

**Is Perceived Discrimination Associated With
Mental Health Problems and Low Job Satisfaction?**

A Study of Polish Migrants at Norwegian Workplaces



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Abstract

Norway receives substantial numbers of migrants, with employment opportunities being one of the main reasons. Among the migrant population, individuals from Poland comprise the largest group, and statistics show that the vast majority of Poles in Norway have gained employment within the country. As research shows that well-functioning multicultural workplaces require low levels of discrimination and high levels of integration, the aim of this master thesis was to examine whether perceived discrimination (PD) at work was related to mental health problems (MHP) and job satisfaction (JS) among Poles employed in Norway. Additionally, we examined whether self-esteem (SE) moderated the relationship between PD and MHP. Analyses of data collected from 183 participants indicated that high levels of PD were associated with higher levels of MHP. Multiple regression analysis also showed that the demographic factors such as gender, were associated with higher levels of MHP, as female participants scored higher on MHP than male participants. SE, however, was found to not have a moderating effect on the relationship between PD and MHP. PD showed to have a strong negative relationship with all the examined subscales of JS. Here as well, some demographic factors were found to also be associated with JS, as female participants scored higher on JS than male participants, and Norwegian language skills had a positive relationship with all the JS subscales. These results suggest that PD at work has negative consequences, and that leaders of multicultural organisations should consider the importance of reducing discrimination and enhancing integration.

Keywords: *integration, Norwegian workplaces, perceived discrimination, mental health, job satisfaction*

Sammendrag

Norge mottar substansielle tall av migranter, og statistikken viser at arbeidsmuligheter er en av hovedgrunnene til migrasjon. Innvandrere fra Polen utgjør den største gruppen blant migranter i Norge, og statistikken viser at mesteparten av polske i Norge er sysselsatt. Forskning viser at velfungerende multikulturelle arbeidsplasser krever lave nivå av diskriminering og høye nivå av integrasjon, og målet med denne oppgaven er derfor å undersøke om opplevd diskriminering på jobb er relatert til mentale helseproblemer og jobbtilfredshet blant polske sysselsatte i Norge. I tillegg ble det testet om selvtillit modererte relasjonen mellom opplevd diskriminering og mental helseproblemer. Analysene av data samlet fra 183 deltakere indikerte at høye nivå av opplevd diskriminering var assosiert med høye nivå av mentale helseproblemer. Multipel regresjonsanalysene viste også at demografiske faktorer, som kjønn, var assosiert med høye nivå av mentale helseproblemer, siden kvinnelige respondenter scoret høyere på mentale helseproblemer enn mannlige respondenter. Selvtillit, derimot, viste seg å ikke ha en moderasjonseffekt på forholdet mellom mentale helseproblemer og opplevd diskriminering. Analysene viste at opplevd diskriminering hadde sterk negativ relasjon med alle subskalaer av jobbtilfredshet som ble undersøkt i denne studien. Demografiske faktorer var også assosiert med jobbtilfredshet, og at kvinner scoret høyere på jobbtilfredshet enn menn. I tillegg hadde de norske språkferdigheter en positiv relasjon med alle subskalaene av jobbtilfredshet. Disse resultatene antyder at opplevd diskriminering på arbeidsplasser fører til negative konsekvenser, og at ledere i multikulturelle organisasjoner bør ta i betraktning viktigheten av reduksjon av diskriminering og forsterkning/forbedring av integrering.

Nøkkelord: *integrering, norske arbeidsplasser, opplevd diskriminering, mental helse, jobbtilfredshet*

Acknowledgements

The idea behind this thesis was based on the importance of identifying the consequences of perceived discrimination, which is one of the struggles migrants in Norway experience. Our goal was to contribute to the research field within mental health and perceived discrimination, with focus on a specific migrant group. As the aim of our study was the experiences of Polish migrants at Norwegian workplaces, we also included job satisfaction as a factor which might be influenced by perceived discrimination in a negative way. We state that the presence of perceived discrimination among Polish migrants in Norway is a factor that needs more attention, and our thesis discusses how it may affect integration, mental health, and job satisfaction in Norway. It has been a challenging and demanding thesis to write, but it enabled us to learn about this research field.

Most importantly, we would like to thank all the participants in the study who took the time to complete the questionnaires regarding our research question. We would not be able to write this thesis without your engagement.

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Due to unfortunate situations and events such as war, political conflicts, poverty, or natural disasters, people of different nationalities all over the world decide, or eventually are forced to, leave their home countries. Although there does not exist one universal definition of migration, the International Organisation of Migration (IOS, 2023) proposes that all the people who move to other countries for different purposes, such as work, education, or family reasons, can be categorised as *migrants*, independently of whether their residence in a new country is permanent or temporary (IOS, 2023). The term *immigrants*, in turn, is commonly used to define migrants who voluntarily decide to establish their lives in a new country and who plan to stay there permanently (Rousseau & Frounfelker, 2019). One of the European countries that have received a great number of migrants and immigrants in modern times is Norway. According to reports by Statistics Norway (SSB, 2023a) labour opportunities, refugee status, education, and family reunification are the main factors that motivate numerous foreigners to settle down in this country. There are approximately 877 200 registered migrants in Norway, which constitute around 16% of the total population. Poles are by far the largest migrant group in this country, with approximately 124 000 registered residents (SSB, 2023b).

Although Polish migration history dates back to the beginning of the 19th century and is linked to events such as the First and the Second World War, it was not until after 1980 that a considerable number of Poles migrated to Norway (Friberg & Golden, 2014). As this migration flow was primarily due to political conflicts, many of the Poles who managed to reach the Norwegian border, gained political asylum from the Norwegian government (Friberg & Golden, 2014). After Poland became a member of the EU in 2004, and due to the uncertain economic situation in the country, thousands of Poles arrived in Norway, of which some of them stayed only to earn money at seasonal jobs, whereas others settled in the country permanently (Friberg & Golden, 2014). Among all newly registered migrants in Norway in 2022, Polish people were the nationality with the largest number of new citizens,

which also was the case in previous years (Steinkellner, 2022).

Statistics reveal that of approximately 124 000 Polish people in Norway, 75 800 were labourers in 2022, which indicates that the vast majority of Poles in Norway are employed (SSB, 2022). Therefore, many Norwegian workplaces are multicultural, which can lead to several issues and conflicts in companies and organisations (Sam & Berry, 2016). Namely, in multicultural environments, challenges induced by a lack of positive intergroup relations can have a negative impact on cooperation and communication among co-workers, as well as among employers and supervisors (Christ et al., 2014). According to the acculturation theory, minority groups in a particular country need to integrate with the new society, in order to function well and to perceive their rights and opportunities as equal to other ethnic groups (Sam & Berry, 2016). Consequently, it is reasonable to assume that Polish people working in Norway should attempt, and be allowed, to integrate with the country's culture and citizens, to possess a satisfactory level of well-being and overall life satisfaction.

It is also important to highlight that discriminatory behaviour of the majority group towards a particular minority group, is one of the greatest hindrances to integration among migrants (Sam & Berry, 2016). *Perceived discrimination* (PD) can be defined as the subjective experience of prejudiced behaviour toward an individual or a group that differs from other groups in society by, for example age or nationality (Taylor et al., 1994). There exists strong evidence for the negative impact of PD on mental and physical health issues (Schunk, 2014; Straiton et al., 2019). Nonetheless, studies also suggest that there are several factors that may have an impact on the relationship between mental health problems (MHP) and PD. For instance, a study by Feng & Xu (2015) showed that self-esteem had a moderating effect on PD and MHP, in a way that high PD led to higher levels of MHP only among the participants who reported low levels of self-esteem. Furthermore, research has shown that PD does not only have a negative impact on MHP, but also on job satisfaction (JS), in a way that

employees who experience discrimination from other co-workers or from supervisors are prone to possess lower levels of JS than those who do not experience discrimination at their workplace (Andrade, 2022). Hence, the research suggests that detecting and finding methods to reduce PD might be an important factor for migrants' well-being, JS, as well as integration opportunities.

In the following part of this thesis, there will be presented a theoretical framework about MHP, JS, and PD among migrants, as well as the demographic variables that can be related to these factors.

Theoretical Framework

Perceived Discrimination

The Impact of Perceived Discrimination on Acculturation

In the psychological literature, *acculturation* is recently defined not only as the concerns linked to the adaptation strategies to a new culture among migrants, but also as the impact the migrants' presence can have on the majority group of the particular country. Furthermore, the term acculturation also accounts for the impact the majority group can have on the migrants, as well as for how multicultural societies can change as a whole (Kunst et al., 2021). Berry (1990) differentiated between individual-level and group-level changes that may occur in multicultural environments. Acculturation at the group-level can affect such aspects of a society as the economic, political, or social fundamentals of a group, whereas acculturation at the individual level can lead to changes in values, attitudes and behaviours of people belonging to minorities, as well as majority groups (Berry, 1990). Therefore, it can be assumed that the presence of Polish migrants in Norwegian organisations and companies may contribute to changes linked to environmental structures, as well to individual changes among migrants and natives.

Sam and Berry (2016) highlight that the two main components in the process of

acculturation are cultural maintenance, and interaction between members of each of the cultures. Cultural maintenance considers the importance of keeping one's own cultural values and history, as well as acknowledging these characteristics as a part of one's identity. The interaction term stresses the importance of communication, cooperation, and mutual respect between various ethnic groups in a multicultural society (Sam & Berry, 2016).

Based on the two issues - cultural maintenance and contact participation, researchers distinguish four acculturation strategies: *assimilation*, *separation*, *marginalisation* and *integration* (Sam & Berry, 2016). The assimilation strategy describes cases in which members of a minority group accept and execute the values and practices of the majority group, while they simultaneously reject the values they inherited from their culture of origin (Sam & Berry, 2016). In assimilation, the acculturation process is generally one-sided, in which a minority group is expected to fit into the rules and traditions of the dominating culture group in society, whereas the effort from the majority group to learn and accept other cultures is usually non-existing (Sam & Berry, 2016). Separation, in turn, occurs when a person or a group only practises their own cultural traditions and chooses to reject, or to simply ignore, the cultural structures of the majority group in the society (Sam & Berry, 2016). The strategy which appears to be the least profitable for minorities is marginalisation, which stands for cases in which individuals reject both their own culture of origin, as well as the culture of the country they live in at the present. Researchers argue that integration is the most suitable and profitable strategy for the whole society (Sam & Berry, 2016). It accounts for minority groups' will to learn and accept the language, values and practices of a new culture, while also being allowed to keep their own traditions and beliefs (Sam & Berry, 2016). Researchers highlight the importance of the majority group's role in the process of integration (Sam & Berry, 2016). The majority needs to possess positive attitudes and understanding for the minority, and should be willing to get to know the cultural background of individuals and

groups who want to become an equal part of their society (Sam & Berry, 2016). Thus, this acculturation strategy requires bidirectional effort.

Evidence shows that positive contact between majority and minority groups, which is one of the key components of integration, improves intergroup relations (Christ et al., 2014). Furthermore, the study by Christ et al. (2014) also showed that positive intergroup relations lead to a reduction of prejudiced behaviour. This is an important finding, as researchers argue that a successful integration process requires a society in which prejudice and discrimination are rare (Wang & Lin, 2022). High levels of prejudice towards migrants among members of a majority group can often lead to the marginalisation of minority groups (Wang & Lin, 2022). Hence, discrimination, which is associated with poor intergroup relations, can lead to communication issues across employees, and employees with supervisors, which, in turn, can have negative consequences for the entire organisation.

Further evidence for the negative impact of discrimination on acculturation can be found in the longitudinal study conducted by Ramos et al. (2016). In their study, the students who reported higher levels of PD also reported lower levels of feeling of belonging to the host culture than the students who reported lower levels of PD. Moreover, this study revealed that PD leads to long-term consequences associated with a lack of interaction and communication with the majority group in a particular country (Ramos et al., 2016). As interaction between the minority and majority groups is one of the crucial factors for integration (Sam & Berry, 2016), migrants who experience PD are less likely to successfully integrate with the new society. However, it should be remarked that the participants in the study by Ramos et al. (2016) were students in the age 18 to 30. This questions the generalizability of the study, as it is unclear whether the results can be applied to other populations than students this age, such as employees in organisations, people with other socioeconomic status, and people at older ages.

According to *social identity theory*, people in general possess a need to feel positive about the social group they identify themselves with (Tajfel & Turner, 1979). This can often lead to ingroup favouritism, in which people prefer and treat the members of their own group better than members of other groups (Tajfel & Turner, 1979). This theory suggests that there might occur situations at Norwegian workplaces, in which Poles are treated unequally or unfairly, due to their nationality and culture. Furthermore, self-categorization theory explains that people tend to perceive all members of social categories as almost identical, rather than treating them as individuals whose behaviours and values can vary to a substantial degree (Turner et al., 1987). This, in turn, might lead to the occurrence of stereotypes and prejudice towards such social groups as migrants of a particular nationality (Turner et al., 1987).

Fiske and Lee (2008) explain that prejudice is negative statements about an outgroup, and is generally caused by perceived threat to the ingroup. It is assumed that this might be a result of people's tendency to think that those who belong to other groups than themselves, possess goals, and engage in actions, which are threatening and harmful to other groups (Fiske & Lee, 2008). This suggests that members of one group can be prone to dislike and disapprove members of other groups that they perceive as dangerous competitors. Furthermore, Taylor et al. (1994) highlights that stereotypes and prejudice can develop to discrimination, which can be defined as prejudiced and harmful behaviour towards an outgroup. Therefore, there are reasons to assume that prejudice and discriminatory behaviour towards Poles at Norwegian workplaces may occur, as they are an outgroup for Norwegians and other ethnic groups.

The Impact of Socio Demographic Factors on Perceived Discrimination

A Norwegian study found that younger migrants report PD more often than older migrants (Straiton et al., 2019). This was also found in a study by Pérez et al. (2008), where younger Latino migrants reported experiencing discrimination more often than older Latino

migrants. It is suggested that this difference may be explained by the fact that younger migrants generally integrate better with new environments, which, in turn, can create higher expectations for equal treatment and greater disappointments (Pérez et al., 2008).

