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Perception of Racial Discrimination in the Workplace and Its Impact on Job Satisfaction and Job Security

Fredricka Tabor
Harding University

Pamela Dalton
Harding University

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Perception of Racial Discrimination in the Workplace and Its Impact on Job Satisfaction and Job Security

Fredericka Tabor

Pamela Dalton

Harding University

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ABSTRACT

The purpose of this study is to determine if the perception of racial discrimination in the workplace (discrimination and everyday discrimination) impacts job satisfaction and job security among adults. The participants in this study were a convenience sample of 89 volunteers solicited from four different personal Facebook pages. The primary instrument of data collection for the study was a survey created by the researchers using three scales. The instrument consisted of a total of 26 items. The study was designed as a nonexperimental, casual-comparative study that used a survey to measure perception of racial discrimination (discrimination and everyday discrimination) job satisfaction, and job security. The primary instrument of data collection for the study was a survey created by the researchers using three scales. This study confirmed that when there is perceived racial discrimination or everyday racial discrimination, it had an effect on job satisfaction in the workplace. However, our findings showed that perceived racial discrimination or everyday racial discrimination does not affect job security. The results also demonstrated that ethnicity was affected by perceived racial discrimination, as African Americans ranked higher in their scores compared to Whites and others.

INTRODUCTION

Job satisfaction and job security are crucial aspects of everyday life for adults. An average individual will work approximately an average of 92,120 hours in the course of their work lifetime (Thompson, 2018). This is a substantial amount of time spent in the workplace; any negative experience can have dire consequences for individuals and the workplace. Jackson (2019) states that 61% of adults in the United States have either witnessed or experienced discrimination in the workplace. When an individual experiences racial discrimination in the workplace, it can have detrimental impacts to their job security as well as their job satisfaction. The way an individual perceives the extent of discrimination is based on the person's perception. "Person perception" occurs when an individual has an innate tendency to form impressions of other people. When racial discrimination occurs, a person's perception is generally formed from impressions, opinions, or feelings of others based on observations, second-hand information, or categorical judgment ("Person perception", 2016). An individual's perception of racial discrimination (discrimination and everyday discrimination) can have implications on their job security and their job satisfaction.

EVERYDAY RACIAL DISCRIMINATION AND JOB SATISFACTION

The perception of everyday racial discrimination affects job satisfaction among adults. It is known that perception of racial

discrimination is substantially higher in African Americans relative to Whites (Ayalon & Gum, 2011). The term everyday discrimination is defined as experiencing a range of events that appear to be trivial or even normal, when certain rights, respect, and recognition are granted for one race over the other (Lewis, Yang, Jacobs, & Fitchett, 2012). Everyday discrimination is more common among the African Americans and Latino populations than the White population. However, Whites attribute discrimination to characteristics other than race, such as age, gender, and unspecified reasons (Ayalon & Gum, 2011). This would indicate the impact of everyday discrimination is not solely derived from one characteristic. In addition, Deitch et al. (2003) focuses on major discriminatory events within the workplace. This provides a substantial amount of evidence to suggest that everyday discrimination within the workplace exists. Not only does everyday discrimination against African Americans occur in the workplace, it has many negative implications (Deitch et al., 2003). In addition to this, everyday discrimination has been shown to be an important predictor of job satisfaction (Taylor, McLoughlin, Meyer, & Brooke, 2013). When an individual experiences everyday racial discrimination in the workplace, the individual will have negative job satisfaction as a result. Furthermore, Taylor et al. (2003) found that higher rates of job dissatisfaction among African Americans was often due to a lack of support from management when dealing with conditions at work (Taylor et al., 2013). When there is insufficient rapport between the manager and the employee, a negative impact on job satisfaction is indicated.

