failure perspective provides a very different explanation for unemployment. First, it suggests that the high level of unemployment is due to a demand-deficiency rather than just short-term fluctuations in market conditions. This failure is seen to depend on factors other than the productive capability of individual workers. As such, unemployment is seen to include not only frictional and structural elements but, because of the inability of the economy to create sufficient employment opportunity, also includes cyclical and chronic unemployment elements. This differs from the orthodox explanation which assumes that opportunities exist and most unemployment is of a frictional and structural orientation.

In contrast to the orthodox explanation, this perspective shifts the focus to the inadequacies of the economic system rather upon the individual. It suggests, contrary to widely-held assumptions, that most unemployed workers are sufficiently motivated and willing to work at available wage rates; however, sufficient opportunities are not available. One consequence of this lack of opportunity, over time, may be job search discouragement.

The orthodox explanation asserts that the free market system provides adequate employment opportunities except in
the cases of short-term market maladjustment when short-term frictional and structural employment may occur. Conversely, the systems-failure perspective argues that such an economic system cannot, by definition, address such problems of equity and fairness. Accordingly, to persist in embracing the orthodox conception and providing remedial job training services which focus on personal adjustment is to ignore the realities of the unemployment problem in our country. This viewpoint has important implications for explaining the process of job search discouragement.96

TOWARD A CONCEPTUAL MODEL OF JOB SEARCH DISCOURAGEMENT

Macro Perspectives

In the United States, the worth of an individual is often defined on the basis of economic productivity. Unemployed persons, generally, are not held in high esteem and are often labeled deviant and blamed for their economic dependence. For older adults, one can argue that unemployment is even more devastating for the following reasons. First, older individuals are given a low status position in society. Kriesberg states that society labels, or assigns a value, to different groups based upon their perceived overall worth in society.97

96 Ibid., p. 9-27.

In our country, one could assert that the highest values are placed upon individualism, work, productivity, and youth. The advertising media, which is one reflection of dominant societal values, lends credence to this assertion. For older persons, then, low social status and power have been assigned to their positions because of their perceived low economic worth. Moreover, those who are unemployed and have few economic resources are especially disadvantaged.

Secondly, older workers experience greater economic discrimination than many other groups in society simply on the basis of age. Mandatory retirement laws and forced early retirement due to technological change are two examples of this arbitrary discrimination.

The application of conflict theory, as conceptualized by Dahrendorf, is relevant to this discussion of the devaluation of older individuals. Dahrendorf's work reflects an adaptation of Marxian conflict theory. He argues that in contemporary industrial society, power is based upon institutional authority. Accordingly, Dahrendorf focuses on the division between those who have and those who do not have authority to control behavior in institutional structures. Consistent with Marx, Dahrendorf argues that conflict between social classes is the basic process in society.98

98 Ibid., p. 178.
Conflict, in his conception, results in the formation of "imperatively coordinated associations" or social groups which occupy one of two positions in society: the powerful who possess authority to dominate or the powerless who have no power and are dominated. These authority relationships may not necessarily overlap across different societal institutions (e.g. labor, religion, government).99

In the case of the older worker population in the labor market institution, one can argue that this group has been designated a imperatively coordinated association with low power and authority. The middle-aged adult population can be seen to constitute the other imperatively coordinated association which possesses the authority, both informally and formally, to dominate the old.

The outcome of the dominance of this group by the more powerful younger adults is low economic self-sufficiency, low status, and disproportionate unemployment. Since these outcomes are not directly inherent to the biological process of aging, one can argue that they result from the strategies exercised by the more powerful young which limit participation by the old in the labor market. This dominance is reflected informally in age discrimination and in the association of age with economic productivity, and more formally through legislation which places a higher value on providing minimum income support to older persons rather

99 Ibid., p. 174-175.
than increased employment opportunities.

**Micro Perspectives**

In order to examine the process of job discouragement from a micro theoretical perspective, one must utilize theory which incorporates cognitive, behavioral, and affective considerations. This requirement stems from the definition of discouragement in government survey research. In these surveys, a jobless person is discouraged when he or she does not actively search (behavior) for a job because of a belief (cognition) that such efforts will not yield a desired job.\(^{100}\) Accordingly, job search discouragement can be viewed as a complex social-psychological process which may be closely linked with attributions of personal responsibility for unemployment and perceived self-competence in performing the process of job search activity.\(^{101}\)

Few micro theories of human behavior provide such a broad incorporation of elements. Psychoanalytic theory focuses primarily on intra-psychic variables but excludes, to a large extent, behavioral or environmental considerations. Consistency theory also places primary attention upon cognitive considerations. Behavioral theory, on the other hand tends to emphasize environmental determinants of

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\(^{101}\) Ibid., p. 86-87.
behavior but downplays cognition.

Social learning theory, however, a derivative of the behavioral school, incorporates all three elements—cognition, behavior, and affect—in its attempt to explain human behavior. Therefore, this micro orientation will be used to discuss individual responses to unemployment and the process of job search discouragement.

Social Learning Theory

Social learning theory represents an attempt to explain and predict behavior by interrelating the concepts of cognition and reinforcement. The theory emphasizes the importance of learning. Social learning theorists state that behavior is a function of learning and reinforcement which takes place as an individual interacts with his environment. While a number of theorists have contributed to the development of social learning theory, primary attention will be given to Julian Rotter and Albert Bandura because of the relevance of their work to explaining the process of job search discouragement.

Rotter describes his approach as "an attempt to apply a learning theory to complex social behavior of human beings. It is consequently a more molar theory than other learning theories". Rotter views the personality as a product of the interaction of the individual and his environment. In

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this interaction, emphasis is given to the study of psychological behavior since this theory is not dependent upon other theoretical orientations such as physiology or biology. Rotter believes that behavior is goal-directed and is determined not only by goals or reinforcements but by the expectancy that these goals will be achieved.\textsuperscript{103} Accordingly, Rotter argues that the personality is not a stable, never changing characteristic; rather, the personality is developed and changes based on interaction with the social environment.\textsuperscript{104}

In his formulation, Rotter uses three basic constructs to describe and predict behavior: behavior potential, expectancy, and reinforcement value. He states that behavior results from a certain positive or negative expectancy of reinforcement and a high or low personal value of the reinforcement. Behavior, as such, is not qualitatively different. It is simply learned based upon learned generalized expectancies and generalized reinforcement values. Any distinction in appropriate versus maladaptive behavior is therefore a distinction made on the basis of cultural norms or values rather than being inherent to the behavior itself. Simply, behavior is a learned adaptive response based upon past expectancies for reinforcement and the val-

\textsuperscript{103} Ibid.

ue of the reinforcement.\textsuperscript{105}

The emphasis on expectancy in determining behavior is a basic assumption of this theory. According to Rotter, expectancy is an internal, subjective event experienced by the individual. It reflects an individual's estimate that a certain reinforcement or reward will occur as a result of a certain behavior.\textsuperscript{106} For example, if we expect that working will provide income and we value income, we would be likely to engage in work. Expectancies become generalized from one situation to another based upon previous experience.\textsuperscript{107}

According to Rotter, the stability of an expectancy is dependent on two factors: the surprise value of an occurrence and the number of previous experiences an individual has had in similar situations. For example, if a person who has a low expectancy of gaining employment, regardless of highly valuing it, suddenly obtains a job, his expectancy for future successful job searches may be higher. On the other hand, if a person is repeatedly rejected by potential employers, his expectancy for future success may become lower and more stable over time resulting, ultimately, in withdrawal from the labor market.

\textsuperscript{105} J.B. Rotter, \textit{Social Learning and Clinical Psychology}.
\textsuperscript{107} Ibid.
Reinforcement value is also an important concept in Rotter's theory. Reinforcement value is the degree of preference for any one of several reinforcements to occur when the possibilities of occurrence are equal.\textsuperscript{108} Such preferences are independent of expectancy. In the case of unemployment, if a person places primary value upon having a job, his behavior will be directed toward obtaining or searching for a job. However, if he is repeatedly turned down, it is possible that the reinforcement value of work may become lower. Accordingly, Rotter's theory emphasizes the importance of internal and external reinforcement and their relationships to cognition.

Rotter's theory focuses principally upon outcome expectancies for a given behavior. While important as one determinant of behavior, research has shown that outcome expectancies are not sufficient, by themselves, to fully explain behavior.\textsuperscript{109} Another variable is one's perception of competence in performing a certain task.

Albert Bandura has formulated a self-efficacy theory which also has its roots in social learning theory. However, whereas Rotter's expectancy-reinforcement theory focuses upon the expected consequences of a given action and assumes one has the ability necessary to be successful,  

\textsuperscript{108} Ibid.

self-efficacy theory focuses upon one's personal belief of
ability or competence to perform an activity at all. Together, these two concepts—outcome expectancies and
self-efficacy—may have potential for explaining the pro-
cess of job discouragement. Prior to presenting a theoreti-
cal conceptualization, however, it is first necessary to
discuss the major assumptions and postulates of self-
efficacy theory.

Self-Efficacy Theory

According to Bandura, behavior and behavioral change are
mediated by expectations of "personal efficacy" or expecta-
tions that one can successfully perform a given behavior.
Efficacy expectations determine whether or not behavior
will be initiated, how much effort will be expended, and
how long behavior will be sustained in the face of obsta-
cles and adverse experiences. Efficacy expectations vary
according to level, strength, and generality. Level refers
to the relative degree of difficulty of the task. Strength
refers to the "durability" of efficacy expectations in the
face of disconfirming experiences. Generality, as in Rot-
ter's theory, refers to the degree to which expectations in
one area become generalized to other areas.110

110 A. Bandura, "Self-Efficacy: Toward a Unifying Theory of
Behavioral Change". Psychological Review, Volume 84,
The self-efficacy concept is related to the subjective probability of success of an activity. Accordingly, low self-efficacy may result in not attempting to perform a given activity. Since self-efficacy is different from outcome expectancy, a person with low self-efficacy may not attempt a certain task even if he expects that performance of the task will lead to a valued reinforcement. As such, self-efficacy may be related to the concept of achievement motivation which has been examined in several studies to explore differences in job search behavior. However, self-efficacy, in Bandura's theory, is stated in broader terms in that efficacy expectations are thought to be the primary cognitive determinants of whether an individual will attempt a given behavior.\textsuperscript{111}

Bandura cites four sources of information through which efficacy expectations are developed or altered: successful performance, vicarious experience, verbal persuasion, and emotional arousal.\textsuperscript{112} Successful performance of an activity, such as searching for a job, will most likely result in an increased expectation of one's ability to be successful again while a person who is unsuccessful over time may develop an expectation that regardless of the number of


\textsuperscript{112} Ibid.
experiences, he will not be successful even though he continues to value having a job.

Vicarious experiences, or watching another person successfully complete a task, also is important to the development of self-efficacy. The use of modeling in Job Club programs is one method of increasing self-efficacy.

Verbal persuasion or encouragement can also increase self-efficacy expectations to the point where one will attempt a behavior. Finally, decreasing one's emotional arousal, such as anxiety, can assist in increasing efficacy expectations.

Bandura's self-efficacy theory has been applied primarily in such settings as smoking behavior, achievement in children, career selection, athletic performance, and marital conflict. To date, there has been no application of this theory to explain job search discouragement. On a face validity basis, one can argue that this theory may have some power for explaining why some individuals remain engaged in job search activities while others do not over time. Therefore, this theory will be used as a bridge between the macro conflict perspective and micro social learning perspective previously discussed. First, however, it is important to discuss the basis for assuming that discouraged older workers may have different self-efficacy expectancies than either short-term unemployed or employed older workers.
Labor Market Participation and Self-Efficacy Expectations

In order to explore different rates of labor market participation and self-efficacy, it is helpful to utilize Bandura's four sources of information which are pertinent to the development of efficacy expectations as a framework for discussion.\textsuperscript{113} Table 2 presents an analysis of these sources of information and their possible relationship to self-efficacy and job search discouragement.

\textsuperscript{113} Ibid.
<table>
<thead>
<tr>
<th>Sources of Efficacy Information</th>
<th>Examples of Socio-Cultural Experiences Often Faced By Older Unemployed Workers</th>
<th>Proposed Effects on Job Search Self-Efficacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Accomplishments</td>
<td>* Displacement Due To Economic and Technological Change</td>
<td>Lower Self-Efficacy In Behavioral Domains Required For Effective Job Searching</td>
</tr>
<tr>
<td></td>
<td>* Early Forced Retirement</td>
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<td></td>
<td>* Discrimination</td>
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<tr>
<td></td>
<td>* Societal Norms For Older Persons to Value Social/Affiliative Rather Than Instrumental Activities</td>
<td></td>
</tr>
<tr>
<td>Vicarious Learning</td>
<td>* Lack of Exposure to Daily Labor Market Activities</td>
<td>Lower Self-Efficacy In Ability to Negotiate Environmental Obstacles to Gaining A Job</td>
</tr>
<tr>
<td></td>
<td>* Role Models Either Retired or Unemployed In Many Cases</td>
<td></td>
</tr>
<tr>
<td></td>
<td>* Associate Primarily With Those Outside Labor Market</td>
<td></td>
</tr>
<tr>
<td></td>
<td>* Exposed To Media Images of Older Person “Happily Retired”</td>
<td></td>
</tr>
<tr>
<td>Emotional Arousal</td>
<td>* Higher Level of Anxiety Associated With Joblessness And Income Loss</td>
<td>Co-Effect With Low Self-Efficacy Which Reinforces Perceptions</td>
</tr>
<tr>
<td>Verbal Persuasion</td>
<td>* Lack of Encouragement or Active Discouragement From Job Searching Due To Societal Norms</td>
<td>Reinforces Low Self-Efficacy Perceptions</td>
</tr>
</tbody>
</table>
Performance Accomplishments

Successful performance of a task, in Bandura's theory, provides information that tends to increase one's sense of ability to perform the task at another time. Accordingly, one could expect that those persons who have a record of stable employment and are currently employed would have high self-efficacy expectations. However, for the individual who is unemployed and has little success in gaining employment, one could argue that self-efficacy expectations would be lower.

For the older worker, these feelings of lower self-efficacy, which are classified as internal barriers to becoming employed, may be even more difficult to overcome because of the external barriers, such as discrimination, technological change, and low public resources, which one must breakthrough to become reemployed. Over time, one could expect that the individual who experiences unemployment and is constantly rejected due to these external barriers might develop lower self-efficacy expectations leading to job search discouragement and withdrawal from the labor market.
Vicarious Learning

According to Bandura, a second major source of information pertinent to increasing efficacy expectations comes from the vicarious experience of observing the experiences of others. As previously discussed, many of the older workers who are unemployed have been displaced due to technological change. Depending upon social affiliation, one could expect self-efficacy expectations to be high or low. For example, the older unemployed worker who affiliates with only other unemployed persons and witnesses their frustration in obtaining employment may have lower efficacy expectations than the individual who observes other people gaining employment. However, if turned down repeatedly himself, no amount of vicarious information will result in high self-efficacy. Yet, it may reduce the likelihood that the older individual would withdraw from searching as quickly. This could result in the older unemployed worker becoming "psychologically discouraged" yet continuing to ritualistically search for a job.

Emotional Arousal

The third source of information from which people develop efficacy expectations relates to their perceived level of stress and anxiety. Bandura views anxiety as a co-effect rather than a cause. Persons who are unemployed for long periods of time may experience anxiety and concurrently may
have lower feelings of self-efficacy than those who are not anxious. As a result, it could be expected that these individuals would not be as likely to initiate or sustain job search activities without some support.

Verbal Persuasion

The final source of information is verbal encouragement. Those unemployed individuals who receive little encouragement for their efforts might be more likely to cease their activities over time and withdraw than those who are receiving encouragement. Conversely, those individuals who do receive encouragement might be expected to continue searching for a longer period of time.

As presented, the four information types conceptualized by Bandura may have a significant relationship to the development, maintenance, and alteration of personal self-efficacy expectations. As well, they may help to explain why some individuals persist in their job search efforts and why others may withdraw and become discouraged. For individuals who experience a low sense of personal accomplishment, are not exposed to positive vicarious experiences, and experience high anxiety and low support, one might expect job search discouragement to develop. For others who also have low performance accomplishments in the job market but receive on-going support and have some positive vicarious learning experiences, job search discouragement may not develop.
At the least, this analysis prompts a number of questions about the relationship between self-efficacy and job search discouragement as well as the importance of the four information types in developing interventive strategies. Given the lack of previous research, the possible relationship between these variables is thought to be an important area for study. Therefore, a specific theoretical model of job search discouragement will now be presented which interrelates the macro conflict, micro social learning, and self-efficacy perspectives previously discussed.

THEORETICAL FRAMEWORK FOR THE PRESENT STUDY

Baseline Assumptions

Discouragement in job search behavior in the older adult population can be understood as a learned response to external environmental barriers to employment. One of the assumptions of this model, therefore, is that job search discouragement is a learned behavior which is acquired and reinforced through interaction with the environment.

A second assumption is that older workers who are unemployed receive a very low amount of positive reinforcement from the labor market environment for their job search efforts. As previously discussed, this lack of reinforcement can stem from either informal sources, such as discrimination based upon dominant values of the young, or
formal sources such as legislated mandatory retirement laws and the low number of available employment resources.

A third assumption is that job search discouragement can be understood through examining the interplay of behavior, cognition, and reinforcement as one responds to the barriers imposed by the environment. As previously discussed, job search activities involve behaviors which are exercised based upon a belief, or cognition, that such behaviors will be successful and receive positive reinforcement.

Finally, it is assumed that social learning and self-efficacy theory, which emphasize the importance of learned behavior and interrelate the concepts of behavior, cognition, and reinforcement, may be a useful foundation for exploring the process of job search discouragement.

The Development and Maintenance of Job Search Discouragement

For the unemployed older worker, the environment, or labor market, imposes several external barriers which must be overcome during the job search. First, the older worker often is faced with a lack of information about available jobs. Secondly, the availability of community resources to aid the older worker in his job search is often very low. Third, societal norms for many older workers are targeted more toward disengagement from the workforce than toward re-entry. As Kreps states, "Under present circumstances, a
large part of the unemployment burden rests on the older worker whose vulnerability to plant relocations, technological change, and shifts in the labor force composition is well known.\textsuperscript{114}

Given these external barriers which are imposed through the values of dominant younger adults, the older worker who engages in job search behavior, but who receives a lack of positive reinforcement (no job), will have a lowered expectancy of reinforcement in the future. As he continues to search for employment, and this lack of positive reinforcement persists, the individual will withdraw from searching for a job and a generalized expectancy of low reinforcement will develop providing feedback to the individual that his job search efforts are futile. As a result, the individual will become discouraged and cease to initiate or maintain any search efforts and may also, cognitively, view having a job as less attractive because of a decreased reinforcement value. Figure 1 depicts this macro-micro approach to understanding job discouragement.

However, not all individuals withdraw from seeking employment because their job search efforts have not been successful. Some may continue to believe in their ability to obtain a job and therefore, they persist in searching. Others may have less self-confidence in their abilities

Figure 1: An Expectancy-Reinforcement Explanation for Job Search Discouragement

upon being rejected and will withdraw from the labor market. As such, the job search behavior may be mediated by the cognitive variable of self-efficacy. In this model, the individual who is rejected by potential employers may begin to attribute his failure to a lack of efficacy in being able to perform the behavioral tasks necessary to obtain a job. This individual would be characterized by low self-efficacy expectations and, rather than face continued rejection, would withdraw from the labor market. Another individual, however, may have a strong belief in
his ability to perform the required behavioral tasks and therefore, having high self-efficacy expectations, would persist in searching for employment. Figure 2 presents this process incorporating the behavioral mediating variable of self-efficacy.

As one can see from this model, the cognitive-mediating variable of self-efficacy would be the primary determinant of whether one continues searching or stops searching for employment in the face of repeated external environmental variables. However, even in the case of the individual who persists in searching due to high self-efficacy expectations, these expectations may diminish over time resulting in withdrawal and job discouragement.
Low Self-Efficacy Expectations

Job Search ----> External ----> Lack of ----> Lowered Expectancy ----> Low Self-Efficacy ----> Lowered Reinforcement

Withdrawn from Search Activity ----> Generalized Low ----> Job Discouragement ----> Lowered Expectancy of Reinforcement

Generalized Low Reinforcement Value ----> Feedback of Low Generalized Expectancy ----> Feedback

High Self-Efficacy Expectations

Job Search ----> External ----> Lack of ----> High Self-Efficacy ----> Moderate Expectancy ----> Moderate Reinforcement

No Withdrawn from Job Search ----> Obtain Job ----> Generalized High Reinforcement

Do Not Obtain Job ----> Lowered Expectancy Development of Lowered Reinforcement ----> Lower Self-Efficacy

Withdrawn from Search Activity ----> Generalized Low ----> Job Discouragement ----> Lowered Expectancy of Reinforcement

Feedback of Low Generalized Expectancy Reinforcement Value and Low Generalized Reinforcement Value to Behavior Resulting in Continued Discouragement

Figure 2: Self-Efficacy as a behavioral mediating variable
Self-Efficacy and Job Search Behavioral Domains: Added Considerations

In order to examine the relationship between self-efficacy and job search behavior in discouraged workers, one must further specify the term "job search behavior". In reviewing the literature on this topic, there appears to be general consensus that, from a job seeker perspective, several behavioral tasks or domains must be mastered in order to obtain employment in most situations. These include gathering information about jobs, identifying employment objectives, conducting a self-appraisal of interests and abilities, arranging interviews, and actually applying for the job through participating in interviews and/or other screening techniques.115 These five domains are listed in order of difficulty. If one assumes that these five behavioral domains must be minimally mastered to obtain employment, these domains would offer a basis for assessing self-efficacy and targeting micro-based interventions. Low self-efficacy in any one of the five areas could be addressed through using Bandura's four sources of information—successful performance, vicarious experience, verbal persuasion, and emotional arousal.

If an individual lacks expectations of high self-efficacy in one or more of the five behavioral domains, behaviors critical to obtaining a job are less likely to be initiated. Even when initiated, they are less likely to be sustained when obstacles are encountered. Accordingly, the process of job discouragement is seen as a very dynamic interactive process. A person may withdraw at any point in the hierarchy of the five behavioral domains in response to self-efficacy perceptions of his ability to overcome these obstacles. Figure 3 presents an expanded version of the theoretical model, domains of job search behavior.

<table>
<thead>
<tr>
<th>Job Search</th>
<th>External</th>
<th>Lack of</th>
<th>Lowered Expectancy</th>
<th>Low Self-Efficacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavior</td>
<td>Barriers</td>
<td>Positive of Reinforcement</td>
<td>Expectations</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Reinforcement</td>
<td>1. gathering job information</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2. setting objectives</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3. performing self-appraisal</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>4. arranging interviews</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>5. applying for the job</td>
<td></td>
</tr>
</tbody>
</table>

Withdrawn from Generalized Low Job Discouragement Lowered
Search Activity Expectancy of Reinforcement Value

Generalized Low Feedback of Low Generalized Expectancy
Reinforcement Value and Low Generalized Reinforcement Value to Behavior Feedback
Which Reinforces Discouragement

Figure 3: Job Search Behavioral Domains and Self-Efficacy
Of course, other variables are also thought to influence the development and maintenance of job search discouragement. As noted previously, job search discouragement is thought to be a complex social-psychological process. The present study has examined a number of variables which, based on prior empirical findings, seem to have a relationship to job search behavior and unemployment. Therefore, this review will now turn to a discussion of the current research in order to identify and discuss these variables.

CURRENT RESEARCH ON UNEMPLOYMENT AND JOB SEARCH DISCOURAGEMENT

Generally, the literature on the effects of unemployment and job search behavior has taken a broad, exploratory focus over the past ten years. The majority of these studies have examined the economic and social-psychological impacts of unemployment and were done on samples of individuals who became unemployed as a result of plant closings in the 1970s. As well, most of this research has focused upon the unemployed individual who has remained active in his or her job search efforts; only two studies have investigated the process of job search discouragement. This analysis of the current literature was undertaken to identify those variables which appear to have some empirical support for explaining the effects of unemployment and,
potentially, may be of utility in explaining differences in job search behavior among older unemployed workers. Therefore, this part of literature review is organized into sections which discuss the current research with regard to each of these variables.

Unemployment and Orientations Toward Work

Goodman, in 1972, investigated whether differences exist in a number of work orientations, including life aspirations, work ethic, and the acceptability of welfare in a sample of 4,410 subjects stratified on the basis of sex, race, and employment status. The purpose of this research was to investigate whether the "poor want to work". Findings from this study indicated that the poor did not differ significantly from the non-poor subjects in their aspirations for work and life, their interest in taking job training, and in their identification with the importance of work. The poor subjects, however, did differ significantly in their expressed confidence to succeed in the world of work. Poor, unemployed subjects were more likely to have lower self-confidence in their ability to succeed than were employed middle and upper income subjects.\(^{116}\)

Reinforcing Goodwin's findings, Kaplin found that 80% of the chronically unemployed persons he studied had a strong

attachment to the world of work.\textsuperscript{117} Both of these studies provide strong evidence that long-term unemployment does not lead to a desire to remain unemployed. Further, these results show that chronically unemployed individuals have strong attachments to the world of work.

