

*What Job factors enhance organization based self-esteem (OBSE) most among persons with disabilities?*

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# *Research Relevancy*

- ▶ This is the first study in its kind to link OBSE and job factors among employees with disabilities.
- ▶ Understanding the correlation between the independent variables (job factors) and the dependent variable (OBSE) becomes much more critical in the coming decades as employees self-esteem decreases against an equally rising disability rate in Canada.

# Background

- ▶ A significant number of employers are still misguided in thinking that employees who have disabilities are less capable, in terms of their workplace performance (Harcourt et al., 2005).
- ▶ Having a disability or a long-term illness does not impact individuals' commitment to their work (McLean, 2003).
- ▶ Although the United Nations (2006) has pointed out, that persons with disabilities constitute the largest minority group in the world and yet this minority group is under-researched in academic fields (Lengnick-Hall et al., 2008; Shore et al., 2009).
- ▶ 22% of Canadians have at least one disability. This represents 6.2 million people in Canada. (Statistics Canada's new data on disability , 2017)

# Research Question

- ▶ Morris-Wales (2010) noted that there is a need to determine the most important employment factors affecting job retention for persons with disabilities.
- ▶ Considering the fact that, whether or not an employee is disabled, organizational commitment strongly predicts job retention, the present study responds to this call for research by addressing the following question:
  - ▶ “What employment factors are the best predictors of high organization-based self-esteem (OBSE) among persons with disabilities in the workforce?”

# Conceptual definition

- ▶ Pierce and Gardner (2004), defined OBSE as "the belief that employees have about their capability, worthiness, and significance as effective organizational members."
- ▶ Since it was first established as a useful concept, OBSE has been investigated as a mediator, a moderator, an antecedent, and also as a consequence of a person's experiences within an organization and workplace (Pierce & Gardner, 2004).
- ▶ It has been suggested that OBSE-associated motives can differ between individuals, largely as a result of various job factors and how the employees value them to different degrees. While there are many definitions for OBSE, "the belief that employees have about their capability, worthiness, and significance as effective organizational members" (Pierce & Gardner, 2004) can be considered most relevant.

# Research Method:

- ▶ A quantitative research with hypotheses will be used, involving the administration of a questionnaire that has been chosen because it has the ability to test whether independent variables (job factors) and dependent variables (OBSE) are related in the selected sample.
- ▶ The constructs in this study will be operationalized using scales found in the existing literature. Each job factor will be measured using a Likert-type scale and using control variables such as age, gender, and tenure with the firm.

# Research Method:

- ▶ From the target population of approximately 500,000 persons with disabilities in the workforce in Ontario, 1,500 persons who are actively engaged in employment and live in Ontario will be chosen through a random sampling technique
- ▶ First, Each list will be arranged alphabetically by employee's last names.
- ▶ Secondly every third employee will be selected from each list and aggregated for a sample of 1,500 employees with disabilities.
- ▶ The sample size of 1,500 as suggested by Neuman and Robson, (2015) can be very accurate for larger populations with smaller sampling ratios (1 percent).

# Hypotheses:

- There is a positive relationship between the selected job factors, and organization based self-esteem among persons with disabilities.
- The greater the satisfaction that employees with disabilities find in terms of pay, workload, schedule flexibility and their job responsibilities, the higher the OBSE level



# Expected Results

- ▶ The findings will most likely demonstrate that the hypotheses are supported.
- ▶ A contentious which is consistent with prior research suggesting that pay satisfaction contributes to continuance commitment (Vandenberghe and Tremblay, 2008), job satisfaction has been linked to organizational commitment, which are the core elements of OBSE.
- ▶ In addition, prior research demonstrated that employees satisfied with schedule flexibility are less likely to leave the firm (Anderson et al., 2002).

# WHAT JOB FACTORS ENHANCE OBSE MOST AMONG EMPLOYEES WITH DISABILITIES?

## STATISTICS

**22% or**

6.2 million people

Of Canadians had at least one disability. Working aged 25-64

20 % youth  
aged 15-24

**20%**

Working-age adults. aged 25-64 years.



(Canadian Survey on Disability 2017)

The greater the satisfaction that employee with disabilities find in the job factors the higher the OBSE Level