Language proficiency is an important part of the integration process, and it is suggested that PD is more often reported by people who possess higher language skills (Finch et al., 2000). In a Swedish study, half of the women and a third of the men from Poland that had good Swedish language skills, reported high discrimination levels (Wiking et al., 2004). However, as the researchers in this study suggest themselves, other sociodemographic factors, such as working conditions which were not measured in their study, may be the causal factors for the presence of PD (Wiking, et al., 2004). However, it is also argued by Pérez et al. (2008) that high language skills, in addition to the mother tongue, enables migrants to perceive discrimination in intercultural encounters, as they can understand negative use of words towards their culture and identity (Pérez et al., 2008). On the other hand, a study by Czapka (2010) showed that Polish migrants in Norway reported that they often experience discrimination due to poor Norwegian language proficiency. Additionally, the study also revealed that the most important factor for social isolation among Polish migrants is language barrier which, in turn, can inhibit integration (Czapka, 2010). In this study, it was suggested by the Polish migrants that there should be established language courses free of charge, which could lead to better opportunities for integration, as well as to prolong the stay in Norway for those who do not want to return to their home country (Czapka, 2010).

Mental Health

The Relationship Between Mental Health and Perceived Discrimination

Several studies, for instance a study by Seaton et al. (2008), revealed that PD in all ethnic groups that were observed, had a positive relationship with mental health issues linked to depression. Furthermore, it was also found that life satisfaction and self-esteem were lower

among people who reported PD than among people who did not report PD (Seaton et al., 2008). Evidence from Schunk's (2014) study also reveals that PD can have a negative impact on mental health and that this effect on mental health can, in turn, lead to negative outcomes on physical health. Further, a study by Ellis et al. (2008) showed that PTSD has a positive correlation with PD and depression, which may result in low life satisfaction, especially for refugees. This evidence sheds light on the importance of considering PD when evaluating migrant resettlement in a new country who may be in need of specific psychological treatment. However, the participants in the study conducted by Ellis et al. (2008) were Somali refugees living in the U.S. It is therefore uncertain whether the same forms of psychological help can be effective for migrants of other nationalities, as research shows that perception of depression and preferences for types of psychological treatment vary across cultures (Markova et al., 2020). Namely, evidence shows that migrants from Somalia and Pakistan tend to rely on more traditional methods to treat depression, such as reaching out to traditional healers. On the other hand, migrants from two European countries included in the study, Russia and Poland, preferred formal sources of help, such as therapy led by a psychologist (Markova et al., 2020). Hence, when evaluating the effectiveness of different forms of psychological help for migrants, it is important to take the cultural differences into consideration.

A Norwegian study conducted by Straiton et al. (2019) supports the hypothesis about the relationship between PD and mental health. Namely, these researchers found that the higher the reports of PD among migrants, the higher the migrants' score on mental health problems. However, in this study, the relationship between PD and mental health did not show a substantial effect on physical health (Straiton et al., 2019). A worth noting fact is that the study by Straiton et al. (2019) was based on data gathered from participants of multiple nationalities, coming from different parts of the world and with different migration histories.

Therefore, the researchers highlight that the differences in the levels of PD and mental health among the different nationalities should be distinguished in future studies (Straiton et al., 2019). They suggest that future studies should focus on fewer nationalities and more representatives from each nationality, in order to increase the generalizability of the study for a particular population (Straiton et al, 2019).

The findings about the presence of discrimination and its impact on mental health are of great importance as research suggests that poor mental health brings not only negative consequences for each of the suffering individuals, but also for the society as a whole (Schunk et al., 2014). For instance, people who suffer from mental health issues may require assistance from public health services. In cases where they are unable to work such services include financial support (Schunk et al., 2014). In Norway, it is the Norwegian state's labour- and welfare administration (NAV) that is responsible for providing people with financial support if employees are on sick leave for more than 14 days (NAV, 2023). Hence, a large number of employees who call in sick due to their mental health issues may be a source of economic burden for the state. In addition, shedding light on PD in the society can have a positive impact on the acceptance of ethnic minorities in communities and schools (Ellis et al., 2008). These are some of the explanations as to why research on the consequences of PD on mental health should develop further and gain more attention.

The Impact of Socio Demographic Factors on Mental Health

Gender has been identified as one of the most important sources of individual variability in stress and coping within ethnic minority groups (Cassidy et al., 2004). There exists strong evidence in psychological research indicating that women tend to score higher on scales measuring mental health problems (MHP) compared to men (Kuehner, 2017). Evidence shows that for women, the risk of developing depression is approximately twice as

big as the risk for men (Kuehner, 2017). There has also been reported that females have a higher level of anxiety symptoms than men (Cassidy et al., 2004).

Differences have also been found in mental health and job situations among women and men (Bildt & Michélsen, 2022). Research suggests that women are more prone to develop depression when working in temporary jobs with a high workload. For men, on the other hand, shift work and low levels of stimuli at work correlate positively with depression (Bildt & Michélsen, 2022). It is suggested that these gender differences may be due to the gender division in the labour market, as some job types are dominated by male employees, whereas other jobs are more often performed by women (Bildt & Michélsen, 2022). However, the researchers highlighted that due to the small sample size, they did not manage to gather a sufficient amount of information about all of the work risk factors which might have an impact on development of MHP, and which might explain the gender differences in work conditions' impact on mental health (Bildt & Michélsen, 2022). Hence, future studies on gender differences linked to work and MHP should be based on larger samples.

Yeh (2003) found that age played a significant role in mental health symptoms in immigrant youths, as older students, compared to younger students, reported more depression symptoms. Furthermore, these symptoms were positively related to greater exposure and awareness of discrimination (Yeh, 2003). As this study included only student participants, there is a need for studies in which mental health differences could be examined across several age groups and people of various education levels. Nevertheless, studies clearly show that differences in both gender and age play a role in the prevalence of mental health problems. Furthermore, Pumariega et al. (2005) suggest that older immigrant adults, compared to younger immigrant adults, are more prone to mental health problems, which may be explained by the lack of support from the family. It can be assumed that younger immigrants who move to a new country together with their families receive more support

from their parents, than the support the parents receive themselves (Pumariega et al., 2005). Another reason for why older immigrants experience more mental health problems may be the language barrier, which is usually larger among older individuals than younger ones, as young immigrants are provided with good opportunities to learn the language through school and contact with peers (Pumariega et al., 2005). In a study on Kurdish immigrants in Sweden, Taloyan et al. (2008) found that older adults, primarily in the age 45 to 60, report poorer mental health than younger adults. It is also worth noting that the differences were found to be larger among men compared to women, where the levels of MHP increased with age. Whereas for women, the level of MHP was more stable over the lifespan (Taloyan et al., 2008)

There is evidence showing that MHP can arise from poor language proficiency in the second language, and can, in addition to discrimination, be explained by limitations in learning and accessing the Norwegian health system (Czapka, 2010). Further, Kindermann et al. (2020) found that language proficiency has a negative relationship with MHP, such as depression, and is important for increasing well-being among migrants. Language proficiency can give migrants greater opportunity to seek help and learn more about mental health, which in turn can relieve the symptoms they are experiencing (Kindermann et al., 2020). Therefore, it may be important to provide migrants with opportunities to learn the language, by, for example, inviting them to participate in free, or at least cheap, language courses.

Self-Esteem and its Impact on Mental Health and Perceived Discrimination

Self-esteem (SE) is usually referred to how individuals feel about themselves, how they react to different scenarios, as well as how they evaluate their abilities and attributes. Different characteristics of SE can emerge in different situations and in various forms (Brown & Marshall, 2006). To discuss SE among different ethnic groups, it is important to differentiate between the functions of personal SE from collective SE. Collective SE is

associated with social identity which is defined as one's perception of him or herself based on the group he or she belongs to. The social identity theory discusses strategies to improve one's collective SE, such as *in-group bias*, which is the tendency to favour people who belong to one's social group over people who belong to other social groups (Luhtanen & Crocker, 1992). In-group bias is connected to collective SE, as it concerns the fact that individuals will try to improve or protect their ethnic identities, whereas personal SE is connected to self-enhancement or self-serving biases, which focuses more on one's personal identity and image (Luhtanen & Crocker, 1992).

Research suggests that the different types of SE affect different aspects of people's lives. Specifically, studies on job satisfaction and job performance showed that high collective SE is positively associated with both commitment to the job and co-workers, as well as job performance (Ko & Choi, 2019). Personal SE, in turn, was by Du et al. (2017) found to have a positive impact on well-being. Whereas collective SE in this study did not show to have a significant relationship with well-being, relational self-esteem showed to have the largest impact on life satisfaction and well-being (Du et al., 2017). Relational self-esteem is defined as the SE that derives from the role one has in his or her close personal relationships, such as the relationships with family, friends, and romantic partners (Du et al., 2017). Hence, there is evidence that SE can have an impact on several aspects of people's life. This suggests that it might be important to take SE into consideration when evaluating both mental health and job satisfaction of individuals with ethnic backgrounds. However, it should be remarked that both of the studies presented in this paragraph were conducted on participants from highly collective societies (South Korea and China) and thus, it is uncertain whether they are generalizable for European populations.

Nesdale and Mak (2003) found that among migrants, ethnic identification played a large role in predicting ethnic SE, in a way that high scores on ethnic identification indicated

an increase of ethnic SE. In addition, ethnic SE was also found to be affected by language proficiency, abilities and accomplishments, and these three factors were also found to be positively related to personal SE (Nesdale & Mak, 2003). However, it is worth noting that ethnic identification has a negative relationship with personal SE, which implies that when migrants hold onto their cultural values, beliefs and behaviour, it negatively affects the development of their self-worth in a new country (Nesdale & Mak, 2003). Furthermore, personal SE was found to be the only variable that had a significant relationship with mental health for migrants, indicating that when migrants possess high personal SE, they experience less mental distress (Nesdale & Mak, 2003). It is also suggested that ethnic and collective SE might be relevant for other variables related to migrants' quality of life (Nesdale & Mak, 2003).

Perceived personal discrimination has been shown to have a negative relationship with personal SE (Verkuyten, 1994). As there is no causal direction established between PD and personal SE, individuals may experience more discrimination due to low SE, but the direction might also be the opposite, which would indicate that low SE is induced by the presence of PD (Verkuyten, 1994). For future studies, it is recommended to distinguish between group- and personal SE while exploring the relationship between SE and PD (Verkuyten, 1994).

Several studies have investigated the moderating effects of SE on PD and MHP. For instance, Corning (2002) examined the moderating effects of both personal SE and collective SE on the relationship between PD and psychological distress among women. The analysis which involved personal SE showed that PD and depression, in addition to anxiety, showed no significant relationship (Corning, 2002). When personal SE was included in the analysis and treated as a moderator, the positive relationship between PD, depression and anxiety was significant (Corning, 2002). This indicates that for women who report low personal SE, the chance to struggle with depression induced by PD is higher compared to women who report

higher levels of personal SE. The relationship between PD and depression was also present in the analysis in which collective SE was as moderator, and showed a significant moderating effect for both depression and anxiety (Corning, 2002). For women with low collective SE, depression and anxiety increased when PD increased, but for women with high reports on collective SE, the direction was the opposite (Corning, 2002). This is also confirmed in a study conducted by Feng and Xu (2015), which showed that only when patients reported low and moderate levels of SE, the effect of PD on psychological distress was significant. It can therefore be concluded that people who possess low SE are at a greater risk for developing MHP due to PD (Feng & Xu, 2015).

On the other hand, a study conducted by Cassidy et al. (2004) showed that SE did not moderate the relationship between PD and psychological distress. Rather, it indicated that gender moderated the mediational relationship between psychological distress and PD and the mediators ethnic and personal SE among men. Hence, only among men, PD led to an increase of psychological distress when the reports on SE were low. As the researchers propose, future studies should focus on psychological mechanisms that may explain those gender differences (Cassidy et al. 2004). This may also help to identify effective strategies to eliminate the occurrence of both PD and psychological distress among such minority groups in societies as male and female migrants.

Job satisfaction

What is Job Satisfaction?

Job satisfaction (JS) is described as employees' emotional reaction to his or her job, and it is argued that its role can affect the employees' behaviour towards the organisation's goals and the employees' own work ambitions (Locke, 1969). The importance of JS among employees in organisations can be explained by two main factors (Spector, 1997). One of the factors considers relationships with co-workers, the overall treatment within the organisation,

as well as rewards. The second factor considers the role of individual characteristics, such as personality and affection (Spector, 1997). Spector (1985) created a scale for JS which covers the important aspects of both of the main factors in JS. The subscales in this questionnaire were based on findings from existing literature, and were assumed to cover the JS field within human services, public and nonprofit sector organisations. Although the scale is focusing on certain jobs, it is consistent with other scales measuring JS and for example the private sector (Spector, 1985). The subscales in the Job Satisfaction Scale (JSS) were as follows: pay, promotion, fringe benefits, contingent rewards, supervision, co-workers, nature of work, communication, and operating conditions (Spector, 1985). The dimension pay includes the aspects of JS linked to salary and remuneration, promotion is the satisfaction with promotion opportunities, whereas supervisor stands for employees' satisfaction with actions and decisions performed by their immediate supervisor. Fringe benefits describe satisfaction with monetary and non-monetary fringe benefits, whereas contingent rewards are linked to rewards, acknowledgement, and appreciation for good work. Operating conditions include such aspects of work as operation procedures and rules, whereas co-workers measure satisfaction based on interactions with other employees. Nature of work evaluates satisfaction with work itself, such as work tasks, whereas communication evaluates the quality of communication within an organisation (Spector, 2023). Participants reported different levels of satisfaction within each subscale, which indicated that JS is affected by different job characteristics (Spector, 1985). It also showed different results between organisations, and indicated differences in organisational characteristics. These variations may be explained by, for example, different working conditions and different interactions that occur within an organisation (Spector, 1985).

The Relationship Between Job Satisfaction and Perceived Discrimination

Researchers argue that employee's JS can be affected by PD (Ensher et al., 2001). The

study conducted by Ensher et al. (2001) showed that PD can have a negative impact on several domains of JS. Specifically, the evidence shows that organisational discrimination performed by supervisors can negatively affect JS of employees (Ensher et al., 2001). Furthermore, it was found that PD from co-workers negatively affects the prosocial behaviour at work, which, in turn, can lead to poor communication and inferior cooperation among employees (Ensher et al., 2001). Moreover, the study also showed that the negative impact of PD on JS can result in lower levels of commitment to one's organisation (Ensher et al., 2001). Hence, the experience of discrimination at work might not only contribute to low levels of JS, but also to lack of the feeling of obligation to the goals and policies of one's organisation. This, in turn, might lead to disloyal behaviour of employees, or lack of motivation to fulfil the work tasks in the best possible way. This study was based only on non-professional workers from the Los Angeles area, and may, therefore, not be generalizable for other populations. Also, the coefficients in the regression analyses are not very strong, and can indicate that the causality goes the other direction. Further findings are needed to generalise and determine direction of causality.