Unfortunately, both of these studies focused primarily on young to middle-aged unemployed persons. Further research is needed to determine whether similar results would be obtained in the older unemployed worker population.

\textit{Personal Well-Being and Present Life Style}

Using aggregate data, Brenner, in 1973, studied the relationship between mental health admissions and changes in economic indicators from 1914 to 1960 in New York state. He found that as economic activity decreased and unemployment increased, the number of hospital admissions also increased.\textsuperscript{118} Although his study has been criticized for inferring a cause-effect relationship between these variables, it provides credible support for a association between unemployment and psychological distress.


In another study of aggregate economic change and individual distress, Ferman found that being chronically unemployed is related to a loss of perceived internal control, a decreased ability to predict the future, and an increase in stress manifested in both physical and cognitive symptoms. Although this study was criticized for having a limited focus—that of plant closings—the findings appear to support those of Brenner.

The relationship between unemployment and psychological distress is reinforced by a number of related, though small studies. Braginsky and Braginsky, in a sample of 46 unemployed men, found that confusion, a sense of betrayal, and disillusionment resulted from being unemployed. Briar, in her sample of 52 unemployed men and women, found that feelings of low self-worth were associated with unemployment. Leventman, in a longitudinal study of 50 unemployed men, found that feelings of apathy and despair were common in her unemployed sample.


120 D. Braginsky and B. Braginsky, "Surplus People: Their Lost Faith in Self and System", Psychology Today, 9, 1975, pp. 69-72.


Further, Bowman, in one of only two studies of discouraged workers, found that such variables as personal powerlessness, psychosomatic distress, and self-esteem, all of which were conceptualized as indices of psychological distress, were associated with unemployment and job search discouragement. Although this study examined only black males, the findings were based upon a national random sample of 2,107 subjects and the study represents the largest study on job search discouragement to date.\textsuperscript{123} Finally, Gore found that a relationship exists between psychological depression and being unemployed.\textsuperscript{124}

Not all studies support these findings however. Research by Buss and Redburn, in another plant closing study, supports the finding that there were not consistently high feelings of distress among all workers on an ongoing basis during the closing of the plant. However, these authors state that the anticipated reopening of the plant may have mediated these findings.\textsuperscript{125}


Research regarding unemployment and its effects upon life style indicate that the loss of a job places both economic and psychological stress upon families. Slote found that unemployment has adverse consequences for marital relationships and satisfaction.\textsuperscript{126} Bowman also found that lower perceived life satisfaction was associated with job search discouragement in his study of black male discouraged workers.\textsuperscript{127}

In a study on the effects of part-time work on the health and life satisfaction of the urban elderly, Soumerai and Avorn found "significant positive effects of paid employment on measures of health and life satisfaction".\textsuperscript{128} Although this latter study was completed to examine the effects of work on retirees, these findings reinforce the importance of work activities in relation to one's life satisfaction as reported in the above studies.

In addition, the economic impact of unemployment upon individuals and families is significant. As previously noted, Parnes, in a major longitudinal study found that "unemployment means not only the lost earnings attributable to


\textsuperscript{127} P. Bowman, \textit{et.al.}, "Joblessness and Discouragement Among Black Americans", \textit{Economic Outlook USA}, (Autumn, 1982), p. 86.

periods of idleness, but leads also to long term reductions in earning capacity. Briar's research also supports this view. She found that many families are forced to accept public assistance because of the financial distress that unemployment causes.

Regarding the relationship between unemployment and health status, Brenner found that "a 1% rise in unemployment will increase heart, stroke, and kidney disease. A 1.4% increase in unemployment during 1970 is directly responsible for some 51,570 total deaths (nationally)." Research by both Gore and Slote, as previously cited, also support the finding that a relationship exists between health and unemployment.

**Use of Services**

Only two studies have examined the use of services by the unemployed. In a 1984 exploratory study of job search discouragement, Fink found that half of her sample of 50 prime-age white male discouraged workers did not use available community services. Reasons for non-use included

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132 N. Fink, "An Exploratory Study of White Male Prime-Age
lack of relevancy, lack of awareness of availability, and difficulties in "cutting through red-tape". Perhaps most notably, those who did use services were predominantly the longer-term unemployed and they used financial support services. Other services, such as job search assistance, counseling, or retraining, were not used extensively because of unavailability or lack of awareness of availability on the part of subjects. In this study, although the subjects evidenced a desire to work and had exerted effort toward finding a job, the lack of services available to assist them was an important factor in understanding the reinforcement of their job search discouragement.

The second study on use of services was completed by Buss and Redburn. In their study of plant closings in Ohio, these authors found that formal mental health and social services were used infrequently by laid-off employees. Rather, these employees tended to use informal networks such as immediate family and close relatives as opposed to government delivery systems. Both of these studies identify the need for examining the ways we not attempt to assist the unemployed in order to develop more successful methods. It may be unlikely that persons who


See T. Buss and F. Redburn, Mass Unemployment: Plant Closings and Community Mental Health and Shutdown at Youngstown.
have not previously used formal helping networks would be willing to use them when help is needed most.

Current research on availability of unemployment services is also limited. However, it is clear that fewer resources exist in the mid-1980's to assist the unemployed than in the 1960's and 70's. As Leff and Haft observe, "the monies previously spent on social programs (have been) shifted to military applications".134

Kaim-Caudle, in his comparative international study on unemployment, states that "the economic position of the long-term unemployed in the U.S. (is) in general much worse than that in any other country in the (ten nation) study".135 And Palmer and Sawhill, in their review of Reagan policy initiatives reinforce this finding by noting that with the elimination of public service employment programs and reduced employment and training funding, fewer resources exist to assist the unemployed now even though the scope of the problem continues at significantly high levels.136


**Self-Efficacy**

To date, no studies of unemployment or job search discouragement have used the self-efficacy variable. However, it has been used successfully in studies of career decision-making, achievement in children, marital conflict, and treatment of phobias. These studies have shown that self-efficacy is significant in its ability to understand and make changes in behavior. In addition, while self-efficacy is posited to be a more dynamic concept than self-confidence, Goodwin, in his 1972 study as previously cited, used the concept of self-confidence in his examination of differences in work orientations between the poor and non-poor. As noted previously, significant differences were found between poor and non-poor subjects in their perceived self-confidence to obtain employment.

**Job Search Behavior**

Several studies have been completed which examine job search behavior in unemployed workers. Sheppard and Belitsky found, in their study of 500 blue and white-collar


workers, that achievement motivation and achievement values were significantly related to one's job search efforts.\textsuperscript{139} Schweitzer and Smith, in their article "The Persistence of the Discouraged Worker Effect", found that the experience of being rejected by potential employers, over time, results in a withdrawal from job search efforts.\textsuperscript{140}

Dyer, in a study of the job search behavior of middle-aged managers and engineers, found that those subject who were most aggressive, had previously earned lower salaries, and had comparatively lower levels of education were likely to be the most successful in their job search efforts. For older unemployed workers, who often have attained high salary levels over a lifetime of employment, Dyer's findings identify an important variable, that of past income level, for consideration in the present study.\textsuperscript{141}

Finally, in the 1978 study by Bowman, as noted previously, it was found that individuals who blamed themselves for their unemployment were more likely to withdraw from searching for a job than those who blamed the economy for

\textsuperscript{139} H. Sheppard and A. Belitsky, \textit{The Job Hunt: Job Seeking Behaviors of Unemployed Workers in a Local Economy}, (Baltimore, Maryland: John Hopkins University Press, 1966).


their joblessness. Those who blamed the economy were more likely to continue their job search efforts.\textsuperscript{142}

Unfortunately, none of these studies examined older unemployed workers exclusively. However, these studies indicate that achievement motivation, values, and attribution of responsibility for joblessness are all important variables for the continued investigation of job search discouragement.

\textbf{CONCLUSIONS AND IMPLICATIONS FOR THE PRESENT STUDY}

The purpose of this literature review has been to examine the historical and current literature on the subject of unemployment and job search discouragement. In addition, a theoretical model was presented which examined the possible relationship between self-efficacy perceptions and job search discouragement. This model was framed within a macro conflict and a micro social learning theory conceptualization.

In this model, conflict theory was described as imposing external obstacles which often prevents older unemployed workers from re-entering the labor market. Social learning theory and its emphasis upon expectancy and reinforcement values was utilized to offer an explanation for the development of job search discouragement. Using this theory,

job search discouragement was described as a learned response in the face of strong environmental obstacles. Finally, the variable of self-efficacy was hypothesized to be a major cognitive determinant of whether one withdraws from job search activities when confronted with these external obstacles.

This literature review has also identified empirical support for the study of several variables which may help to explain the process of job search discouragement in older workers. These variables—work orientations, self-efficacy, psychosocial and physical well-being, life satisfaction and adjustment to unemployment, use of services, and selected social status characteristics—all seem to be important to the investigation of job search discouragement in the present study.

Although these variables have been used in other studies on unemployment, they have not been used to explore job search discouragement in the older worker population. Further, these variables have not all been used in a single study in an effort to build a "picture" or predictive model of the factors which help to explain job search discouragement. With the "graying" of our population, major and permanent structural changes in our economy, and the literature findings that job search discouragement is a complex social-psychological process, it is believed that the use
of these variables in this study will shed light upon both the job search discouragement process and more effective methods of intervention. The outcome of this research will assist us to improve the opportunities for social functioning in the older unemployed worker population.
CHAPTER III

METHODOLOGY

INTRODUCTION

According to Babbie, the three general purposes of social research are exploration, description, and explanation. Babbie states that most studies have more than one of these purposes. The present study reflects elements of each of these purposes in both design and data analysis.

This study is exploratory because little research has been completed on the subject of job search discouragement generally and no studies currently provide an examination of this phenomena in the older worker population. The study is also descriptive because it provides a detailed demographic description of a selected sample of older unemployed workers and their social status characteristics. Finally, by examining differences between unemployed-discouraged and unemployed-actively searching older workers, and the relationships between their job search behav-


144 Ibid., p. 84.
ior and selected social and psychological characteristics, an initial model of the factors which help to explain job search discouragement in unemployed older workers is presented.

The purpose of this chapter is to present information concerning the design and administration of the data collection process. This chapter is organized into the following sections:

1. Restatement of Research Questions
2. Research Design
3. Location for the Study
4. Sampling Design and Procedures
5. Variables and Instrumentation
6. Design of the Data Collection Instrument
7. Administration of the Data Collection Instrument
8. Reliability and Validity
9. Data Analysis
10. Protection of Human Subjects

**RESTATEMENT OF RESEARCH QUESTIONS**

The purpose of this research project was to explore the process of job search discouragement by examining differences in job search behavior among unemployed active and discouraged older workers. Particular emphasis was placed upon an examination of the relationship between self-
efficacy expectations and participation in job search activities. The major and minor questions for investigation are stated below.

Major Question

What differences exist between older unemployed workers who are discouraged and have withdrawn from job search activities and those who are not discouraged and continue searching in their orientations toward life and work, attitudes toward job searching, psychosocial and physical well-being, current lifestyle and adjustment to unemployment, and utilization of employment and non-employment related social services?

Minor Questions

1. What are the subjects' demographic and social status characteristics?

2. What is the job search status of the subjects?

3. What are the subjects' attitudes toward searching for employment?

4. What are the subjects' employment and unemployment histories?

5. What are the subjects' self-efficacy expectations toward gaining employment?

6. What is the relationship between the subjects' self-efficacy and their current job status?

7. What are the subjects' orientations toward work, work histories, attitudes toward job searching, present life styles and adjustment to unemployment, psychoso-
cial and physical well-being, and usage of employment and non-employment related social services?

8. Are there differences between older unemployed workers who are active in job search activities and those who are discouraged and have withdrawn from searching in these variables?

9. How are these differences affected by social status variables such as gender, race, income, education, marital status, perceived financial security, number of dependents, and the employment status of family members?

10. Of these variables, which are most significant in predicting whether an unemployed older worker will become discouraged and withdraw from job search activities?

**Research Design**

This study employed a pre-experimental ex-post facto research design defined by Campbell and Stanley as the static group comparison arrangement. According to Campbell and Stanley, the design is pre-experimental because it does not involve actual experimental control of an independent variable. Figure 4 presents the research design which was used in this study.

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Discouraged Older Unemployed Workers
(37 males and 36 females)

Not Discouraged Older Unemployed Workers
(39 males and 36 females)

Figure 4: Model of Research Design

According to Kerlinger, "Ex post facto research is systematic empirical inquiry in which the scientist does not have direct control of independent variables because their manifestations have already occurred or because they are inherently not manipulable." In this study, for the purpose of examining differences between the two groups, job search status was the "treatment" variable (X). Since this variable was really a characteristic rather than a treatment variable in the classical experimental sense, and subjects had "self-selected" membership into the two levels of this variable, there was no opportunity for manipulation or random assignment of subjects.

While an experimental design would have been preferable because it provides better control and promotes greater explanatory power, the nature of the variables in this study prevented such an approach being used. For example, a non-equivalent control group design would have been preferable to the pre-experimental design used in this study. However, this would have required a pre-test of subjects.

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prior to the onset of job search discouragement. Given the limitations of this study, this was not feasible. Still, the use of the static group comparison design is appropriate. As Campbell and Stanley state, this design (Design 3) can "provide (a) preliminary survey of hypotheses, and those which survive can then be checked through the more expensive experimental manipulation". This is precisely the goal of the present study since no previous research exists on the job search discouragement experiences of the older worker. In addition, it can be asserted that this design is appropriate because most significant social research problems do not lend themselves to experimental research designs since there is little opportunity for random assignment of subjects nor complete control of an independent variable. As Kerlinger states, "it can be said that ex post facto research is more important than experimental research because of its relevance to important social and educational research problems". This position further reinforces the choice of the design in this study.


The primary variables for investigation were organized into the following clusters: job search status, orientation toward work, work history, attitudes toward job searching, psychosocial and physical well-being, present life style and adjustment to unemployment, and utilization of services. In addition, a number of social status and demographic variables were investigated. These included such variables as age, gender, number of persons in the household, level of education, annual income, marital status, number of children, religious affiliation, and race. Selection of appropriate dependent and independent variables from these clusters were based upon the level of data and the research questions being investigated.

Data collection was conducted in two phases. First, prior to the investigation of the stated research questions, a field test study was undertaken to pre-test the data collection instrument and to identify the most efficient means of identifying the sample population. Specifically, a test sample of five unemployed older workers was identified using several different techniques. These techniques included a newspaper advertisement, mailings to social service agencies, and direct contacts with community agencies and groups. The pre-test sample completed the preliminary data collection instrument. Any errors or omissions identified during the pre-testing were incorpo-
rated into the final data collection instrument. The second phase focused upon collection of data from the complete study sample through use of face-to-face structured interviews using the pre-tested data collection instrument.

The data collection instrument consisted of six primary sections concerned with direct data gathering. These sections included Work Orientation and History, Attitudes Toward Job Searching, Utilization of Employment and Non-Employment Related Services, Personal Well-Being, Present Life Style and Adjustment to Unemployment, and Biographical Information. Two other sections, Eligibility Screening and Interview Information/Referral Documentation, provided instructions to the interviewer and subjects as well as information which is important to the validity of the study. For example, these two sections helped to ensure that subjects met the eligibility criteria for participation and documented the time and place of each interview as well as the need for referral.

The information gathered through use of the data collection instrument was coded for computer analysis using the SPSSx data analysis package at The Ohio State University. Frequency distributions, chi-squares, t-tests, Pearson product-moment correlations, and discriminant analytical techniques were primarily used to answer the research questions. Selection of these tests were based upon the level of data being examined as well as the specific research
question under investigation. For the purpose of this study, statistical significance was set on an a priori basis at the alpha level of .05.

LOCATION FOR THE STUDY

The field test of the instrument and the actual collection of data for this study took place in Franklin County, Ohio. This geographic area contains over one million people. According to Ohio Bureau of Employment Services statistics, approximately 23,000 individuals age 50 and over in Franklin County are unemployed and want to work.\(^{150}\) This number was thought to be underestimated because of the number of discouraged older workers who exist and are not included in official unemployment statistics. Accordingly, there appeared to be an ample number of potential subjects who would qualify for participation in this study.

SAMPLING DESIGN AND PROCEDURES

The study utilized a purposive, non-representative sampling method. The population of unemployed older workers who are discouraged and have withdrawn from the labor market is not readily identifiable. The agencies which are charged with the responsibility of collecting data on unemployment, the U.S. Department of Labor and its state-level

partner, the Ohio Bureau of Employment Services, do not collect specific identifying data on this population group because, by definition of their withdrawal from job search activities, they are no longer considered part of the labor force. Because it was not possible to identify the actual population or an accurate sampling frame for this population group, it was not possible to have a representative sample.

However, because this population has not received previous attention from researchers interested in exploring the topic of job search discouragement, a purposive non-representative sample was appropriate. As Kerlinger states, this technique has positive qualities for examining relationships between variables which are new or have received only limited research attention. Since the purpose of this research was to explore relationships which have not been examined in this population group, rather than determine the distribution of these relationships among the general population, it appeared that much could be gained by using this strategy. Further, the results generated by this study provide a valid base for replication and refinement in future research.

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The sample of subjects chosen for this research were stratified only on the basis of current job search status (discouraged or actively seeking work) and gender. Gender was considered to be an important variable for consideration because few studies on unemployment have examined gender differences. Further, in the older worker population, it is projected that at least 40% of discouraged workers are female.

Generally, to be eligible for inclusion in the sample, a person had to be aged 50 or over, and 1) unemployed, 2) want to work, 3) be available for full-time work, and 4) have a history of having worked previously (at least 5 consecutive months in the last six years). Those who were unemployed due principally to a major physical or mental disability were not eligible.

The sample of eligible subjects was first stratified on the basis of job search status in order to differentiate unemployed discouraged older workers from those who were unemployed but had remained active in their job search efforts. This stratification resulted in the formation of the two primary comparison groups. Persons who met the above criteria and had not looked for a job within the preceding four weeks because they did not feel they could find a job were included in the unemployed discouraged older worker sample grouping. Individuals who met the above
eligibility criteria and had looked for a job within the past four weeks were included in the unemployed but actively searching older worker sample grouping. These definitions are based upon U.S. Department of Labor definitions for differentiating between "official" or actively searching unemployed workers and discouraged workers. After initially stratifying on the basis of job search status, each grouping was also stratified on the basis of gender.

The procedure for locating subjects was based upon the previous work of Fink with two additional methods. In her study of prime-age discouraged white male workers, Fink was able to successfully identify a sample using notices on public bulletin boards, letters to community agencies, and newspaper advertisements. These methods were also used in this study for identifying the unemployed older worker sample grouping given their proven efficacy in central Ohio.

In addition, local job training agencies for unemployed older workers were contacted to assist in identifying active unemployed potential subjects who met the sampling criteria. Finally, direct contact was made with local emergency shelters, food pantries, and other social service groups to identify eligible participants. Based upon pre-


vious research as cited above and the number of unemployed older workers within Franklin County, it was anticipated that a total study sample of at least 100 subjects would be feasible.

**VARIABLES AND INSTRUMENTATION**

The variables utilized in this study, because of their proposed utility for explaining the process of job search discouragement in older workers, were organized into six primary sections:

1. **Biographical Information**
2. **Work Orientation and Work History**
3. **Attitudes Toward Job Searching**
4. **Personal Well-being**
5. **Present Life Style and Adjustment to Unemployment**
6. **Utilization of Services**

Each of these categories and their associated variables are defined below.

**Biographical Information**

This category included social status and demographic variables which may be related to an individual's job search behavior and help to describe older unemployed workers who are experiencing job search discouragement. Previous research has shown that social status variables often mediate the social and psychological impact of long-term
The following variables were included in this category.

**Age.** This variable was defined as one's chronological age in years at his next birthday. Subjects were asked their chronological age at their next birthday. As a validity check, since this variable was important in defining the eligibility of a subject, each subject was also asked to provide his or her year of birth to ensure accuracy.

**Gender.** This variable was defined as one's biological gender. Levels of the variable were male or female.

**Current Marital Status.** This variable was defined as one's marital status at the time of completing the structured interview. Levels of this variable included never married, currently married, divorced or separated, widowed, or informal relationship.

**Unemployment-Job Search Status.** This variable was defined as the event of being unemployed for at least the last four weeks and being available for and willing and able to work. This variable had two levels: unemployed searching for employment and unemployed but not actively searching for employment (discouraged). Operationally, using the U.S. Department of Labor definitions as cited previously, a subject was defined as employed-actively

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searching if he had searched for a job in the last four weeks. A subject was defined as unemployed-discouraged if he had not searched for a job in the last four weeks because he did not feel he could find a job.

Employment Status of Spouse. This variable was defined as the current working status of the subject's spouse at the time of the interview if the subject was married. The variable had three levels: none, full-time, or part-time.

Number of Family Members in Household Other than Spouse Who Are Currently Working. This variable was defined as the number of family members other than the spouse in the household who were working and contributing income toward family food, housing, and daily subsistence needs. This variable was coded on an interval level basis.

Number of Dependents. This variable was defined as the number of individuals, related by blood, marriage, or informal relationship, who the subject stated were dependent financially upon the subject for at least 50% of their basic food, housing, and daily subsistence needs. This variable was coded on an interval level basis.

Number of Children. This variable was defined as the number of biological or non-biological children a subject stated he had at the time of completing the interview. This variable was coded on an interval level basis.
Age of Youngest Child. This variable was defined as the chronological age of the subject's youngest child in years at his last birthday. This variable was coded on an interval level basis.

Religious Affiliation. This variable was defined as the subjects stated current religious preference. This variable had five levels--Catholic, Protestant, Jewish, None, or Other.

Years of Formal Education. This variable was defined as the number of academic calendar years a subject attended in public or private educational programs including elementary, secondary, post-secondary, graduate, post-graduate, or professional programs. This variable was coded on an interval level basis.

Highest Degree or Diploma. This variable was defined as the highest degree or diploma earned by the subject in formal education. Levels of this variable included none, high school, associate degree, bachelors degree, masters degree, or doctoral degree.

Receiving Economic Assistance. This variable was defined as the event in which a subject directly or indirectly through family household members was receiving some form of economic or transfer payment assistance. There were two levels of this variable: yes or no.
Type of Economic Assistance. This variable was defined
as the type of public governmental financial assistance a
subject was directly receiving at the time of completing
the interview.

Present Living Arrangements. This variable was defined
as the type of living quarters a subject had resided in
during at least three of the past four preceding calendar
weeks prior to the interview. Levels of this variable
included own home, rental unit, with relatives, with
friends, shelter, hotel, or no regular living arrangement.

Total Number of Persons Living In Household. This vari-
able was defined as the total number of individuals,
including the subject, who were residing in the household
at the time of completing the interview. This variable was
coded on an interval level basis.

Total Annual Income—Last Twelve Months Prior To Becoming
Unemployed. This variable was defined as the total annual-
ized income received by the subject during the twelve month
period prior to becoming unemployed. This variable was
coded on a grouped interval basis.

Total Annualized Income Since Becoming Unemployed. This
variable was defined as the total annualized income
received by the subject since becoming unemployed. This
variable was also coded on a grouped interval basis.
**Work Orientation and Work History**

The category of Work Orientations, using the conceptualization by Goodwin, was defined as the attitudes, beliefs, goals, and intentions a person has toward searching for, securing, and retaining employment. Work orientations included such variables as life aspirations, employment goals and beliefs concerning the work ethic, the acceptability of receiving non-employment sources of income, and the desire to work. Operationally, the category of Work Orientations was defined using several scales developed and successfully used in a previous study by Goodwin on this topic.

The following scales measured the variables included in the construct of work orientations in this study: Life Aspirations, Work Ethic, Acceptability of Welfare, Work Beyond Need for Money and Train to Improve Earning Ability. Each of these variables and their operational definitions are described in greater detail below.

**Life Aspirations.** This 13 item measure assessed life goals such as having good health, a nice place to live, and having a regular job. According to Goodwin, a person who scores high on this scale is expressing high aspirations for certain aspects of his life, including work.

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156 Ibid.
Work Ethic. This 14 item measure consisted of a three element cluster: attitudes toward work, self-development as an occupational goal, and the belief that one's efforts control success. Together, they measure the relative involvement of the self in work activity and define, according to Goodwin, what is commonly meant by work ethic. Those who score high on this orientation regard work as important to them and as closely aligned with their identity.

Acceptability of Welfare. This 4 item measure assessed both beliefs and intentions as they relate to the accept ance of welfare. The first set of items constituted statements regarding the belief that government support is the best source of income. The second set of items measured intentions to accept welfare when in financial need.

Work Beyond Need For Money. This single item measured an individual's intention to work beyond the need for money.

Train to Improve Earning Ability. This two item set measured one's intention to enter a training program to improve his or her earning capability.

Work History

Work history was defined as the types and numbers of paid jobs held by subjects in different businesses, their length, and their total number of years in the labor force. Three schedules were used to operationalize and assess
these variables: Positions, Length of Time in Each Position, and Reason for Leaving. The outcome of these measures is a "picture" of both the descriptive data concerning each subject's work history and a conception of the orderliness of a subject's work history based upon Wilensky's conceptualization of career orderliness.157

**Attitudes Toward Job Searching**

This category contained three primary variables: Attribution of Responsibility For Joblessness, Self-Efficacy Expectations, and Level of Psychological Job Search Disencouragement.

