



Het Kenniscentrum
ARBEIDSMIGRANTEN



Social integration of labour migrants

Inequalities between labour migrants' social integration
spill-over to job satisfaction: an intersectionality
perspective

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Abstract

Europe is suffering from labour shortages and an aging workforce. A possible solution to this challenge, could be the growing migration flows. Therefore, it is important to study how the social integration of migrant workers can affect job satisfaction and how policymakers can influence and respond to this. This cross-sectional study examines the relationship between social integration and job satisfaction of labour migrants working in the Netherlands by using spill-over theory. An existing questionnaire from the 'Share My Voice' panel, consisting of 1.626 participants is used. Furthermore, the interaction effect of gender, age, and employment contract are explored. The differences between social groups are analysed following the principles of intersectionality theory. The conceptual model is tested by using Hayes' PROCESS model 1. This analysis suggests a negative effect of social integration on job satisfaction, where the interaction effects of gender, age, and employment contract are not significant. In the last section limitations and implications for future research are suggested. Please note an erratum has been added after the conclusion.

Key words: labour migration, social integration, job satisfaction, spill-over theory, gender, age, employment contract, intersectionality.

Introduction

European countries are facing major labour shortages (World Employment Confederation, 2022). Therefore, it is important to look for new ways to recruit the workforce. Growing labour migration can serve as a solution to these labour shortages in various sectors and occupations (Nimewegen & Erf, 2010). They can also fill in the gaps caused by an aging population (Sapeha, 2016). However, labour migration does bring social challenges with it. One of those challenges is the integration of labour migrants in the host countries (Nimewegen & Erf, 2010). The integration in the host-country can consist of different areas in life, including labour market integration and social integration. Research shows that these areas of integration could influence one another (Calvo-Salguero et al., 2011).

This study considers the relationship between the social integration of labour migrants and their job satisfaction. Social integration is the level of integration in the social structures of an environment (Beresneviūtė, 2003), and job satisfaction is the level of liking or disliking the job (Zhu, 2012). When labour migrants are satisfied with their work, they can contribute to the economic performance of a host-country (Rodríguez-Pose & Vilalta-Bufí, 2005). Research shows that labour migrants are a vulnerable social group because they are often exposed to poor employment and working conditions (Bretones et al., 2020). Therefore, encouraging greater job satisfaction among labour migrants can play an important role in increasing worker productivity and well-being (Wang et al., 2013). Due to both the positive and negative effects of job (dis)satisfaction, it is important to know what could influence labour migrants' satisfaction (Baloch, 2009).

The relationship between social integration and job satisfaction can be explained by the work-family model and the added community domain (Peeters et al., 2013; Voydanoff, 2001). The two domains central in this study are the community domain and work domain. Here, social integration can be connected to the community domain, and job satisfaction to the work domain. The work-family model suggests a spill-over theory which indicates that satisfaction in one domain can spill over into another domain. Dissatisfaction in the community domain could influence a person's job satisfaction in the work domain, this is called community-to-work spill-over (Calvo-Salguero, 2011). The community domain includes social networks and structures, as well as a person's sense of belonging and integration in a community (Voydanoff, 2001). In order to connect the community domain to social integration, Lin (1986) presents three aspects that predict social integration: participation in the community, the size of the social network, and the number of intimate relationships. These factors describe the community domain. In line with this, research by Cremers and Van den Tillaart (2021), suggests that labour migrants who feel at home and integrated in the Netherlands are more satisfied with their work than labour migrants who do not feel at home.

However, intersectionality theory suggests that spill-over could differ per labour migrant because they belong to different social categories (Else-Quest & Hyde, 2016). In order to provide a multidimensional context to the relationship between social integration and job satisfaction, the intersectionality perspective is used. The intersectionality approach considers simultaneous membership in multiple social categories and tries to explain how power and inequality construct and reproduce these categories (Else-Quest & Hyde, 2016). When one falls into the social category of labour migrants, they can equally belong to another social category (Else-Quest & Hyde, 2016). Little is known about how spill-over between social integration and job satisfaction could vary for these social groups. This study expects the spill-over to differ for the social groups, men and women labour migrants, young and old labour migrants, and labour migrants working on a temporary and permanent contract (Dilworth, 2004; Keene & Reynolds, 2005; Kinnunen et al., 2013; Roehling et al., 2019). Thus, this study considers the social category of being a labour migrant combined with the categories gender, age, and employment contract.

This study focuses on the relationship between social integration and job satisfaction and the moderating effect of gender, age, and the employment contract. It contributes to the existing literature by integrating work-family spill-over theory with the power inequalities following from intersectional

characteristics of labour migrants. In addition, the social relevance of this study is contributing to the research of 'Het Kenniscentrum Arbeidsmigranten' (Cremers & Van den Tillaart, 2021), for which the results can serve as a starting point for further research. This study can help policymakers respond to the situation of labour migrants and gives employers an insight into external factors that have an influence on the performance of labour migrants.

