

Preliminary Orals

Name of Student
MSIO

Monday, Oct. 21, 2020
3:00 PM Room 101
Subject Pool: 0

The Relationship Between Family Support, Work-Related Self-Efficacy, and Job Search Behavior Among the Unemployed

The purpose of this research study is to investigate how family support and beliefs about work-related abilities and competencies may influence an unemployed individual's job search behavior. Consideration will also be given to the variables of age and the number of dependents for which the unemployed individual is responsible, in order to determine any moderating effects. Past research has addressed the general constructs of social support, self-efficacy, and job search, but has neglected to consider how support from the family may influence the efficacy levels of the unemployed in their search for employment.

One hundred unemployed workers participating in a federally-funded job training program will compose the sample for this study. Two author-created scales will be used to measure the constructs of family support and work-related self-efficacy, and a scale created by Vuori and Tervahartiala (1994) will be used to measure job search behavior. A demographic sheet will be used to collect data regarding age, number of dependents, gender, marital status and number of weeks unemployed. The scales will be distributed during orientation workshops, and confidentiality will be ensured. Data will be analyzed using hierarchical regression and path analyses to determine the relationships among the variables.

It is expected that age of the participants will moderate the relationship between work-related self-efficacy and job search behavior, in that older and younger participants will report having lower levels of work-related self-efficacy and fewer job search behaviors than will middle-aged participants. It is also expected that the relationship between number of dependents and work-related self-efficacy will be mediated by family support. Finally, it is expected that the relationship between family support and job search behavior will be mediated by work-related self-efficacy. These findings will provide a better understanding about the processes involved in helping the unemployed become re-employed in the work force.

Committee: David Whitney, PhD (chair)
Christopher Warren, PhD
Ryan Getzlaf, MA
Chief Administrator, EDD