Attribution of Responsibility for Joblessness. Previous research on different sample populations has shown that the belief one has concerning the reasons for his or her unemployment will influence current job search activity.158 This variable was defined as the reason(s) given by the subject for his current unemployment. Levels of this variable, which were coded on a nominal basis, included the economy--no jobs available, personal limitations--no skills, health problems, age, and family reasons.


Self-Efficacy Expectations. One of the major questions of this study concerns the relationship between self-efficacy expectations and job search behavior. This variable was defined as the degree to which a subject perceived he had the ability or competence to successfully locate a job. This variable was operationalized through use of the Self-Efficacy Scale as developed and validated by Sherer and Maddux.\textsuperscript{159} It is a 17 item measure which was adapted for the purposes of this study to be consistent with the topic of job search behavior.

Level of Psychological Job Search Discouragement. This variable was defined as the extent to which an individual assessed himself as psychologically discouraged in his job search efforts. It provided a measure of a cognitive belief about job searching which was combined with the official behavioral definition of job search discouragement used in this study. The rationale for including this item stems from past research which urged that further examination is needed to determine whether a relationship exists between psychological and behavioral job search discouragement. Specifically, this item helped to explore whether a person may be psychologically discouraged in his or her job search efforts but continue behaviorally to search for a job.

Psychosocial and Physical Well-Being

As discussed in the previous section, research has shown that changes in psychosocial and physical well-being may be related to the occurrence of unemployment, length of unemployment, and job search behavior. For the purpose of this study, personal well-being was operationalized using scales concerned with psychosocial functioning and health status. Health status was assessed by using a set of five items adapted from previous research by Fink and Kilty and Richardson.160 Psychosocial functioning was operationalized using a 22 item scale by Beck which measures symptoms of depression.

Present Life Style and Adjustment to Unemployment

This category assessed the life satisfaction, happiness, expressed financial security, and perceived changes in life style and family functioning as a result of unemployment. To measure the life satisfaction and happiness variables, multiple measures were used based on the instruments developed by Veroff, et. al. and Strieb and Schneider.161 Items to measure expressed financial security and the impact of


unemployment on one's financial situation were developed for the purpose of this study. Items to measure perceived changes in lifestyle and family functioning were adapted for the purposes of this study based upon the earlier work of Fink.162

Utilization of Employment and Other Social Services

It was important to assess the rate and types of service utilization by subjects as another descriptor of their unemployment experience. To accomplish this, a checklist of many different services was used and subjects were asked to state which of these services they had used during their period of unemployment. Variables included use of welfare, mental health, pastoral counseling or support, medical, housing, food, and employment/training services, and more informal supports such as family, relatives, and friends. Individual items were rated on a nominal level, yes or no, basis. The total number of services used since the onset of unemployment was coded on an interval level basis to assess the intensity of service utilization.

DESIGN OF THE DATA COLLECTION INSTRUMENT

In conceptualizing the survey design instrument, two general approaches to data collection were considered: quantitative-structured versus qualitative-unstructured interview formats. After conducting the initial literature review, it appeared that some theoretical basis existed for the development of specific research questions which addressed the job search behavior in this population group. Because these questions were specific, data collection procedures which provided detailed and reliable information were necessary. Therefore, it was decided to use a structured interview instrument with primary emphasis upon the collection of quantitative information.

In constructing the structured interview instrument, closed-answer, scaled, and open answer questions were used. The rationale for this decision was based upon the design of the study which included exploratory, descriptive, and explanatory elements and the desire of the researcher to collect as much information as possible about the experiences of the sample in their job search efforts. This approach is consistent with generally accepted methods of survey research having more than one research purpose.163

The actual construction of the questionnaire was based on the guidelines offered by Dillman in his *Total Design Method of Survey Research*. These guidelines were generally followed in making decisions about the wording, structure, and organization of the instrument, in the ordering of questions, and in the overall appearance of the document. Because the instrument was administered in an interview format, and the questions were likely to evoke some emotional responses, it was very important to utilize a professional approach in collecting the data. One way of promoting this professional atmosphere was to use documents which were well-organized. Dillman's guidelines helped to ensure that the questionnaire was appropriately constructed.

As noted previously, the Data Collection Instrument was organized into eight areas which corresponded to the variables under investigation:

1. Introduction to the Study/Eligibility Screening Sheet
2. Biographical Information
3. Work Orientation and Work History
4. Attitudes Toward Job Searching
5. Psychosocial and Physical Well-Being
6. Present Life Style and Adjustment to Unemployment

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7. Utilization of Employment and Non-Employment Related Social Services

8. Interview Information and Referral Documentation

The ordering of these eight areas was based upon the guidelines for survey research offered by Dillman. Specifically, the following guidelines of Dillman were used in developing the organization of the instrument.

First, questions that were perceived to be most intrusive were placed toward the end of the Instrument. These areas included the questions concerning Personal Well-being, Present Life Style and Adjustment to Unemployment, and Utilization of Services.

Secondly, questions were grouped by content area. These groupings related specifically to the type of variables being measured. As well, in order to provide for ease of administration of the interview, questions requiring similar types of answers, based upon their coding formats, were placed together.

Specific attention was also given to organizing the groupings of questions so that smooth transitions could be made by the interviewer and subjects. This was seen as important in order to provide a sense of continuity to the content being discussed.

165 Ibid., p.123-125.
Finally, questions were ordered in the document along a descending order of usefulness. Questions related to background, work orientation, history, and attitudes toward job searching were placed first because of their primary importance to the questions under investigation. Questions which may have less immediate utility in answering the major research question were placed near the end of the Instrument.

PRE-TEST OF THE DATA COLLECTION INSTRUMENT

The Data Collection Instrument was initially pre-tested with a group of five individuals who were eligible for inclusion into one of the two sample groups. Errors and omissions identified in the pre-testing were incorporated into the final Data Collection Instrument. As well, modifications in the order of the individual subparts of the Instrument were made in order to facilitate greater ease of administration.

ADMINISTRATION OF THE DATA COLLECTION INSTRUMENT

The data collection was completed primarily through face-to-face and telephone interviews with the subjects. In some instances, individuals requested a phone interview rather than having the researcher visit their homes. In those cases, a telephone interview was granted. As well, a
limited number of subjects completed the instrument on a self-administered basis. All interviews were conducted by the project researcher and his two assistants.

Of the 148 total interviews completed, 89 were done on a face-to-face basis, 48 were completed by telephone, and 11 were done on a self-administered basis. The mean length of time per interview was 58.88 minutes with a median and mode of 60 minutes. Seventy-nine of the interviews were completed in the morning and 49 were completed in the afternoon or evening.

Prior to initiating the data collection effort, the two assistant interviewers were provided training in the following areas:

1. Purpose of the Study
2. Nature and Scope of the Data Collection Effort
3. Orientation to the Data Collection Instruments
4. Interviewing Techniques
5. Handling of Data Relative to Confidentiality
6. Procedures for Managing Ambiguous Data
7. Community Agency Referral Information
8. Identifying Needs for Referral and Providing Appropriate Information

Interviews were conducted at the subject's home, at OSU, or at another agreed upon location depending upon the wishes of the subject and the practicality of the location tak-
ing into account the need for thoroughness and confidentiality. Subjects were compensated in the amount of $5.00 for their participation.

RELIABILITY AND VALIDITY

Reliability for the purpose of this study was defined as the degree to which variables used to measure concepts produce consistent and repeatable results. Validity was defined as the degree to which a variable accurately represented the concept that it was designed to measure. In conceptualizing this study, reliability and validity were considered in relation to both the research design and the Data Collection Instrument.

Research Design

According to Campbell and Stanley, one must be concerned with both internal and external validity when formulating the research design. The static group comparison design has both strengths and weaknesses regarding these types of validity. In the case of internal validity, which is concerned with whether differences between groups can be attributed to the "treatment" or independent variable, the static group comparison design adequately controls for his-


tory, testing, instrumentation, and regression sources of invalidity. Further, given the sample in this study, maturation and mortality are not threats to internal validity. However, the internal validity of this design is threatened by selection and the interaction of selection and maturation effects. Regarding these latter two threats, some selection bias may be present since it was not possible to randomly select a sample from the population of older unemployed workers.

External validity, or the generalizability of results, is also subject to several threats according to Campbell and Stanley. This proposed study has only limited generalizability. Since the sample in this study was not randomly selected, the results are representative of only those subjects who completed the Data Collection Instrument.

Although the results may be biased due to selection errors and are representative of only the sample groupings, Campbell and Stanley note that this design is appropriate when investigating new areas as a means of determining which hypotheses or questions have merit for future, more rigorous investigation. Since the study has an exploratory purpose and little prior research exists, the proposed design was thought to be acceptable.

\[168\] Ibid., p.8.

\[169\] Ibid., p.64-66.
Data Collection Instrument

Several steps were taken in the design of the Data Collection Instrument to ensure that the issue of reliability was given adequate attention. First, the wording and organization of the questions in the Instrument were structured to ensure clarity and understanding by the subjects. As Babbie notes, the wording and organization of questions in a survey questionnaire are important factors in establishing reliability. 170

Secondly, to address equivalence and stability reliability considerations, an extensive review of potential measurement instruments for this study was performed. Measurement scales were chosen specifically for their established reliability and validity based upon their successful use in previous studies. Where available based upon this literature review, reliability coefficients for the scales, established through prior research, were identified. If reliability coefficients could not be identified, an instrument was chosen only if it had been used in several different studies with reported success. Table 3 identifies reliability coefficients for several of the scales which had documented reliability and validity. Each of these scales had a reliability coefficient higher than .6 which is recommended by Munnally as a minimum for scales.

used in social research.  

**Table 3**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Cronbach-Alpha Coefficient</th>
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</thead>
<tbody>
<tr>
<td>Life Aspirations</td>
<td>.88</td>
</tr>
<tr>
<td>Work Ethic</td>
<td>.81</td>
</tr>
<tr>
<td>Acceptability of Welfare</td>
<td>.68</td>
</tr>
<tr>
<td>Self-Efficacy</td>
<td>.86</td>
</tr>
</tbody>
</table>

In addition, the measurement instruments for Personal Well-Being, Utilization of Services, and Present Life Style and Adjustment to Unemployment were chosen based upon their previous successful use and adapted for the purposes of this study without significantly changing the content of the items.

The choice of these scales for their demonstrated reliability and prior successful use was purposeful. Given the nature of the sample and financial limitations of the project, it would have been very difficult to develop new instruments solely for this study and concurrently establish test-retest and equivalence types of reliability since more than one administration of the instrument would have been necessary. Fortunately, this was not necessary since

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established measurement scales, consistent with the variables being used, were available.

Finally, the reliability of the measurement instruments was strengthened further by the limited number of interviewers, their prior demonstrated expertise in social work interviewing, and the training that was provided to them.

At the conclusion of the data collection effort, Chronbach-Alpha reliability coefficients were computed for each of the major scales used in this study. Table 4 presents the results of this analysis.

Table 4

<table>
<thead>
<tr>
<th>Scale</th>
<th>Chronbach-Alpha Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Aspirations</td>
<td>.90</td>
</tr>
<tr>
<td>Acceptance of Welfare</td>
<td>.85</td>
</tr>
<tr>
<td>Work Ethic</td>
<td>.97</td>
</tr>
<tr>
<td>Self-Efficacy</td>
<td>.94</td>
</tr>
<tr>
<td>Beck Depression Scale</td>
<td>.82</td>
</tr>
</tbody>
</table>

As Table 4 shows, each of these scales demonstrated acceptable reliability for the purposes of this study.

The issue of validity, regarding the Data Collection Instrument, was also addressed through multiple considerations.
First, an extensive literature review was conducted to identify those variables for which there was some prior empirical or theoretical support for their possible utility in explaining job search discouragement. The conceptual and operational definitions used for these variables in this study were consistent with this prior research. Secondly, the instrument itself was carefully constructed so that it appeared, in the researcher's opinion, to measure what it purports to measure. This step was taken to reinforce the face validity of the instrument.

Third, scales used in this study were selected, in part, based upon validity considerations. For example, the Self-Efficacy scale, developed by Sherer and Maddux, has been assessed in past research for both construct and criterion validity with positive results.  

Fourth, sampling validity was addressed through both pre-testing the instrument and including an open-ended question at the conclusion of the instrument which asked each subject whether there was anything else he or she felt was important to an understanding of their unemployment situation and current job search behavior. The purpose of this open-ended question was to ensure that subjects were given the chance to share all information concerning their personal unemployment situations. Finally, the fact that

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the scales used in the Data Collection Instrument have been successfully employed in previous studies on older persons and unemployment also strengthened the validity of the Instrument.

**DATA ANALYSIS**

The objectives of this study were three-fold: First, based upon a review of the literature, the study explored selected social and psychological variables to identify their relationships and differences in relation to older unemployed workers' job seeking behavior. Secondly, the study examined these social and psychological variables to explain the variance in individuals' job seeking behaviors and to build explanatory models of the variables which seem to best predict job search discouragement in this sample group. Finally, the study provides a descriptive picture of the social status characteristics in a selected, purposive sample of this population group.

To achieve these objectives, several different analytical techniques were used. The selection of these techniques was dependent upon the level of measurement being considered and the specific question being investigated.

In order to describe the sample, descriptive univariate and bivariate statistics were used. Principally, measures of central tendency and dispersion as well as bivariate correlational and tests of difference were used.
Depending upon the research question, a given variable may have served as either the dependent or independent measure. This approach was consistent with the fact that no previous studies exist which explore job search discouragement in older workers and therefore, exploration of many different relationships was important. When examining bivariate relationships between the selected social and psychological variables and job search behavior, Chi-squares and One-Way Analysis of Variance techniques were used depending upon the level of measurement of the variables.

In order to identify those variables which have utility in predicting differences in job search behavior, as well as examine unitary and interactional effects, the multivariate techniques of Two-Way Analysis of Variance and Discriminant Analysis were used. These tests enabled the researcher to compare various independent variables in their relative abilities to predict membership in the dependent variable groups as well as control for both unitary and interactional effects between variables. While a pre-experimental design is unable to control the independent variable as well as an experimental design could, use of these multivariate techniques will provide some statistical control over this variance. As Kerlinger states, multivariate statistics, such as the ones proposed, pro-
vide "...a refined and powerful method of controlling variance." 173

All data was coded and entered for computer analysis using the computer laboratory at the Ohio State University, College of Social Work in Columbus, Ohio. For the purposes of statistical analysis, the Statistical Package for the Social Sciences (SPSSx) was used. All results were transferred from disk to a permanent magnetic tape at the conclusion of the study. As previously mentioned, an alpha level of .05 was set on an a priori basis as the standard for determining statistical significance.

**PROTECTION OF HUMAN SUBJECTS**

The material included in the Data Collection Instrument was potentially intrusive and required that careful attention be given to the protection of subjects in the sample. The following steps were taken to ensure that subjects were protected.

First, during initial screening of subjects for eligibility, each subject was informed that participation was completely voluntary and that all results would be kept strictly confidential with only the researcher and his assistants having access to data. Subjects were informed that names or other identifying information would not be

maintained and that participation would remain completely anonymous. Each potential subject was also given an orientation to the purpose of the study so that they could make an informed decision as to their desire to participate.

Secondly, at the time of conducting actual interviews with eligible subjects, a second orientation was provided to clarify any questions that subjects might have and to offer a second opportunity for participants to refuse participation. Again, the importance of confidentiality and anonymity of participation was stressed to the subjects.

Third, each interview was conducted by the project researcher and his assistants. The researcher has over five years of clinical social work experience in working with the unemployed and previously served as an outpatient therapist and crisis counselor at a major mental health center in the Columbus, Ohio area. Because some of the questions evoked emotional responses, the past experience of the researcher was important in assisting subjects with the feelings that arose. The project assistants were specifically chosen based upon their past clinical social work and survey research experience. Appropriate training was provided to the assistants and the project researcher was available for consultation as needed.

Fourth, depending upon a subject's circumstances, the researcher and assistants offered referral information in
the areas of employment, mental health, and other social services to each subject at the conclusion of the interview. This was seen as an important means of promoting protection of the subjects since it seemed likely that some persons would have food, housing, or other basic needs which could be met by community resources.

Fifth, each subject was given the opportunity to discuss their feelings about the interview at its conclusion. This debriefing helped to identify and assess the reactions of subjects to the interview and offered a base for discussing potential needs for referral to appropriate agencies in the Columbus area.

Finally, to adhere to OSU requirements for human subject protection, this research project was reviewed and unconditionally approved by The Ohio State University Human Subjects Review Committee in July, 1986.

ORGANIZATION OF FINDINGS AND DISCUSSION

The following chapters present the findings and conclusions for this dissertation research project. Chapter IV presents a demographic description of the sample population. Chapter V presents an analysis of the differences between actively searching and discouraged subjects on demographic and social status variables. Chapter VI provides an analysis of differences between these two groups
on attitudes toward work, life, and job searching. Chapter VII presents and discusses the findings related to differences between the two groups on the variables of psychosocial and physical adjustment to unemployment and utilization of services. Chapter VIII presents a multivariate analysis of job search discouragement. Finally, Chapter IX presents the conclusions and implications for social work practice which stem from the results presented in this study.
CHAPTER IV

DEMOGRAPHIC CHARACTERISTICS OF THE SAMPLE POPULATION

INTRODUCTION

The purpose of this Chapter is to present the demographic and social status characteristics of the sample population. This presentation uses univariate measures of central tendency and dispersion as well as graphic depictions of the variables where appropriate. This presentation is intended to provide only an overview of the sample population on key characteristics. Analysis of differences between the sub-sample groups of actively searching and discouraged subjects, which is most relevant to the research question under investigation, will be presented beginning in Chapter V.

JOB SEARCH STATUS

The sample population of older unemployed workers was stratified on the basis of job search status for the purpose of comparison. Two groupings resulted from this stratification: actively searching and discouraged subjects. As referenced in Chapter III, Methodology, actively search-
ing subjects were defined as those who had searched for a job in the four weeks prior to their interview; discouraged subjects were defined as those who had not searched for a job in the proceeding four weeks. Table 5 presents the job search status of the sample population.

Table 5

<table>
<thead>
<tr>
<th>Job Search Status</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Searching</td>
<td>75</td>
<td>50.7</td>
</tr>
<tr>
<td>Discouraged</td>
<td>73</td>
<td>49.3</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The total sample population was 148 individuals, age 50 and over who were unemployed, wanted to work full-time, and were available for and able to work full-time. Seventy-five of these individuals, or 50.7%, were actively searching for employment. Seventy-three, or 49.3%, were discouraged, or had not searched for a job in the four weeks proceeding their interviews.

Gender

Table 6 presents the distribution of the sample population based on gender.
Table 6

**Frequency Distribution: Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>72</td>
<td>48.6</td>
</tr>
<tr>
<td>Male</td>
<td>76</td>
<td>51.4</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 6 shows that 72, or 48.6% of the sample, was female while 76, or 51.4%, was male. A purposeful effort was made to have approximately equal variances based on gender so that differences could be examined based on this variable as well as job search status.

**Age**

The ages of subjects ranged from 50 to 75. The mean age was 58.93 and the standard deviation was 5.15. The median age was 59 and the most frequent age, or mode, was 61. Table 7 presents a grouped frequency distribution for the sample population based on age.
### Table 7

**Grouped Frequency Distribution: Age**

<table>
<thead>
<tr>
<th>Age</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>50-54</td>
<td>33</td>
<td>22.3</td>
</tr>
<tr>
<td>55-59</td>
<td>46</td>
<td>31.1</td>
</tr>
<tr>
<td>60-64</td>
<td>50</td>
<td>33.8</td>
</tr>
<tr>
<td>65-69</td>
<td>15</td>
<td>10.1</td>
</tr>
<tr>
<td>70-75</td>
<td>4</td>
<td>2.7</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Means:** 58.93  
**Std. Dev.:** 5.75  
**Median:** 59.00  
**Range:** 25  
**Mode:** 61.00

### Race

Table 8 presents the frequency distribution of the sample based on race.

### Table 8

**Frequency Distribution: Race**

<table>
<thead>
<tr>
<th>Race</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>133</td>
<td>89.9</td>
</tr>
<tr>
<td>Black</td>
<td>14</td>
<td>9.5</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>0.7</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Of 148 total subjects, 133, or 89.9%, were white, 14, or 9.5%, were black, and 1, or .7%, was classified as other-Indian.

**Education**

Regarding years of education and highest degree earned, there was a great amount of variation in the sample. The mean years of education was 13.97 with a range of 8 to 24. Table 9 presents a grouped frequency distribution for years of education.

**Table 9**

**Frequency Distribution: Years of Education**

<table>
<thead>
<tr>
<th>Years of Education</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-12</td>
<td>66</td>
<td>44.6</td>
</tr>
<tr>
<td>13-16</td>
<td>66</td>
<td>44.6</td>
</tr>
<tr>
<td>17-20</td>
<td>13</td>
<td>8.8</td>
</tr>
<tr>
<td>21-24</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Mean:** 13.97  **Std. Dev.:** 2.61  
**Median:** 13.00  **Range:** 16  
**Mode:** 12.00

Scores on the variable 'Highest Earned Degree' ranged from none (less than a high school education) to having a doctorate or medical degree. Table 10 presents the distribution for this variable.
Table 10

Frequency Distribution: Highest Earned Degree

<table>
<thead>
<tr>
<th>Degree Type</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>8</td>
<td>5.4</td>
</tr>
<tr>
<td>High School Diploma</td>
<td>72</td>
<td>48.6</td>
</tr>
<tr>
<td>A.A.-Two Year Degree</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>Four Year College</td>
<td>44</td>
<td>29.7</td>
</tr>
<tr>
<td>Masters Degree</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>Ph.D./M.D./J.D.</td>
<td>6</td>
<td>4.1</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This table shows that the most frequent earned degree was a high school diploma (n=72) while the second most frequent earned degree was a four year college degree (n=44). Only 6 subjects, or 4.1%, held an earned doctorate or medical degree while 8, or 5.4%, held no degree and had not finished high school.

Religious Affiliation

Table 11 presents the religious affiliations of the sample population.

This table shows that the majority of subjects, or nearly 63%, had a religious affiliation of Protestant. Nearly one-quarter, or 23%, had an affiliation of Catholic. Finally, the affiliations of Jewish, Other, and None accounted for nearly 14% of the samples' religious affiliations.
Table 11

**Frequency Distribution: Religious Affiliation**

<table>
<thead>
<tr>
<th>Religious Affiliation</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic</td>
<td>34</td>
<td>23.0</td>
</tr>
<tr>
<td>Protestant</td>
<td>93</td>
<td>62.8</td>
</tr>
<tr>
<td>Jewish</td>
<td>4</td>
<td>2.7</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>4.1</td>
</tr>
<tr>
<td>None</td>
<td>11</td>
<td>7.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Family and Marital Status**

Several variables included in the data collection comprise Family and Marital Status. These variables are marital status, number in household, number of children, number financially dependent on subject, number in household working full-time, and present living arrangements. Each variable will be discussed in this section.

**Marital Status.**

Table 12 presents the marital status of the sample. This data shows that 88, or 59.5% of the sample, were married. Thirty, or 20.3%, were divorced or separated and twenty-three, or 15.5%, were widowed. Five or 3.4% had never been married and 2 subjects were currently living with someone in an informal relationship.
Table 12

Frequency Distribution: Marital Status

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never Married</td>
<td>5</td>
<td>3.4</td>
</tr>
<tr>
<td>Currently Married</td>
<td>88</td>
<td>59.5</td>
</tr>
<tr>
<td>Divorced/Separated</td>
<td>30</td>
<td>20.3</td>
</tr>
<tr>
<td>Widowed</td>
<td>23</td>
<td>15.5</td>
</tr>
<tr>
<td>Informal Relationship</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>146</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Number in Household

Sixty of the subject's households, or 40.5%, contained two individuals. Fourty-four of the households, or 29.7%, contained only one individual. Twenty-four of the households, or 16.2%, had three individuals and fourteen or 9.5% of the households had four members. Only six households had more than four members living at home.

Number of Children

Table 13 presents the frequency distribution for number of children.