EVERYDAY DISCRIMINATION AND JOB SECURITY

The perception of everyday racial discrimination may also affect job security among racial minorities. Employment discrimination laws seek to provide equal employment opportunities by limiting the effect of racial bias and creating equitable career opportunities (Suk, 2007). For instance, Title VII of the Civil Rights Act of 1964 was established, making discrimination illegal. Discrimination in employment is prohibited based on race, color, sex, national origin, religion, and pregnancy ("Discrimination and harassment in the workplace," 2019). However, employers are able to terminate employees by giving a nondiscriminatory reason due to poor job performance; therefore, preventing job security among racial minorities. Additionally, James (2000) states that there is often a direct effect on job promotion due to race, such as African American managers claiming they were promoted at a much slower rate than their White counterparts. Wilson, McNulty, and Bishin (2006) found there is perceived job insecurity amongst African Americans even with the same credentials as Whites. Interestingly, Wilson et al. (2006) state that in the private sector, job insecurity was perceived at higher levels due to relatively "less stringent enforcement" of equal employment opportunity laws. Wilson et al., (2006) suggest to focus on perception of discrimination in the workplace. This indicates that perception of discrimination and the lack of enforcement of equal employment laws are making an impact on minorities.

RACIAL DISCRIMINATION AND JOB SATISFACTION

Perceptions of racial discrimination along with other factors

may also affect job satisfaction. Ensher, Grant-Vallone, and Donaldson (2001) state that employees who perceived greater organizational discrimination reported less commitment to the employer, as well as less job satisfaction. Similarly, Valdivia and Flores (2012) claim that when there is perceived discrimination and racism within the workplace, it has a negative effect on job satisfaction. Typically, workers are surrounded by various individuals such as a boss, colleague and clients. Racial discrimination can be perceived differently from each of these individuals. Perceived racial discrimination from colleagues has been shown by Shields and Price (2002) to have a greater effect on job satisfaction compared to racial harassment from clients. Despite these findings on the effect of perceived racial discrimination in the work place, job satisfaction is not solely affected by perceived racial discrimination.

However, perceived racial discrimination does not always equate to lower job satisfaction for workers. Sanchez and Brock (1996) note that native-born Latinos in the United States who had high-quality job experience, earned higher incomes, and were closely connected to numerous ethnic subgroups, are less affected by racial discrimination. Valdivia and Flores (2012) also state that immigrant workers who have a strong ethnic identity and integrate with the American culture will perceive lower levels of racism and discrimination and report higher positive levels of job satisfaction. This indicates that other aspects of a worker's experience can outweigh the perception of racial discrimination and in return produce a higher level of job satisfaction.

RACIAL DISCRIMINATION AND JOB SECURITY

Perceptions of racial discrimination can have a direct impact on job security. Triana, Jayasinghe, and Pieper (2015) found that perceived racial discrimination in the workplace is negatively associated to job attitudes, as well as physical and psychological health. This indicates that effects on physical and psychological health are more impactful than simply experiencing racial discrimination in the workplace. In addition, this relationship between discrimination and job security can have financial ramifications for employers through increased psychological withdrawal, reduced effort, turnover, poor productivity, and increased absenteeism due to physical effects (Triana et al., 2015). As a result, the lack of productivity or excessive absenteeism poses a risk to job security leading to eventual termination. Interestingly, Jones, Ni, and Wilson (2009) found that Latinos report lower levels of absenteeism as a result of perceived racial discrimination compared to other racial groups. While this seems to contradict Triana et al.'s findings of increased absenteeism, this may only suggest differences in cultural views when lower rates of absenteeism are disapproved of; however, other factors, such as poor productivity or reduced effort can still pose a threat to job security. Wilson et al. (2006) asserted that perceived job insecurity in regards to racial inequality may be difficult to correct, especially with consideration to increasing measures by politicians to minimize government involvement. Government involvement has been present; however, it is unclear whether or

not government or legislature can exclusively provide solutions to eradicate racial discrimination in the workplace.