Further evidence for the negative relationship between PD and JS can be found in the study conducted by Andrade (2022). In his study, the level of PD and JS was examined among psychiatric nurses of different ethnic backgrounds in Venezuela. The sample was quite small (N=82), but gave significant results, which did not only show that those who reported high levels of PD scored significantly lower levels of JS, but also that nurses of three racial groups, "Afro-Venezuelan", "mixed race", and indigenous Wayuu tribe, scored lower on JS and higher on PD than the individuals who belonged to the racial group "Whites". Whites were the only group in which the negative relationship between PD and JS was not significant (Andrade, 2022). This indicates that particular ethnic backgrounds can be a risk factor for PD, which, in turn, can have a negative impact on JS. It is worth noting that in this study, there

was no information gathered about the participants' satisfaction of pay. As Spector (1985) argues that pay is an important factor for assessing the level of JS, the reports of pay satisfaction could be important for the results of the study, especially for such countries as Venezuela, in which disputes in the labour market are frequent (Andrade, 2022).

Research has also shown that experiencing racial discrimination induces feelings of lack of control of one's own life which, in turn, may lead to lower levels of JS (Valentine et al., 1999). It is argued that this relationship occurs because PD can lead people to believe that they possess no good opportunities for a successful work life (Valentine et al., 1999). Namely, PD among employees can lead to experiences of frustration, helplessness and lack of motivation to extend their work experience and develop their career (Valentine et al., 1999). Therefore, the researchers suggest that employers and co-workers should focus on the importance of accepting and appreciating the cultural and racial diversity among employees, in order to reduce the chance of PD to occur at the workplace (Valentine et al., 1999). As research has shown, integration is the most suitable acculturation strategy for both minority and majority groups (Sam & Berry, 2016). It requires not only the minorities' will and motivation to learn about the new culture, but also that a majority group accepts and respects their cultural background (Sam & Berry, 2016). Therefore, leaders of organisations should focus on developing good integration opportunities at the workplaces they supervise.

The Impact of Socio Demographic Factors on Job Satisfaction

There is evidence showing that age can predict levels of JS (Kacmar & Ferris, 1989). In their study, Kacmar and Ferris (1989) found that age had a positive linear relationship with the JS dimension called work, which measures satisfaction with the internal characteristics of work itself, such as work tasks. This indicates that the older people get, the more happy they are with the characteristics of the work they are performing. Furthermore, the study also revealed that the JS dimensions pay, promotions, supervisors, and co-workers, which are

work characteristics of a more external type, had a U-shaped relationship with age (Kacmar & Ferris, 1989). Specifically, this relationship shows that people's JS linked to the external characteristics of their work tends to substantially decrease at the age of 30s and 40s, and then increase at their 50s and 60s. However, it is worth noting that this study only focuses on a small sample of women in nursing jobs, and therefore it is uncertain whether the findings would be different for men or other occupations (Kacmar & Ferris, 1989). The study by Hochwarter et al. (2006) supported this finding, as there was also found the U-shaped relationship between age and several dimensions of JS. However, researchers highlight several limitations linked to studies investigating this relationship, such as the suggestion that other factors may be more crucial associated with JS than age (Hochwarter et al., 2006). In addition, the sample for people older than 60 was smaller and had higher scores on JS levels than the other age categories, and the levels of JS might, therefore, have been more spread out if the sample was bigger (Hochwarter et al., 2006).

In a study by Topino et al. (2021), personality showed to have a moderating effect on the relationship between age and JS. In this study, JS had no direct correlation with age, but there was found a relationship between JS and age when the personality trait conscientiousness was controlled, specifically its subcategory perseverance (Topino et al., 2021). Perseverance can be defined as great determination to achieve goals and to overcome difficulties during fulfilling tasks (Topino et al, 2021). The positive relationship between JS and perseverance was higher for younger employees in organisations, compared to the older ones (Topino et al., 2021). It is suggested that this may be due to the fact that the younger employees are more likely to be intuitive in their jobs, as they have none to little experience in the work life, in comparison to the average age and older employees (Bui, 2017). As the moderating effect of personality traits decrease with age, JS may be explained by other personal factors for those of average and older age (Bui, 2017). There is a need for more

studies on personality and JS, especially because personality tends to differ across, for example, cultures, (Bui, 2017). This particular study had a lot of cultural variance among participants, and therefore cannot provide concrete answers for how many and which traits best predict JS. Anyhow, evidence from studies investigating the effect of age on JS suggest that this relationship exists, but might depend on such factors as personality, or other personal characteristics, which might have stronger relationships with the different scores on JS among employees in an organisation.

An international European study conducted by Hauret and Williams (2017) showed that in many countries, women tend to report higher levels of JS than men. They found the highest gender difference in Nordic (Denmark and Finland) and Southern countries (Greece, Spain and Portugal), whereas the lowest difference was found in Liberal countries (Ireland and the UK). In Nordic countries, working policies responsible for equal treatment for all citizens are generally followed more effectively than in Liberal, Continental, and Central Eastern European countries, in which unemployed people, or people unsatisfied with their current jobs, have often fewer opportunities to improve their careers (Hauret & Williams, 2017). According to this, a huge gender gap in Nordic countries is quite unexpected, as it is reasonable to assume that women who are more supported in the labour market will experience more JS.

To further investigate the gender difference in JS in European countries, Hauret and Williams (2017) controlled the impact of individual and work characteristics which might have an impact on JS. They found that Nordic countries were the only group in which the gap in JS between women and men was significantly reduced after controlling the impact of working conditions on levels of JS, indicating that the difference in JS among women and men is smaller when the differences in working conditions across gender are reduced. Further, it was found that in Liberal countries, the largest part of gender differences was reduced after

controlling occupational characteristics, which measure the aspects of work linked to, for example whether an individual has been unemployed for a longer period before, or whether the individual is a novice or a senior at his or her workplace. This effect, although not as strong as in Liberal countries, was found in all other groups except Continental countries (Belgium, France, Germany, and Netherlands). For the Continental countries, it was found that sociodemographic factors, such as age or migrant status, played the largest role in explaining the gender gap in job satisfaction (Hauret & Williams, 2017). According to these results, it is possible to assume that there are substantial gender differences in JS, and that these gaps can be due to various factors, depending on which country an individual is working in. The extent and the causes of the gender differences in terms of JS vary across countries, and it is argued that this variation can be due to different degrees of opportunities in the labour market in particular countries (Hauret & Williams, 2017).

An Australian study showed that migrants from non-English-speaking countries report lower levels of JS than migrants from English-speaking countries (Kifle et al., 2016). Furthermore, it was found that the difference in JS between migrants from English- and non-English-speaking countries decreases substantially when the migrants from non-English-speaking countries possess high levels of English language proficiency (Kifle et al., 2016). This indicates that language skills can have an impact on migrants' JS.

Other studies, for example study conducted by Hainmuller and Hopkins (2015), revealed that American employers prefer to hire migrants with higher language proficiency rather than migrants with poorer language skills. Additionally, it was also found that migrants with good language proficiency are often provided with better treatment at work than those with poorer language proficiency (Hainmuller & Hopkins, 2015). According to this, the differential treatment at work due to the levels of language proficiency may affect JS, as it is reasonable to assume that those who struggle with finding a good job, as well as those who

perceive inferior treatment at work due to their poor language skills, will score lower on JS.

The Impact of Self-Esteem on Job Satisfaction

Several studies, for example a study by Kuster et al. (2013) reveals the positive relationship between self-esteem and JS. This study showed that high self-esteem had a positive impact on JS and well-being at work (Kuster et al., 2013). As it was also found that high levels of different dimensions of JS did not lead to higher levels of self-esteem, this effect occurs only in one direction (Kuster et al., 2013). Hence, JS does not show to affect self-esteem, whereas self-esteem can, indeed, predict the scores on multiple aspects of JS. This is an important finding as research suggests that well-being at work is strongly associated with one's career development and successful work life (Kuster et., 2013).

Another study conducted by Lee et al. (2021) in the U.S., investigated the relationship between self-esteem and JS among university employees who were born in the U.S., as well as university employees who were not born in the U.S. Lee et al. (2021) found that there was, in fact, a positive relationship between self-esteem and job satisfaction in both of the groups. This indicates that independently of whether people have a migrant background or not, their scores on JS increases consistently with the increase of their self-esteem, but can only be generalised to university employees, and probably not a bigger context. This also supports the findings from the earlier study conducted by Kuster et al. (2013), and highlights the importance of the personal characteristic self-esteem in the work context.

Hypotheses

The research questions in this thesis are: *Is perceived discrimination in Norwegian workplaces associated with mental health problems and low job satisfaction of Polish migrants in Norway?* Additionally, if there is a relation between PD and MHP, does self-esteem moderate this relationship. Based on the literature review, we hypothesise:

Hypothesis 1: There will be a positive relationship between perceived discrimination at work and self-reported mental health problems. This indicates that respondents who score high on perceived discrimination at work will also score high on self-reported mental health problems.

Hypothesis 2: There will be a negative relationship between perceived discrimination at work and self-reported job satisfaction. This indicates that respondents who score high on perceived discrimination at work will score low on job satisfaction.

Hypothesis 3: Self-esteem will moderate the relationship between perceived discrimination and self-reported mental health problems. This indicates that the relationship between perceived discrimination and mental health problems will strengthen among participants that report low levels of self-esteem.

In addition, language proficiency, and the socio demographic factors age and gender, will be analysed based on the existing evidence presented in this thesis:

Hypothesis 4: There will be a positive relationship between women and self-reported mental health problems. This indicates that female participants will score higher on mental health problems than male participants.

Hypothesis 5: There will be a negative relationship between age and perceived discrimination. This indicates that younger participants will perceive more discrimination than older participants

Hypothesis 6: There will be a positive relationship between Norwegian language skills and perceived discrimination. This indicates that higher language proficiency will indicate higher scores on perceived discrimination

Hypothesis 7: There will be a positive relationship between women and job satisfaction. This indicates that female participants will score higher on job satisfaction than male participants.

Method

Participants

The data collection resulted in 315 responses from Polish migrants living and working in Norway (see Table 1), of which 183 participants completed the entire survey. Due to a great number of missing values in the uncompleted surveys, as well to participants' right to withdraw from the study at any time, only the fully completed surveys were included in the analyses, of which 114 (62.3%) were women and 69 (37.7%) men. The participants were between 18 and 60+ years, of which the majority of the participants were between 31-40 years old ($n = 74$, 40.4%). In terms of the length of residency in Norway, the majority of the participants have lived in Norway between 1 to 10 years ($n = 51$, 27.9%), and less than 1 in 10 have lived in Norway less than one year ($n = 15$, 8.2%). The majority of the participants have worked in Norway for 6 to 10 years ($n = 56$, 30.6%), and approximately 1 of 10 have worked less than one year ($n = 17$, 9.3%). Most of the participants rated their Norwegian language skills as not so good ($n = 41$, 22.4%).

Measures

Demographic Variables

Demographic factors were assessed by asking participants about their gender, and this variable was coded: 1=male, 2=female, and 3=other. To increase anonymity, participants had to indicate their age in a range: 18-30, 31-40, 41-50, 51-60, and 60+. Length of residency in Norway was presented in ranges: less than a year, 1-5 years, 6-10 years, 11-15 years, and 15+ years. The number of years working in Norway had the following ranges: less than a year, 1-5 years, 6-10 years, 11-15 years, and 15+ years. Language proficiency was assessed by asking how they rate their Norwegian language skills, and ranged from 1 (*not so good*) to 5 (*fluent*). Country of origin was an open question, where the participants were asked to type the name of their country of origin in an empty box below the question.

Table 1*Frequency of the demographic variables and Norwegian language skills*

	<i>n</i>	%
Gender		
Male	69	37.7
Female	114	62.3
Age		
18-30	48	26.2
31-40	74	40.4
41-50	48	26.2
51-60	12	6.6
60+	1	0.5
Residency in Norway		
Less than a year	15	8.2
1-5 years	47	25.7
6-10 years	51	27.9
11-15 years	35	19.1
15+ years	35	19.1
Working years in Norway		
Less than a year	17	9.3
1-5 years	50	27.3
6-10 years	56	30.6
11-15 years	33	18.0
15+ years	27	14.8
Norwegian language skills		
Not so good	41	22.4
Somewhat good	30	16.4
Good	40	21.9
Very good	34	18.6
Fluent	38	20.8

Note. *N* = 183***Job Satisfaction***

Job Satisfaction Scale (JSS; Specter, 1985) was used to measure JS. This scale consisted of 9 subscales, in which each subscale was made up of four items, constituting a total of 36 items. The subscales covered the following topics: pay, promotion, supervision, fringe benefits, contingent rewards, operating procedures, co-workers, nature of work, and communication. The scale had a Likert scale (1= *disagree very much* to 6 *agree very much*), and contained reversed scores for negatively loaded items (see Appendix A). Each subscale

had a minimum score of 4 and maximum score of 24, and a high score indicates high levels of JS. The word “supervisor” in items 3, 12, 21 and 30 were changed to “employer”, (see Appendix A) to avoid collecting answers based on a third party. The internal consistency (Cronbach's alpha) was at the acceptable level in 8 of the 9 subscales ($\alpha=.82$, promotion $\alpha=.86$, supervision $\alpha=.88$, fringe benefits $\alpha=.86$, contingent rewards $\alpha=.86$, co-workers $\alpha=.75$, nature of work $\alpha=.84$ and communication $\alpha=.78$). Although researchers do not fully agree about the definition of sufficient alpha level, it is generally accepted that an alpha above .70 indicates that a study is sufficiently reliable (Robertson & Evans, 2020). Therefore, the operating procedures/conditions subscale ($\alpha=.60$), was excluded from analyses in this study.

Perceived Discrimination

The Workplace Prejudice/Discrimination Inventory (WPDI; James et al., 1994) was used to measure PD in the survey. There were 15 items in the scale, measured with a Likert scale (1= *strongly disagree* to 7 *strongly agree*) and with reversed scores when an item was positively loaded (see Appendix A). The minimum score was 15 and maximum score was 105, and a high score indicated high levels of PD. The scale included items covering such aspects of discrimination as differences in promotion, benefits and judgement of minorities. To avoid collecting answers based on a third party, the word “supervisor” was changed to “employer” in item 9 (Appendix A). In the present study, the value of Cronbach’s alpha was sufficient for the scale ($\alpha=.94$).