The most frequent number of children had by subjects in the sample was two which occurred in 56, or 37.8%, of the cases. The next most frequent number of children was three which occurred in 27 cases, or 18.2% of the time. Twenty-two, or 14.9%, had only one child. Twenty, or 13.5%, had four children.
Number Financially Dependent On Subject

A majority of the subjects, or 51.4%, reported that there was not anyone who was financially dependent upon them for at least 50% of their daily living expenses. Thirty-one subjects, or 20.9%, stated there was one person who was financially dependent upon them. Only 9.2% of the subjects stated that there were more than two persons financially dependent upon them. The relatively low number of dependents may be attributed to the fact that in most cases, the subjects' children had grown up and were no longer living at home. Table 14 presents the frequency distribution for this variable.
Table 14

Frequency Distribution: Number Financially Dependent on Subject

<table>
<thead>
<tr>
<th>Number Financially Dependent</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>76</td>
<td>51.4</td>
</tr>
<tr>
<td>1</td>
<td>31</td>
<td>20.9</td>
</tr>
<tr>
<td>2</td>
<td>29</td>
<td>19.6</td>
</tr>
<tr>
<td>3</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>4</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>5</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Number in Household Working Full-Time

Seventy-five, or 50.7%, of the subjects reported that no one in their household was working full-time. Sixty-three, or 42.6%, reported that one person in their household was working full-time. Ten subjects, or 6.8%, reported that more than one person was working full-time. Table 15 presents the frequency distribution for this variable.
Table 15

**Frequency Distribution: Number In Household Working Full-Time**

<table>
<thead>
<tr>
<th>Number Working Full-Time</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>75</td>
<td>50.7</td>
</tr>
<tr>
<td>1</td>
<td>63</td>
<td>42.6</td>
</tr>
<tr>
<td>2</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>3</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

---

**Present Living Arrangements**

Eighty of the subjects, or 54.1% of the sample population, owned their own homes while fifty subjects, or 33.8%, were renting at the time of their interview. Eight individuals were living with relatives and 9 subjects, or 6.1%, were living with friends. Only one subject was living in a shelter for the homeless at the time of the data collection. Table 16 presents the distribution of subjects for this variable.
Table 16

Frequency Distribution: Present Living Arrangements

<table>
<thead>
<tr>
<th>Present Living Arrangements</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Owned Home</td>
<td>80</td>
<td>54.1</td>
</tr>
<tr>
<td>Rental Home</td>
<td>50</td>
<td>33.8</td>
</tr>
<tr>
<td>With Relatives</td>
<td>8</td>
<td>5.4</td>
</tr>
<tr>
<td>With Friends</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>Shelter</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Financial Status

The variables which comprise the samples' financial status included annual family income during the last twelve months when employed, annual family income—projected for next twelve months, and primary means of financial support at the time of the interview. Each variable is discussed individually in this section.

Annual Family Income—Last Twelve Months When Employed.

Subjects were asked to provide their annual family income for the last twelve month period when they were employed. The mean annual family income for the sample population was $30,000-$34,000. Interestingly, there is considerable variation in scores on this variable. Sixty individuals had annual family incomes below the mean while seventy-nine had scores above the mean. The most fre-
quent, or modal, level of income was $50,000 and above. Table 17 presents the complete frequency distribution for this variable.

Table 17

<table>
<thead>
<tr>
<th>Annual Income</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 $5,000</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>2 $5,000-9,999</td>
<td>7</td>
<td>4.7</td>
</tr>
<tr>
<td>3 $10,000-14,999</td>
<td>12</td>
<td>8.1</td>
</tr>
<tr>
<td>4 $15,000-19,999</td>
<td>13</td>
<td>8.8</td>
</tr>
<tr>
<td>5 $20,000-24,999</td>
<td>17</td>
<td>11.5</td>
</tr>
<tr>
<td>6 $25,000-29,999</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>7 $30,000-34,999</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>8 $35,000-39,999</td>
<td>9</td>
<td>5.1</td>
</tr>
<tr>
<td>9 $40,000-44,999</td>
<td>16</td>
<td>10.8</td>
</tr>
<tr>
<td>10 $45,000-49,999</td>
<td>19</td>
<td>12.8</td>
</tr>
<tr>
<td>11 $50,000+++</td>
<td>35</td>
<td>23.6</td>
</tr>
</tbody>
</table>

Mean: (7) $30,000-34,999 Std. Dev.: 3.09
Median: (8) $35,000-39,999
Mode: (11) $50,000+++
this variable was also $15,000-19,999 while the mode was $5,000-9,999. This variable shows the economic hardships experienced by many of the subjects after becoming unemployed. Table 18 presents the frequency distribution for this variable.

Table 18

<table>
<thead>
<tr>
<th>Projected Annual Income</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 $5,000</td>
<td>22</td>
<td>14.9</td>
</tr>
<tr>
<td>2 $5,000-9,999</td>
<td>28</td>
<td>18.9</td>
</tr>
<tr>
<td>3 $10,000-14,999</td>
<td>20</td>
<td>13.5</td>
</tr>
<tr>
<td>4 $15,000-19,999</td>
<td>19</td>
<td>12.8</td>
</tr>
<tr>
<td>5 $20,000-24,999</td>
<td>12</td>
<td>8.1</td>
</tr>
<tr>
<td>6 $25,000-29,999</td>
<td>13</td>
<td>8.8</td>
</tr>
<tr>
<td>7 $30,000-34,999</td>
<td>12</td>
<td>8.1</td>
</tr>
<tr>
<td>8 $35,000-39,999</td>
<td>6</td>
<td>4.1</td>
</tr>
<tr>
<td>9 $40,000-44,999</td>
<td>6</td>
<td>4.1</td>
</tr>
<tr>
<td>10 $45,000-49,999</td>
<td>5</td>
<td>3.4</td>
</tr>
<tr>
<td>11 $50,000+++</td>
<td>5</td>
<td>3.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>148100.0</strong></td>
<td></td>
</tr>
</tbody>
</table>

Mean: (4) $15,000-19,999  Std. Dev.: 2.80
Median: (4) $15,000-19,999
Mode: (2) $5,000-9,999

**Primary Means Of Financial Support**

Each subject was asked what his or her primary means of financial support was at the time of the interview. Many different forms of financial support were reported. A complete listing with frequencies is presented in Table 19.
### Table 19

**Frequency Distribution: Primary Means of Financial Support**

<table>
<thead>
<tr>
<th>Primary Source of Support</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Odd Jobs</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>Savings</td>
<td>11</td>
<td>7.4</td>
</tr>
<tr>
<td>Social Security</td>
<td>15</td>
<td>10.1</td>
</tr>
<tr>
<td>Spouse Work Income</td>
<td>51</td>
<td>34.5</td>
</tr>
<tr>
<td>Children</td>
<td>4</td>
<td>2.7</td>
</tr>
<tr>
<td>Unemployment Compensation</td>
<td>21</td>
<td>14.2</td>
</tr>
<tr>
<td>Pension</td>
<td>21</td>
<td>14.2</td>
</tr>
<tr>
<td>Social Security Disability</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Spouse Pension</td>
<td>8</td>
<td>5.4</td>
</tr>
<tr>
<td>Severance Pay</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>Parents</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Welfare</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td>Training Stipend</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>Friends</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>VA Widow Pension</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>Missing Data</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This data shows that the most frequent source of primary financial support was spouse work income which fifty-one subjects, or 34.5% of the sample, were receiving. The next most frequent sources of financial support were unemployment compensation and subject pension, both of which occurred in twenty-one, or 14.2% of the cases. Fifteen subjects, or 10.1%, reported social security as their primary means of financial support.
Work and Unemployment History

The final cluster of variables to be examined through univariate descriptive analysis in this Chapter concern the subjects' work and unemployment histories. The variables which are included in this cluster are most recent occupation, orderliness of career, reason for current unemployment, length of current unemployment, number of times unemployed in life, whether now attending job training, and the minimum wage rate at which the subject would accept employment. Each of these variables will be presented individually.

Most Recent Occupation

The sample population reported having been most recently employed in seventy-one different occupations. These occupations included positions such as company executive, nurse, teacher, insurance salesperson, maid, janitor, security guard, dental program director, florist, retail sales clerk, postal clerk, and laundromat attendant. A complete listing of these occupations and their frequencies is provided in Appendix___.

Orderliness of Work History

Based upon each subject's work history, a rating was assigned which reflected the degree of occupational stability and mobility using Wilenski's concept of career order-
liness. Table 20 presents the frequency distribution for this variable.

Table 20

<table>
<thead>
<tr>
<th>Career Pattern</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orderly Horizontal</td>
<td>13</td>
<td>8.8</td>
</tr>
<tr>
<td>Orderly Vertical</td>
<td>28</td>
<td>18.9</td>
</tr>
<tr>
<td>Borderline Vertical</td>
<td>31</td>
<td>20.9</td>
</tr>
<tr>
<td>Disorderly Horizontal</td>
<td>14</td>
<td>9.5</td>
</tr>
<tr>
<td>Disorderly Vertical</td>
<td>38</td>
<td>25.7</td>
</tr>
<tr>
<td>One Job Career</td>
<td>22</td>
<td>14.9</td>
</tr>
<tr>
<td>Unclassifiable</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Missing Data</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 20 shows that subjects had very diverse work histories. Thirteen, or 8.8%, had orderly horizontal careers which reflected a consistent history of functionally-related and hierarchically-ordered jobs within one occupational stratum. Twenty-eight, or 18.9%, had orderly-vertical careers which, while not as orderly as the previous category, reflected that at least half of one's work years were in jobs which were functionally-related and arranged in an hierarchy of prestige.

Thirty-one, or 20.9%, reported work histories which were classified as only borderline-horizontal. This category
included subjects whose careers showed at least 20% but less than 50% of the jobs held were functionally related and arranged in an hierarchy of prestige. Fourteen subjects, or 9.5% of the sample, had histories that were even more disorderly. Classified as disorderly-horizontal, less than 20% of these person's jobs were in functionally-related, hierarchically-ordered jobs. However, these persons' jobs were generally in one occupational stratum. Finally, thirty-eight, or 25.7% of the sample, were classified as the most disorderly in their careers. This category, disorderly-vertical, included all subjects whose jobs were functionally-related and hierarchically-ordered less than 20% of the time but in these cases, the subjects' jobs also cut across different occupational strata.

Twenty-two subjects, or 14.9%, had work histories which reflected a one job career while one subject's work history could not be classified. There was also one case of missing data.

These figures show that the sample had diverse career patterns. However, it is important to note that eighty-three subjects, or 56%, had careers which fell into the categories of borderline-vertical, disorderly-horizontal, or disorderly-vertical. This indicates that a majority of the sample had work histories which, in reflecting a low level of occupational mobility and consistency, may have
placed them in a very vulnerable position in their job search efforts.

Main Reason For Current Unemployment

Sixty-one, or 41.2%, of the subjects in the sample stated that the main reason for their current unemployment was due to being laid off because of work reductions. Forty, or 27%, stated they had voluntarily quit or retired from their last position. Twenty-one or 14.2% stated they were unemployed because the business where they last worked had closed. Seventeen other subjects had left their previous positions voluntarily for personal reasons such as dissatisfaction, health reasons, or family pressures. Table 21 presents the complete frequency distribution for this variable.

Table 21

<table>
<thead>
<tr>
<th>Reason For Unemployment</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary-Retired</td>
<td>40</td>
<td>27.0</td>
</tr>
<tr>
<td>Involuntary-Laid Off</td>
<td>61</td>
<td>41.2</td>
</tr>
<tr>
<td>Involuntary-Fired</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>Involuntary-Business Closed</td>
<td>21</td>
<td>14.2</td>
</tr>
<tr>
<td>Voluntary-Personality Conflict</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td>Voluntary-Dissatisfied with Job</td>
<td>9</td>
<td>6.1</td>
</tr>
<tr>
<td>Voluntary-Family Pressures</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>Voluntary-Health Reasons</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Length of Current Unemployment

The length of current unemployment for subjects in the sample ranged from three to one hundred eighty-three weeks. The mean length of unemployment was 33.3 weeks. This figure is higher than the mean length of unemployment reported nationally for this age group, 22.9 weeks. The median length of unemployment for the sample was 28 weeks. The most frequent score, as reported by ten subjects, was 52 weeks. Table 22 presents a grouped frequency distribution for this variable.

Table 22

Grouped Frequency Distribution: Length of Current Unemployment

<table>
<thead>
<tr>
<th>Number of Weeks</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-15</td>
<td>39</td>
<td>26.3</td>
</tr>
<tr>
<td>16-28</td>
<td>37</td>
<td>25.0</td>
</tr>
<tr>
<td>29-40</td>
<td>32</td>
<td>21.6</td>
</tr>
<tr>
<td>41-52</td>
<td>18</td>
<td>12.2</td>
</tr>
<tr>
<td>53-65</td>
<td>8</td>
<td>5.4</td>
</tr>
<tr>
<td>66-78</td>
<td>2</td>
<td>1.3</td>
</tr>
<tr>
<td>79-91</td>
<td>2</td>
<td>1.3</td>
</tr>
<tr>
<td>92-104</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td>104+++</td>
<td>7</td>
<td>4.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>148</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Mean: 33.37  Std. Dev.: 25.83  
Median: 28.00  Range: 182  
Mode: 52.00
Number of Times Unemployed In Life

Generally, subjects reported fewer periods of unemployment in their lives than might have been expected. The mean number of periods of unemployment was three with the most frequent score, or mode, being two. The median score was also two. These figures indicate that although the subjects were experiencing relatively long periods of current unemployment, they had not been unemployed very many separate times during their lives. This result may indicate that the subject's current period of unemployment may have been more difficult since the subjects had very little experience with job loss and job searching during their adult lives. Table 23 presents the grouped frequency distributions for this variable.

Table 23

*Grouped Frequency Distribution: Number of Times of Unemployment*

<table>
<thead>
<tr>
<th>Number of Times Unemployed</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2</td>
<td>77</td>
<td>52.0</td>
</tr>
<tr>
<td>3-4</td>
<td>51</td>
<td>34.4</td>
</tr>
<tr>
<td>5-6</td>
<td>13</td>
<td>8.8</td>
</tr>
<tr>
<td>7-8</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>9-10</td>
<td>5</td>
<td>3.4</td>
</tr>
<tr>
<td>10+++</td>
<td>1</td>
<td>.7</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>


Attending Job Training

At the time of data collection, only 12 subjects, or 8.1% of the sample, were attending any type of government-financed job training or retraining classes. One hundred thirty-six, or 91.9%, were not attending any such training. In part, this may be due to the significant reductions in job training program funding for this age group during the past six years.

Minimum Wage Needed to Accept Employment

Table 24 presents the grouped frequency distribution for this variable. The mean wage range that the sample felt they would accept was $5.01 to $6.00 per hour.

Table 24

<table>
<thead>
<tr>
<th>Minimum Wage Range</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3.35-4.00</td>
<td>10</td>
<td>6.8</td>
</tr>
<tr>
<td>$4.01-5.00</td>
<td>34</td>
<td>23.0</td>
</tr>
<tr>
<td>$5.01-6.00</td>
<td>35</td>
<td>23.6</td>
</tr>
<tr>
<td>$6.01-7.00</td>
<td>17</td>
<td>11.5</td>
</tr>
<tr>
<td>$7.01-8.00</td>
<td>22</td>
<td>14.9</td>
</tr>
<tr>
<td>$8.01-9.00</td>
<td>12</td>
<td>8.1</td>
</tr>
<tr>
<td>$9.01+</td>
<td>15</td>
<td>10.1</td>
</tr>
<tr>
<td>Missing Data</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Number of Years Employed—Lifetime and in Last Position

The subjects reported a mean length of employment since age eighteen of 28.7 years. The median score was thirty-one years. On the average, these figures indicate that the sample had experienced a rather normal length of lifetime employment given their mean ages, educational levels, and the participation by many in World War II which interrupted their work histories.

However, when examining the number of years worked by subjects in their last positions prior to becoming unemployed, one finds that the sample had a mean length of only 8.2 years with a median of 4 years and a mode of 1 year. Further, seventy-nine individuals, or 53.3% of the sample, had worked only four years or less in their last job before they had become unemployed. This may indicate that, although few subjects had multiple experiences with unemployment during their lifetimes, many had experienced another period of unemployment rather recently. Accordingly, the work and job search attitudes reported by the subjects may be influenced by a longer period of general unemployment difficulties than initially expected. The finding that many subjects had rather disorderly work histories appears to further support this assertion.

The following chapters present a more intensive analysis of the sample population with specific reference to differ-
ences between the sub-sample groups of actively searching and discouraged unemployed older workers. Chapter V begins this examination by presenting the findings concerned with differences in demographic and social status characteristics.
CHAPTER V

FINDINGS: DIFFERENCES IN DEMOGRAPHIC AND SOCIAL STATUS VARIABLES

INTRODUCTION

The purpose of this Chapter is to present the findings from an analysis of differences in subject demographic and social status characteristics when stratifying the sample on the variable of job search status. Specifically, this Chapter examines what differences exist between actively searching and discouraged unemployed older workers on the variables of age, race, gender, religious affiliation, educational level, family and marital status, financial status, and work and unemployment history.

This analysis used chi-square and one-way analysis of variance tests of difference depending upon whether the data was dichotomous or continuous in nature. As referenced previously, statistical significance was set at an alpha level of p.<.05.

In reviewing the results in this Chapter, the reader is advised that the findings should be interpreted with a degree of caution since the sample was non-random and the
statistical tests employed provide only a bi-variate analysis of differences which may change when the variables are subjected to multivariate analytical techniques in Chapter VIII. Still, these results provide an initial starting point for the understanding of job search discouragement in the older worker population.

Each variable is presented individually in the following pages. A discussion of the findings is presented at the end of this chapter.

**CHI-SQUARE ANALYSIS**

In the case of nominal level variables, chi-square analysis was performed to determine whether differences existed in the sample population based on job search status. This analysis examined the variables of gender, race, marital status, religious affiliation, highest educational degree, present living arrangements, and orderliness of career work history. Table 25 presents the results of this analysis for each variable. A discussion of the results for each variable is presented following Table 25.
<table>
<thead>
<tr>
<th>Variable</th>
<th>Value</th>
<th>Actively Searching N</th>
<th>Actively Searching %</th>
<th>Discouraged N</th>
<th>Discouraged %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>39</td>
<td>52.0</td>
<td></td>
<td>37</td>
<td>50.7</td>
</tr>
<tr>
<td>Female</td>
<td>36</td>
<td>48.0</td>
<td></td>
<td>36</td>
<td>49.3</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>.000, df=1, p &gt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Race</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>69</td>
<td>92.0</td>
<td></td>
<td>64</td>
<td>87.7</td>
</tr>
<tr>
<td>Non-White</td>
<td>6</td>
<td>8.0</td>
<td></td>
<td>9</td>
<td>12.3</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>.360, df=1, p &gt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Marital Status</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Married</td>
<td>23</td>
<td>30.7</td>
<td></td>
<td>37</td>
<td>50.7</td>
</tr>
<tr>
<td>Married</td>
<td>52</td>
<td>69.3</td>
<td></td>
<td>36</td>
<td>49.3</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>5.34, df=1, p &lt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Religious Affiliation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Catholic</td>
<td>19</td>
<td>25.3</td>
<td></td>
<td>15</td>
<td>20.5</td>
</tr>
<tr>
<td>Protestant</td>
<td>46</td>
<td>61.3</td>
<td></td>
<td>47</td>
<td>64.4</td>
</tr>
<tr>
<td>Other</td>
<td>10</td>
<td>13.3</td>
<td></td>
<td>11</td>
<td>15.1</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>.50, df=2, p &gt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Highest Degree</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>H.S. or less</td>
<td>32</td>
<td>42.7</td>
<td></td>
<td>48</td>
<td>65.8</td>
</tr>
<tr>
<td>More than H.S.</td>
<td>43</td>
<td>57.3</td>
<td></td>
<td>25</td>
<td>34.2</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>7.04, df=1, p &lt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Present Living Arrangements</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own Housing</td>
<td>71</td>
<td>94.7</td>
<td></td>
<td>59</td>
<td>80.8</td>
</tr>
<tr>
<td>Other's Housing</td>
<td>4</td>
<td>5.3</td>
<td></td>
<td>14</td>
<td>19.2</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>5.40, df=1, p &lt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Orderliness of Career</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orderly</td>
<td>41</td>
<td>54.7</td>
<td></td>
<td>31</td>
<td>42.5</td>
</tr>
<tr>
<td>Disorderly</td>
<td>24</td>
<td>32.0</td>
<td></td>
<td>28</td>
<td>36.4</td>
</tr>
<tr>
<td>Other</td>
<td>10</td>
<td>13.3</td>
<td></td>
<td>14</td>
<td>19.2</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
<td></td>
<td>73</td>
<td>100.0</td>
</tr>
<tr>
<td>Chi-square</td>
<td></td>
<td>2.33, df=2, p &gt; .05</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Gender

Table 25 shows that there was not a statistically significant difference in job search status based on gender. Of actively searching subjects, 52% were male and 48% were female while 50.7% of the discouraged subjects were male and 49.3% were female. This result was expected since the sampling and data collection plans called for obtaining an evenly distributed sample based on gender.

Race

Regarding race, the chi-square analysis in Table 25 shows that there was not a significant difference in job search status based on race. This data was recoded in order to meet minimum cell frequency requirements and shows that 69 white and 6 non-white subjects were actively searching while 64 white and 9 non-white subjects were discouraged.

Marital Status

There was a significant difference in job search status based the variable of marital status. Table 25 shows that 52 married and 23 non-married subjects were actively searching while only 36 of the discouraged subjects were married and 37 were not married. This means that discouraged subjects were less likely to be currently married when compared with actively searching subjects.
Religious_Affiliation

There was not a significant difference in job search status based on religious affiliation. Table 25 shows that of 75 actively searching subjects, 19 were Catholic, 46 were Protestant, and 10 were of other affiliations. For the 73 discouraged subjects, 15 were Catholic, 47 were Protestant, and 11 were reported having other religious faiths. The "other" category was created to ensure that chi-square requirements for adequate cell frequencies were met.

Highest_Degree

The sample did significantly differ on the variable of highest educational degree obtained. Table 25 shows that while 32 actively searching subjects had a high school education or less and 43 had more than a high school education, 48 discouraged subjects had a high school education or less while only 25 had more than a high school education. This means that discouraged subjects were much less likely to have obtained an educational degree beyond high school when compared with actively searching subjects. This finding most likely placed the discouraged subjects at a disadvantage when they were still engaged in their job search efforts.
Present Living Arrangements

The sample also differed significantly in their present living arrangements. Table 25 shows that 71 actively searching subjects resided in their own housing (either owned or rented), and only 4 were residing in others' housing. Conversely, while 59 discouraged subjects were living in their own housing, 14, or 19.2%, were living in others' housing. This means that nearly four times as many discouraged subjects, when compared with actively searching subjects, did not have their own housing to live in. A comment made by one discouraged subject is reflective of this finding: "...with my unemployment (compensation) all gone, and no chance of a job, I just don't have any choice but to live with my brother's family—unless I want to live on the streets."

Orderliness of Career

Table 25 shows that the two job search status groups did not differ significantly on this variable. For actively searching subjects, 41 had careers classified as orderly, 24 had careers classified as disorderly, and 10 had either one-job careers or careers that could not be classified. In the discouraged subjects group, only 31 had careers classified as orderly, 28 had disorderly careers, and 14 had careers that could not be classified. Although the raw data suggests that discouraged workers were more likely to
have careers that were classified as disorderly, this difference was not statistically significant.

**ONE-WAY ANALYSIS OF VARIANCE**

A one-way analysis of variance was performed for on continuous variables to examine differences in the two job search status groups. These variables included age, length of current unemployment, number in household, number financially dependent on subject, number in household working full-time, total family income last 12 months while employed, total family income—projected for next 12 months, the wage rate which a subject would accept if offered a job, number of times unemployed in life, and number of years worked at last job. Table 26 presents the results of this analysis. Each variable is discussed individually after presentation of this table.
Table 26

One-Way ANOVA of Demographic Variables by Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
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<td>Within Groups</td>
<td>146</td>
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<td>Within Groups</td>
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<td>11.48</td>
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<td>Within Groups</td>
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<td>Number in Household</td>
<td>Between Groups</td>
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<td>7.19</td>
<td>6.08</td>
</tr>
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<td></td>
<td>Within Groups</td>
<td>146</td>
<td>1.18</td>
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<tr>
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<td>Between Groups</td>
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<td>10.41</td>
<td>9.37</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>1.11</td>
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<td>Total</td>
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<tr>
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<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Number in House Working F/T</td>
<td>Between Groups</td>
<td>1</td>
<td>1.19</td>
<td>2.76</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>.40</td>
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<tr>
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<td>Total</td>
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</tr>
<tr>
<td>Total Income-Last 12 Months</td>
<td>Between Groups</td>
<td>1</td>
<td>19.83</td>
<td>2.08</td>
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<td></td>
<td>Within Groups</td>
<td>146</td>
<td>9.53</td>
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<td>Total</td>
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</tr>
<tr>
<td>Total Income-Next 12 Months</td>
<td>Between Groups</td>
<td>1</td>
<td>43.58</td>
<td>5.72</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>7.61</td>
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<td></td>
<td>Total</td>
<td>147</td>
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<td></td>
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<td>Accept Job</td>
<td>Between Groups</td>
<td>1</td>
<td>33.49</td>
<td>10.31</td>
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<td></td>
<td>Within Groups</td>
<td>146</td>
<td>3.24</td>
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</tr>
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<td></td>
<td>Total</td>
<td>147</td>
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<tr>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Number Times</td>
<td>Between Groups</td>
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<td>19.74</td>
<td>2.94</td>
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<td>Within Groups</td>
<td>146</td>
<td>6.71</td>
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<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Number Years</td>
<td>Between Groups</td>
<td>1</td>
<td>2.55</td>
<td>.03</td>
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<td></td>
<td>Within Groups</td>
<td>146</td>
<td>81.71</td>
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<td></td>
<td>Total</td>
<td>147</td>
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</tr>
</tbody>
</table>

*: p < .05
Age

Table 26 shows that the two job search status groups differed significantly on the variable of age. The mean age for actively searching subjects was 58.08 while the mean age for discouraged subjects was 59.82. Accordingly, discouraged subjects were significantly older. However, this result may hold more statistical significance than practical significance since the mean difference was actually less than two years. Still, this finding may indicate that it is more difficult to obtain full-time employment as one grows older and that as age increases, individuals are more at risk of becoming discouraged in their job search efforts.