ETHNICITY AND PERCEPTION OF RACIAL DISCRIMINATION

Ethnicity can also significantly influence the perception of racial discrimination among adults. For instance, Jones et al. (2009) found that African Americans and Latinos have higher levels of perceived racial discrimination, compared to their Asian and White counterparts. Furthermore, Triana et al. (2015) reports higher levels of perceived racial discrimination for African Americans since the passage of the Civil Rights Act of 1991. While this legislation was passed to eradicate racial discrimination, these findings question whether there has been enough done to improve racial inequalities in the workplace. In fact, Wilson et al. (2006) suggested that deeply rooted workplace-based discrimination felt by African Americans may account for racial differences in perceived job security. Consequently, the long history of racial discrimination against African Americans in the United States poses a barrier in rectifying equal employment opportunities. While Jones et al.'s (2009) findings are quite distinct in showing ethnic differences in perceived racial discrimination, they do not account for differences in cultural subgroups (such as immigrant versus native-born Americans) in the Asian population, or differences among people of various Asian or African nationalities. Therefore, these factors could have skewed the results within the research.

PURPOSE STATEMENT

The purpose of this study was to determine if the perception of racial discrimination in the workplace (discrimination and everyday discrimination) impacts job satisfaction and job security among adults. Racial discrimination is defined in this study as any form of discrimination of an individual based on their color of skin or racial ethnicity ("Discrimination and harassment in the workplace," 2019). Racial discrimination in the workplace is often experienced in adulthood; it can occur when an individual is unemployed, seeking employment, or currently employed. Job satisfaction is defined as whether a job stimulates employees' pleasant emotions and positive feelings (Ellwardt, Labianca, & Wittek, 2012). Job security is defined as an employee's perception that their job or an important feature of their job is secure (Davy, Kinicki, & Scheck, 1991). The benefits of the research allow opportunities for employers and employees to have conversations about racial discrimination and inequalities that still occur in the workplace.

HYPOTHESES

- H₁ – It is hypothesized that perceptions of everyday racial discrimination will affect job satisfaction among adults.
- H₂ – It is hypothesized that perceptions of everyday racial discrimination will affect job security among adults.
- H₃ - It is hypothesized that perceptions of racial discrimination will affect job satisfaction among adults.
- H₄ - It is hypothesized that perceptions of racial discrimination will affect job security among adults.
- H₅ - It is hypothesized that ethnicity will affect perceptions of racial discrimination among adults.

METHOD

PARTICIPANTS

The participants in this study were a convenience sample of 89 volunteers solicited from four different personal Facebook pages. The participants were adults aged 18 and older. The demographic characteristics of the participants are presented in Appendix A.

INSTRUMENTATION

The primary instrument of data collection for the study was a survey created by the researchers using three scales. The instrument consisted of a total of 26 items. The first six items were used to collect demographic information about the participants. The next four items of the Job Satisfaction Scale (Ellwardt et al., 2012) were each rated on a seven-point Likert scale (1 = "very dissatisfied," 7 = "very satisfied"). Internal consistency reliability for the Job Satisfaction Scale was reasonable, [$\alpha = .81$], and no validity was indicated (Ellwardt et al., 2012). The first three items of the Job Security Scale (Davy et al., 1991) utilized a five-point Likert scale anchored from extremely uncertain (1) to extremely certain (5). Responses to the fourth item were made on a five-point Likert scale ranging from 0% chance (1) to 100% chance (5). The reliability and validity of the Job Security Scale were not indicated. The Race Related Stress Measure (Williams, Jackson, & Anderson, 1997) consisted of 12 items measuring two aspects of race-related stress: discrimination and everyday discrimination. Both were framed in the context of unfairness instead of in the context of race. Discrimination, a measure of major experiences of unfair treatment, contains of 3 items. The second measure, everyday discrimination, attempted to measure more chronic, routine, and relatively minor experiences of unfair treatment. Nine items were totaled, capturing the frequency of several experiences in the day-to-day lives of respondents (i.e. "being treated with less courtesy than others"). Internal consistency reliability for the Race Related Stress Measure was reasonable, [$\alpha = .88$], and no validity was indicated (Williams et al., 1997). A copy of Perceived Racial Perception of Racial Discrimination in the Workplace and Its Impact on Job Satisfaction and Job Security survey is provided in the Appendix B.