Mental Health

Mental health was measured with a 10-item version of Hopkins Symptoms Checklist (HSCL; Strand, 2003). In this survey, the variable measured by this scale was called mental health problems (MHP), as the scale examined the presence and intensity of symptoms of anxiety and/or depression. Due to a technical error, the survey omitted three of the ten

questions of the HSCL-10 (See Appendix A). Therefore, the conclusions from the scale based on only 7 items were drawn with caution by referring to high scores as high probability for symptoms of anxiety and depression, instead of direct indicators of those symptoms. The scale had a Likert-type answer (1= *not at all* to 4 *extremely*), with minimum score of 7 and maximum score of 28 (see Appendix A). As the Cronbach alpha for this scale was found to be $\alpha=0.90$, the reliability of this 7-item scale in this study is at a desirable level.

Self-Esteem

The Rosenberg's Self-Esteem Scale (RSES) was used to measure SE (Rosenberg, 1965). The scale consists of 10 items, and had Likert-type answers (1= *strongly disagree* to 4 *strongly agree*), with reversed scores when items were negatively loaded. It had a minimum score of 10 and maximum score of 40, where a high score indicated high SE (see Appendix A). In the present study, Cronbach's alpha was at an acceptable level ($\alpha=.91$).

Procedure and Design

The survey was online and created in SurveyXact. The master version was originally in English. For this study, the survey was translated to Polish by one of us, in order to enable participants to answer in their mother language, and to reduce the chance of misunderstanding questions. To ensure that the translation was understandable, pilot tests were conducted, in which two Polish speaking persons filled out the entire questionnaire to evaluate eventual errors, and to measure the time used to complete the survey. Based on the results from the two pilot tests, the time for completing the survey was estimated to approximately 15 minutes.

After permission from NSD (Norwegian Agency for Shared Services in Education and Research) to undertake the study (see Appendix B), participants were reached through social media. The link and a short description of the survey was published in different Facebook-groups for Polish people living in different parts of Norway, as well as it was sent to people

that were known to fulfil the criteria for the participation. On the first page of the survey, the respondents were provided with general information about the purpose of the study, the anonymity, as well as the right to withdraw at any time during participation. To continue, they were required to sign an active consent. This was achieved by asking participants to click on the window placed next to the question of whether they accept taking a part in the study.

The data collection started at the beginning of December 2022, and its end was scheduled for the beginning of January 2023.

Analyses

The research design for this study was cross-sectional and Jamovi 2.3.21 Solid was used for the statistical analyses (Jamovi, 2022). The scores for each item were transferred from SurveyXact to Jamovi. To gather each item from the same scale, new variables for each scale: PD, MHP, SE, and JS were computed. Within the computed variable JS, variables were created for each dimension: pay, promotion, supervision, fringe Benefits, contingent rewards, operating Procedures, co-workers, nature of work and communication. Operating procedures were excluded from the data.

A correlation matrix module was used in order to test the hypotheses about the relationship between PD and MHP, as well as the relationship between PD and the eight subscales of JS (pay, promotion, supervision, fringe benefits, contingent rewards, co-workers, nature of work, and communication). SE and demographic variables (gender, age, and Norwegian language skills) were also examined in this correlational analysis, as these variables were further included in the multiple regression analyses. Additionally, based on the significant relationships that gender had with the dependent and independent variables, unequal t-tests, in which the number of female participants was higher than the number of male participants, were run to further examine the gender differences.

Multiple regression analysis was run with module Linear Regression, to examine

whether the increase of PD was associated with the increase of the level of MHP. This regression analysis included the following variables: the independent variables (i.e., PD and SE), the demographic variables (i.e., gender and age), Norwegian language skills, and MHP as a dependent variable. Additionally, a moderation analysis was used in order to explore whether SE moderated the relationship between PD and MHP, in a way that low SE would strengthen the relationship between PD and MHP. The demographic variables and Norwegian language skills were included and treated as covariates in this analysis. As it is prescribed for moderating analyses to mean-centre independent variables and moderators in order to lower multicollinearity between variables (Aiken & West, 1991), this step was also undertaken in our moderating analysis. To examine the linear relationship between PD and JS, there were run multiple regression analyses for each of the JS subscales, which included the following variables: the independent variables (i.e., PD and SE), the demographic variables (i.e., gender and age), Norwegian language skills, and a JS subscale as a dependent variable.

The potential outliers in the dataset were examined by plotting in the data in Jamovi. By removing the most extreme outliers, the distribution barely changed and there was no substantial difference in the assumptions checks for the analysis. As, in addition, the sampling was normally distributed, no outliers were excluded from the dataset. The missing values were excluded from the analyses.

Results

Descriptive Statistics

Table 2 contains an overview of the descriptive statistics for the demographic and independent variables (i.e., means, standard deviations, variance, skewness, kurtosis, etc.). Although the sample reported slightly above moderate levels of PD, the standard deviation indicates that there is a lot of variance around the mean. The reported level of Norwegian language skills was moderate, as well as the level of SE, which was slightly above moderate.

Table 3 contains an overview of the descriptive statistics for the dependent variables (i.e., means, standard deviations, variance, skewness, kurtosis, etc.). There were reported moderate to high levels of the dependent variable MHP. The scores on the dependent variables pay, promotion, fringe benefits and contingent rewards were also at a moderate

Table 2

Descriptive statistics of the independent variables and demographic variables

	Gender	Age	Residency in Norway	Working years in Norway	Norwegian language skills	Perceived discrimination	Self-esteem
<i>N</i>	183	183	183	183	183	183	183
Mean	1.62	2.15	3.15	3.02	2.99	54.3	26.2
Std. error mean	0.04	0.07	0.09	0.09	0.11	1.44	0.15
Median	2	2	3	3	3	53.0	26.0
Std. deviation	0.49	0.91	1.24	1.19	1.44	19.5	1.97
Variance	0.24	0.82	1.53	1.42	2.09	379	3.88
Range	1	4	4	4	4	81.0	13.0
Minimum	1	1	1	1	1	21.0	20.0
Maximum	2	5	5	5	5	102	33.0
Skewness	-0.51	0.42	0.06	0.17	-0.01	0.29	0.55
Kurtosis	-1.76	0.37	-1.02	-0.85	-1.32	-0.86	0.87

Note. Std. = Standard.

Table 3*Descriptive statistics of the dependent variables*

	Mental health problems	Pay	Promotion	Supervision	Fringe benefits	Contingent rewards	Co-workers	Nature of work	Communication
<i>N</i>	183	183	183	183	183	183	183	183	183
Mean	14.7	12.9	12.3	14.2	12.9	12.8	16.1	17.2	15.2
Std. error mean	0.40	0.38	0.39	0.25	0.41	0.24	0.33	0.37	0.38
Median	14.0	13.0	12.0	15.0	13.0	13.0	16.0	18.0	15.0
Std. deviation	5.43	5.12	5.30	3.40	5.56	3.23	4.48	4.93	5.14
Variance	29.5	26.2	28.1	11.5	30.9	10.4	20.0	24.3	26.4
Range	21.0	20.0	20.0	14.0	20.0	14.0	20.0	20.0	20.0
Minimum	7.00	4.00	4.00	7.00	4.00	6.00	4.00	4.00	4.00
Maximum	28.0	24.0	24.0	21.0	24.0	20.0	24.0	24.0	24.0
Skewness	0.56	0.19	0.14	-0.12	0.02	0.23	-0.08	-0.71	-0.15
Kurtosis	-0.56	-0.77	-0.96	-1.18	-0.98	-0.72	-0.52	-0.002	-0.72

Note. Std. = Standard.

level. The reports on the dependent variables supervision, co-workers, nature of work and communication were at slightly high levels.

Assumption Checks

Before conducting the multiple regression analysis, it was required to explore assumption checks. The results of the Cook's distance test showed that the mean of the variation from the fitted response values was 0.01 for each of the regression models. As the value of the mean in this test was under 1 (Navarro & Foxcroft, 2022), we concluded that this assumption was met.

Further, it was checked for collinearity by testing the variance inflation factors (VIFs) which examines whether the independent variable and each of the covariates are substantially

correlated with each other (Navarro & Foxcroft, 2022). In the multiple regression model for MHP, the results showed that the VIF ranged from 1.03 to 1.29. In the multiple regression models for JS, VIF ranged from 1.03 to 1.30. As the VIF showed values under 5 for each of the regression models (Navarro & Foxcroft, 2022), we concluded that our data met this assumption.

A Shapiro-Wilk test calculated the degree to which the values from the study sample varied from the population (Navarro & Foxcroft, 2022). There were some regression models that had significant values, $p < .05$ (MHP, supervision, co-workers and nature of work), whereas some had non-significant values (pay, promotion, fringe benefits, contingent rewards and communication). The sample had to be normally distributed, hence significant values indicate that they are not. An alternative way to evaluate the sampling distribution was to examine the visual presentation of residuals, as well as the skewness and kurtosis of the sample (Navarro & Foxcroft, 2022). In this case, the representation of the residuals appeared to be acceptable. The skewness and kurtosis showed more symmetry than asymmetry, and the variables peaked like a normal distribution (see Table 2 and Table 3). Therefore, we decided that the data could be analysed in a multiple regression model.

Mental Health, Perceived Discrimination and Self-Esteem

In the correlation analysis, the hypothesis which indicated that there will be a positive relationship between MHP and PD was examined (see Table 4). This analysis showed that higher levels of PD were associated with higher levels of MHP, which supports hypothesis 1. There was also found a relationship between gender and MHP, which were further analysed in the t-test. This test revealed a significant gender difference, as female participants were found to score higher on MHP than male participants, $t(181) = -2.07, p = .020$. This finding was consistent with hypothesis 4 for this study, although the gender difference was not large. Age and PD did not have a relationship, which rejects hypothesis 5. There was a relationship

Table 4*Correlation matrix of the dependent, independent and demographic variables*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. Perceived discrimination	-													
2. Mental health problems	0.32***	-												
3. Self-esteem	0.10	0.31***	-											
4. Pay	-0.63***	-0.39***	-0.11	-										
5. Promotion	-0.69***	-0.35***	-0.17*	0.77***	-									
6. Supervision	-0.62***	-0.28***	-0.07	0.61***	0.62***	-								
7. Fringe Benefits	-0.59***	-0.32***	-0.03	0.76***	0.74***	0.62***	-							
8. Contingent Rewards	-0.57***	-0.34***	-0.11	0.66***	0.64***	0.65***	0.68***	-						
9. Coworkers	-0.68***	-0.37***	-0.13	0.64***	0.65***	0.65***	0.59***	0.54***	-					
10. Nature of Work	-0.60***	-0.48***	-0.07	0.58***	0.64***	0.58***	0.57***	0.55***	0.64***	-				
11. Communication	-0.62***	-0.35***	-0.13	0.58***	0.60***	0.69***	0.61***	0.55***	0.70***	0.58***	-			
12. Gender	-0.21**	0.15*	0.08	0.03	0.02	0.20**	0.13	0.09	0.18**	0.09	0.18**	-		
13. Age	0.05	-0.19*	-0.12	0.17*	0.09	0.07	0.10	0.05	0.12	0.12	0.10	-0.10	-	
14. Language skills	-0.33***	-0.12	-0.05	0.23***	0.25***	0.31***	0.38***	0.28***	0.23***	0.36***	0.30***	0.31***	0.05	-

* p < .05, ** p < .01, *** p < .001

between Norwegian language proficiency and PD, indicating an opposite outcome from what was hypothesised (i.e., hypothesis 6), as those who possess poor Norwegian language skills showed to be more prone to experience discrimination than those with better language skills.

Further, the linear relationship between MHP and PD was examined in the multiple regression analysis. The impact of covariate variables, which consisted of two demographic variables (i.e., age, gender) and Norwegian language proficiency, was also controlled in this analysis (see Table 5). The results showed that 23% of the variation of MHP could be explained by the independent variables, $F(5, 177) = 11.6, p < .001, R^2 = .25, R^2_{\text{Adjusted}} = .23$.

Table 5

Multiple regression model and moderation for dependent variable Mental health problems, independent variables, and demographic variables

Variables	Ustd. Estimate (B)	SE	95% Confidence interval		Std. estimate (β)	t	p
			Lower	Upper			
Model 1							
Intercept	-8.15	5.13	-18.28	1.97		-1.59	.114
PD	0.09	0.02	0.05	0.13	.32	4.59	< .001
SE	0.65	0.18	0.29	1.01	.24	3.54	< .001
Gender	2.43	0.81	0.84	4.02	.22	3.01	.003
Age	-0.91	0.40	-1.69	-0.13	-.15	-2.29	.023
Norwegian language skills	-0.33	0.28	-0.87	0.22	-.09	-1.17	.242
Model 2.							
Intercept	13.44	1.63	10.23	16.66		8.25	< .001
PD	0.09	0.02	0.05	0.13	.33	4.68	< .001
SE	0.64	0.18	0.28	1.00	.23	3.50	< .001
Gender	2.51	0.81	0.91	4.11	.23	3.10	.002
Age	-0.92	0.40	-1.71	-0.14	-.15	-2.33	.021
Norwegian language skills	-0.30	0.28	-0.85	0.25	-.08	-1.07	.288
PD * SE	0.01	0.01	-0.01	0.03	.08	1.12	.263

Note. Std. = Standardized; Ustd = Unstandardized; PD = Perceived Discrimination; SE = Self-Esteem.

Model 2 = PD * SE entered as moderating effect

CI for B. SE for B.

Of the independent variables, gender showed to have a relationship with MHP (see Table 5), indicating that women score higher on MHP than men. PD showed to only have a weak positive relationship with MHP, which confirms the hypothesis that the increase of PD is associated with the increase of MHP, although the relationship is weak. Age did also show a weak relationship with MHP.

A moderation test, which was run to test the hypothesis that SE will moderate the relationship between PD and self-reported MHP (see Table 5), showed that the independent variable and covariates (age, gender, and Norwegian language skills) explained 23% of the variance in MHP, $F(6, 176) = 9.93, p < .001, R^2 = .25, R^2_{\text{Adjusted}} = .23$. The analysis of the relationship of the moderator and independent variable with MHP showed that PD had a positive relationship with MHP, and that SE also had a positive relationship on MHP. Further, the moderation analysis showed no significant interaction by SE on PD and MHP. Therefore, SE did not moderate the relationship between PD and MHP, and hypothesis 3 cannot be confirmed.

Job Satisfaction and Perceived Discrimination

The correlational relationship between JS and PD was also examined, as hypothesis 2 indicated that higher levels of PD will be associated with lower levels of JS. PD showed a strong negative relationship with each of the eight subscales, which indicates that reported higher levels of PD are generally associated with reported lower levels of JS (see Table 4). This confirms the hypothesis that these variables have a negative relationship. For the independent variable SE, the only relationship was found for the subscale promotion. For the demographic variables, age only had a relationship with the subscale pay. Gender had a relationship with supervision, co-workers, and communication, and the t-test was run in order to further investigate the relationship between these variables. The t-tests showed that female

participants, did, in fact, score higher than male participant on the three subscales: supervision, $t(181) = -2.84, p = .003$, co-workers, $t(181) = -3.13, p = .001$, and communication, $t(181) = -2.43, p = .008$, which confirms hypothesis 7. Norwegian language skills had a moderate positive relationship with all the eight subscales in the correlational analysis.