The theory and findings of empirical articles suggest a possible relationship between social integration and job satisfaction with gender, age, and employment contract as moderators. Therefore, the following research question is stated:

'To what extent does the level of social integration influence the job satisfaction of labour migrants in the Netherlands, and is this relationship moderated by gender, age, and the employment contract?'

Theoretical Framework

Social integration and job satisfaction of migrants.

Central in this section is why social integration relates to job satisfaction. Social integration has been defined in different ways in literature; the perception of inclusion of labour migrants, the extent to which a labour migrant is included or excluded from a social structure, and a migrant's behaviour to be part of a group (Beresnevièiūtė, 2003; Lin, 1986). This study follows Lin (1986), who states that the most general approach to social integration is the relationships of labour migrants with the larger community. This is distinguished in three different levels: contact with the community, social networks, and intimate and confiding relationships. An individual's participation in voluntary occasions reflects social integration and a sense of belonging to the social structure. The level of social integration of a labour migrant depends on being in regular contact with neighbours, having friends and family nearby, and being a member of social groups, e.g., sports clubs, associations (Laireiter & Baumann, 1992). When labour migrants are not integrated, this could influence their mental health and psychological well-being (Archer, 1996). The mental health and psychological well-being of labour migrants are important indicators of turnover intentions, and job satisfaction or dissatisfaction in general (Wright & Bonett, 2007).

Job satisfaction is defined as 'the personal evaluation of the working conditions or the results obtained, and emotional pleasure gained from the job' (Batlis, 1980). In addition, job satisfaction consists of different facets, including the atmosphere at work, the stability of employment, good relations with colleagues and superiors, and communication with management (Baloch, 2009). In contrast, job dissatisfaction produces negative outcomes for both the organisation and labour migrants, namely turnover, decreased well-being, and absenteeism (Dormann & Zapf, 2001; Fila et al., 2014). When employees are satisfied, it can lead to organisational commitment, citizenship behaviour, and well-being (Dormann & Zapf, 2001; Fila et al., 2014).

Through the work-family interaction model, the relationship between social integration and job satisfaction can be explained (Frone, 2000; Namasivayam & Mount, 2004). This model consists of two domains, work and family, which are intertwined and can influence each other (Peeters et al., 2013). To these two domains, Voydanoff (2001) added the community domain, which includes social networks and structures, as well as a person's sense of belonging and integration in a community. These characteristics of the community domain are related to aspects of social integration (Lin, 1986). Research suggests that the time individuals spend existing in the community in which they are located is positively associated with the job satisfaction this person experiences (Voydanoff, 2001). When two domains intertwine, the spill-over theory can be applied (Peeters et al., 2013). Spill-over theory suggests that (dis)satisfaction in one domain can spill over to another domain. Meaning that the feelings, attitudes, and behaviours of an individual in one domain can influence another domain.

Spill-over theory suggests that one domain can spill over into another domain. Therefore, it is argued that the level of social integration could influence the job satisfaction a labour migrant is experiencing at work. Research by Wang and Jing (2018) supports this relationship, they suggest that both work-related

and non-work-related factors could influence the job satisfaction an individual is experiencing. Non-work-related factors consist of language skills, cultural traits, and integration. In addition, low levels of social integration could lead to increased stress among labour migrants, which leads to decreased satisfaction (Li et al., 2021). Allen et al. (2000) suggests that spill-over in domains could lead to work-related outcomes, such as job satisfaction, and non-work-related outcomes, such as life satisfaction. Building on the spill-over theory and the empirical findings, the following hypothesis is stated:

H1: The higher the level of labour migrants' social integration, the higher the level of their job satisfaction.

Apart from the different domains, spill-over theory suggests that the level of spill-over could depend on individual characteristics e.g., gender, age, and the number of personal resources (Judge & Watanabe, 1994). Given the intersectionality theory, spill-over may differ for social groups. Intersectionality theory shows that individuals are characterised by social categories (Else-Quest & Hyde, 2016). These categories are connected or intertwined and cause each social category to have a different experience, this can be in terms of power and inequality. Some groups experience greater inequality and more disadvantages from the social group they are in than others. The social context an individual is located in could play a role in this, e.g., social structures and interactions (Else-Quest & Hyde, 2016). Labour migrants can be a part of different social categories. The next section highlights the difference for labour migrants in the social categories, gender, age, and employment contract. These social categories are used as interaction effects on the relationship between social integration and job satisfaction.

Gender as moderator

Central in this section is how the relationship between social integration and job satisfaction may differ for men and women labour migrants. The moderating effect of gender can be explained by both the gender role theory and the spill-over theory (Judge & Watanabe, 1994; Littlejohn & Foss, 2009). In addition, research indicates that in general women experience higher levels of spill-over than men (Dilworth, 2004; Keene & Reynolds, 2005).