PROCEDURE

The study was designed as a nonexperimental, causal-comparative study that used a survey to measure perception of racial discrimination (discrimination and everyday discrimination), job satisfaction, and job security. Prior to the survey being administered to participants, approval was sought by the Institutional Review Board (IRB) for the research project. The participants who completed the electronic form were either sent a link through researchers' Facebook profile accounts or received individual email links to the Google form document via Facebook Messenger, which included the purpose, instructions, and informed consent. Once the survey was complete, the survey data were collected and scored by researchers. To analyze the data and test the hypotheses, three methods of analysis were used. The Pearson Correlation test was used to determine the association between perception of everyday racial discrimination on job satisfaction and job

security among adults. The Spearman Rank-Order test was used to determine the association between perception of racial discrimination on job satisfaction and job security among adults. A one-way analysis of variance (ANOVA) was used to determine difference among ethnicities on perception of racial discrimination among adults. Each hypothesis was examined at an alpha level of 0.05.

RESULTS

A Pearson correlation coefficient was calculated for a relationship between participants' perceived everyday racial discrimination and job satisfaction. A weak negative correlation was found $r(86) = -.23, p \leq .05$, (two-tailed), $r^2 = .05$, indicating a weak linear relationship between the two variables. The null hypothesis can be rejected and the alternative hypothesis is statistically significant.

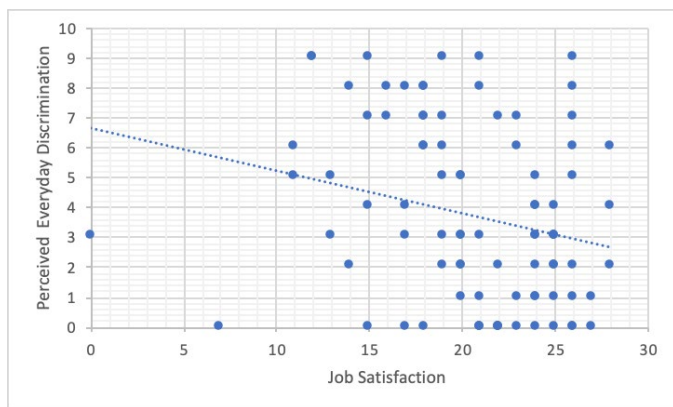


Figure 1. Relationship between perceived everyday discrimination and job satisfaction

A Pearson correlation coefficient was calculated for a relationship between participants' perceived everyday racial discrimination and job security. A correlation was found $r(86) = .12, p > .05$, (two-tailed), $r^2 = .01$, indicating the two variables could not be statistically significantly correlated. The null hypothesis cannot be rejected, and the alternative hypothesis is not supported.

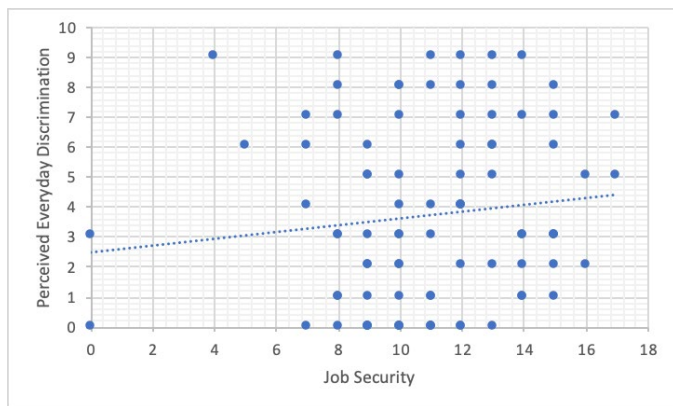


Figure 2. Relationship between perceived everyday discrimination and job security.