Length of Current Unemployment

There was a significant difference between the two job search status groups based on length of current unemployment. The mean length of unemployment was 24.13 weeks for actively searching subjects while discouraged subjects had been unemployed for nearly twice as long, an average of 42.86 weeks. This means that discouraged subjects had been unemployed for a much longer period of time than the actively searching subjects. It can be argued that this finding, by itself, could explain why a person might become discouraged and give up searching. After being unemployed for nearly a year, a person might decide to stop looking to
avoid further rejection by employers and the disappointment that accompanies being turned down. Accordingly, this negative reinforcement over an extended period of time could be an important predictor of job search discouragement.

**Years of Education**

Given the finding that there was a significant difference between the two job search status groups on the variable of highest degree obtained, it is not surprising to find that the two groups also differed significantly in years of education. Actively searching subjects had a mean of 14.66 years of education while discouraged subjects had only 13.2 years of education. The combination of this finding with the previous chi-square analysis of highest degree obtained yields a strong internal consistency to the finding that discouraged subjects had significantly less formal education that actively searching subjects.

**Number of People In Household**

Table 26 shows that there was also a significant difference between the two groups on the variable of number of people in household. Actively searching subjects reported having a mean of 2.40 persons in their households while discouraged subjects reported a mean of only 1.95 persons.
Number Financially Dependent on Subject

The two job search status groups also differed significantly on the number of persons who were financially dependent on the subject. Actively searching subjects reported having an average of 1.13 persons who were financially dependent on them while discouraged subjects reported a mean of only .60 such persons. This result is consistent with the findings that discouraged subjects reported significantly fewer persons in their households and were also significantly less likely to be married than were actively searching subjects.

Number in Household Working Full-Time

Although actively searching subjects had a higher mean number of persons in their households, there was not a significant difference between the two groups on the variable of number in household working full-time. The mean number of persons working full-time in actively searching subjects' households was .65 while the mean for discouraged subjects was .47. While discouraged subjects did report a lower mean score and the result did approach significance at p<.09, there is little practical significance in this difference since both groups reported a mean of less than one individual. This finding means that the subjects in both job search status groups were more likely to be financially responsible for others that being able to depend on someone else's income for their basic needs.
Total Family Income—Last 12 Months While Employed

As Table 26 shows, the two groups did not differ significantly on this variable. The actively searching group had a slightly higher grouped mean score (7.77) than did discouraged subjects (7.04) but both groups reported mean incomes within the range of $30,000-34,999 during the last 12 months when they were employed.

Total Family Income—Projected Next 12 Months

This variable examined a subject's estimate of future projected annual income and provided an additional indication of a subject's hope for future financial security. As Table 26 shows, the two groups differed significantly on this variable. The actively searching group reported a mean projected income of 4.88 or within the range of $15,000-19,999 while the discouraged subjects reported a mean of only 3.79 or within the range of $10,000-14,999. Clearly, the discouraged subjects projected a lower level of future income than did actively searching subjects. Perhaps as importantly, it is disturbing to note that both groups estimated a much lower level of future income than they were earning while employed previously on a full-time basis.
Accept A Job Paying What Hourly Wage

Given the finding that discouraged subjects projected significantly lower future incomes, it is interesting to discover that there was also a significant difference on the variable of what hourly wage subjects would require to accept a job. Actively searching subjects reported that they would require a mean wage of $6.01-7.00 per hour while discouraged subjects reported requiring only $5.01-6.00 per hour. The finding that discouraged subjects would accept lower paying jobs is consistent with the previous finding that they also projected lower future annual incomes. Further, it is very disturbing to note that although discouraged subjects would work for lower wages, they still could not find a job.

Number Of Times Unemployed In Life

Although approaching statistical significance at p.<.09, there was not a significant difference between the two job search status groups concerning the number of times they had been unemployed in their lives. Actively searching subjects reported a mean of 2.66 times while discouraged subjects reported a mean of 3.39 periods of unemployment in their lives.
Number of Years Worked at Last Job

Finally, there was not a significant difference between the two groups on the variable of number of years worked at last job. Actively searching subjects had worked a mean of 8.40 years in their last jobs while discouraged subjects had worked a lesser, but not significant, 8.13 years in their last jobs.

Discussion

This chapter has presented an analysis of differences between actively searching and discouraged subjects on demographic and social status variables. This analysis provides an initial understanding of job search discouragement in the sample population.

Generally, discouraged older unemployed workers in the sample were more likely to be older, not married, living in housing other than their own, and to have a lower mean number of years of education than actively searching subjects. Additionally, discouraged subjects tended to have suffered a longer mean length of unemployment, had fewer people in their households and fewer who were financially dependent upon them, and also reported lower projected future annual incomes. Finally, discouraged subjects were significantly more likely to accept lower wage rates when offered a job than were actively searching subjects.
These findings present a picture of discouraged older workers as being economically and socially vulnerable while having both low resources and little future hope of improvement in their situations. The next chapter continues this analysis by examining differences between the two job search status groups on orientations toward life and work and attitudes toward searching for a job.
CHAPTER VI

FINDINGS: ORIENTATIONS TOWARD LIFE, WORK, AND JOB SEARCHING

INTRODUCTION

The purpose of this Chapter is to present the results from an analysis of differences between actively searching and discouraged subjects on the variables of life aspirations, work orientations, and attitudes toward job searching. Since the data for these variables was continuous in nature, one-way analysis of variance tests were initially used. In addition, two-way analyses were also used to examine possible interactional effects between these variables and demographic variables which were theoretically relevant and showed a significant relationship with job search status as previously presented. These demographic variables included marital status, age, length of current unemployment, and total family income projected for the next twelve months. Where necessary, variables were recoded into dichotomous categories for this two-way analysis of variance. Each variable is discussed individually in the following sections and a general discussion of the findings is presented at the conclusion of this Chapter.
LIFE ASPIRATIONS

Using a 13 item scale, the two job search status groups were examined on the variable of life aspirations. This scale was used to determine whether subjects differed in their aspirations for such things as good jobs, education, financial security, and good health. Table 27 presents the results of this analysis.

Table 27

One-Way ANOVA: Life Aspirations by Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
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</tr>
</thead>
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<td>.69</td>
<td>.02</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
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<td>30.93</td>
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</tr>
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<td></td>
<td>Total</td>
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</table>

Table 27 shows that there was not a significant difference between actively searching and discouraged subjects on the variable of life aspirations. Of a possible 91 points, actively searching subjects scored a mean of 86.01 while discouraged subjects reported a mean score of 85.87. As such, the two groups were very similar in their life aspirations and both groups reported having relatively high aspirations for things commonly associated with a high quality of life.
ORIENTATIONS TOWARD WORK

Several variables were included in this category. They included identification with the work ethic; acceptance of welfare; if inherited money, would work anyway; and would get more education if paid. Table 28 presents the results of an analysis of differences between actively searching and discouraged subjects on these variables. A discussion of each variable follows the presentation of this table.

Table 28

One-Way ANOVA: Work Orientations by Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
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<th>DF</th>
<th>Mean Squares</th>
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</tr>
</thead>
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<td>253.67</td>
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</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>112.92</td>
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<td>Total</td>
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<td></td>
</tr>
<tr>
<td>Acceptance of Welfare</td>
<td>Between Groups</td>
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<td>0.11</td>
<td>0.01</td>
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<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>12.23</td>
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</tr>
<tr>
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<td>Total</td>
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<td></td>
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<td>Inherited Money, Work</td>
<td>Between Groups</td>
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<td>5.89</td>
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<tr>
<td>Anyway</td>
<td>Within Groups</td>
<td>146</td>
<td>2.63</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Get More Education</td>
<td>Between Groups</td>
<td>1</td>
<td>101.56</td>
<td>11.98*</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>4.42</td>
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<td>Total</td>
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</tbody>
</table>

*: p < .05
**Work_Ethic**

Both job search status groups were examined to determine whether there was a significant difference in their identification with the work ethic. As Table 28 shows, there was not a significant difference between the two groups on this variable. Of a possible 98 points where a high score indicated high identification with the work ethic, actively searching subjects reported a mean of 82.92 while discouraged subjects reported a mean of 80.30. Although discouraged subjects reported a slightly lower mean score, this difference was not significant and both groups, despite lengthy periods of current unemployment, reported moderately strong identifications with the work ethic.

**Acceptance of Welfare**

Table 28 shows that there was not a significant difference between the two job search status groups on acceptance of welfare as a way of life. Of a possible 35 points where a high score would indicate a greater acceptance of welfare as a long-term income source, actively searching subjects reported a mean score of 10.00 while discouraged subjects reported a mean of 10.05. These results can be interpreted as meaning that neither group reported viewing welfare as an acceptable way of gaining income.
If Inherited Money Would Work Anyway

To test further whether subjects differed in their identification with the importance of work for other reasons than income, both groups answered a one-item measure which asked whether they would continue to work if they inherited enough money to make working for financial reasons unnecessary. Scored on a seven point Likert-type scale, a score of 7 indicated they would "most certainly" continue to work.

Again, there was not a significant difference between the two job search status groups on this variable. Actively searching subjects reported a mean score of 5.42 while discouraged subjects reported a mean of 5.02. These scores reflect moderate agreement with the item and further reinforce the finding that both groups had moderately strong identifications with the importance of work.

Get More Education If Paid

For many unemployed persons, retraining is important due to the technological changes taking place in our economy. Accordingly, subjects were asked whether they would get more education if paid while attending courses. Table 28 presents the results of this analysis and shows that there was a significant difference between the two job search status groups on this variable.
To answer this question, a seven point Likert-type scale was used where a 7 indicated "Certainly Would Do That" and a 1 indicated "Never Would Do That". Actively searching subjects reported a mean score of 5.52 which reflected moderate agreement that they would get more education if paid. Conversely, discouraged subjects reported a mean of only 3.86 indicating that they would not be very likely to get more education if paid. This finding seems to support the very conceptualization of job search discouragement since actively searching individuals would be expected to engage in activities, such as education, to improve their employment opportunities; discouraged subjects, on the other hand, would not be expected to engage in such activities since they have given up searching for a job.

**ATTITUDES TOWARD SEARCHING FOR A JOB**

The final cluster of variables to be examined in this chapter are ones which explore one's attitudes toward searching for a job. These variables include Self-Efficacy, I have the skills to get a job, Searching will result in a job, Likelihood of searching again in the future, and Level of psychological job search discouragement. Again, a one-way analysis of variance was used to examine whether differences existed between actively searching and discouraged subjects. Table 29 presents the
results of this analysis. Each variable is discussed individually following presentation of this Table.

Table 29

One-Way ANOVA: Job Search Attitudes By Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
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<th>Mean Squares</th>
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</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>240.68</td>
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</tr>
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<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Have Skills To Get A Job</td>
<td>Between Groups</td>
<td>1</td>
<td>35.30</td>
<td>20.61*</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>1.71</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
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<td></td>
</tr>
<tr>
<td>Searching Will Result In A Job</td>
<td>Between Groups</td>
<td>1</td>
<td>87.56</td>
<td>28.39*</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>3.08</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How Likely Will Search Again</td>
<td>Between Groups</td>
<td>1</td>
<td>59.39</td>
<td>20.78*</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>2.86</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level Of Psychological Discouragement</td>
<td>Between Groups</td>
<td>1</td>
<td>41.80</td>
<td>14.51*</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
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<td>2.88</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
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<td></td>
</tr>
</tbody>
</table>

*: p < .05

Self-Efficacy

One of the central questions in this research was to examine whether subjects differed significantly in their
job search self-efficacy beliefs. Based on the theoretical framework presented, it was hypothesized that discouraged subjects would have significantly lower self-efficacy beliefs in their abilities to get a job.

Table 29 presents the results of this analysis. Self-efficacy was measured by using a scale with 119 possible points. A high score reflected high self-efficacy. Actively searching subjects reported a mean of 95.74 while discouraged subjects reported a mean score of only 73.01. This difference was statistically significant and indicates that discouraged subjects had significantly lower job search self-efficacy beliefs. Further, the magnitude of the mean difference was nearly 23 points. Clearly, discouraged subjects were much less likely to believe that they had the personal skills to successfully get a job.

I Have the Skills To Get a Good Job

To examine the consistency of the above result on self-efficacy over an additional variable, a one item measure of job search self-confidence was asked of each subject. Using a seven point scale, subjects were asked whether they agreed or disagreed with the statement "I have the skills to get a good job". As Table 29 reflects, actively searching and discouraged subjects again differed significantly. Actively searching subjects indicated strong agreement with a mean of 6.34 while discouraged subjects indicated only
slight agreement with a mean of 5.36. If the potential range of variance offered by this seven point scale had been larger, as was the case with the self-efficacy scale, it is likely that this difference would have been even larger.

Searching Will Result In A Job

To further assess whether differences existed in subjects' attitudes toward job searching, subjects were asked whether they agreed with the statement "Searching will result in getting a good job". Again, a score of 7 represented "Strongly Agree" while a score of 1 represented "Strongly Disagree". As Table 29 shows, there was a significant difference between the two job search status groups on this variable.

Actively searching subjects reported a mean score of 5.34 while discouraged subjects reported a mean of only 3.80. This indicates that actively searching subjects moderately agreed that searching will result in getting a job while discouraged subjects slightly disagreed.

Likelihood of Searching Again For A Job

Subjects were also asked how likely it was that they would search for a job again in the future. A score of 7 was coded as "Very Likely" while a score of 1 was coded as "Not at all Likely". As Table 29 shows, there was also a
significant difference between the two job search status groups on this variable. Actively searching subjects reported a mean score of 6.25 which means that they rather strongly believed they would be searching again for a job while discouraged subjects reported a mean of only 4.98 which means they were generally unsure of whether they would search again.

The data from these last two variables—Searching Will Result in a Job and Likelihood of Searching Again—indicates that discouraged subjects were less likely to believe that searching would result in a job and also less likely to search for a job again in the future. These findings reflect the high degree of discouragement which many subjects seemed to be feeling at the time of their interview.

**Level of Psychological Discouragement**

As previously defined in Chapter III, discouraged subjects were defined as those individuals who reported they had not searched for a job in the last four weeks because they did not feel they could find a job. As such, this definition was behaviorally based. However, it was also important to assess the level of affective, or psychological, job search discouragement felt by subjects and whether these levels were significantly different based on job search status. Therefore, subjects were asked how psychologically discouraged they felt in their job search efforts.
Table 29 presents the results of this analysis. Interestingly, while there was a significant difference between the two job search status groups on this variable, both groups reported being at least slightly psychologically discouraged in their job search efforts. Actively searching subjects reported a mean score of 4.80 indicating slight psychological discouragement while discouraged subjects reported a mean score of 5.86 indicating moderately strong psychological discouragement. While these results show that behaviorally discouraged subjects felt significantly more psychological discouragement, it is also apparent that regardless of job search status, searching for a job was at least somewhat psychologically discouraging for most persons in the sample.

**TWO-WAY ANALYSIS OF VARIANCE**

For those variables which demonstrated statistically significant differences between the two job search status groups, a two-way analysis of variance was used to determine whether selected demographic variables might mediate the results. As referenced previously, these demographic variables included marital status, age, length of current unemployment, total family income—projected next twelve months and number financially dependent on subject.
Upon conducting a two-way analysis of variance for each variable which demonstrated statistical significance in this chapter, only one was found to be influenced by an interactional effect with a demographic variable. This variable, level of psychological discouragement, was influenced by an interactional effect between the variables of job search status and age. In order to adhere to the variable measurement level requirements of ANOVA, age was recoded into three dichotomous categories, 50-54, 55-64, and 65-74. Table 30 presents the results of this analysis.

Table 30

<table>
<thead>
<tr>
<th>Variable Description</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological Discouragement</td>
<td>Main Effects</td>
<td>Job Search Status 1</td>
<td>35.30</td>
<td>13.16 *</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Age</td>
<td>1</td>
<td>4.43</td>
</tr>
<tr>
<td></td>
<td>Interactions</td>
<td>Job Search Status 2</td>
<td>10.86</td>
<td>4.05 *</td>
</tr>
<tr>
<td></td>
<td></td>
<td>By Age</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p < .05

This result indicates that while the two job search status groups differed significantly in reported levels of psychological discouragement, there was not a significant difference in psychological discouragement based on age.
However, there was a significant interaction between job search status and age which mediated the levels of psychological discouragement experienced by subjects. Specifically, in examining the cell means for these variables, one finds that while discouraged subjects reported a higher level of psychological discouragement than actively searching subjects, older subjects also experienced higher levels of psychological discouragement than did younger subjects. Accordingly, since differences in psychological discouragement were also found to exist between age groupings within discouraged and actively searching categories of the job search status variable, it is apparent that differences in psychological discouragement in the sample must be explained by examining the interaction of job search status and age. In the case of the subjects in this study, older discouraged subjects experienced the highest levels of psychological discouragement. Younger actively searching subjects reported feeling the least psychologically discouraged.

**DISCUSSION**

This chapter has presented an analysis of differences between actively searching and discouraged subjects on the variable clusters of life aspirations, orientations toward work, and attitudes toward searching for a job. This anal-
ysis showed that the two groups did not differ significantly in their life aspirations, identification with the work ethic, acceptance of welfare, or desire to work beyond the need for money. Both groups tended to have high life aspirations, moderately strong identifications with the work ethic, a low acceptance of welfare as an income source, and a moderately high desire to work even if they did not need to do so for financial reasons.

The two job search groups did significantly differ on other variables in this Chapter. These variables included willingness to more education if paid, self-efficacy, believing that one had the skills to get a job, believing that searching will result in a job, likelihood of searching again, and level of psychological discouragement. However, as discussed, the difference in levels of psychological discouragement experienced by actively searching and discouraged subjects was mediated by the variable of age. The results of these differences showed that discouraged subjects tended to be less likely to get more education if paid in the future, held lower job search self-efficacy beliefs, were less likely to believe that they had the skills to get a job and that searching would result in getting a job, and were less likely to search again in the future.
These findings continue to portray job search discouragement as a very difficult experience in which one loses both a sense of self-competence toward being able to find a job and hope for the future, while maintaining a strong desire for a high quality of life and a job. The next chapter examines how discouraged subjects adjusted to these difficulties by looking at differences between the two job search status groups on the variables of psychosocial and physical adjustment to unemployment, current life style, and use of services.
CHAPTER VII

FINDINGS: ADJUSTMENT TO UNEMPLOYMENT

INTRODUCTION

The purpose of this Chapter is to present the results from an analysis of differences between actively searching and discouraged subjects on the variable clusters of psychosocial and physical adjustment to unemployment, current life style, and use of services. Again, one-way analysis of variance tests of difference were initially used; for those variables which showed significant differences, two-way tests were used to examine possible interactional effects. Each variable cluster is discussed individually in the following sections and a general discussion of the findings is presented at the conclusion of the Chapter.

PSYCHOSOCIAL ADJUSTMENT TO UNEMPLOYMENT

This variable cluster included the variables of level of depression, current life satisfaction, and happiness. Table 31 presents the findings from a one-way analysis of variance for these variables. A discussion of each variable is presented following Table 31.
Table 31

One-Way ANOVA: Adjustment By Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level of Depression</td>
<td>Between Groups</td>
<td>1</td>
<td>918.49</td>
<td>34.54 *</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>26.59</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How Satisfying Is Life</td>
<td>Between Groups</td>
<td>1</td>
<td>33.49</td>
<td>14.20 *</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>2.36</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How Happy Are Things</td>
<td>Between Groups</td>
<td>1</td>
<td>26.70</td>
<td>13.65 *</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>1.95</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p < .05

Level of Depression

Table 31 shows that the two job search status groups differed significantly on the variable of level of depression. This variable was assessed by using a scale consisting of 22 items which listed commonly-accepted mental health indicators of depression. The scale had a total possible score of 66 points. A high score indicated a high level of clinical depression while a low score indicated less evidence or no evidence of depression.

Actively searching subjects reported a mean score of 6.37 while discouraged subjects reported a mean score of 11.35. This result shows that discouraged subjects reported a mean score nearly twice as high as actively searching
subjects and therefore, appeared to be significantly more depressed. However, while this difference is statistically significant, it is important to note that both mean scores were relatively low and that the discouraged subjects mean of 11.35 would be characteristic of a mild or situational level of depression as opposed to a more severe level. Still, it is apparent that discouraged subjects were feeling more depressed in their current situations than were actively searching subjects.

**How Satisfying Is Life**

Using a seven point Likert-type scale, subjects were asked how satisfying they found the way they were spending their lives these days. A score of 7 meant "Completely Satisfied" while a score of 1 meant "Not at all Satisfied". As Table 31 shows, the two job search status groups also differed significantly on this variable.

Actively searching subjects reported a mean score of 4.26 indicating they were only slightly satisfied. Discouraged subjects reported a mean of only 3.31 indicating mild dissatisfaction with their lives. While neither group was strongly satisfied with their lives at the time of completing the interview, the discouraged subjects were significantly less satisfied when compared to actively searching subjects.
How Happy Are Things These Days

Subjects were also asked how happy things were these days. Again, a seven point Likert-type scale was used where a score of 7 meant "Very Happy" and a score of 1 meant "Not at all Happy". Table 31 shows that there was also a significant difference between the two groups on this variable. Actively searching subjects reported a mean score of 4.49 while discouraged subjects reported a mean of only 3.64. This result indicates that discouraged subjects tended to be significantly less happy with their current circumstances than actively searching subjects.

Based on the results of these three variables, discouraged subjects tended to be significantly more depressed and less satisfied and happy with their lives than were actively searching subjects. While it is important to note that actively searching subjects were also not strongly satisfied with their circumstances and also reported feelings of slight depression, discouraged subjects consistently showed greater vulnerability and, as such, would be considered at greater risk from a mental health perspective. In fact, several discouraged subjects were referred to mental health centers after their interviews because of the researcher's concern for their current feelings of despair and unhappiness.
**Physical Health**

This variable cluster included the self-report assessment measures of a subject's perceived physical health at the time of the interview. Three primary variables were assessed: how is your health today, how is your health compared to most people of your age, and how is your health compared to before becoming unemployed. Table 32 presents the findings from a one-way analysis of variance between actively searching and discouraged subjects on these variables. A discussion of each variable follows the presentation of this Table.

**Table 32**

*One-Way ANOVA: Physical Health By Job Search Status*

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Today</td>
<td>Between Groups</td>
<td>1</td>
<td>12.31</td>
<td>22.16 *</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>.55</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Compared To</td>
<td>Between Groups</td>
<td>1</td>
<td>1.34</td>
<td>3.62</td>
</tr>
<tr>
<td>Before Jobless</td>
<td>Within Groups</td>
<td>146</td>
<td>.37</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Compared To</td>
<td>Between Groups</td>
<td>1</td>
<td>9.51</td>
<td>23.24 *</td>
</tr>
<tr>
<td>Most Own Age</td>
<td>Within Groups</td>
<td>146</td>
<td>.41</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p.<.05
Health Today

Subjects were asked to assess their physical health at the time of the interview using a four point scale where a 1 meant "Very Good" and a 4 meant "Poor". As Table 32 shows, there was a significant difference between the two groups on this variable.

Actively searching subjects reported a mean score of 1.56 indicating they assessed their health in the "Good" to "Very Good" range. Discouraged subjects, on the other hand, reported a mean score of 2.13 indicating they assessed their health in the "Fair" to "Good" range. While actively searching subjects reported having better current health than discouraged subjects, neither group assessed their health as "Poor".

Health Compared To Before Becoming Unemployed

Subjects were also asked to assess their health now as compared to before becoming unemployed. Table 32 shows that although there was not a significant difference between the two job search status groups on this variable, the difference between group means approached significance at p. < .06.

Using a three point scale where a 1 meant "Better", a 2 meant "About the Same", and a 3 meant "Worse", actively searching subjects reported a group mean score of 1.96. Discouraged subjects reported a mean of 2.15. This result
means that while the actual amount of variation between the
two groups was relatively small and only approached signifi-
cance, actively searching subjects stated their health was
about the same while discouraged subjects assessed their
health as slightly worse than when they were still
employed.

_Health Compared To Most People Of Your Age_

Subjects were also asked to assess their health compared
to most people of their own age. Table 32 shows that there
was a significant difference between the two job search
status groups on this variable.

Using the same three point scale as in the previous
health variable, actively searching subjects reported a
mean score of 1.50 while discouraged subjects reported a
mean of 2.01. This result means that actively searching
subjects assessed their health as within the range of
"About the Same" to "Better" than most people of their age.
Discouraged subjects, on the other hand, assessed their
health as "About the Same" as others of their own age.

_Current Life Style_

This cluster included the five variables of experienced
financial problems since becoming unemployed, experienced
marital problems, made many reductions in spending, how
much longer can continue financially, and a measure of
social isolation, how often talk to others about your unemployment. Table 33 presents the results of an analysis of differences between the two job search status groups for these variables using a one-way analysis of variance technique. Each variable is discussed individually following the presentation of this Table.