A multiple regression analysis was used to examine whether PD is associated with each of the eight JS subscales when the eventual effects of age, gender, and Norwegian language skills are controlled. In the linear relationship between dependent, independent and demographic variables, PD and age had a significant relationship with pay, $F(5, 177) = 30.6, p = <.001, R^2 = .46, R^2_{Adjusted} = .45$; promotion had a significant relationship only with PD, $F(5, 177) = 26.0, p = <.001, R^2 = .50, R^2_{Adjusted} = .49$. In the analysis of supervision, PD was also the only variable with a significant relationship, $F(5, 177) = 25.0, p = <.001, R^2 = .41, R^2_{Adjusted} = .40$. Fringe benefits had a significant relationship with PD, age and Norwegian language skills, $F(5, 177) = 25.1, p = <.001, R^2 = .41, R^2_{Adjusted} = .40$. Contingent rewards only had a significant relationship with PD, $F(5, 177) = 18.2, p = <.001, R^2 = .34, R^2_{Adjusted} = .32$. Co-workers had a significant relationship with PD, age and gender, $F(5, 177) = 34.8, p = <.001, R^2 = .50, R^2_{Adjusted} = .48$. Nature of work had a significant relationship with PD and Norwegian language skills, $F(5, 177) = 24.5, p = <.001, R^2 = .41, R^2_{Adjusted} = .39$. Communication had a significant relationship with PD and age, $F(5, 177) = 25.1, p = <.001, R^2 = .41, R^2_{Adjusted} = .40$.

In Table 6, all the relationships of independent variables and covariates are presented. PD had the strongest relationship with pay, promotion and co-workers, and indicates when the levels of PD increases, the levels of JS in pay, promotion and co-workers decrease. The

Table 6

Multiple regression model for dependent variables Pay, Promotion, Supervision, Fringe benefits, Contingent rewards, Co-workers, Nature of work and Communication, independent variables, and demographic variables

Model	Variables	Ustd. estimate (B)	SE	95% confidence intervall		Std. estimate (β)	t	p
				Lower	Upper			
Pay								
	Intercept	20.23	4.08	12.18	28.29		4.96	< .001
	PD	-0.17	0.02	-0.20	-0.14	-.63	-10.74	< .001
	SE	-0.003	0.15	-0.29	0.29	-.001	-0.02	.984
	Gender	-1.15	0.64	-2.41	0.12	-.11	-1.74	.076
	Age	1.24	0.32	0.62	1.87	.22	3.88	< .001
	Norwegian language skills	0.33	0.22	-0.10	0.77	.09	1.57	.135
Promotion								
	Intercept	27.58	4.07	19.55	35.61		6.78	< .001
	PD	-0.19	0.02	-0.22	-0.16	-.68	-12.00	< .001
	SE	-0.21	0.15	-0.50	0.08	-.08	-1.45	.150
	Gender	-1.11	0.64	-2.37	0.16	-.10	-1.73	.086
	Age	0.58	0.32	-0.04	1.20	.10	1.84	.067
	Norwegian language skills	0.28	0.22	-0.16	0.71	.21	1.25	.212
Supervision								
	Intercept	17.42	2.83	11.83	23.01		6.15	< .001
	PD	-0.10	0.01	-0.12	-0.08	-.58	-9.34	< .001
	SE	0.001	0.10	-0.20	0.20	.001	0.01	.991
	Gender	0.35	0.45	-0.53	1.23	.05	0.79	.431
	Age	0.39	0.22	-0.05	0.82	.10	1.77	.079
	Norwegian language skills	0.28	0.15	-0.02	0.59	.12	1.83	.068
Fringe benefits								
	Intercept	13.41	4.64	4.26	22.56		2.90	.004
	PD	-0.16	0.02	-0.19	-0.12	-.55	-8.90	< .001
	SE	0.18	0.17	-0.15	0.51	.06	1.09	.278
	Gender	-0.71	0.73	-2.15	0.73	-.06	-0.97	.333
	Age	0.87	0.36	0.17	1.58	.14	2.43	.016
	Norwegian language skills	0.85	0.25	0.36	1.35	.22	3.40	< .001
Contingent rewards								
	Intercept	18.07	2.86	12.43	23.70		6.33	< .001
	PD	-0.09	0.01	-0.11	-0.07	-.53	-8.15	< .001
	SE	-0.07	0.10	-0.27	0.13	-.04	-0.66	.509
	Gender	0.01	0.45	-0.88	0.90	.002	0.02	.982
	Age	0.30	0.22	-0.14	0.74	.08	1.37	.174
	Norwegian language skills	0.22	0.16	-0.09	0.52	.10	1.41	.161
Co-workers								
	Intercept	24.20	3.45	17.37	31.03		6.99	< .001
	PD	-0.15	0.01	-0.18	-0.13	-.66	-11.55	< .001
	SE	-0.12	0.12	-0.37	0.12	-.05	-0.99	.323
	Gender	1.10	0.54	0.02	2.17	.12	2.02	.045
	Age	0.81	0.27	0.29	1.34	.16	3.03	.003
	Norwegian language skills	-0.06	0.19	-0.43	0.31	-.02	-0.33	.738

Table 6

Multiple regression model for dependent variables Pay, Promotion, Supervision, Fringe benefits, Contingent rewards, Co-workers, Nature of work and Communication

Model	Variables	Ustd. estimate (B)	SE	95% confidence intervall		Std. estimate (β)	t	p
				Lower	Upper			
Nature of work	Intercept	21.39	4.13	13.25	29.54		5.18	< .001
	PD	-0.14	0.02	-0.17	-0.11	-.55	-8.83	< .001
	SE	0.03	0.15	-0.26	0.32	.01	0.21	.832
	Gender	-0.53	0.65	-1.81	0.75	-.05	-0.82	.413
	Age	0.55	0.32	-0.08	1.18	.10	1.73	.085
	Norwegian language skills	0.74	0.22	0.30	1.18	.22	3.30	.001
Communica- -tion	Intercept	24.28	4.29	15.82	32.74		5.66	< .001
	PD	-0.15	0.02	-0.19	-0.12	-.58	-9.44	< .001
	SE	-0.15	0.15	-0.45	0.16	-.06	-0.96	.338
	Gender	0.41	0.67	-0.92	1.74	.04	0.61	.541
	Age	0.71	0.33	0.05	1.36	.13	2.13	.034
	Norwegian language skills	0.33	0.23	-0.13	0.78	.09	1.40	.164

Note. Std. = Standardized; Ustd. = Unstandardized; PD = Perceived Discrimination; SE = Self-Esteem.

CI for B. SE for B.

results showed that the independent variable and covariates explained 45% of the variation of pay, 49% of the variation of promotion and 48% of the variation in co-workers. Age explained some of the variance in pay, communication, co-workers and fringe benefits, and indicates that JS levels in these dimensions increase when age increases. Gender explained only a small part of the variance in the co-worker subscale, indicating that the female participants scored slightly higher on this subscale than the male participant, which supports the hypothesis that women score higher on JS than men. Norwegian language skills only had a relationship with fringe benefits and the nature of work when the other variables were controlled for in the regression models, and indicates that the JS in these dimensions increases when the language proficiency increases.

Discussion

The present study set out to examine the relationship between MHP and PD, and JS and PD, among Polish migrants in Norway. Further, we examined if SE moderated the relationship between MHP and PD. The multiple regression analysis of MHP and PD, controlling for age, gender, Norwegian language skills and SE, confirmed hypothesis 1 that PD was positively associated with MHP. Specifically, this indicated that high levels of PD were associated with higher levels of MHP. Similarly, the multiple regression analysis of JS and PD, controlling for age, gender, Norwegian language skills and SE, found support for hypothesis 2, that there is a negative relationship between PD and JS. This indicated that high levels of PD were associated with low levels of JS. The moderation analysis that was used to examine hypothesis 3, could not be confirmed. Hypothesis 3 was therefore rejected, as SE did not moderate the relationship between MHP and PD. The interpretations of these findings in relation to the hypotheses for this study will be further discussed.

Mental Health, Perceived Discrimination and Self-Esteem

The relationship between MHP and PD showed a moderate positive correlation, and this finding is consistent with the results from previous studies which investigated this association (Ellis et al., 2008; Straiton et al., 2019). According to social identity theory, discriminatory behaviour can be a consequence of the belief of one group members that other groups are threatening or have good intentions towards their own group (Tajfel & Turner, 1979). A study conducted by Narkowicz (2023) who interviewed Poles in Britain revealed that newly arrived Poles experienced comments regarding them stealing the English workers jobs, resulting in Poles distancing themselves from their own culture. It might therefore be possible that Norwegian employees feel overwhelmed by Polish culture at their workplace, which might lead them to believe that Polish people desire to take their jobs from them, or

even to replace the Norwegian norms and traditions with the Polish ones. Such prejudices and discriminatory behaviour are great hindrances of the process of integration, which has been suggested to be the most adaptive acculturation strategy (Sam & Berry, 2016), and is reflected in Narkowicz's study (2023), where participants reported relief while being able to identify with the British culture, and to reject their own Polish culture. Research shows that separation can lead to depressive symptoms, and therefore it is likely that members of ethnic minority groups who separate themselves from their own culture experience higher levels of MHP (Morawa et al., 2020). Moreover, PD, which was shown to be associated with MHP, was found to frequently occur in culturally separated individuals (Aichberger et al., 2015). This suggests that there may be a lack of integration in the population in which both PD and MHP is present.

Discrimination, which is associated with the lack of positive intergroup relations, can also lead to marginalisation, which is characterised by rejecting the dominant culture, as well as distancing from one's culture of origin (Wang & Lin, 2022). Research shows that marginalisation is also associated with higher tendencies to develop depressive symptoms, but this relationship was found only among women (Morawa et al., 2020). It suggests that women with ethnic background are more prone to develop mental health problems compared to men with ethnic background. This is consistent with findings of our study, which showed that female migrants scored higher on MHP than male migrants, which confirms hypothesis 4. Nonetheless, it is important to highlight there are other factors than PD and acculturation strategies that play a role in the MHP among Polish migrants.

It is also important to take into consideration that there were more female participants (65,1%) than male participants (34,9%), which may in a substantial degree influence the results of the correlation between MHP and PD. Specifically, the t-test and the regression analysis showed that the female participant scored significantly higher on MHP than the male

participants, which is a finding that is supported by evidence from earlier studies (Cassidy et al., 2004). Therefore, it can be expected that the relationship between MHP and PD would be weaker if the number of female and male participants in the study was equal. A previous study by Cassidy et al. (2004) also showed that men reported higher levels of ethnic PD than women, which was also the case in our study. This suggests that although ethnic PD is associated with gender differences in MHP, there are other factors than PD that may explain high scores on MHP among women. For instance, Cassidy et al. (2004) found that women report substantially higher levels of perceived gender discrimination, which, as they suggest, can have a negative impact on well-being. Other researchers suggest that one of the causes of high reports of MHP among women is the job situation, as the highest scores on depression are found among women who lack permanent employment, or who report exhausting workload (Bildt & Michelsen, 2022). In this study, although the participants were not asked about whether they held permanent or temporary jobs, they fulfilled the survey with the JS scale, which enabled us to examine whether the high scores on MHP of women might be due to low JS. However, the analyses did not show that women report lower levels of JS. Quite the opposite, the female participants scored significantly higher on three of the JS subscales: supervision, co-workers, and communication. Hence, this study does not support the suggestions that MHP among women is associated with low levels of JS.

Norwegian language skills showed a negative and moderate relationship with PD, indicating that the Polish migrants with low levels of Norwegian language skills are more likely to experience PD than those who report higher levels of Norwegian language skills. This rejects hypothesis 6. The assumptions about this relationship were quite ambivalent, as some researchers, for example Pérez et al. (2008), argued that high language skills led to more PD, as it enabled migrants to understand the negative opinions and words linked to their nationality and culture. On the other hand, other studies, for example the study by Czapka

(2010), found that migrants often report discrimination due to the lack of language skills, as they experience that communication problems limit their understanding of, and access to, such goods as public health services. Our study is further evidence for the negative relationship between language skills and PD, but the causes of this relationship were not further examined. Future studies should investigate the specifics of this relationship, not only to find the explanation of this relationship, but also to find suitable strategies to reduce PD induced by the lack of language skills.

Research has shown that younger migrants perceive more discrimination compared to older migrants (Straiton et al., 2019; Perez et al., 2008). Our findings did not show a relationship between PD and age, and therefore hypothesis 5 cannot be confirmed. The negative relationship between age and MHP (i.e., the younger the Polish employee, the more mental health problems) contradicts previous research (Pumeriega et al., 2005; Taloyan, 2008) which showed that older immigrants are more prone to report symptoms of depression and anxiety than younger immigrants. While this is a contraction to previous research, it will be important for employers to pay attention to their younger employees. It could be that this finding is unique to Polish workers in Norway, nevertheless, until another study shows otherwise, the finding should not be taken lightly. It is important to ensure good health for all workers.

Based on the literature, people who score high on personal SE tend to score lower on MHP than those who score low on personal SE (Nesdale & Mak, 2003). Our study found the opposite, as the increase of SE was found to be related to the increase of MHP. This is an interesting finding, as previous research has shown that high personal SE was associated with well-being (Du et al., 2017). As in our study, the scale used to measure SE was based on measuring the aspects of personal SE, it is possible that other SE types, for example collective SE might also be related to MHP. Namely, previous studies showed that among ethnic

groups, high levels of collective self-esteem was associated with higher levels of well-being (Crocker et al., 1994). Therefore, the results in this study might be different if, in addition to personal SE, other subcategories of SE also were examined. As Polish migrants are a minority group in Norway, the effect of collective SE might be more important for their well-being than the effect of personal self-esteem.