A Spearman Rank-Order correlation coefficient was calculated for a relationship between participants' perceived racial discrimination and job satisfaction. A medium correlation was found $r_s(86) = -.35, p \leq .05$, (two-tailed), indicating a medium linear correlation between the two variables. The null hypothesis can be rejected, and the alternative hypothesis is statistically significant.

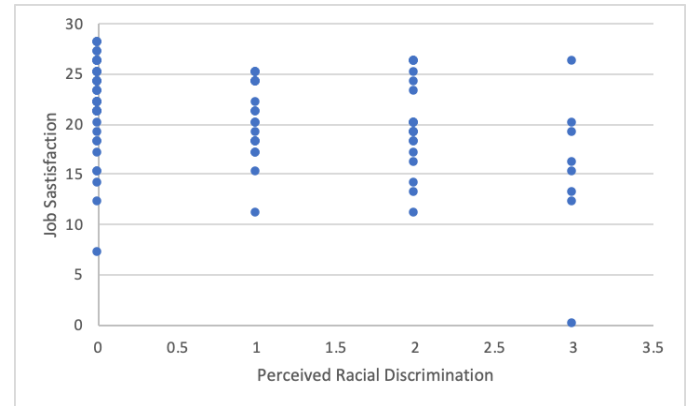


Figure 3. Relationship between perceived racial discrimination and job satisfaction.

A Spearman Rank-Order correlation coefficient was calculated for a relationship between participants' perceived racial discrimination and job security. A correlation was found $r_s(86) = .17, p > .05$, (two-tailed), indicating the two variables could not be statistically significantly correlated. The null hypothesis cannot be rejected, and the alternative hypothesis is not supported.

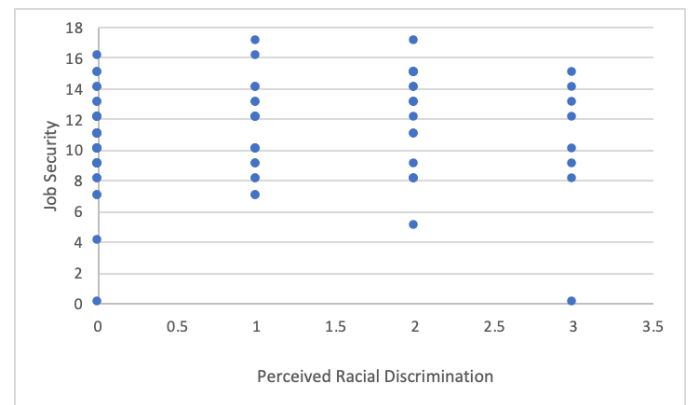


Figure 4. Relationship between perceived racial discrimination and job security.

A one-way ANOVA was computed comparing perceived racial discrimination scores of participants who identified their ethnicity as African American, White, or other. A significant difference was found among the three groups of ethnicities $F(2, 85) = 6.88, p < .05$. The null hypothesis was therefore rejected, and the alternative hypothesis was supported. As a result, Tukey HSD was used to determine the nature of the difference between ethnicity groups. This analysis revealed that African Americans had higher scores on the Race Related Stress Measure ($m = 1.52, sd = 1.00$) than Whites ($m = .63, sd =$

.87) or others ($m=.85$, $sd=1.09$). Whites and others were not statistically significantly different from one another.