Table 33

One-Way ANOVA: Life Style by Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>Between Groups</td>
<td>1</td>
<td>44.13</td>
<td>10.53 *</td>
</tr>
<tr>
<td>Financial Problems</td>
<td>Within Groups</td>
<td>146</td>
<td>4.18</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Experienced</td>
<td>Between Groups</td>
<td>1</td>
<td>24.95</td>
<td>2.78</td>
</tr>
<tr>
<td>Marital Problems</td>
<td>Within Groups</td>
<td>146</td>
<td>8.95</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Made Many Reductions</td>
<td>Between Groups</td>
<td>1</td>
<td>11.91</td>
<td>3.27</td>
</tr>
<tr>
<td>In Spending</td>
<td>Within Groups</td>
<td>146</td>
<td>3.63</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How Much Longer Can Continue</td>
<td>Between Groups</td>
<td>1</td>
<td>4.16</td>
<td>2.00</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>2.07</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How Often Talk To Others</td>
<td>Between Groups</td>
<td>1</td>
<td>39.38</td>
<td>9.95 *</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>3.95</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p<.05
Experienced Financial Problems

Subjects were asked whether they had experienced financial problems since becoming unemployed. A seven point Likert-type scale was used for coding responses where a 1 meant "Strongly Agree" and a 7 meant "Strongly Disagree". Table 33 shows that there was a significant difference between the two groups on this variable.

Actively searching subjects reported a mean score of 3.86 while discouraged subjects reported a mean score of 4.95 indicating that actively searching subjects slightly disagreed with the statement and discouraged subjects slightly agreed that they had experienced financial problems since becoming unemployed. This result means discouraged subjects were more likely to have experienced financial problems since becoming unemployed than were actively searching subjects.

Experienced Marital Problems

Subjects were also asked whether they had experienced marital problems since becoming unemployed. Table 33 shows that there was not a significant difference between the two job search status groups on this variable, although the difference approached significance at p < .09.

Using the same seven point scale as in the previous variable, actively searching subjects reported a mean score of 3.48 while discouraged subjects reported a mean of 4.30.
This result shows that discouraged subjects tended to be more likely to have experienced marital problems than actively searching subjects; however, this difference only approached statistical significance.

**Made Many Reductions in Spending**

Subjects were asked whether they had made many reductions in spending since becoming unemployed. Again, the same seven point scale was used where a 7 meant "Strongly agree" and a 1 meant "Strongly Disagree". As Table 33 shows, there was not a significant difference between the two groups on this variable; however, the group mean difference again approached significance at p. <.07.

Actively searching subjects reported a mean score of 5.21 indicating slight agreement with this statement. Discouraged subjects reported a mean score of 5.78 indicating higher, more moderately strong agreement with this statement. As such, while this difference only approached significance, it appears that discouraged subjects were more likely to have made many reductions in spending than were actively searching subjects. However, it is very important to note that both groups reported mean scores in the "Agreeing" range indicating they had made many reductions in spending. This reflects the financial strain which many subjects were feeling at the time of their interviews due to their unemployment situations.
How Much Longer Can Continue Financially

As part of this cluster, subjects were asked, given their present level of spending, how much longer they could continue financially. Using a five point scale where a 1 indicated "Less Than One Month" and a 5 indicated "More Than A Year", actively searching subjects reported a mean score of 3.24 while discouraged subjects reported a mean of 3.57.

As Table 33 reflects, there was not a significant difference between the two job search status groups on this variable. Both groups reported a mean score which equated to the value of "4 to 6 Months". This result means that neither group felt they could continue financially at their current spending levels for more than another six months.

How Often Talk To Others About Unemployment

Contact with others when unemployed can often improve one's chances of finding a job. Job search techniques such as personal networking and participation in job search clubs emphasize the importance of peer support and communication with others. Therefore, it was important to assess the degree to which subjects differed in their communication with others about their unemployment circumstances.

To assess this variable, subjects were asked how often they talked to others about their unemployment situations. Responses were coded on a seven point Likert-type scale where a 7 indicated "Very Often" and a 1 indicated "Not At
All Often. Table 33 shows that there was a significant difference between the two job search status groups on this variable.

Actively searching subjects reported a mean score of 4.02 while discouraged subjects reported a lower mean score of 3.36. This result indicates that discouraged subjects tended to talk significantly less often with others about being unemployed and their desire to work than did actively searching subjects.

This result is consistent with the definition of job search discouragement since persons who have stopped searching for a job could be expected to be less active in talking with others about being unemployed; however, this result also underscores the increased vulnerability of discouraged workers due to their isolation from others who could potentially act as sources of peer support.

USE OF SERVICES

The final variable in this Chapter concerns the use of services by subjects. For the purpose of this research, subjects were presented with a listing of services available from family, friends, and community agencies. These services were oriented more toward sources of financial and emergency assistance than toward job placement programs. Examples included housing, general relief, food, clothing,
medical, mental health, and family support types of assistance. Subjects were then asked how many of these services they had used since becoming unemployed and a total score was derived for each subject by summing the number of services used. Table 34 shows that there was a significant difference between the two job search status groups in the number of total services used since becoming unemployed.

Table 34

One-Way ANOVA: Services Used By Job Search Status

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use of Services</td>
<td>Between Groups</td>
<td>1</td>
<td>37.80</td>
<td>7.67 *</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>146</td>
<td>4.92</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>147</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p<.05

Actively searching subjects reported using a mean of 2.40 services since becoming unemployed while discouraged subjects used a mean of 3.41. This means that discouraged subjects were more likely to use financial and emergency assistance services than were actively searching subjects. However, this difference may be more of a statistically significant one than one having strong practical significance. The actual difference in the mean number of services used by the two groups was only one. Further, the
total number of services received by discouraged subjects, who had been unemployed for an average of 42 weeks, was less than four. While there was a significant difference between the two groups, it is clear that neither group had used services extensively. This is consistent with the previous finding in Chapter V that neither group had scored high on the variable of acceptance of welfare.

The finding that neither group had used extensive services presents a challenge to human service professionals who must engage clients in order to assist them. Clearly, the findings in this research thus far indicate that many subjects were at economic and social risk. Since these persons were not using a large number of services, it may be that the delivery arrangements, which are similar or even identical to welfare services, may carry so much stigma that they are actually preventing older unemployed workers from using them. Due to the subjects' high identification with the work ethic, lengthy periods of career employment, and low acceptance of welfare regardless of their job search status, they may be very reluctant to use services which are delivered from the traditional welfare model.

**TWO-WAY ANALYSIS OF VARIANCE**

For those variables which demonstrated statistically significant differences between the two job search status...
groups, a two-way analysis of variance was used to determine whether selected demographic variables might mediate the results. As referenced previously, these demographic variables included marital status, age, length of current unemployment, total family income—projected next twelve months and number financially dependent on subject.

When conducting a two-way analysis of variance for each significant variable in this chapter, two significant interactional effects were found which involved the variables of job search status and marital status. The significant difference in levels of depression experienced by the two job search status groups was influenced by an interaction of job search status and marital status; as well, the significant difference in use of services between the two job search status groups was also influenced by an interaction between job search status and marital status. Table 35 presents the results of this analysis.
Table 35

**Two-Way ANOVA: Level of Depression and Use of Services**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depression</td>
<td>Main Effects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Search Status</td>
<td>1</td>
<td>752.46</td>
<td>29.61 *</td>
</tr>
<tr>
<td></td>
<td>Marital Status</td>
<td>1</td>
<td>120.67</td>
<td>4.74 *</td>
</tr>
<tr>
<td></td>
<td>Interactions</td>
<td>2</td>
<td>102.57</td>
<td>4.03 *</td>
</tr>
<tr>
<td></td>
<td>By Marital Status</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use of Services</td>
<td>Main Effects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Search Status</td>
<td>1</td>
<td>11.93</td>
<td>3.20 *</td>
</tr>
<tr>
<td></td>
<td>Marital Status</td>
<td>1</td>
<td>158.39</td>
<td>42.51 *</td>
</tr>
<tr>
<td></td>
<td>Interactions</td>
<td>2</td>
<td>24.78</td>
<td>6.65 *</td>
</tr>
<tr>
<td></td>
<td>By Marital Status</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p.<.05

**Level of Depression**

Table 35 shows that in examining main effects, there was a significant difference in levels of depression based on both job search status and marital status. Specifically, both discouraged subjects and also non-married subjects tended to experience higher levels of depression than did actively searching or currently married subjects.

There was also a significant interactional effect between job search status and marital status. Differences in levels of depression were also found to exist between
marital status categories within each job search status grouping. Specifically, non-married subjects within each job search status group were more likely to report high levels of depression than were currently married subjects. Accordingly, the differences in levels of depression between actively searching and discouraged subjects were mediated by the marital status of subjects.

Use of Services

Marital status also influenced the significant difference in use of services between actively searching and discouraged subjects. Differences in use of services were also found to exist between the marital status categories within each job search status grouping. Specifically, non-married subjects tended to use more services than married subjects. As such the differences in use of services between job search status groups were influenced by the marital status of the subjects.

In addition to these interactional effects, the significant difference in use of services between the two job search status groups was also influenced by a job search status and total family income-next 12 months interaction. Table 36 presents the results of this analysis.

Examining main effects, this table shows that there was a significant difference in use of services between both the job search status groups and projected family income
Table 3b

**Two-Way ANOVA: Use of Services**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source</th>
<th>DF</th>
<th>Mean Squares</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use of Services</td>
<td>Main Effects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Search Status1</td>
<td></td>
<td>22.19</td>
<td>5.21*</td>
</tr>
<tr>
<td></td>
<td>Proj Family Income</td>
<td>1</td>
<td>85.55</td>
<td>20.09*</td>
</tr>
<tr>
<td></td>
<td>Interactions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Search Status</td>
<td>2</td>
<td>20.86</td>
<td>4.89*</td>
</tr>
<tr>
<td></td>
<td>By Proj Fam Income</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*: p.<.05

groups. For the purpose of this analysis, projected family income—next 12 months had been recoded into dichotomous categories. As well, there was a significant interaction effect between job search status and projected family income.

This result means that while the two job search status groups differed significantly in their use of services, there was also a significant difference between subjects based on their projected family income within the two job search status groups. Specifically, subjects having lower income tended to use more services than did subjects having higher income. Therefore, it is apparent that the difference in use of services between the two job search status groups was influenced by projected family income. Given the magnitude of the difference in services usage based on pro-
jected income, the difference initially attributed to job search status may have actually been due more to the difference in projected income between subjects.

**Discussion**

The purpose of this Chapter has been to present the results of differences between actively searching and discouraged subjects on the variable clusters of psychosocial and physical adjustment to unemployment, current lifestyles, and use of services. The results from this analysis further reinforce the findings presented in previous Chapters concerning the vulnerability of discouraged workers.

Discouraged subjects were found to suffer from significantly higher levels of depression while also finding life less satisfying and less happy than actively searching subjects. However, as discussed, this significant difference in levels of depression between the two job search status groups was also found to be mediated by a subject's marital status.

Discouraged subjects also reported feeling significantly less physically healthy than actively searching subjects although the actual magnitude of this difference was small. Further, while only approaching statistical significance, discouraged subjects reported having worse health since becoming unemployed than did actively searching subjects.
Finally, discouraged subjects reported feeling significantly less physically healthy when comparing themselves to others of their own age than did actively searching subjects.

Regarding current lifestyles, discouraged subjects tended to have experienced significantly more financial problems since becoming unemployed and were less likely to talk to others about their unemployment situations than were actively searching subjects. While only approaching statistical significance, discouraged subjects also tended to have experienced more marital problems since becoming unemployed and to have been more likely to have made many reductions in spending habits when compared with actively searching subjects.

Finally, discouraged subjects had utilized significantly less financial and emergency assistance services than had actively searching subjects. However, this result may have little practical significance since neither group had used services extensively and as presented, this difference was also mediated by a subject's marital status and a subject's projected family income for the next 12 months.

These results portray discouraged subjects as being more depressed and isolated, and experiencing more financial, marital, and physical health concerns than did actively searching subjects. While there is little doubt that unem-
ployment was very difficult for subjects who were continuing to search for a job, the results in this Chapter further illustrate the wide range of very serious problems often suffered by discouraged unemployed older workers.

Having examined differences between actively searching and discouraged workers using primarily bi-variate tests of difference, the next Chapter examines which of the variables in combination have the greatest utility for explaining job search discouragement in the sample population. To accomplish this analysis, the multivariate technique of discriminant function analysis was used.
CHAPTER VIII
FINDINGS: MULTIVARIATE ANALYSIS OF JOB SEARCH DISCOURAGEMENT

INTRODUCTION

The purpose of this Chapter is to present a multivariate "portrait" of job search discouragement by examining differences between the two job search status groups on a combination of variables. To conduct this multivariate analysis, the statistical technique of discriminant function analysis was used. According to Klecka, this technique "allows the researcher to study the differences between two or more groups of objects with respect to several variables simultaneously".174

Further, this statistical technique allows the researcher to 1) determine which set of variables are significantly able to best discriminate between the groups and 2) to classify cases according to those variables which the case most closely resembles.175 It is a very powerful multivariate technique which controls alpha error and interactional

effects while computing structure coefficients which can be interpreted to identify the strongest discriminating variables in combination. Accordingly, this technique is appropriate for identifying the set of variables which have the greatest utility for explaining differences between actively searching and discouraged older workers as well as the relative strength of each variable's contribution to these differences when they are examined in combination.

In order to use discriminant analysis, several assumptions must be met. First, one must be working with two or more groups. Second, all discriminating variables must have measurement levels which are continuous in nature. Third, no discriminating variables may be a linear combination of other discriminating variables. Finally, it is assumed that each group is drawn from a population which has a normal distribution.\textsuperscript{176} For the purpose of this research study, it is believed that all assumptions are adequately met given the design of the study, measurement levels of the data, and the ability of discriminant analysis to control possible sources of bias and error.

The variables selected for the discriminant analysis are listed in Table 37. Group means and standard deviations are also presented except in those cases where variables with nominal levels of measurement were recoded into dichotomous categories for the purpose of this analysis.

\textsuperscript{176} Ibid, p. 10-11.
### Table 37

**Variables in Discriminant Analysis**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Actively Searching</th>
<th>Discouraged</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>S.D.</td>
</tr>
<tr>
<td><strong>Demographic Variables</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>58.08</td>
<td>5.10</td>
</tr>
<tr>
<td>Length of Unemployment</td>
<td>24.13</td>
<td>23.39</td>
</tr>
<tr>
<td>Gender</td>
<td>1.48</td>
<td>.50</td>
</tr>
<tr>
<td>Marital Status</td>
<td>1.69</td>
<td>.46</td>
</tr>
<tr>
<td>Living Arrangements</td>
<td>1.05</td>
<td>.22</td>
</tr>
<tr>
<td>Number in Household</td>
<td>2.40</td>
<td>1.18</td>
</tr>
<tr>
<td>Number Financially Dep.</td>
<td>1.13</td>
<td>1.17</td>
</tr>
<tr>
<td>Years of Education</td>
<td>14.66</td>
<td>2.61</td>
</tr>
<tr>
<td>Income-last 12 Months</td>
<td>7.77</td>
<td>3.03</td>
</tr>
<tr>
<td>Income-Next 12 Months</td>
<td>4.88</td>
<td>3.03</td>
</tr>
<tr>
<td>Number Times Unemployed</td>
<td>2.66</td>
<td>1.63</td>
</tr>
<tr>
<td>Number Years-Last Job</td>
<td>8.40</td>
<td>9.62</td>
</tr>
<tr>
<td>Orderliness of Career</td>
<td>1.45</td>
<td>.50</td>
</tr>
<tr>
<td><strong>Life Aspirations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>86.01</td>
<td>5.11</td>
</tr>
<tr>
<td><strong>Orientations Toward Work</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work Ethic</td>
<td>82.92</td>
<td>10.59</td>
</tr>
<tr>
<td>Acceptance of Welfare</td>
<td>10.00</td>
<td>3.27</td>
</tr>
<tr>
<td>Would Get More Education</td>
<td>5.52</td>
<td>1.86</td>
</tr>
<tr>
<td>Accept What Wage</td>
<td>5.26</td>
<td>1.98</td>
</tr>
<tr>
<td>Work Beyond Money</td>
<td>5.42</td>
<td>1.49</td>
</tr>
<tr>
<td><strong>Job Searching Attitudes</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Self-Efficacy</td>
<td>95.74</td>
<td>14.81</td>
</tr>
<tr>
<td>Have Skills To Get Job</td>
<td>6.34</td>
<td>1.04</td>
</tr>
<tr>
<td>Searching Results In Job</td>
<td>5.34</td>
<td>1.59</td>
</tr>
<tr>
<td>No Jobs In Economy</td>
<td>3.26</td>
<td>1.85</td>
</tr>
<tr>
<td>Employers Don't Value</td>
<td>4.49</td>
<td>2.29</td>
</tr>
<tr>
<td>Reason Unemployed-No Jobs</td>
<td>3.26</td>
<td>2.22</td>
</tr>
<tr>
<td>Reason Unemployed-Age</td>
<td>4.48</td>
<td>2.10</td>
</tr>
<tr>
<td>How Likely Search Again</td>
<td>6.25</td>
<td>1.56</td>
</tr>
<tr>
<td>Accept Job At What Wage</td>
<td>5.26</td>
<td>1.98</td>
</tr>
<tr>
<td><strong>Adjustment To Unemployment</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level of Depression</td>
<td>6.37</td>
<td>5.24</td>
</tr>
<tr>
<td>How Satisfied With Life</td>
<td>4.26</td>
<td>1.55</td>
</tr>
<tr>
<td>How Happy With Things</td>
<td>4.49</td>
<td>1.38</td>
</tr>
<tr>
<td>Physical Health</td>
<td>1.56</td>
<td>.66</td>
</tr>
<tr>
<td><strong>Current Life Style</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Experienced Fin. Problems</td>
<td>3.86</td>
<td>2.05</td>
</tr>
<tr>
<td>Variable</td>
<td>Mean 1</td>
<td>Mean 2</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Made Reductions-Spending</td>
<td>5.21</td>
<td>1.94</td>
</tr>
<tr>
<td>How Much Longer Continue</td>
<td>3.24</td>
<td>1.44</td>
</tr>
<tr>
<td>How Often Talk To Others</td>
<td>4.02</td>
<td>2.16</td>
</tr>
<tr>
<td>Use Of Services</td>
<td>2.40</td>
<td>1.66</td>
</tr>
</tbody>
</table>

4: Indicates Nominal Level Variable Recoded Into Dichotomous Categories For The Discriminant Analysis. Values for these variables were:
- Gender: 1=Male 2=Female
- Marital Status: 1=Not Married 2=Currently Married
- Living Arrangements: 1=Own Housing 2=Others Housing
- Orderliness of Career: 1=Orderly 2=Disorderly

Some of the variables discussed in this dissertation were not included for analysis in the discriminant function. In selecting variables for inclusion, the primary criterion was to select ones which were theoretically relevant and did not duplicate information provided by other variables. After considering each variable in the research in light of this criterion, 37 variables were chosen for stepwise entry into the discriminant function analysis.

**RESULTS OF THE DISCRIMINANT ANALYSIS**

Table 38 presents the results of the discriminant function analysis.

This Table shows that 22 statistically significant variables entered into the discriminant function equation. Overall, the Wilk's Lambda, an inverse measure of the strength of the discriminant function, was moderately strong having a value of .38. The function had a chi-
## Table 38

### Results of Discriminant Analysis

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Efficacy</td>
<td>.65</td>
<td>.58</td>
<td>.59</td>
<td>79.43</td>
</tr>
<tr>
<td>Searching Results in Job</td>
<td>.45</td>
<td>.36</td>
<td>.35</td>
<td>16.77</td>
</tr>
<tr>
<td>Get More Education</td>
<td>.51</td>
<td>.47</td>
<td>.31</td>
<td>26.68</td>
</tr>
<tr>
<td>Aren't Enough Jobs</td>
<td>.41</td>
<td>-.22</td>
<td>-.31</td>
<td>12.37</td>
</tr>
<tr>
<td>Length Of Unemployment</td>
<td>.49</td>
<td>-.25</td>
<td>-.31</td>
<td>20.80</td>
</tr>
<tr>
<td>How Likely Search Again</td>
<td>.57</td>
<td>.28</td>
<td>.30</td>
<td>36.74</td>
</tr>
<tr>
<td>Psych. Discouragement</td>
<td>.39</td>
<td>-.16</td>
<td>-.25</td>
<td>9.36</td>
</tr>
<tr>
<td>Years Of Education</td>
<td>.54</td>
<td>.28</td>
<td>.22</td>
<td>30.54</td>
</tr>
<tr>
<td>Exp. Financial Problems</td>
<td>.44</td>
<td>-.43</td>
<td>-.21</td>
<td>14.43</td>
</tr>
<tr>
<td>Accept What Wage</td>
<td>.50</td>
<td>.21</td>
<td>.21</td>
<td>23.38</td>
</tr>
<tr>
<td>Living Arrangements</td>
<td>.39</td>
<td>.19</td>
<td>-.17</td>
<td>10.17</td>
</tr>
<tr>
<td>Number in House</td>
<td>.46</td>
<td>-.24</td>
<td>.16</td>
<td>18.19</td>
</tr>
<tr>
<td>Orderliness of Career</td>
<td>.41</td>
<td>-.17</td>
<td>-.12</td>
<td>11.15</td>
</tr>
<tr>
<td>Don't Value Skills</td>
<td>.39</td>
<td>-.17</td>
<td>-.12</td>
<td>9.00</td>
</tr>
<tr>
<td>Made Reductions-Spending</td>
<td>.41</td>
<td>.28</td>
<td>-.11</td>
<td>11.76</td>
</tr>
<tr>
<td>Number Times Unemployed</td>
<td>.43</td>
<td>.26</td>
<td>-.11</td>
<td>13.51</td>
</tr>
<tr>
<td>Reason Unemployed-Jobs</td>
<td>.43</td>
<td>.42</td>
<td>-.10</td>
<td>12.74</td>
</tr>
<tr>
<td>Total Income-Next 12 Mo.</td>
<td>.48</td>
<td>.58</td>
<td>.09</td>
<td>18.67</td>
</tr>
<tr>
<td>How Much Longer Continue</td>
<td>.46</td>
<td>-.34</td>
<td>-.09</td>
<td>20.04</td>
</tr>
<tr>
<td>Reason Unemployed-Age</td>
<td>.44</td>
<td>.37</td>
<td>-.06</td>
<td>15.48</td>
</tr>
<tr>
<td>Gender</td>
<td>.40</td>
<td>.21</td>
<td>-.01</td>
<td>10.63</td>
</tr>
<tr>
<td>Life Aspirations</td>
<td>.39</td>
<td>-.17</td>
<td>.01</td>
<td>9.78</td>
</tr>
</tbody>
</table>

Wilk's Lambda: .38  
Chi-Square: 128.16, DF=22, p.<.05  
Canonical Correlation: .78

The square value of 123.01 with 42 degrees of freedom. This value was significant at the p.<.05 level which means that the discriminant function, or set of variables presented in Table 38, were significantly able to differentiate between the two job search status groups.
The canonical correlation, which is an additional measure of the function's ability to discriminate between the two job search status groups, was also quite strong at .75. When the canonical correlation is squared, it provides an indication of the amount of variance between the two groups which the discriminant function, or set of variables, is able to explain. In this way, this statistic is similar to eta-squared or $r$ squared measures. The squared canonical correlation was 60.84 which means that nearly 61% of the variance between the two job search groups was explained by the set of variables presented above. Finally, this set of variables was able to correctly predict subject membership in the proper job search status group 87.84% of the time. This means that in approximately 88 cases out of 100, these variables were able to identify group membership when only the subject's scores on variables other than job search status were known.

Of special importance are the structure coefficients for each variable as presented in Table 38. These coefficients provide an indication of the relative strength or contribution of each variable to the overall discriminant function. By far, the variable of Self-Efficacy (.58) was the strongest contributor to the discriminant function.

Only ten variables had a structure coefficient of .21 or greater; therefore, it is these variables that have the
greatest practical significance for explaining the process of job search discouragement in the older unemployed worker sample. Listed in descending order based on their relative strength of contribution, these variables included—self-efficacy, searching will result in getting a job. I would get more education if paid, if one can't get a job, there aren't enough jobs, length of unemployment, how likely will search again for a job in the future, how psychologically discouraged do you feel in your job search efforts, years of education, experienced financial problems since becoming unemployed, and accept what wage if offered a job.

**DISCUSSION**

This Chapter has presented a multivariate examination of job search discouragement in order to identify those variables which had the greatest relative utility for explaining job search discouragement in the sample population. The multivariate technique of discriminant function analysis was used for this examination.

The results of this analysis showed that, overall, the discriminant function explained nearly 61% of the variance between the two job search status groups. While 22 variables entered into the discriminant function equation on a statistically significant basis, ten had the highest structure coefficients, and therefore, the greatest practical
utility for explaining differences between the two groups. These ten variables portray discouraged subjects as having lower self-efficacy beliefs, lower levels of formal education, being less likely to believe that searching will result in a job, being less likely to pursue additional job-related education, having been unemployed a greater number of weeks, having experienced more financial problems since becoming unemployed, being more psychologically discouraged about job searching, being more likely to believe that if one can't get a job, there aren't enough jobs in the economy, being less likely to search again for a job in the next six months, and being more likely to accept a lower wage rate if offered a job.