As the cultural differences are likely to become visible at multicultural workplaces, it is reasonable to assume that especially for migrants, well-being can, to some degree, depend on whether they feel positive about the ethnic group they are constantly identified with by others at work. This is also supported by social identity theory (Tajfel & Turner, 1979), which describes the important role of being a member of a social group that is associated with positive characteristics, by others and oneself. This supports evidence from previous studies which showed that strong ethnic identification had a negative impact on personal SE (Nesdale & Mak, 2003). It is argued that this relationship might be caused by the conflict between the values, language and traditions of one's original culture and the culture of the country the migrants migrate to (Nesdale & Mak, 2003). The lack of similarities between the minority and majority group can lead to low levels of acceptance and respect to each other, which in turn might lead to low personal SE for those who perceive the lack of acceptance from the majority's side (Nesdale & Mak, 2003). Furthermore, a sense of belonging to both migrants' ethnic group and the majority group in the country the migrants moved to, was found to have a positive impact on mental health (Straiton, 2019). This suggests that integration is, in fact, the most suitable acculturation strategy for migrants, as it stresses the importance of keeping one's culture and values while simultaneously accepting and learning about the traditions and values of the new culture. Additionally, Straiton et al. (2019) also found that a sense of belonging to both one's ethnic group and to Norwegians moderated the relationship between PD and MHP. Those who reported high levels of sense of belonging to both groups and low

levels of PD, reported the lowest levels of MHP (Straiton et al., 2019). Hence, sense of belonging appears to be an important factor for migrants' mental health and the effects of PD on MHP, and it is a further argument for the importance of good integration strategies in a society.

The moderation analysis which examined hypothesis 3 (i.e., that the relationship between PD and MHP is moderated by SE), showed that SE did not have an effect on this relationship. Although this hypothesis was based on previous evidence (Corning, 2002; Feng & Xu, 2015), not all the studies which examined this relationship found the moderating effect of SE (Cassidy et al., 2004). There is a high probability that other factors, such as gender, may be a more crucial factor for the explanation of why some people who experience PD also experience high levels of MHP, whereas others do not (Cassidy's et al., 2004). It is also important to note that in the present study, both SE and PD correlated with MHP, although the correlation between SE and MHP was weak. Fairchild and Mackinnon (2009) suggests that it is common in psychological studies that the power to find a moderating effect is weak when sample size is small. Therefore, we conducted a post hoc test in G*Power (Faul et al., 2007). Based on the sample from this present study ($N = 183$), the post hoc test showed that the sample power was .48, which is insufficient to find a moderating effect. The analysis showed that to reach a sufficient sample power (.80) (Navarro & Foxcroft, 2022), the sample size should be at least $N = 395$.

Job Satisfaction and Perceived Discrimination

Our results are consistent with the study by Ensher et al. (2001), where the relationship between JS and organisational, supervisor and co-workers discrimination were tested. The WPDI scale in the present study consisted more of the overall experience of discrimination within an organisation, in addition to the supervisor and co-workers aspects of

it. The results give an indication that the experienced discrimination in a workplace is strongly related with the satisfaction for the leadership in an organisation. This is important to address, as the employees' satisfaction of their supervisors is an important aspect and can be beneficial for the organisation, as it can lead to organisational citizenship behaviour (Spector, 1997). Moreover, low levels of satisfaction of the relationships with supervisors might lead to absence from work, which, in turn, can induce negative consequences for the employee, the organisation, as well as the society as a whole (Schunk et al., 2014). However, researchers argue that other factors than PD may affect the employees' decrease of satisfaction for their employer (Spector, 1997). For instance, employees who are frequently absent from their work are prone to perceive being unfairly treated by their supervisors, which might be explained by the employees' attempt to justify their own behaviour (Spector, 1997). Therefore, supervisors should be mindful about the consequences of frequent absence of work which might be evoked by experiencing discrimination, as this absence, in turn, can have long-term consequences on the satisfaction and the relations between employees and supervisors.

Our findings show that the participants reported more dissatisfaction for fringe benefits when PD was present, but it is uncertain whether their benefits are provided by unions or the employers themselves. Research has shown that trade union members reported higher levels of PD than those who did not belong to such unions. It can be argued that unions provide employees with necessary information about their rights and opportunities to improve their working conditions (Hirsh & Lyons, 2010). Union workers most often are well-informed of their rights and labour laws, and are therefore more likely to recognize unfair treatments at work more than non-union workers (Hirsh & Lyons, 2010).

Our findings show that the satisfaction for co-workers decreases when PD increases. This is an important finding, as it shows that PD can have a negative effect on the social life for an employee in an organisation, which in turn may reduce integration. As earlier research

has shown, working with people of the same ethnicity reduces the experienced discrimination at work (Stainback & Irvin, 2012). The low satisfaction of relations with co-workers among participants who experience discrimination might be caused by low frequency of co-workers of the same ethnicity (Stainback & Irvin, 2012). The moderate level of PD found in this study, might also be explained by negative relations with co-workers of other ethnic groups which may lead to the prevalence of experienced discrimination. Moreover, the experience of discrimination among workers who belong to ethnic minority groups, may be due to the fact that they stand out more in an environment that has other dominant ethnicities (Stainback & Irvin, 2012). Studies show that having more racial homogeneity in an organisation can reduce PD, and that the majority in such organisations are then more likely to start accepting the cultural differences, instead of discriminating (Valentine et al., 1999).

It is well documented that communication between intergroups is important for integration, as well as that larger diversity in organisations can lead to the reduction of the gaps between the intergroups (Christ et al., 2014). This suggests that the reduction of PD at workplaces can enhance employees' satisfaction with their relations with coworkers. Further, having diversity in the workplace is beneficial, especially for growth and innovation, because the workers contribute with different knowledge about language, cultures and experiences (The Directorate of Integration and Diversity, IMDI, 2022). PD contradicts the goals for organisations who strive for diversity, as workplace diversity is supposed to value the similarities and differences among the workers, which are the factors that contribute to the development of organisations, and create positive working environments (Patrick & Kumar, 2012). Emphasising the values of each employee does not only create opportunities for greater satisfaction for work itself, but can also lead employees to experience higher levels of control of their own lives. In addition, experienced discrimination, especially from co-

workers, can affect the communication within an organisation in a negative manner (Ensher et al., 2001).

Communication and language are often related to each other, and cultural differences associated with language can have a negative impact on communication (Sam & Berry, 2016). The finding that there is a relationship between Norwegian language skills is consistent with earlier research stating that migrants from non-English speaking countries report lower levels of JS when their language proficiency in the English language is low (Kifle et al., 2016). Therefore, as the satisfaction for communication within the organisation and satisfaction for co-workers increase when language skills increase (Hainmuller & Hopkins, 2015), it might be possible that the overall treatment within the organisation is better when migrants possess better Norwegian language skills. Further, as mentioned earlier, being able to accept other cultural values in an organisation can lead to positive growth of the organisation. However, if none of the parts contribute to integration, it can lead to negative acculturation strategies, such as marginalisation or separation of the minority groups (Sam & Berry, 2016). Possessing sufficient language skills is an important factor in the integration process, therefore language proficiency should have more focus in research concerning PD and JS.

Research has shown that women tend to report higher levels of JS than men (Hauret & Williams, 2017), which is found in three of our subscales (supervision, co-workers and communication). It is interesting that the only significant relationship when all the other variables are controlled for, is the subscale co-workers. This suggests that women do report higher JS in some of the aspects in the workplace, indicating that co-workers are a more important dimension for women than for men. Hauret and Williams (2017) also suggests this

in their study, that gender differences arise when men and women value different systems of the organisation.

Whereas earlier research has shown that age and nature of work have a positive relationship (Kacmar & Ferris, 1989), our study could not find such a relationship. This lack of support may be because employees have more control over the jobs they choose and the work tasks that follow, than other aspects of their job (Kacmar & Ferris, 1989). Regardless of which organisation employees work for, the other job dimensions are beyond their control most of the time. What type of job an individual applies for is a personal choice based on the experience and personal job preferences, which may explain why nature of work has a higher level of mean score in our study, and why it co-varies with age in previous research (Kacmar & Ferris, 1989). In addition, research has shown that older employees have higher JS of pay (Kacmar & Ferris, 1989), which is consistent with our findings. When the other variables were controlled for, age continued to be a significant predictor of pay, suggesting satisfaction in these dimensions depends on the age of the employer.

Due to the cross-sectional design of the study, causal relationships are not established, and it is uncertain which of the variables is the predictor of the other variable. It might be that JS predicts the levels of PD, rather than that PD predicts JS. This suggestion is supported by previous research, which has shown that belief of promotion opportunities increases the experienced discrimination in the work environment. It is explained when Non-White workers experience chances for promotion, they are more aware of their rights at work, and thus find it easier to notice or experience discrimination (Hirsh & Lyons, 2010). Although we did not test this direction, the research of Hirsh and Lyons (2010) showed the opposite of our findings, because of the negative relationship between JS of promotion and PD.

There might also be other variables not included in this study that may affect JS. As JS of contingent rewards only had a relation with PD in the multiple regression analysis, it is

reasonable to assume that there may be other factors that could have a stronger relationship with this sort of satisfaction. Job performance appears to lead to rewards, and might, quite reasonably, increase the satisfaction for rewards (Spector, 1997). Findings show that job performance, such as the quality of customer service, increases when employees are satisfied with the rewards they are provided with at their job (Yvonne et al., 2014). Further, by having interesting and challenging work tasks, the satisfaction for the nature of work increases (Yvonne et al., 2014). Although causality cannot be established, the present study has provided support for the relationship between JS and PD, and clearly states that integration and JS are strongly related.

Limitations

As in all psychological studies, there are some limitations linked to our method and the conclusions that can be drawn from the results of this study. As our study was cross-sectional and based on correlation and multiple regression analyses, it is likely that other factors, which were not measured or controlled in our study, may have an impact on the significant relations found in the analyses. For instance, studies indicate that personality can play an important role in minority groups members' ability and motivation to integrate with the majority (Shmitz & Shmitz, 2022). People who score high on extraversion, openness, agreeableness, and conscientiousness were found to be more likely to integrate well with a new society than those who did not score high on those personality traits (Shmitz & Shmitz, 2022). Further, in regard to the mental health of migrants, there is evidence that factors, such as social support and sense of belonging to both one's ethnic group and the majority group, reduce the likelihood to develop symptoms of depression or anxiety (Straiton et al., 2019). If these factors had been taken into account, it might have affected our overall findings

The data for the study was based on responses from 183 participants, and although this number of participants provided several significant results, it is a small representation of the

population which consists of approximately 75 800 Polish employees in Norway (SSB, 2022). Furthermore, almost half of the people who started the survey did not complete the entire questionnaire, which might have led to consequences associated with selection bias. Namely, it is possible that only the people who experience a substantial degree of perceived discrimination, or only the people who wanted to contribute to the development of this master thesis, were willing to fulfil the survey. The potential participants' lack of interest, motivation, or opportunity to fulfil the questionnaire limited our database and deprived us from information which might have an impact on the results of this study. Additionally, the numbers of representatives of different age groups and gender were unequal, which might also have an impact on the results. Hence, there is a need for future research to conduct studies based on larger samples and controlling for biases, in order to examine whether the relations found in our study can be further supported.

Some of the questions in the survey dealt with job promotion opportunities, benefits and rewards, and all of these questions may be relevant for the different occupations that our participants were employed in. In some professions, rather than promoting employees, the leaders provide seniors or employees with a lot of experience, with a higher salary. Therefore, some of the questions regarding this in the survey, should have had an option "this does not concern me/not relevant". In addition, the survey was perhaps too long, which is another possible explanation for why so many of the respondents did not complete the questionnaire. Based on the pilot study, the survey took approximately 15 minutes to complete, and this probably was seen as too long a time to offer answering the questionnaire. Considering the issue we were interested in covering, we think the length of the questionnaire was unavoidable. Future research should consider using instruments/scales that are shorter. Further, even if the survey was anonymous, it is possible that some of the items (e.g., the scale for assessing perceived discrimination) were too intrusive/sensitive and discouraged

some people from completing the survey.

Due to the requirement of anonymity of participants in the study, we were not able to collect some of the information which may likely be relevant for the study. For instance, there were no questions concerning the types of work industries that the participants were employed in, as the population the respondents could eventually be identified from would be greatly reduced. This prevented us from the opportunity to examine whether there are differences between organisations or/and working industries in terms of the levels of PD and JS.

The error that has occurred in the MHP scale may also have an impact on the results found in this study. As the HSCL-10 scale chosen for this study contained originally 10 items, but was reduced to 7 items due to the technical error, the conclusions in this study must be treated with special caution. Although all the 7 items were in many previous studies shown to be effective indicators of symptoms of anxiety and depression (Strand et al., 2003), the incomplete version of the scale cannot ensure the same level of certainty when discussing the results. Therefore, although high scores on the incomplete scale suggest high levels of symptoms of depression or/and anxiety, it is not sufficient evidence to conclude that a particular participant does, in fact, suffer from anxiety or depression. We have, therefore, interpreted the results of the MHP scale as the tendencies to experience mental health problems, rather than indicators of anxiety or depression.

It should also be considered that the study sampling which consisted of only Polish participants may not be generalizable for migrants of other nationalities. Research shows that there are several cultural differences which can have an impact on such aspects as how people perceive and cure mental health problems (Markova et al., 2020). Our choice of the sampling was based on the recommendation to focus on fewer nationalities (Straiton et al., 2019), and the fact that Polish people are the largest migrant group in Norway (SSB, 2023b). Although

this provided us with important results and insight to the problems of Polish migrants at Norwegian workplaces, future studies need to investigate these relations on other nationalities, in order to examine whether the issues found in this study apply also to other migrant groups in Norway.

Implications

The finding concerning that many of the participants reported high levels of MHP indicates that a great number of migrants in Norway may be in need of psychological help. As Markova et al. (2020) found in their study, migrants from Poland prefer to seek after formal sources for help with mental problems linked to depression, such as treatment led by a psychologist. Therefore, the Norwegian government should focus on establishing policies for health care services which could provide migrants with better opportunities to seek psychological help. This might result not only in individual improvement of psychological well-being among migrants, but also in less sick leaves among migrants, which would be profitable for employers. Furthermore, general practitioners, psychologists, and psychiatrists should always consider the ethnicity of the patients, as the patients' values and needs for treatment may be determined by their ethnicity (Markova et al., 2020).

If future studies can prove that free language skills courses are effective tools for language learning, and that the improved language skills can, in turn, lead to better understanding and utilisation of public health services, it might be a good suggestion for the country's government to invest in free language courses for migrants. However, research shows that a great number of Polish migrants in Norway only plan to stay in Norway in order to earn a lot of money and return to Poland afterwards (Czapka, 2010). Among these individuals, free language courses would perhaps not be an effective strategy. Nonetheless, supervisors and co-workers should always make attempts to motivate and support their employees in language learning. Supervisors and co-workers should be willing to help with

the language and show understanding and respect of the attempts to learn the Norwegian language.