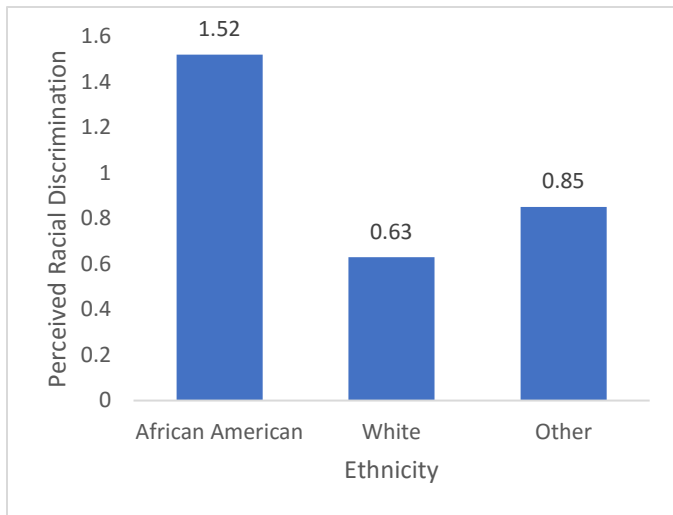


Figure 5. Ethnicity and perceived racial discrimination.

DISCUSSION

FINDINGS

This study confirmed that when there is perceived racial discrimination or everyday racial discrimination, it had an effect on job satisfaction in the workplace. Furthermore, our findings showed that perceived racial discrimination or everyday racial discrimination does not affect job security. The results also demonstrated that ethnicity affected perceived racial discrimination, as African Americans ranked higher in their scores compared to Whites and others. On the job satisfaction indicated similar results, as it relates to Taylor et al.'s (2013) findings on everyday racial discrimination. Similarly, Valdiviva and Flores (2012) stated that when there is perceived discrimination and racism within the work community, it had a negative effect on job satisfaction.

Interestingly, the results did not show a significant relationship between perceived racial discrimination and its effect on job security. Triana et al. (2015) stated that the effect of perceived racial discrimination increases psychological withdrawal, reduced effort, turnover, poor productivity, and increased absenteeism due to the physical effects of dealing with discrimination. While the literature does point to a connection between racial discrimination and job security, the sampling method and size produced inconclusive results.

IMPLICATIONS

This study supports that employees do experience perceived ethnic and racial discrimination, and this has a direct impact on their job satisfaction. The data results have major implications for employers and Human Resource (HR) departments. Threats to job satisfaction due to ethnic/racial discrimination can have detrimental effects on both the company and the employee. Ensher, Grant-Vallone, and Donaldson (2001) stated that HR professionals can give power to employees, supervisors, and

organizations by managing and addressing the realities of perceived discrimination and its effects. The burden falls upon employers to potentially provide a more equitable working environment in response to ethnic/racial discrimination. As a result, employers and HR departments must strive to provide a safe working environment for their employees, where they can work without fear of discrimination. Employers and HR departments should also provide an opportunity for employees who perceive ethnic/racial discrimination to come forward without retribution.

LIMITATIONS

There were limitations found in the study. The small sample size due to time constraints may have had an effect on the research results. In addition, external validity was a limitation due to the lack of random sampling. The survey was distributed on researchers' personal Facebook pages and Messenger accounts within a restricted time frame. Given a larger time frame with an expansion to include additional social media outlets, the survey could have included a broader population to strengthen external validity. In addition, the female participation was substantially higher than their male counterparts (as shown in Appendix A) which could have skewed the results.

FUTURE RESEARCH

Continued future research would be beneficial to further investigate the unsubstantiated correlation between job security and perceived racial discrimination and everyday discrimination found within this study. Furthermore, a more specific ethnicity sample would be beneficial. Approximately, 49% of the sample size consisted of White subjects, therefore skewing the data amongst the remaining ethnicities. The construct validity for the scales used were supported.

The researchers would recommend the use of similar scales in future research. Wilson et al. (2006) mentioned research needs to establish the direct link between the behavior of employers and perceived job satisfaction and job security. One way this can be accomplished is through an extensive study and data collection on a specific organization as it relates to their workplace environment and employment practices.