Each of these variables had a structure coefficient of .21 or higher. By far, the variable which made the greatest relative contribution to explaining differences between the two job search status groups was job search self-efficacy beliefs. In combination, these variables portray the discouraged unemployed older worker in the sample population as characterized generally by low job search self-confidence, having economic difficulties, and possessing little hope for re-employment in the future.
CHAPTER IX

CONCLUSIONS AND IMPLICATIONS FOR SOCIAL WORK

INTRODUCTION

The purpose of this final Chapter of the dissertation is to present the conclusions and implications of the research for social work. The Chapter is organized into the following sections.

1. Review of Dissertation Purpose and Methodology—This section presents a review of the purpose, theoretical framework, major research question, and methodology of the study.

2. Discussion of the Major Research Question—This section presents a summary of the findings in light of the major research question.

3. Implications for the Theoretical Framework—Based on the findings, this section presents an analysis of the implications for the theoretical framework.

4. Implications for Social Work—This section presents the implications of the dissertation for existing and future research, social work practice, and social welfare policy.
Each section is presented individually in the following pages.

**REVIEW OF DISSERTATION PURPOSE AND METHODOLOGY**

**Overview**

The purpose of this research was to explore the process of job search discouragement in unemployed older workers. Specifically, the research examined differences between unemployed actively searching and unemployed discouraged older workers in their job search self-efficacy beliefs, orientations toward work, attitudes toward job searching, psycho-social and physical well-being, current life style and adjustment to unemployment, and use of services.

Within a macro conflict and micro-social learning theoretical framework, particular emphasis was placed upon the examination of the relationship between self-efficacy beliefs and participation in job search activities. This self efficacy belief was hypothesized to be major cognitive determinant of whether one withdraws from job search activities in the face of external labor market obstacles to gaining employment.

**Theoretical Framework**

Chapter II presented the literature review and theoretical framework for the study. This theoretical framework
was based on macro conflict and micro social learning theory. Dahrendorf's adaptation of conflict theory was used to illustrate that conflict between social classes is the basic process in society and that, in the case of this study, conflict has resulted in the formation of two imperatively coordinated associations—adults who have the power to control labor market institutions and adults who no longer have the power to control behavior in this institution.

Micro social learning theory, based on the work of Rotter and Bandura, was used to show how, in the face of labor market rejection, older unemployed workers might tend to withdraw from job searching. Bandura's construct of self-efficacy, or an individual's internal belief in his or her self-competence to perform a task, was hypothesized to be a primary determinant of whether one continues to search for a job or becomes discouraged and withdraws in the face of labor market rejection.

In examining this variable, the theoretical framework showed that an individual who is rejected by potential employers may begin to attribute his failure to a lack of self-efficacy in being able to perform the behavioral tasks necessary to obtain a job. Over time, this older worker would withdraw from the labor market rather than face continued rejection. Another individual, however, may have a
strong belief in his ability to perform the required behavioral tasks and therefore, having high self-efficacy expectations, would persist in searching for employment. Accordingly, in examining the process of job search discouragement in unemployed older workers, this dissertation placed an important emphasis upon the relationship between self-efficacy and job search behavior.

**Major Research Question**

The major research question for this study was stated as follows:

What differences exist between older unemployed workers who are discouraged and have withdrawn from job search activities and those who are not discouraged and continue searching in their self-efficacy expectations, orientations toward life, work, and job searching, psychosocial and physical well-being, current life style and adjustment to unemployment, and use of employment and non-employment related social services?

**Methodology**

Chapter III presented the methodology employed in this study. A pre-experimental ex-post facto research design defined by Campbell and Stanley as the static group comparison design was used to answer the research question. This design was chosen because it was appropriate for exploratory research purposes and it allowed the comparison

---

of two groups on a range of variables.\textsuperscript{178} In this study, for the purpose of examining differences between the two groups, job search status was the "treatment" variable. Two levels of this variable were used--actively searching and discouraged (or withdrawn from the labor market and no longer searching).

The primary variables for investigation were organized into the following clusters: orientations toward life and work, attitudes toward job searching, psychosocial and physical well-being, current life style and adjustment to unemployment, and utilization of services. In addition, a number of social status and demographic variables were investigated. Selection of appropriate dependent and independent variables from this cluster was based upon the research question being investigated.

Data collection was conducted in two phases. First, prior to the investigation of the stated research questions, a field test study was undertaken to pre-test the data collection instrument and to identify the most efficient means of identifying the sample population. The second phase focused upon collection of data from the complete study sample through use of face-to-face structured interviews using the pre-tested data collection instrument. Because no sampling frame existed for older unemployed discouraged workers, a non-random purposive sampling plan was

\textsuperscript{178} Ibid., p. 64-65.
used. The final sample, 148 unemployed older workers, was
stratified on the basis of job search status and included
73 discouraged and 75 actively searching persons. Subjects
were identified through local newspaper ads, notices posted
in public places such as libraries, "senior centers", and
laundromats, and through referrals from local social ser-
vice and job training agencies.

The data collection instrument consisted of six primary
sections concerned with direct data gathering. These sec-
tions included Work Orientation and History, Attitudes
Toward Job Searching, Utilization of Employment and Non-
Employment Related Services, Psychological and Physical
Well-Being, Present Life Style and Adjustment to Unemploy-
ment, and Biographical Information. Two other sections,
Introduction to the Study and Interview Information/
Referral Documentation, provided instructions to the inter-
viewer and subjects as well as information which is impor-
tant to the validity of the study. The pre-testing of the
instrument and the actual data collection took place in
Franklin county, Ohio.

The information obtained from the sample was coded for
computer analysis using the SPSSx data analysis package at
The Ohio State University. Frequency distributions, chi-
squares, one-way and two-way ANOVA, and discriminant ana-
lytical techniques were primarily used to answer the
research questions. Selection of these tests was based upon the level of data being examined as well as the specific research question under investigation. For the purpose of this study, statistical significance was set on an a priori basis at the alpha level of .05.

Given this review of the research purpose, theoretical framework, and methodology, the next section will present a summary of the findings in light of the major research question.

**DISCUSSION OF MAJOR RESEARCH QUESTION**

The major research question in this study called for an examination of differences between actively searching and discouraged subjects on the following variables:

1. Self-Efficacy
2. Orientations Toward Life and Work
3. Attitudes Toward Job Searching
4. Psychosocial and Physical Well-Being
5. Current Lifestyle and Adjustment to Unemployment
6. Use of Services

In addition to these variable clusters, differences between the two job search status groups were also examined on a number of demographic and social status variables. The results of these differences were presented in Chapters IV through VIII. A summary of these results based on the research question is presented below.
Differences In Demographic Characteristics

Discouraged older unemployed workers in the sample were more likely to be older, not married, living in housing other than their own, and to have a lower mean number of years of education than actively searching subjects. Additionally, discouraged subjects tended to have suffered a longer mean length of unemployment, had fewer people in their households and fewer who were financially dependent on them, and also reported lower projected future incomes. Finally, discouraged subjects were significantly more likely to accept lower wage rates when offered a job than were actively searching subjects.

Actively searching and discouraged subjects did not differ significantly on the characteristics of gender, race, religious affiliation, or orderliness of career. As well, the two groups did not differ significantly on the number of persons in their household working full-time, total annual income during the last twelve months when employed, number of times unemployed in life, or number of years worked at last job.

Self-Efficacy

The relationship between self-efficacy and job search status was one of the central questions of this dissertation. Based on the theoretical framework presented, it was hypothesized that discouraged subjects would have signifi-
cantly lower self-efficacy beliefs in their abilities to get a job. The results of this study showed that subjects did differ significantly on the variable of job search self-efficacy.

Discouraged subjects tended to have significantly lower self-efficacy than did actively searching subjects. In fact, the magnitude of this difference was quite large at p.< .001. Clearly, discouraged subjects were much less likely to believe that they had the personal skills to successfully get a job.

Orientations Toward Life, Work, and Job Searching

The analysis of differences on these variables showed that the two groups did not differ significantly in their aspirations for life, identification with the work ethic, acceptance of welfare, or desire to work. Both groups tended to have high life aspirations, moderately strong identifications with the work ethic, a low acceptance of welfare, and a moderately high desire to work even if they did not need the money.

The two job search groups did differ significantly on other variables concerning life, work, and job searching. These differences showed that discouraged subjects tended to be less likely to get more education, were less likely to believe they had the skills to get a job and that searching would result in getting a job, and were less likely to search again in the future for a job.
Psychosocial and Physical Well-Being

Within this variable cluster, discouraged subjects were found to suffer from significantly higher levels of depression while also finding life less satisfying and less happy than actively searching subjects. The significant difference in level of depression was also found to be mediated by a subject's marital status. Discouraged subjects also reported feeling significantly less physically healthy and less physically healthy than others of their own age than did actively searching subjects.

Current Life Style and Adjustment

Regarding subject lifestyles, discouraged subjects reported having significantly more financial problems since becoming unemployed. Discouraged subjects also tended to experience higher levels of social isolation related to job searching in that they were less likely to talk to others about their unemployment situations than were actively searching subjects. While only approaching significance, discouraged subjects also reported having experienced more marital problems and having made many more reductions in their spending since becoming unemployed than had actively searching subjects. Interestingly, length of unemployment did not mediate these findings.
Use of Services

Finally, this research found that discouraged subjects had utilized significantly more financial and emergency assistance services than had actively searching subjects. However, as noted in Chapter VII, neither group had used services extensively and this difference was also mediated by both marital status and projected family income for the next 12 months.

Multivariate Analysis

Using the technique of discriminant analysis, a multivariate analysis of the variables in this study was conducted. The purpose of this analysis was to examine the significance and relative strength of each variable in its ability to "discriminate" between the two job search status groups in simultaneous combination with all other variables.

Overall, 22 variables were found to be significant "discriminators" between the two job search status groups. These variables explained 61% of the variance between the two groups. The strongest discriminating variable was self-efficacy. Nine others had relatively high structure coefficients and therefore, the greatest practical significance for understanding the nature of job search discouragement. These ten variables showed that, when compared with actively searching subjects, discouraged subjects
tended to have significantly lower job search self-efficacy, less years of formal education, were less likely to believe that searching would result in a job and less likely to pursue additional job-related education, had been unemployed for a longer period of time, had experienced more financial problems, were more psychologically discouraged, were less likely to believe that if one can't get a job, there aren't enough jobs in the economy, were less likely to search again in the next six months, and were more likely to accept a lower paying job if offered one.

These findings illustrate that discouraged subjects were significantly more economically and socially vulnerable, had fewer resources or supports, and were experiencing higher levels of depression while also feeling less satisfied and less hopeful for the future concerning their ability to get a job. At the same time, discouraged subjects were found to have high life aspirations and a moderately strong identification with the work ethic. These factors most likely heightened discouraged subjects' higher feelings of frustration and despair.

**Implications for the Theoretical Framework**

The theoretical framework in this dissertation was based on macro conflict and micro social learning theoretical perspectives. Figure 4 presents a graphic summary of this framework.
Figure 5: Summary of Theoretical Framework

This research shows that the majority of subjects, regardless of job search status, felt they had encountered labor market obstacles to gaining employment. Of the entire sample of 146 individuals, 97, or 66%, stated that a reason older workers have difficulty getting a job is due to their ages. When asked whether employers value the skills of older workers, 95, or 64%, said they did not. Further, 76 subjects, or 51%, stated they felt that they had been discriminated against on the basis of age. Finally, many subjects stated that employers seemed to perceive older workers as too inflexible, slow, and a financial risk due to possible lengthy periods of illness. While it is unclear
from this research whether such employer perceptions and labor market obstacles are present on a wide scale, it is very apparent that the majority of subjects felt they had encountered significant obstacles to becoming re-employed.

As subjects encountered these obstacles, very few were able to find any type of sustained employment. While maintaining high life aspirations and moderately high identifications with the work ethic, some subjects had stopped searching while others continued to search. This research has showed that those who stopped searching had significantly lower job search self-efficacy beliefs while those who continued to search reported relatively high self-efficacy. While a cause-effect relationship cannot be inferred between self-efficacy and job search status, it is clear that a significant relationship existed between these two variables. This finding lends continuing support to the importance of Bandura's self-efficacy construct for understanding human behavior. In addition, the results of this study support the limited though important previous research findings on self-efficacy. For example, Berman-Davis found that self-efficacy was related to feelings of depression experienced by elderly adults while Taylor and Betz found that self-efficacy was related to one's ability to make a career decision. In each of these studies, self-

efficacy was also found to be an important cognitive-mediating variable. Clearly, the variable of self-efficacy appears to hold promise for both researchers and practitioners in understanding behavior as well as promoting positive behavioral change. Further research which will shed light on the utility of this construct in other areas of human behavior is clearly warranted as are studies using more rigorous designs which may help to clarify the cause-effect relationship of self-efficacy with other variables.

Interestingly, while the results of this research seem to generally support the theoretical framework, it must be noted that discouraged subjects did not seem to have a lowered value or desire for a job (reinforcement). Rather, the data indicates that discouraged subjects continued to identify with the work ethic. However, they also tended to be less likely to search for a job again in the future. This means that the theoretical framework might be modified to reflect that discouraged subjects continued to value having a job but their lower self-efficacy contributed to their decision to be less likely, when compared to actively searching subjects, to search again.

---

This theoretical framework and the results of this study have important implications for the social work profession. Accordingly, the final section of this dissertation presents these implications.

**Implications for Social Work**

The purpose of this paper has been to present the results from a study of job search discouragement in the older unemployed worker population. While the results presented in this dissertation provide an interesting base for discussion, it is important to note that these results may be generalized only to the sample which participated in the investigation. Specific implications for social work research, practice, and policy stem from the theoretical model and empirical results presented. The following sections present these implications.

**Implications for Social Work Research**

As presented in Chapter II, there have been very few studies on the subject of job search discouragement generally and no studies which examine this problem in the older worker population. However, many of the results from this dissertation were found to support the findings from previous studies on poverty and unemployment. For example, Chapter VI, which presented findings concerning subjects' orientations toward life, work, and job searching rein-
forced the previous work of Goodwin who found that poor unemployed subjects had moderately high aspirations for life and strong identifications with the work ethic.\textsuperscript{181} As well, the findings in this Chapter support Bowman's findings that discouraged workers attributed more responsibility for their lack of a job to themselves than did subjects who were actively searching.\textsuperscript{182}

The findings in Chapters IV and VII, which examined subject characteristics and personal adjustment factors to unemployment are also supportive of previous research. The findings in this study, which showed that unemployment had negative social and financial consequences for subjects, reinforces the previous work of both Briar and Braginsky and Braginsky who documented the extreme emotional and financial hardships which the unemployed often face.\textsuperscript{183} As well, the findings in this research are also supportive of the work of Leventman who found that unemployment was often associated with feelings of hopelessness and despair.\textsuperscript{184}


The findings in Chapter VII which reported that discouraged subjects experienced significantly lower life satisfaction is also consistent with Bowman's research which found that life satisfaction was associated with job search discouragement. In addition, the findings that discouraged subjects experienced higher levels of depression and reported lower levels of physical health than when previously employed support the previous work of both Gore and Slote who found that a relationship exists between health and unemployment.

Regarding use of services, Fink, in her study of discouraged prime-age white males, found that many subjects used either few or no community services. Although the discouraged subjects in this study used significantly more services than actively searching subjects, neither group used what could be considered a high number of services. As such, this finding is generally supportive of Fink's research. This finding also supports the work of Buss


and Redburn who found in their study of laid off plant workers that subjects tended to use formal mental health and social services on an infrequent basis.\textsuperscript{188}

This research also presented findings which do not support one previous study's conclusions on the social-psychological impact of unemployment. Buss and Redburn reported that subjects in their study did not report consistently high feelings of distress. However, their study examined individuals who were only short-term unemployed and as these authors state, the anticipated reopening of the plant may have mediated the stressful feelings which subjects could have been expected to experience.\textsuperscript{189}

Generally, the findings from this research are supportive of previous work in the area of unemployment and extend the base of cumulative knowledge by 1) examining job search discouragement in a population of older unemployed workers who have been hard hit by our nation's recent unemployment problems and 2) by using a specific theoretical framework which appears to hold promise for a better understanding the process and consequences of job search discouragement. Still, future research is needed to continue examining the usefulness of this framework. Studies should be undertaken which examine other population groups such as


\textsuperscript{189} Ibid.
young and middle-aged discouraged workers. As well, studies which attempt to replicate the findings of this research with older unemployed workers in other geographic areas are needed. Also, as previously discussed, the cause-effect relationship between the variables of self-efficacy and job search behavior should be explored through the use of explanatory research designs.

Finally, it is recommended that alternative methodologies be used when examining the unemployment problems of older workers. Qualitative designs could be very useful in exploring the relationship of self-efficacy and job search discouragement in more detail. Life history methods could be used to study the work, personal, and family histories of subjects. As well, longitudinal methods, which examine the stability of job search discouragement, and those factors which either reinforce or mediate its persistence over time, are needed.

Implications For Social Work Practice

The theoretical framework in this study has specific implications for social work practice. These implications are based on the theory of self-efficacy as developed by Albert Bandura which was discussed in Chapter II of this dissertation. Since this research has demonstrated that a relationship exists between self-efficacy and job search discouragement in the sample population, Bandura's four
sources of information for improving self-efficacy—performance accomplishments, vicarious experience, verbal persuasion, and emotional arousal—can be used in social work practice interventions in the following ways.

Performance Accomplishments.

Increasing opportunities for the successful job placement of unemployed older workers is the most effective way of altering low self-efficacy expectations. The hiring of a person will demonstrate and reinforce that one has the skills necessary to obtain a job. Accordingly, it is recommended that greater public resources should be targeted toward assisting the unemployed older worker to gain meaningful employment. Expanded job training and public service jobs programs are important points for advocacy in this regard. As well, strategies which demonstrate the benefits of hiring older workers are recommended.

Vicarious Experiences.

Expanded programs for participating in group job placement activities are also important. Vicarious experiences, or watching others successfully complete a task such as obtaining a job, can be influential in modifying past low self-efficacy expectations. The use of modeling in "job search club" settings is one method for providing positive vicarious experiences.
Verbal Persuasion.

The role and importance of individual counseling should not be overlooked when attempting to alter feelings of job search discouragement. Often, the unemployed older worker is isolated and suffers from a lack of participation in both instrumental and affiliative activities. The provision of warm, supportive individual counseling to show genuine empathy while also assisting the individual to restructure negative self-efficacy expectations and feelings of hopelessness and despair can be very positive as one step in altering the presence of job search discouragement.

Emotional Arousal.

This research has shown that anxiety and depression often accompany and are related to extended periods of unemployment. Group counseling, in which participants are encouraged to share their feelings and experiences, can be used to decrease feelings of anxiety while teaching new methods of coping with stress and feelings of despair.

Ideally, a program to aid discouraged unemployed older workers would incorporate each of these four sources of information. Individual and group counseling would be used to decrease anxiety and isolation while offering the opportunity for encouraging participants to continue their job search efforts. Job search clubs would be used as a tool
to provide positive vicarious experiences and successful performance sources of information. Finally, the expansion of job retraining programs, public service employment opportunities, and private sector job creation strategies for the unemployed older worker would offer increased opportunities for actual placement in meaningful jobs.

In the final analysis, the creation of additional job opportunities for the older unemployed worker is critical; although strategies which decrease emotional arousal, provide verbal persuasion, and offer positive vicarious experiences may begin to alter low self-efficacy expectancies, one's perception of personal job search self-efficacy will ultimately be measured cognitively by whether or not employment is found. Lack of success due to an economic labor market demand deficiency will only continue to reinforce the older unemployed worker's feelings of depression, isolation and job search discouragement. With this in mind, the final section of this dissertation presents the implications for social welfare policy.

Implications for Social Welfare Policy

In order to discuss the implications of this research for social welfare policy, it is necessary to review the current policy response to unemployment in this country, the Job Training Partnership Act (JTPA). After reviewing this policy, the implications of this research for social welfare policy and JTPA will be presented.
Review of the Current Policy Response

As Chapter II presented, the legislative goal of JTPA is to "prepare youth and unskilled adults for entry into the labor force and afford job training to those economically disadvantaged and others facing serious barriers to employment...". This goal is based upon an orthodox view of unemployment in a capitalistic economy. The goal presumes that individuals are free to engage in productive employment and that the demand for their skills is based upon their productivity. It also assumes that the economic market functions, generally, to ensure full employment for all labor that is provided at prevailing wages. Any unemployment of individuals willing to work is viewed as a temporary state resulting from short-term economic market maladjustments rather than actual labor demand deficiencies in the marketplace. As presented in Chapter II, these assumptions stem from an orthodox view of unemployment. In this viewpoint, unemployment is defined as frictional and structural since it stems from a short-term labor market maladjustment. Services which are typically provided to the frictional and structurally unemployed include labor market information, job placement services, job training, and

employer tax credits and subsidies to provide training to the unemployed. The focus of intervention implicit in these service alternatives is the individual. Specifically, services are focused upon making changes in individual skills and attitudes so that they may compete more successfully in the labor market for existing jobs.

Since the underlying value base in this conception of unemployment assumes a sufficient number of jobs exists to meet demand, services are often short-term and program standards require a high turn-over of participants. This orthodox program approach helps to satisfy the economy's need for a competitive and surplus labor force in order to keep wages low. Outcomes, in the orthodox viewpoint, are evaluated based upon efficiency measures. Such indicators as cost per placement, reductions in public welfare expenditures, and placement rate are often used.

In fact, the JTPA reflects each of these elements—short-term training and placement services, employer subsidies, and efficiency outcome measures. This result is not surprising since JTPA is a rational response to an orthodox explanation of unemployment and under the Reagan Administration, this orthodox conception of unemployment has prevailed.
Implications And Directions For Policy

The major weakness of the orthodox conception is its failure to adequately address the true scope of the unemployment problem in our country. Because JTPA has neglected the importance of ensuring that the problem definition is consistent with the problem in reality, the interventive approach of JTPA is effective only in addressing the frictional and structural elements of the unemployment problem, not chronic elements which are so pervasive in our economy today.

This research has shown that many of the subjects suffered from chronic unemployment. Often, subjects had been unemployed for over six months and had little hope of regaining employment despite the fact that they possessed the skills which made them employable. As a result, it can be asserted that their unemployment stemmed not from a need for training but from the inability of the economy to absorb them in new jobs. As a result, the findings in this research show that unemployment must be viewed from not only a short-term labor market maladjustment perspective; rather, the more realistic viewpoint that unemployment results from systemic demand deficiencies in a capitalistic economy must also be emphasized. Table 39 presents an analysis of unemployment which reflects each type of unemployment which currently exists in our economy and the appropriate intervention strategies for each type.
### Table 39

**Unemployment: Solutions For Equality**

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<tr>
<th>Market Conditions</th>
<th>Types of Unemployment</th>
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<tr>
<td>Labor Market Maladjustment</td>
<td>Frictional</td>
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<tr>
<td>Alternative Solutions</td>
<td>Job Placement</td>
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<td>Information &amp;</td>
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<td>Employment</td>
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<td>Services</td>
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<tr>
<td>Labor Market Demand Deficiencies</td>
<td>Cyclical</td>
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<td>Alternative Solutions</td>
<td>Short-Term PSE</td>
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<td>&amp;</td>
<td>Temporary Wage</td>
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<td>Subsidies And</td>
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<td>Public Works</td>
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</table>

In this expanded analysis of unemployment, one can see that all four types of unemployment, as conceptualized by Sherraden, are included. The alternative solutions in Table 39, which address both the needs for job training and placement as well as actual job creation in the public sector, form a stronger basis for social and economic policy formation. By addressing each facet of unemployment in our public policy decisions, solutions can be designed which are more egalitarian and fair.

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In using this model to address the unemployment problems of older workers, a full range of employment and training and economic development services would be available. Services would be delivered based on the unique needs of the individual for gaining employment rather than attempting to fit the individual into a limited and often unresponsive set of services which may not be appropriate given the type of unemployment which the individual is experiencing. While retraining and job placement services would continue to be available, short and long-term public service employment and public works projects paying a livable wage would also be emphasized for the chronically unemployed older worker. These services would be based on the recognition that the private sector is unable to create a sufficient number of jobs for all persons who wish to work and as such, the public sector must also be used to create new job opportunities.

The results of this research and the need to more fully understand the scope of the unemployment problems which older workers often face have several additional implications for social work. First, as social workers, we must recognize that the model used in planning programs such as JTPA, where a limited number of powerful elites define the problem according to their own value preferences, is the dominant model used currently in government and it is often
defended on the basis of its rationality and preciseness. However, by allowing the process of goal determination to be subject to the values and ideology of a chosen few, social welfare programs often simply reinforce the preferences of a small group. This can lead to programs which ignore the true scope of the problem and to the continuation of dependency-based social welfare products which address only tertiary-level concerns rather than the needs for systems change.