Supervisors and Human Resources (HR) consultants should keep in mind that integration is related to the JS of employees. They should therefore focus on providing migrants with opportunities to communicate and integrate with co-workers of other ethnicities. As integration requires bidirectional effort from both the minority and majority groups (Sam & Berry, 2016), supervisors should not only discuss this with migrants, but also with all other employees in the organisation. This is in order to assure that the employees are aware of the importance of accepting and communicating with the members of minority groups, as well as to motivate them to help and respect the needs of migrant co-workers.

Conclusions

The aim of this study was to examine whether PD has a negative impact on well-being and JS of migrants. The results revealed many relationships that support the hypotheses that people who experience discrimination are likely to suffer from MHP and low levels of JS. Age, gender, and Norwegian language skills were also found to have significant relationships with some of the dependent variables examined in this study. Hence, our findings suggest that several factors must be taken into consideration when studying the relationship of PD with MHP and JS. As the study showed, Norwegian language skills correlated with all the JS subscales, which suggest that the relationship between PD and JS among migrants should not be examined without controlling for language skills. Furthermore, this study is a further support for the research which shows that PD at workplaces result in negative consequences. It is linked to the employees' well-being and satisfaction within aspects of their jobs, such as communication with their supervisors, as well as communication with coworkers of different ethnic backgrounds. These findings should gain more attention in Norwegian society, as migrants in Norway constitute approximately 16% of the population, of which the largest migrant group is Poles (SSB, 2023b). As many as 75 000 Polish migrants are employed in Norwegian companies and organisations (SSB, 2022), and our study shows that many of those people experience discrimination. This is a social issue which should be taken into consideration by leaders of organisations and supervisors at workplaces, in order to reduce the chance of discriminatory behaviour towards migrants. Hence, more studies on PD among migrants are needed, in order to reveal the issue of discrimination at multicultural workplaces, as well as to find strategies that can help to prevent the discriminatory behaviour, and to reduce the consequences that follow.

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Appendix A

Questionnaire

Are you interested in taking part in our research project?

The study is about perceived discrimination among Polish immigrants and its impact on their everyday life.

Jesteś zainteresowany/na udziałem w naszym projekcie badawczym?

Badanie jest na temat dyskryminacji postrzeganej przez polskich imigrantów i wpływ dyskryminacji na ich życie codzienne.

Purpose of the project

You are invited to participate in a research project in which the main purpose is to study immigrants' job satisfaction, well-being, as well as eventual presence of discrimination at work. The data from the survey you are going to participate in, will be used for our master thesis in psychology. Our research question is whether perceived discrimination have a negative impact on job satisfaction, mental health, and whether self-esteem can affect the relationship between mental health and perceived discrimination.

Cel projektu

Zapraszamy Cię do wzięcia udziału w badaniu na temat satysfakcji z pracy, zdrowia i samopoczucia, jak i ewentualnej obecności dyskryminacji w pracy. Dane z tej ankiety będą użyte do naszej pracy magisterskiej w dziedzinie psychologii.

Which institution is responsible for the research project?

Students that take a Master degree in Social and Cognitive Psychology at the Department of Psychosocial Science at the University of Bergen, are responsible for the project. The project supervisor is David Lackland Sam.

Kto jest odpowiedzialny za ten projekt?

Studentki magistra na kierunku Psychologii Społecznej i Kognitywnej w Instytucie Psychosocjalnej Nauki na Uniwersytecie w Bergen. Nadzorcą projektu jest David Lackland Sam.

Why are you being asked to participate?

To participate in this study, you have to be of Polish descent, have lived in Norway more than one year, and be employed in a company or organization in Norway.

Dlaczego prosimy akurat Ciebie o udział?

Aby wziąć udział w tym badaniu, musisz być polskiego pochodzenia, mieszkać w Norwegii przynajmniej rok, oraz być zatrudniony w firmie lub organizacji w Norwegii.

What does participation involve for you?

If you choose to take part in the project, you will be asked to fulfill an online survey. It will take approximately 15 minutes. The survey includes questions about job satisfaction, self-esteem, perceived discrimination and mental health. Your answers will be recorded electronically.

W jaki sposób można wziąć udział?

Jeśli zdecydujesz się uczestniczyć w tym projekcie, będziesz poproszony/na o wypełnienie ankiety online. Zajmie Ci to około 15 minut. Ankieta zawiera pytania na temat satysfakcji z pracy, samooceny, postrzeganej dyskryminacji oraz samopoczucia. Twoje odpowiedzi będą zapisane elektronicznie.

Participation is voluntary

Participation in the project is voluntary and completely anonymous. Therefore, there will be no negative consequences for your private life or working career if you choose to participate. If you choose to participate, you can withdraw your consent at any time without explanation. There will be no negative consequences for you if you choose not to participate or later decide to withdraw.

Udział w ankiecie jest dobrowolny i anonimowy

Udział w tym projekcie jest dobrowolny i jako, że jest w pełni anonimowy, nie wiąże się z nim żadne negatywne konsekwencje dla Twojego prywatnego życia lub kariery zawodowej. Jeśli zdecydujesz się na udział, możesz w dowolnym momencie zrezygnować z dokończenia ankiety. Decyzja o wycofaniu się z uczestnictwa nie spowoduje żadnych negatywnych konsekwencji dla Ciebie.

Your personal privacy – how we will store and use your personal data

We will only use your personal data for the purpose(s) specified here and we will process your personal data in accordance with data protection legislation (the GDPR).

The data collected through the survey will only be used by us, master students (Aleksandra Pawelec & Ingvill Samuelsen Kolmannskog), and our supervisors (Rouven Doran & David

Lackland Sam), who will have the access to the data in order to help us with analyzing them. There will be no storage of contact lists, names, IPs, or other personal information about our participants. After finishing the data collection, the information we gathered through the surveys will be deleted from the SurveyExact, which is the website that the questionnaire was answered through.

Twoja prywatność - jak będziemy zapisywać i używać Twoje dane osobiste

Twoje dane osobiste będą użyte tylko i wyłącznie w celu tego badania. Dane będą analizowane zgodnie z przepisami dotyczącymi ochrony danych (GDPR). Dane zebrane w tej ankiecie będą użyte tylko przez nas, studentki magistra (Aleksandra Pawelec & Ingwill Samuelsen Kolmannskog) i nasi promotorzy (Rouven Doran & David Lackland Sam), którzy będą mieli dostęp do danych w celu pomocy w analizach. Listy kontaktowe, imiona, numery IP i inne osobiste informacje nie będą nigdzie zapisywane. Po zakończeniu zbierania danych, zebrane informacje będą usunięte z SurveyExact, czyli strony na której ankiety były wypełniane.

What will happen to your personal data at the end of the research project?

The planned end date of the project is May 2023.

After the project ends, your data will no longer be used for any purposes.

Co stanie się z Twoimi danymi osobistymi na końcu projektu?

Koniec naszego projektu jest zaplanowany na maj 2023.

Kiedy projekt zostanie zakończony, Twoje dane nie będą użyte do żadnych innych celów.

Your rights

As long as you can be identified in the collected data, you have the right to:

- access the personal data that is being processed about you
- request that your personal data is deleted
- request that incorrect personal data about you is corrected/rectified
- receive a copy of your personal data (data portability), and
- send a complaint to the Norwegian Data Protection Authority regarding the processing of your personal data

Twoje prawa

Jeśli możesz być zidentyfikowany/na w zebranych danych, masz prawo do:

- dostępu do Twoich danych osobistych które są analizowane
- prośby o usunięciu danych o Tobie
- prośby o poprawienie/usunięciu błędnych informacji o Tobie
- otrzymania kopii Twoich osobistych danych
- wysłania skargi do Norweskiego Urzędu Ochrony Danych związanej z przetwarzaniem Twoich danych osobistych

What gives us the right to process your personal data?

We will process your personal data based on your consent.

Based on an agreement with The Department of Psychosocial Science, Data Protection Services has assessed that the processing of personal data in this project meets requirements in data protection legislation.

W jaki sposób jesteśmy upoważnione do przetwarzania Twoich danych?

Prawo do dostępu do danych jest oparte na Twojej zgodzie.

Na podstawie zgody z Instytutem Psychosocjalnych Nauk, Usługi Ochrony Danych zapewniają, że przetwarzanie danych osobistych w tym projekcie są zgodne z przepisami ochrony danych.

Where can I find out more?

If you have questions about the project, and/or want to exercise your rights, send an e-mail to this e-mail address:

- mscopy.isp@gmail.com

Gdzie mogę dowiedzieć się więcej?

Jeśli masz pytania na temat tego projektu, lub chcesz dowiedzieć się więcej o Twoich prawach, wyślij e-mail na ten adres:

- mscopy.isp@gmail.com

If you have questions about how UiB processes personal data, you can contact:

- Our Data Protection Officer, Janecke Helene Veim via Janecke.Veim@uib.no
- You can read more about the processing of personal data here:

<https://www.uib.no/en/personaldata/130126/privacy-policy-university-bergen#processing-of-information-about-research-participants>

Yours sincerely,

David Lackland Sam

(Project supervisor)

Aleksandra Pawelec

(Student)

Rouven Doran

(Supervisor)

Ingvill Samuelsen Kolmannskog

(Student)

The Consent:

I have received and understood information about the project about discrimination, job satisfaction, and well-being, and I have been given the opportunity to ask questions. After gaining all necessary information, I agree to participate in this online survey.

I give consent for my personal data to be processed until the end of the project by clicking on this button:

Now you can start answering the survey. Click “Next” to receive the first part of the questionnaire.

Zgoda:

Zgadzam się, że dostałem/am i zrozumiałem/am informacje na temat projektu o dyskryminacji, zadowolenia z pracy i samopoczucia, oraz dostałem możliwość zadania pytań. Po uzyskaniu wszystkich potrzebnych informacji, zgadzam się na udział w tej internetowej ankiecie.

Za pomocą kliknięcia na ten przycisk, zgadzam się na analizowanie moich danych do momentu ukończenia projektu:

x

Teraz możesz rozpocząć ankietę. Naciśnij przycisk “dalej” aby przenieść się do pierwszej części pytań.

Questionnaire

1. What is your gender?

Jaka jest Twoja płeć?

(1) Male

Mężczyzna

(2) Female

Kobieta

(3) Other

Inna

2. Which age group do you belong to?

Do którego przedziału wiekowego należysz?

(1) 18-30

(2) 31-40

(3) 41-50

(4) 51-60

(5) 60+

3. What is your country of origin?

Z jakiego kraju pochodzisz?

Open answer: _____

4. How long you've been living in Norway?

Jak długo mieszkasz w Norwegii?

(1) Less than a year

Mniej niż rok

(2) 1-5 years

1-5 lat

(3) 6-10 years

6-10 lat

(4) 11-15 years

11-15 lat

(5) 15+ years

15+ lat

5. How long you've been working in Norway?

Jak długo pracujesz w Norwegii?

(1) Less than a year

Mniej niż rok

(2) 1-5 years

1-5 lat

(3) 6-10 years

6-10 lat

(4) 11-15 years

11-15 lat

(5) 15+ years

15+ lat

6. How do you rate your Norwegian language skills?

Jak dobrze mówisz w języku norweskim?

(1) Not so good

Nie za dobrze

(2) Somewhat good

W pewnym stopniu dobrze

(3) Good

Dobrze

(4) Very good

Bardzo dobrze

(5) Fluent

Biegle

Job Satisfaction Survey, Paul E. Spector (Spector, 1985)

In the first part of the survey, you will be asked to answer questions about job satisfaction. Please answer the questions honestly and indicate how strongly you agree or disagree with the given statement.

Pierwsza część tej ankiety zawiera pytania dotyczące Twojego zadowolenia z miejsca pracy. Bardzo prosimy o odpowiadanie na pytania rzetelnie, oceniając jak bardzo zgadzasz, lub nie zgadzasz się, z podanymi stwierdzeniami.

Agreement degrees:

(1) Disagree very much

Zdecydowanie się nie zgadzam

(2) Disagree moderately

Nie zgadzam się w dużym stopniu

(3) Disagree slightly

Trochę się nie zgadzam

(4) Agree slightly

Trochę się zgadzam

(5) Agree moderately

Zgadzam się w dużym stopniu

(6) Agree very much

Bardzo się zgadzam

Items 2, 4, 6, 8, 10, 12, 14, 16, 18, 19, 21, 23, 24, 26, 29, 31, 32, 34 and 36 have reversed scores.

1. I feel I am being paid a fair amount for the work I do.

Uważam, że moja wypłata jest sprawiedliwa i adekwatna do mojej pracy.

2. There is really too little chance for promotion on my job.

Szansa na awans w mojej pracy jest zdecydowania za mała.

3. My employer is quite competent in doing his/her job.

Mój kierownik/kierownicy jest/są kompetentni w ich pracy.

4. I am not satisfied with the benefits I receive.

Nie jestem zadowolony z dodatkowych korzyści, które uzyskuje w mojej pracy.

5. When I do a good job, I receive the recognition for it that I should receive.

Kiedy robię coś dobrze, jest to zauważane i doceniane w dostateczny sposób przez innych.

6. Many of our rules and procedures make doing a good job difficult.

Dużo zasad i procedur sprawia, że moja praca jest trudna.

7. I like the people I work with.

Lubię ludzi z którymi pracuję.

8. I sometimes feel my job is meaningless.

Czasami czuje, że moja praca jest bez sensu.

9. Communications seem good within this organization.

Komunikacja w organizacji, w której pracuje, wydaje się dobra.

10. Raises are too few and far between.

Podwyżki są za małe i za rzadko.

11. Those who do well on the job stand a fair chance of being promoted.

Ci, którzy dobrze wykonują swoją pracę, dostają dostateczne szanse na awans.

12. My employer is unfair to me.

Mój pracodawca jest sprawiedliwy wobec mnie.

13. The benefits we receive are as good as most other organizations offer.

Pakiet dodatkowych korzyści który dostajemy jest tak samo dobry jak w innych organizacjach.

14. I do not feel that the work I do is appreciated.

Uważam, że praca którą wykonuję, jest doceniana.

15. My efforts to do a good job are seldom blocked by red tape.

Wysiłek, który wkładam w dobrą pracę, jest rzadko blokowany przez biurokrację.

16. I find I have to work harder at my job than I should because of the incompetence of people I work with.

Zauważam, że muszę pracować ciężiej niż powinienem z powodu braku kompetencji ludzi z którymi pracuje.

17. I like doing the things I do at work.

Lubię robić rzeczy, które wykonuje w pracy.