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ABOUT THE AUTHOR

Fredricka was born in Newport, Arkansas. She is a first-year Clinical Mental Health Counseling graduate student at Harding University in Searcy, Arkansas. She received a Bachelor's of Science in Family and Human Development from Arizona State University. She is a United States Navy veteran. Upon returning from service, she began her journey of focusing on issues to improve mental wellness within the community. She currently works as a Qualified Behavioral Health Provider at Pinnacle Pointe in Batesville, Arkansas. She plans to further her education and pursue a Ph. D. in Psychology. Fredricka plans to continue to conduct research on various issues she is interested in such as the effects of social isolation, systemic reconciliation, and psychological resilience.

Pamela Dalton is a Professional School Counseling graduate student from Bella Vista, Arkansas. She graduated with her Bachelor of Science in Secondary Education from Louisiana State University in 2000 and hopes to finish her Master of Science degree at Harding University in May 2022. Her research interests are young adult mental health, underserved student populations within school settings, and narrative therapy techniques in school counseling.

Appendix A

Demographic Characteristics of Respondents

Characteristics	Male <i>n</i> =17 (19.1%)	Female <i>n</i> = 72 (80.9%)
Age		
18-29	4 (23.5)	15 (20.8)
30-39	7 (41.1)	36 (50)
40-49	3 (17.6)	12 (16.7)
50-59	2 (11.8)	5 (6.9)
60 and older	1 (5.9)	4 (5.6)
Race		
African American or Black	5 (29.4)	20 (27.8)
Caucasian or White	8 (47.1)	36 (50)
Hispanic or Latino	0 (0)	6 (8.3)
Other	4 (23.5)	8 (11.1)
Unidentified	0 (0)	2 (2.8)
Education		
Some High School	1 (5.9)	1 (1.4)
Graduated High School or Equivalent	1 (5.9)	2 (2.8)
Some College, Non-Degreed	1 (5.9)	14 (19.4)
Associate Degree	0 (0)	7 (9.7)
Bachelor's Degree	6 (35.3)	26 (36.1)
Graduate/Professional	8 (47.1)	22 (30.6)
Employment/Occupation		
Agriculture and Food Services Natural Resources	1 (5.9)	0 (0)
Architecture and Construction	0 (0)	2 (2.8)
Business Management and Administration	1 (5.9)	2 (2.8)
Education and Training	4 (23.5)	23 (31.9)
Finance	0 (0)	2 (2.8)
Full Time Student	1 (5.9)	2 (2.8)
Government and Public Administration	1 (5.9)	5 (6.9)
Health Science	3 (17.6)	8 (11.1)
Hospitality and Tourism	0 (0)	1 (1.4)
Human Services	0 (0)	4 (5.6)
Information Technology	0 (0)	2 (2.8)
Law Public Safety and Government	0 (0)	0 (0)
Law Public Safety Corrections and Security	2 (11.8)	1 (1.4)
Manufacturing	0 (0)	1 (1.4)
Marketing, Sales and Service	1 (5.9)	5 (6.9)
Other	3 (17.6)	9 (12.5)
Science, Technology Engineering and	0 (0)	1 (1.4)

Mathematics		
Transportation, Distribution and Logistics	0 (0)	1 (1.4)
Unemployed	0 (0)	3 (4.2)
Individual Salary		
<\$ 10,000k	1 (5.9)	3 (4.2)
\$ 10,000-20,000	3 (17.6)	6 (8.3)
\$20,000-30,000	3 (17.6)	11 (15.3)
\$30,000-40,000	2 (11.8)	8 (11.1)
\$40,000-50,000	1 (5.9)	17 (23.6)
\$50,000-60,000	2 (11.8)	10 (13.9)
\$60,000-70,000	1 (5.9)	4 (5.6)
\$70,000-80,000	2 (11.8)	5 (6.9)
\$80,000-90,000	1 (5.9)	2 (2.8)
\$90,000-100,000	1 (5.9)	2 (2.8)
>\$100,000k	0 (0)	2 (2.8)
Unanswered	0 (0)	2 (2.8)

Appendix B

Perception of Racial Discrimination in the Workplace and Its Impact on Job Satisfaction and Job Security

The purpose of this study is to determine if the perceptions of racial discrimination in the workplace (discrimination and everyday discrimination) impact job satisfaction and job security among adults.