Secondly, it is important for our profession to develop greater skill in policy analysis from not only a social welfare perspective but also in using other dominant economic and social science models. Our failure to understand and critique efficiency-based policy responses, such as JTPA, limits our knowledge and ability to advocate for policy alternatives which are more equitable and fair.

Finally, social workers must become more active in documenting, through systematic case finding efforts, the scope of the unemployment problem for different population groups and its negative impact upon both individual and societal functioning. A more thorough understanding of joblessness must be documented through on-going research if we are to take a more active and credible role in advocating for responsible policies which address the entire scope of the unemployment problem. Through such efforts, our profession
will be able to promote greater opportunities for dignity and self-sufficiency for older workers and other vulnerable groups in our society.
Appendix A

LETTER TO SOCIAL AGENCIES
August 1, 1986

Dear Agency Administrator,

I am currently beginning a research project at The Ohio State University College of Social Work on the job search and adjustment difficulties often encountered by unemployed older workers. I am interested in locating persons aged 50 and over, who are presently unemployed and wish to work but have been unable to find a job. My research design calls for locating approximately 200 unemployed older workers during the period of August 15 to December 15, 1986. All participation is, of course, voluntary and results from individual questionnaires will be held confidential.

Each person participating in the research would be asked to complete a 30 to 45 minute interview questionnaire and will be paid $5.00 for their participation. I am enclosing several copies of a poster advertising my research for your information. I would appreciate the posting of this notice in your agency where potentially interested persons might see it. As well, if you know of persons who might wish to participate, they may call me at either of the numbers listed on the notice. Upon contacting me, an interview will be scheduled at the individual's convenience.

If your agency would be interested, I would be glad to visit with you personally and provide you with a summary of the results when the study is completed. I may be contacted at either 422-4032 or 481-0356. Thank you very much for your assistance.

Sincerely,

John C. Rife, ACSW
OSU College of Social Work
PARTICIPANTS NEEDED FOR RESEARCH PROJECT ON UNEMPLOYMENT
$5.00 CASH PAID

QUALIFICATIONS:
1. AGED 50 TO 70 AND UNEMPLOYED
2. HAVE WORKED PREVIOUSLY
3. ABLE TO AND WANT TO WORK
4. EITHER HAVE OR HAVE NOT LOOKED FOR A JOB IN THE LAST FOUR WEEKS.

ALL PARTICIPATION IS VOLUNTARY AND YOU DO NOT NEED TO GIVE YOUR LAST NAME.

***AN OHIO STATE UNIVERSITY RESEARCH PROJECT***

CALL 481-0356 OR 422-4032 FOR INFORMATION AND AN APPOINTMENT
Appendix B

NEWSPAPER ADVERTISEMENT
RESEARCH
PARTICIPANTS NEEDED
$5.00 CASH for participating in OSU research on unemployment. Qualifi-
cations: Age 50-70, unemployed, have worked before, and want to work now.
Call 481-0354 or 422-4032 for information and an appointment.
Appendix C

DATA COLLECTION INSTRUMENT
A STUDY OF UNEMPLOYMENT AND JOB SEARCH BEHAVIOR

General Instructions

This survey focuses on the unemployment and job search difficulties often encountered by workers as they grow older. The survey has several sections. These include items on biographical information, work orientations, work history, attitudes toward job searching, physical well-being, and present life activities. At the beginning of each section, instructions for completion of the items are presented.

All of the information that we obtain is completely confidential. The information gathered from the interview will be used only for group comparison purposes and your name will not be identified in any way on any of the research reports. In fact, we will not be recording your name on the questionnaire and your participation will be completely anonymous. Please do not write your name on this questionnaire.

Almost all of the items in this survey are concerned with your experiences and attitudes about work and life. As such, there are no right or wrong answers. Please answer each question on the basis of your personal experiences or feelings.

Again, we thank you for your help and cooperation in this study.
PART ONE: BIOGRAPHICAL INFORMATION

The following questions are concerned with background information about you and your family. Please answer each question by providing the requested information or placing an "X" in the space for your answer. All information will be held completely confidential.

1. What is your current job search status? (check one):
   1) Have looked for a job in the last 4 weeks
   2) Have not looked for a job in the last 4 weeks

2. How old will you be on your next birthday? ______

3. What is your gender? (check one): 1) Male____ 2) Female____

4. What is your marital status? (check one):
   1) Never Married
   2) Currently Married
   3) Divorced or Separated
   4) Widowed
   5) Living with Someone/Not Married

5. What was the date of the last month and year you were employed? (example: 5/86) ______

6. If you are married, what is the employment status of your spouse? (check one if applicable):
   1) Not Working
   2) Full-Time
   3) Part-time (30 hours or less/week)____

7. How many people live in your household now? (including yourself): ______

8. How many children do you have? ______

9. What will the age of your youngest child be on his or her next birthday? ______
10. How many persons are financially dependent upon you for at least 50% of their basic living expenses?
(Expenses include housing, food, clothing, etc.)
_____

11. How many people are there in your household who are working full-time?
_____

12. What is your religious affiliation? (check one):

1) Catholic___
2) Protestant___
3) Jewish___
4) None___
5) Other___
(specify)_______________________________

13. What was the highest grade in school you completed?: _____
(For example: 10, 11, 12, etc.)

14. What was your highest degree or diploma?
(For example: High School, A.A., B.A./B.S., M.A./M.S., Ph.D./J.D.)

15. Are you receiving some kind of government direct cash or in-kind assistance? (check one):

1) Yes___
2) No___

16. If yes, please check type(s) of government economic assistance currently received (check as many as apply):

1) General Relief:___
2) Food Stamps:___
3) VA Pension:___
4) Workers Compensation:___
5) SSI:___
6) Social Security:___
7) AFDC:___
8) Unemployment Compensation:___
9) Government Training Program Stipend:___
10) Medicaid:___
11) Subsidized Housing Assistance:___
12) Other (specify):__________________________
__________________________
17. What has been your living arrangement during the last month? (check one):
   1) Owned Home: 
   2) Rental Home or Apartment: 
   3) With Relatives: 
   4) With Friends: 
   5) Shelter: 
   6) Hotel: 
   7) No Regular Arrangement: 

18. What was your total family income during the last twelve months you were employed? (Check One)

   1) less than 5,000 
   2) 5,000-9,999 
   3) 10,000-14,999 
   4) 15,000-19,999 
   5) 20,000-24,999 
   6) 25,000-29,999 
   7) 30,000-34,999 
   8) 35,000-39,999 
   9) 40,000-44,999 
   10) 45,000-49,999 
   11) 50,000+ 

19. What do you expect your annual family income to be since becoming unemployed?

   1) less than 5,000 
   2) 5,000-9,999 
   3) 10,000-14,999 
   4) 15,000-19,999 
   5) 20,000-24,999 
   6) 25,000-29,999 
   7) 30,000-34,999 
   8) 35,000-39,999 
   9) 40,000-44,999 
   10) 45,000-49,999 
   11) 50,000+ 

20. If you were to take a full-time job, what would be the minimum hourly wage you would accept? $___________ per hour
21. Are you now attending either a government or private job training program? (For example, the Job Training Partnership Act program, Forty-Plus, or private vocational school)
   1) Yes ___  2) No ___

*** Do Not Answer 22-24 If You Answered "No" To 21. ***

22. If so, how many weeks have you been attending? ___

23. If so, what kinds of courses have you been taking?
   (Please list)

24. If so, is a government agency helping to pay for your training?
   1) Yes ___  2) No ___

25. What is your primary means of financial support now?

26. Currently, how discouraged do you feel in your job search efforts? (Circle Answer)
   Not At All Discouraged 1 2 3 4 5 6 7 Very Discouraged
PART TWO: WORK ORIENTATION AND WORK HISTORY

This Part includes several sections about feelings people sometimes have about working and life as well as the types of jobs you have had in your own life. The first sections ask questions about your feelings toward work and life. The last section in this Part asks questions about your work history.

SECTION ONE.

Listed below are some statements which talk about things that might happen in life. At the top of the page is a picture of a ladder which says BEST WAY OF LIFE at one end and WORST WAY OF LIFE at the other end. The steps in between are numbered from "1" to "7". The ladder looks like this:

```
BEST WAY OF LIFE
    ┌──7──┐
    │    │
    │    │
    │    │
    │    │
    │    │
    └──1──┘

WORST WAY OF LIFE
```

You are to consider which number indicates how much you see each statement as part of the best or worst way of life. A "1" means you feel the statement describes the very worst way of life and a "7" means you feel the statement describes the very best way of life. A "2" means you feel the statement describes a pretty bad way of life but not the very worst while a "6" means that the statement represents a pretty good way of life but not the very best. A "3" means that the statement describes an fairly bad way of life while a "5" means that the statement describes a fairly good way of life. A "4" means that you don't know or can't decide how you feel.

Write the number that you choose after each statement in the space provided. You can choose any number on the ladder for each statement.
BEST WAY OF LIFE

1. Having a regular job

2. Having a job that is well-paid

3. Having plenty of money to get what you want

4. Having a job that you like

5. Having a nice place to live and plenty of food

6. Having a good education

7. Helping other people

8. Getting along with your neighbors

9. Getting along with your family

10. Making this a better world to live in

11. Being honest

WORST WAY OF LIFE
12. Having good health

13. Having important goals in life

SECTION TWO.

Listed below are some statements which mention ways of getting enough to live on. Another picture of a ladder is also provided. This time the top of the ladder says BEST WAY OF GETTING ENOUGH TO LIVE ON and the bottom says WORST WAY OF GETTING ENOUGH TO LIVE ON. Again, the steps are numbered from "1" to "7". As before, please write the number you choose for each statement in the space provided.

BEST WAY OF GETTING ENOUGH TO LIVE ON

7
6
5
4
3
2
1

WORST WAY OF GETTING ENOUGH TO LIVE ON

1. Borrowing money from friends

2. Having the government find you a job

3. Having a job that pays an adequate wage

4. Gambling

5. Being on welfare

6. Having the government give you a decent place to live and enough food and clothing

7. Peddling stolen goods

8. Having the government send you enough money to live on every week
SECTION THREE.

Now we are interested in how you feel about work in general. Listed below are statements which say certain things about work. Another ladder is also provided. Again, the steps are numbered from "1" to "7". A "1" means STRONGLY DISAGREE and a "7" means STRONGLY AGREE. For each statement, please write in the number you choose in the space provided.

<table>
<thead>
<tr>
<th>STRONGLY AGREE</th>
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<tr>
<td>7</td>
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<tr>
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</tbody>
</table>

| STRONGLY DISAGREE |

1. Most people like to work

2. I like to work

3. If I don't have a regular job, I don't feel right

4. I feel good when I have a job

5. Getting recognition for my own work is important to me

6. Work should be the most important part of a person's life

7. People can't really think well of themselves unless they have a job
8. To me, it's important to have the kind of work that gives me a chance to develop my own special abilities

9. Work is a good builder of character

10. To me, gaining the respect of family and friends is one of the important rewards of getting ahead in an occupation

11. Hard work makes you a better person

12. Success in an occupation is mainly a matter of hard work

13. To me, it's important in an occupation that a person be able to see the results of their own work

14. Success in an occupation is mainly a matter of how much you know
SECTION FOUR.

The statements in this section have to do with what a person might do if certain things happened. These statements also use the ladder. In this ladder, "7" means CERTAINLY WOULD DO THAT and "1" means NEVER WOULD DO THAT. The other numbers in this ladder are used similarly to the previous ladders. Again, please put your answer in the space provided for each statement.

CERTAINLY WOULD DO THAT  

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<th>7</th>
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<td>2</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

NEVER WOULD DO THAT

1. I would get more education, if I was paid enough while learning. ___

2. If I inherited enough money so that my family and I could live comfortably without me ever working again, I would go ahead and work anyway. ___

3. I would enter a job training program, if I was paid enough while in training. ___
SECTION FIVE.

Now we would like to know about your work history. Please complete the following questions to the best of your knowledge. Start with your most recent job and work backwards to age 18. Include any time spent in the military. Also, please include any part-time work since age 30.

<table>
<thead>
<tr>
<th>Position</th>
<th>Length of Employment (in years only)</th>
<th>Reason for Leaving</th>
</tr>
</thead>
<tbody>
<tr>
<td>Example:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Salesperson</td>
<td>1971-1973</td>
<td>Promotion</td>
</tr>
</tbody>
</table>

(Use Other Side If Needed)
2. What was the main reason you left your last job? (check one answer which is most accurate in your case)
   1) Voluntarily Left Position
   2) Involuntary-Was Laid Off Due to Reductions in Work
   3) Involuntary-Was Fired Due to Poor Work Performance
   4) Involuntary-Business Closed
   5) Other: ____________________________

3. How long (in weeks) has been the longest period of unemployment in your life?

4. How many different times in your life have you been unemployed?

5. How many of these times have been of your own choosing (tired of working, family reasons, etc)?

6. How many of these times have been due to reasons outside your control (laid off, business closed, etc.)

7. During the past week, about how many employers have you contacted searching for a job?

8. During the past month, about how many employers have you contacted searching for a job?

9. During the past 3 months, about how many employers have you contacted searching for a job?

10. Since age 18, how many years have you been employed?

11. Since age 18, how many years have you been unemployed?
PART THREE: ATTITUDES TOWARD JOB SEARCHING

In this Part, we are interested in your attitudes and feelings about job searching. Again, there are several sections. Please complete each of the questions according to the instructions provided.

SECTION ONE.

In this section, we would like to discuss the reasons for your unemployment. Once again, we will use a ladder for answering the questions. Please place your answer for each item in the space provided.

STRONGLY AGREE

| 7 | 6 | 5 | 4 | 3 | 2 | 1 |

STRONGLY DISAGREE

1. I am unemployed mainly because there are no jobs available.

2. I am unemployed mainly because of a lack of skills.

3. I am unemployed mainly because of my health.

4. I am unemployed mainly because of family responsibilities.

5. I am unemployed mainly because of my age.

6. I am unemployed mainly because of discrimination.

7. I am unemployed mainly because employers do not value the skills of older workers.
8. In your own words, what are the major reasons older workers have difficulties finding a job when they become unemployed?

SECTION TWO.

In this section, we would like to ask some questions about how you approach different work-related activities. Again, we will use a seven-point ladder as before. Please write your answer in the space provided for each question.

STRONGLY AGREE

[---7---]

[---6---]

[---5---]

[---4---]

[---3---]

[---2---]

[---1---]

STRONGLY DISAGREE

1. When I make plans for finding a job, I am certain I can make them work. 

2. One of my problems is that I cannot get down to work when I should.
(Continued)

STRONGLY AGREE
---7---
---6---
---5---
---4---
---3---
---2---
---1---

STRONGLY DISAGREE

3. If I can't get a job the first time, I keep trying till I do.

4. When I set important goals for myself, I rarely achieve them.

5. I give up on searching for a job before finding one.

6. I avoid facing difficulties when looking for a job.

7. If searching for a job looks too complicated, I will not even try it.

8. When searching for a job is unpleasant to do, I stick to it until I finish it.

9. When I decide to look for a job, I go right to work on it.

10. When trying to find a job, I soon give up if I am not initially successful.

11. When searching for a job and unexpected problems occur, I don't always handle them well.

12. I have avoided trying to learn new job skills when things seemed too difficult for me.
(Continued)

STRONGLY AGREE

---7---
---6---
---5---
---4---
---3---
---2---
---1---

STRONGLY DISAGREE

13. Failure in searching for a job just makes me try harder.

14. I feel insecure about my ability to find a job.

15. When it comes to job searching, I am a self-reliant person.

16. When searching for a job, I give up easily.

17. I do not seem capable of dealing with problems that come up when searching for a job.

18. Searching actively for a job will most likely result in getting an acceptable job.

19. Participating in a job training program will greatly help one to get a good job.

20. When a person can't get a job, its mostly because there just aren't enough jobs available.

21. I believe that I have the skills necessary to get a good job.

22. I believe that I have the skills necessary to retain a good job after I get one.
SECTION THREE.

In this section, we would like you to complete the following sentences. Each sentence is incomplete. Please complete them with the first thoughts that come to your mind. Write your answer in the space provided. Again, there are no right or wrong answers.

1. To get a job, unemployed older workers need ________________.

2. Generally, unemployed older workers have difficulty finding a good job because ________________.

3. Unemployed older workers tend to resent ________________.

4. Growing older means ________________.

5. Two great concerns of unemployed older workers are ________________ and ________________.

6. For the unemployed older worker, searching for a job is ________________.
PART FOUR: PERSONAL WELL-BEING

SECTION ONE:

In this section, we would like to know how you are feeling these days from a health perspective. Check the space that best corresponds to your answer. Check only one space per question.

1. In general, would you say that your health today is: (Check One)
   1) Very Good
   2) Good
   3) Fair
   4) Poor

2. How is your health today compared to how it was before you became unemployed?
   1) Better
   2) About the Same
   3) Worse

3. How would you say your health is as compared to most people of your age?
   1) Better
   2) About the Same
   3) Worse

4. Do you have any particular physical or health trouble (Check one)?
   1) Yes
   2) No

5. If yes, what type(s) of health trouble are you experiencing?
SECTION TWO.

In this section, there are groups of statements. Please read each group carefully. Then pick out the statement in each group which best describes the way you have been feeling during the past week, including today. Circle the number of the answer beside the statement that you pick. If several statements seem to apply equally well, circle each one. Be sure to read all the statements in each group before making your choice.

1. 0  I do not feel sad.
    1  I feel sad.
    2  I am sad all the time and I can’t snap out of it.
    3  I am so sad or unhappy that I can’t stand it.

2. 0  I am not particularly discouraged about the future.
    1  I feel discouraged about the future.
    2  I feel I have nothing to look forward to.
    3  I feel that the future is hopeless and that things cannot improve.

3. 0  I do not feel like a failure.
    1  I feel that I have failed more than the average person.
    2  As I look back in my life, all I can see is a lot of failure.
    3  I feel that I am a complete failure as a person.

4. 0  I get as much satisfaction out of things as I used to.
    1  I don’t enjoy things the way I used to.
    2  I don’t get real satisfaction out of anything any more.
    3  I am dissatisfied or bored with everything.

5. 0  I don’t feel particularly guilty.
    1  I feel guilty a good part of the time.
    2  I feel quite guilty most of the time.
    3  I feel guilty all of the time.

6. 0  I don’t feel I am being punished.
    1  I feel I may be punished.
    2  I expect to be punished.
    3  I feel I am being punished.

7. 0  I don’t feel disappointed in myself.
    1  I am disappointed in myself.
    2  I am disgusted with myself.
    3  I hate myself.

8. 0  I don’t feel that I am any worse than anybody else.
    1  I am critical of myself for my weaknesses or mistakes.
    2  I blame myself all the time for my faults.
    3  I blame myself for everything bad that happens.
9. 0 I don't have any thoughts of killing myself.
    1 I have thoughts of killing myself but I would not carry them out.
    2 I would like to kill myself.
    3 I would like to kill myself if I had a choice.

10. 0 I don't cry anymore than usual.
     1 I cry more now than I used to.
     2 I cry all of the time now.
     3 I used to be able to cry but now I can't even though I want to.

11. 0 I am no more irritated now than I ever am.
     1 I get annoyed or irritated more now than I used to.
     2 I feel irritated all the time now.
     3 I don't get irritated at all by the things that used to irritate me.

12. 0 I have not lost interest in other people.
     1 I am less interested in other people than I used to be.
     2 I have lost most of my interest in other people.
     3 I have lost all of my interest in other people.

13. 0 I make decisions about as well as I ever could.
     1 I put off making decisions more than I used to.
     2 I have greater difficulty in making decisions than before.
     3 I can't make decisions at all anymore.

14. 0 I don't feel I look any worse than I used to.
     1 I am worried that I am looking old or unattractive.
     2 I feel that there are permanent changes in my appearance that make me look unattractive.
     3 I believe that I look ugly.

15. 0 I can work about as well as before.
     1 It takes an extra effort to get started at doing something.
     2 I have to push myself very hard to do anything.
     3 I cannot do any work at all.

16. 0 I can sleep as well as usual.
     1 I don't sleep as well as I used to.
     2 I wake up 1-2 hours earlier than usual and find it hard to get back to sleep.
     3 I wake up several hours earlier than I used to and cannot get back to sleep.
17. 0 I don't get more tired than usual.
1 I get tired more easily than I used to.
2 I get tired from doing almost anything.
3 I am too tired to do anything.

18. 0 My appetite is no worse than usual.
1 My appetite is not as it used to be.
2 My appetite is much worse now.
3 I have no appetite at all anymore.

19. 0 I haven't lost much weight if any lately.
1 I have lost more than 5 pounds. I am purposely trying
2 I have lost more than 10 pounds. to lose weight now.
3 I have lost more than 15 pounds. Yes No

20. 0 I am no more worried about my health than usual.
1 I am worried about physical problems such as aches and
pains; or upset stomach; or constipation.
2 I am very worried about physical problems and it's hard to
think of much else.
3 I am so worried about my physical problems that I cannot think about anything
else.

21. 0 I have not noticed any recent changes in my interest in sex.
1 I am less interested in sex than I used to be.
2 I am much less interested in sex now.
3 I have lost interest in sex completely.
PART FIVE: PRESENT LIFE STYLE AND
ADJUSTMENT TO UNEMPLOYMENT

This part is concerned with the changes you have experienced since becoming unemployed and your outlook toward the future. Please read each question carefully before answering. Depending on the question, please either circle the number corresponding to your answer or write your answer in the space provided.

1. In general, how satisfying do you find the way you are spending life these days?
   Would you call it (Circle your answer):
   
   Not At All Satisfying 1 2 3 4 5 6 7 Completely Satisfying

2. Taking things altogether, how would you say things are these days?
   Are they (Circle your answer):
   
   Not At All Happy 1 2 3 4 5 6 7 Very Happy

Using the ladder below, how would you rate the following questions:

<table>
<thead>
<tr>
<th>STRONGLY AGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<tr>
<td>---7---</td>
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<td>---6---</td>
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<td>---4---</td>
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<td>---3---</td>
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</tbody>
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<table>
<thead>
<tr>
<th>STRONGLY DISAGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

3. As I get older, I am less useful.  

4. I have as much pep as I did last year.  

5. Things keep getting worse as I get older.
6. In your own words, can you tell us what it has been like to be unemployed?

7. In your own words, how does your current life compare to your life when you were previously employed?

8. How often do you talk to others about your unemployment situation?

| Hardly Ever | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Often |

9. How often do you talk about your unemployment situation now as compared to when you first became unemployed?

| Hardly Ever | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Often |
Using the ladder presented below, how would you rate the following statements?

STRONGLY AGREE

---7---
---6---
---5---
---4---
---3---
---2---
---1---
STRONGLY DISAGREE

10. Since I have been unemployed, I have experienced many financial problems. ___

11. Since I have been unemployed, I have experienced many marital problems. ___

12. Since I have been unemployed, I have experienced many problems in my relations with others such as friends and relatives? ___

13. Financially, since I have been unemployed, I have had to make many reductions in my spending habits. ___

14. Financially, how much longer do you think you can continue as you are without making additional reductions in spending (check one)?

   1. 1 month or less  ___
   2. 2-3 months  ___
   3. 4-6 months  ___
   4. 7 months to 1 year  ___
   5. Over 1 year  ___

15. Given your personal circumstances, do you think you will be searching for a job again in the next six months?

Not Likely 1 2 3 4 5 6 7 Very Likely
PART SIX: UTILIZATION OF SERVICES

Finally, we would like to know about what types of services you have used since becoming unemployed. Since becoming unemployed, have you received any of the following types of financial assistance or general support? Please check "yes" or "no" for each item.

1. Housing Assistance  Yes___ No____
2. Food Bills  Yes___ No____
3. Utility Bills  Yes___ No____
4. Clothing Assistance  Yes___ No____
5. Medical Assistance  Yes___ No____
6. Legal Aid  Yes___ No____
7. Support from Church  Yes___ No____
8. Support From Children  Yes___ No____
9. Support From Relatives  Yes___ No____
10. Support From Friends  Yes___ No____
11. Mental Health Counseling  Yes___ No____
12. State Employment Offices
   For Job Placement Help  Yes___ No____
13. Other
   (Please list):
   1. __________________________
   2. __________________________
   3. __________________________

14. Of the services listed above that you have received, which have been the most helpful?
15. Which have been least helpful?

16. In your opinion, what types of services would be most helpful to unemployed persons such as yourself?

17. How could government make things better for unemployed persons such as yourself?

18. We have talked a lot about your personal feelings and situation. Is there anything else that you feel is important for us to know in order to best understand your current unemployment circumstances?
INTERVIEW DATA SHEET

1. Name of interviewer__________________________________________

2. Date:________________________________________

3. Location of Interview:________________________________________

4. Time of Interview:________________________________________

5. Length of Interview:_______________(in minutes)

6. Where Did Subject Hear of Research (check one)?
   1) Newspaper Ad
   2) Social Agency
   3) Public Bulletin Board
   4) Family or Friend
   5) Researcher
   6) Other: (Specify)

7. Validity of Information:
   Low 1 2 3 4 5 6 7 High

8. Referral: Yes____ No____
   (if yes, where:)

9. Other Comments:
BIBLIOGRAPHY