18. The goals of this organization are not clear to me.

Cele organizacji w której pracuję nie są dla mnie zrozumiałe.

19. I feel unappreciated by the organization when I think about what they pay me.

Czuję się niedoceniony przez moją organizację, kiedy myślę o tym, ile mi płacą.

20. People get ahead as fast here as they do in other places.

Ludzie tutaj rozwijają się tak szybko, jak w innych miejscach pracy.

21. My employer shows too little interest in the feelings of subordinates.

Mój pracodawca okazuje za mało zainteresowania o tym jak czują się jego pracownicy.

22. The benefit package we have is equitable.

Pakiet świadczeń, jaki dostajemy, jest godziwy.

23. There are few rewards for those who work here.

Ci, którzy tu pracują dostają za mało nagród.

24. I have too much to do at work.

Mam za dużo do zrobienia w pracy.

25. I enjoy my co-workers.

Lubię moich współpracowników.

26. I often feel that I do not know what is going on with the organization.

Często czuję, że nie wiem co dzieje się w mojej organizacji.

27. I feel a sense of pride in doing my job.

Czuję się dumny, że wykonuje swoją pracę.

28. I feel satisfied with my chances for salary increases.

Jestem zadowolony z możliwości na dostanie podwyżki w mojej pracy.

29. There are benefits we do not have which we should have.

Istnieją dodatkowe bonusy/korzyści poza wypłatą, których w naszej firmie nie ma, a powinny być.

30. I like my employer.

Lubię mojego pracodawcę.

31. I have too much paperwork.

Mam za dużo roboty papierkowej.

32. I don't feel my efforts are rewarded the way they should be.

Nie czuję, że mój wysiłek jest nagradzany tak jak powinien.

33. I am satisfied with my chances for promotion.

Jestem zadowolony/a z szans jakie mam na awans.

34. There is too much bickering and fighting at work.

W moim miejscu pracy jest za dużo sprzeczek i konfliktów.

35. My job is enjoyable.

Moja praca jest przyjemna.

36. Work assignments are often not fully explained.

Zadania które dostaję w pracy nie są do końca wytłumaczone.

Workplace prejudice/discrimination inventory (WPDI) items (James et al., 1994).

In the next part of the survey, contains of questions linked to eventual presence of discrimination at your workplace. Please read the questions carefully and indicate how strongly you agree or disagree with the following statements.

Następna część ankiety dotyczy aspektów związanych z ewentualną obecnością dyskryminacji w miejscu pracy. Prosimy o uważne czytanie pytań i ocenienie jak bardzo zgadzasz, lub nie zgadzasz się, z następującymi stwierdzeniami.

Agreement degrees:

(1) Strongly disagree

Zdecydowanie się nie zgadzam

(2) Disagree

Nie zgadzam się

(3) Somewhat disagree

Raczej się nie zgadzam

(4) Neither agree or disagree

Nie mam zdania

(5) Somewhat agree

Raczej się zgadzam

(6) Agree

Zgadzam się

(7) Strongly agree

Zdecydowanie się zgadzam

Items 3, 6, 7, 10 and 15 have reversed scores.

1. I have sometimes been unfairly singled out because of my racial/ethnic group.

Czasami bywałem/am traktowany/a niesprawiedliwie z powodu mojej grupy etnicznej.

2. Prejudice exists where I work.

W moim miejscu pracy istnieją uprzedzenia.

3. Where I work all people are treated the same, regardless of their racial/ ethnic group.

W mojej pracy wszyscy są traktowani tak samo, bez względu na ich grupę etniczną.

4. At work I feel socially isolated because of my racial/ethnic group.

W pracy czuję się społecznie odizolowany/a z powodu mojego pochodzenia.

5. At work minority employees receive fewer opportunities.

W mojej pracy mniejszości etniczne mają mniejsze możliwości.

6. There is no discrimination on my present job.

W mojej pracy nie ma dyskryminacji.

7. Where I work members of some racial/ethnic groups are treated better than members of other groups.

W mojej pracy członkowie mojej grupy etnicznej są traktowani lepiej niż członkowie innych grup.

8. At work people are intolerant of others from different racial/ethnic backgrounds

W mojej pracy pracownicy nie tolerują ludzi o innej rasie/pochodzeniu etnicznym.

9. Employers scrutinize the work of members of my group more than that of members of other racial/ethnic groups.

Przełożeni obserwują pracę członków mojej grupy etnicznej bardziej niż innych grup etnicznych.

10. Where I work people of different racial and ethnic groups get along well with each other.

W mojej pracy ludzie o różnych rasach i grupach etnicznych dobrze dogadują się między sobą.

11. At my present job, some people get better treatment because of their racial/ethnic group

W mojej obecnej pracy niektórzy ludzie są traktowani lepiej z powodu ich rasy lub grupy etnicznej.

12. There is discrimination where I work.

W moim miejscu pracy istnieje dyskryminacja.

13. At work I am treated poorly because of my racial/ethnic group.

W mojej pracy jestem źle traktowany/a ze względu na moją rasę/grupę etniczną.

14. At my present place of employment, people of other racial/ethnic groups do not tell me some job-related information that they share with members of their own group.

W moim obecnym miejscu zatrudnienia, ludzie innych ras/grup etnicznych nie mówią mi o rzeczach dotyczących pracy, którymi dzielą się z członkami własnej grupy.

15. Where I work promotions and rewards are not influenced by racial or ethnic group membership.

W moim miejscu pracy rasa lub grupa etniczna nie ma wpływu na podwyżki i wynagrodzenia.

Rosenberg self-esteem scale (Rosenberg, 1965)

In the next part of the survey, we want you to rate a list of statements dealing with your general feelings about yourself. Please read the questions carefully, and indicate how strongly you agree or disagree with the following statements.

W następnej części prosimy Cię o ocenienie kilku stwierdzeń dotyczących Twojego ogólnego zdanie na temat samego/samej siebie. Prosimy o uważne czytanie pytań i ocenienie jak bardzo zgadzasz, lub nie zgadzasz się, z następującymi stwierdzeniami.

Agreement degrees:

(1) Strongly disagree

Zdecydowanie się nie zgadzam

(2) Disagree

Nie zgadzam się

(3) Agree

Zgadzam się,

(4) Strongly agree

Zdecydowanie się zgadzam

Items 2, 5, 6, 8 and 9 have reversed scores.

1. On the whole, I am satisfied with myself.

Na ogół jestem zadowolony/na z siebie. .

2. At times I think I am no good at all.

Czasami myślę, że w niczym nie jest dobry/a.

3. I feel that I have a number of good qualities.

Czuję, że posiadam wiele dobrych cech.

4. I am able to do things as well as most other people.

Potrafię robić rzeczy tak samo dobrze jak inni.

5. I feel I do not have much to be proud of.

Czuję, że nie mam zbyt wiele powodów, by być z siebie dumny/a.

6. I certainly feel useless at times.

Czasami czuje się w dużym stopniu bezużyteczny/a.

7. I feel that I'm a person of worth, at least on an equal plane with others.

Czuję, że jestem wartościową osobą, przynajmniej na tym samym poziomie co inni.

8. I wish I could have more respect for myself.

Chciał(a)bym mieć więcej szacunku do siebie.

9. All in all, I am inclined to feel that I am a failure.

Jestem skłonny/a myśleć, że jestem porażką.

10. I take a positive attitude toward myself.

Mam pozytywne nastawienie do siebie.

Hopkins Symptoms Checklist 5-items, HSCL-5 (Strand et al., 2003).

In the last part of the survey, we ask you to rate aspects related to well-being and health. The symptoms listed below are problems people sometimes experience. Please read carefully and decide how much each symptom has bothered or stressed you over the last week, including today.

W ostatniej części tej ankiety poprosimy Cię o ocenienie aspektów dotyczących dobrego samopoczucia i zdrowia. Symptomy podane poniżej są problemami, które ludzie czasami doświadczają. Prosimy o ostrożne przeczytanie i zdecydowanie jak bardzo każdy z symptomów dokuczał Ci lub Cię stresował w ciągu ostatniego tygodnia, włącznie z dniem dzisiejszym.

Answer degrees:

(1) Not at all

W ogóle nie

(2) A little

Odrobinę

(3) Quite a bit

Trochę

(4) Extremely

Bardzo

1) Do you suddenly feel scared for no reason?

Czy odczuwasz nagłe przerażenie bez powodu?

2) Do you experience nervousness or shakiness inside?

Czy odczuwasz napięcie lub nerwowości?

3) Do you have difficulties in falling asleep or staying asleep?

Czy miewasz trudności w zasypianiu lub częste przebudzenia?

4) Do you experience feeling blue?

Czy odczuwasz przygnębienie?

5) Do you feel worthless?

Czujesz się bezwartościowy/a?

6) Do you feel everything is an effort?

Czy zdarza się, że wszystko jest dla Ciebie wysiłkiem?

7) Do you experience feeling hopeless about the future?

Czy zdarza się, że czujesz się bezsilny/a myśląc o przyszłości?

Press the “finish” button to send your answers.

Thank you very much for completing the survey!

Naciśnij przycisk "koniec" aby wysłać swoje odpowiedzi.

Bardzo dziękujemy za wypełnienie ankiety!

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Appendix B

Vurdering Av Behandling Av Personopplysninger 02.12.2022

Referansenummer

321960

Vurderingstype

Standard

Dato

02.12.2022

Prosjektittel

Perceived discrimination among immigrants from Poland, and how it affects mental health and job satisfaction.

Behandlingsansvarlig Institusjon

Universitetet i Bergen / Det psykologiske fakultet / Institutt for samfunnspsykologi

Prosjektansvarlig

David Lackland Sam

Student

Ingvill Samuelsen Kolmannskog

Prosjektperiode

01.08.2022 - 31.05.2023

Kategorier Personopplysninger

- Alminnelige
- Særlige

Lovlig Grunnlag

- Samtykke (Personvernforordningen art. 6 nr. 1 bokstav a)
- Uttrykkelig samtykke (Personvernforordningen art. 9 nr. 2 bokstav a)

Behandlingen av personopplysningene er lovlig så fremt den gjennomføres som oppgitt i meldeskjemaet. Det lovlige grunnlaget gjelder til 31.05.2023.

[Meldeskjema](#)

Kommentar***Om Vurderingen***

Personverntjenester har en avtale med institusjonen du forsker eller studerer ved. Denne avtalen innebærer at vi skal gi deg råd slik at behandlingen av personopplysninger i prosjektet ditt er lovlig etter personvernregelverket. Personverntjenester har nå vurdert den

planlagte behandlingen av personopplysninger. Vår vurdering er at behandlingen er lovlig, hvis den gjennomføres slik den er beskrevet i meldeskjemaet med dialog og vedlegg.

Viktig Informasjon Til Deg

Du må lagre, sende og sikre dataene i tråd med retningslinjene til din institusjon. Dette betyr at du må bruke leverandører for spørreskjema, skylagring, videosamtale o.l. som institusjonen din har avtale med. Vi gir generelle råd rundt dette, men det er institusjonens egne retningslinjer for informasjonssikkerhet som gjelder.

Type Opplysninger Og Varighet

Prosjektet vil behandle alminnelige personopplysninger, og særlige kategorier av personopplysninger om helseopplysninger og etnisk opprinnelse frem til 31.05.2023.

Lovlig Grunnlag

Prosjektet vil innhente samtykke fra de registrerte til behandlingen av personopplysninger. Vår vurdering er at prosjektet legger opp til et samtykke i samsvar med kravene i art. 4 nr. 11 og 7, ved at det er en frivillig, spesifikk, informert og utvetydig bekreftelse, som kan dokumenteres, og som den registrerte kan trekke tilbake. For alminnelige personopplysninger vil lovlig grunnlag for behandlingen være den registrertes samtykke, jf. personvernforordningen art. 6 nr. 1 a. Behandlingen av særlige kategorier av personopplysninger er basert på uttrykkelig samtykke fra den registrerte, jf. personvernforordningen art. 6 nr. 1 a og art. 9 nr. 2 a.

Personvernprinsipper

Personverntjenester vurderer at den planlagte behandlingen av personopplysninger vil følge prinsippene i personvernforordningen: • om lovlighet, rettferdighet og åpenhet (art. 5.1 a), ved at de registrerte får tilfredsstillende informasjon om og samtykker til behandlingen • formålsbegrensning (art. 5.1 b), ved at personopplysninger samles inn for spesifikke, uttrykkelig angitte og berettigede formål, og ikke viderebehandles til nye uforenlige formål • dataminimering (art. 5.1 c), ved at det kun behandles opplysninger som er adekvate, relevante og nødvendige for formålet med prosjektet • lagringsbegrensning (art. 5.1 e), ved at personopplysningene ikke lagres lengre enn nødvendig for å oppfylle formålet.

De Registrertes Rettigheter

Vi vurderer at informasjonen om behandlingen som de registrerte vil motta oppfyller lovens krav til form og innhold, jf. art. 12.1 og art. 13. Så lenge de registrerte kan identifiseres i datamaterialet vil de ha følgende rettigheter: innsyn (art. 15), retting (art. 16), sletting (art. 17), begrensning (art. 18) og dataportabilitet (art. 20). Vi minner om at hvis en registrert tar kontakt om sine rettigheter, har behandlingsansvarlig institusjon plikt til å svare innen en måned.

Følg Din Institusjons Retningslinjer

Personverntjenester legger til grunn at behandlingen oppfyller kravene i personvernforordningen om riktighet (art. 5.1 d), integritet og konfidensialitet (art. 5.1. f) og sikkerhet (art. 32). Ved bruk av databehandler (spørreskjemaleverandør, skylagring eller videosamtale) må behandlingen oppfylle kravene til bruk av databehandler, jf. art 28 og 29. Bruk leverandører som din institusjon har avtale med. For å forsikre dere om at kravene

oppfylles, må prosjektansvarlig følge interne retningslinjer/rådføre dere med behandlingsansvarlig institusjon.

Meld Vesentlige Endringer

Dersom det skjer vesentlige endringer i behandlingen av personopplysninger, kan det være nødvendig å melde dette til oss ved å oppdatere meldeskjemaet. Før du melder inn en endring, oppfordrer vi deg til å lese om hvilken type endringer det er nødvendig å melde: <https://www.nsd.no/personverntjenester/fylle-ut-meldeskjema-for-personopplysninger/melde-endringer-i-meldeskjema> Du må vente på svar fra oss før endringen gjennomføres.

Oppfølging Av Prosjektet

Vi vil følge opp ved planlagt avslutning for å avklare om behandlingen av personopplysningene er avsluttet.

Kontaktperson hos oss: Sturla Herfindal

Lykke til med prosjektet!