The researcher requests your consent for participation. Participants are asked to answer survey questions. The data collected will allow the researcher to enhance understanding of the topic. Participation in this study is completely voluntary. If you decide not to participate, there will not be any negative consequences. Please be aware that if you decide to participate, you may stop participating at any time, and you may decide not to answer any specific question.

The researcher will maintain the confidentiality of the research data, and all data collected for this study will be destroyed a year after the completion of this study.

Possible Benefits of this study

Participation in this research allows individuals to have a level of anonymity in which they can express personal experiences with sensitive content.

Possible consequences of participating in this study

Participation in this research may result in undesired changes in thought processes and emotion from sensitive content.

Gender

Male

Female

Age

- 18-29 years of age
- 30-39 years of age
- 40-49 years of age
- 50-59 years of age
- 60 year of age or older

Race

- American Indian
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or more races
- White or Caucasian
- Other...

Education (highest level completed)

- Some high school
- Graduated high school or equivalent
- Some college, non degree
- Associate Degree
- Bachelor's Degree
- Graduate/Professional

Employment Occupation

- Agriculture, Food and Natural Resources
- Arts, Audio/Video Technology and Communications
- Education and Training
- Government and Public Administration
- Hospitality and Tourism
- Information Technology
- Manufacturing
- Science, Technology, Engineering and Mathematics
- Architecture and Construction
- Business Management and Administration
- Finance

- Health Science
- Human Services
- Law, Public Safety, Corrections and Security
- Marketing, Sales and Service
- Transportation, Distribution and Logistics
- Unemployed
- Full-time Student
- Other

Individual Salary Average

- <\$10K
- \$10-20K
- \$20-30K
- \$30-40K
- \$40-50K
- \$50-60K
- \$60-70K
- \$70-80K
- \$80-90K
- \$90-100K
- >\$100K

Job satisfaction

Description (optional)

How satisfied are you with your task?

	1	2	3	4	5	6	7	
Very dissatisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very satisfied

How satisfied are you with your salary?

	1	2	3	4	5	6	7	
Very dissatisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very satisfied

How satisfied are you with the collaboration with your colleagues?

	1	2	3	4	5	6	7	
Very dissatisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very satisfied

How satisfied are you with the collaboration with your work load?

	1	2	3	4	5	6	7	
Very dissatisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very satisfied

Job Security

How certain are you of the opportunities for promotion and advancement which will exist in the next few years with this company?

	1	2	3	4	5	
extremely uncertain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	extremely certain

How certain are you about what your future career picture looks like with this company?

	1	2	3	4	5	
extremely uncertain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	extremely certain

How certain are you about your job security?

	1	2	3	4	5	
extremely uncertain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	extremely certain

What are the chances you will be fired or laid off within the next year?

	1	2	3	4	5	
0% chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	100% chance

Discrimination

Description (optional)

⋮

Do you think you have ever been unfairly fired or denied promotion?

Yes

No

For unfair reasons, do you think you have ever not been hired for a job?

Yes

No

Do you think you have ever been unfairly stopped, searched, questioned, physically threatened or abused by the police?

Yes

No

Everyday Discrimination

Description (optional)

⋮

Being treated with less courtesy than others

Yes

No

Less respect than others

Yes

No

Receiving poorer service than others in restaurants or stores

Yes

No



People acting as if you are not smart

Yes

No

They are better than you

Yes

No

They are afraid of you

Yes

No



They think you are dishonest

Yes

No

Being called names or insulted

Yes

No

Being threatened or harassed

Yes

No