Gender role theory states that the difference in social roles of men and women could predict the difference in behaviour and attitudes (Littlejohn & Foss, 2009). Both men and women have different needs and priorities when it comes to family and work (Dalgard & Thapa, 2007). Traditional gender roles illustrate that women are family-oriented, and men are work-oriented, both having their responsibilities in that particular domain. There are differences in what they put in the centre of their lives; for women this is family and for men this is work. This is in line with research showing that migrant women have more household obligations than men (Tacolli, 1999). Women who adopt this family-oriented role find it difficult when the work domain interferes with the family/community domain (Livingston & Judge, 2008).

To apply these findings to the situation of labour migrants, research shows that migrant men, compared to migrant women, are less vulnerable in several areas. For example, for different genders, opportunities in the labour market are different. For female migrants, it is initially more difficult to obtain employment, and the work they do is often low-skilled work, and they earn less in the process (Dako-Gyeke, 2013). In addition, female migrants are more exposed to stigma and discrimination during the migration process, this has involved both the family and work domain. These gender differences influence the strength of the relationship between social integration and job satisfaction (Dako-Gyeke, 2013). Women migrants have different challenges than men migrants during the migration process and face certain constraints (Dako-Gyeke, 2013). Women tend to have more responsibilities in the family domain. However, they also want to participate in the work domain (Meeussen et al., 2016; Rotimi et al., 2021). Therefore, it is expected that the effect of social integration on job satisfaction is stronger for women. This suggests that the feelings, attitudes and behaviour of women migrants in one domain, have a higher chance of spill-over to other domains, than those of men. Based on the theory and empirical evidence on these differences between men and women migrants, the following hypothesis is stated:

H2: The positive relationship between the level of social integration and job satisfaction is stronger for women labour migrants than for men labour migrants.

Age as moderator

Central in this section is how the relationship between social integration and job

satisfaction may differ for younger and older labour migrants. The moderating effect of age can be explained by both the life span theory and spill-over theory (Carstensen, 1995; Judge & Watanabe, 1994). In addition, research indicates that in general young people experience higher levels of spill-over than older people (Roehling et al., 2019).

Many theories have been developed in life span research. The longevity theory of social emotional selectivity states that aging leads to increased self-reflection and social withdrawal (Carstensen, 1995). Distance from the social world is considered part of aging. For older people (age of 57 and above), there is no longer a link between social activity and well-being. Moreover, older people prefer familiar social partners (Carstensen, 1995).

Putting this in the context of labour migrants, the differences can be seen. Older migrants are willing to adapt their behaviour and have lower requirements in the country of migration but are no longer able or motivated to participate in additional social activities (Naud et al., 2019). This is due to the fact that with a labour migrants' age, motivation shifts from participation in communities and social activities to meaningful connections and families (Naud et al., 2019). In contrast, research suggests that a strong involvement in social networks generally correlates positively with overall well-being outcomes for young migrants (Kirpitchenko & Mansouri, 2014). Overall well-being includes job satisfaction and life satisfaction. Young migrants need social contacts and support to have a sense of belonging.

Because younger migrants attach greater value to social integration than older migrants (Kirpitchenko & Mansouri, 2014), it is expected that the spill-over between social integration and job satisfaction is stronger for young labour migrants than for elderly labour migrants. Therefore, the following hypothesis is stated:

H3: The positive relationship between the level of social integration and job satisfaction is stronger for young labour migrants than for old labour migrants.

Employment contract as moderator

Central in this section is how the relationship between social integration and job satisfaction may differ for labour migrants with a temporary, agency, and permanent contract. This moderation effect can be explained by the conservation of resources theory (COR) and the spill-over theory (Hobfoll, 2001; Judge & Watanabe, 1994).

COR theory states that individuals want to obtain, preserve, and protect things they value, namely their resources. When individuals have insufficient resources, they will be more vulnerable to loss spirals, whereas individuals who have sufficient resources will have opportunities to acquire more resources. These can be personal, social, economic, and environmental resources (Hobfoll, 2001).

Permanent workers are directly employed by their employer and the contract has no specific end date (Callea et al., 2014). Both temporary workers and agency workers fall under the category of temporary work. Here, the difference is that for temporary workers there is a two-way relationship between worker and employer. For agency workers, in addition to these two parties, there is a third-party present, namely the employment agency that hires them. Both are employed whereby the contract has a specific end date (Biggs & Swailes, 2006). In this study, both temporary workers and agency workers are named 'temporary workers'.

Before analysing differences in employment contract, it is important to consider whether migrants are working voluntarily or involuntarily on a temporary basis (Hopkins & Dawson, 2016). This study highlights the consequences of not working voluntarily on a temporary basis. Research by Hopkins and Dawson (2016), shows that labour migrants often do not choose to work on a temporary basis. In addition, labour migrants who perform temporary work on a non-voluntary basis suffer from overall lower well-being and

lower job satisfaction. In contrast, labour migrants who work on a permanent basis do experience a higher level of overall well-being and job satisfaction (Hopkins & Dawson, 2016).

These differences in well-being could be because labour migrants with permanent contracts can count on continuity, employment, and job security. These securities are often not there for temporary workers. According to COR theory, these negative effects of being employed on a temporary bases can cause resource loss. The positive effects of being employed on a permanent bases can lead to resource gain.

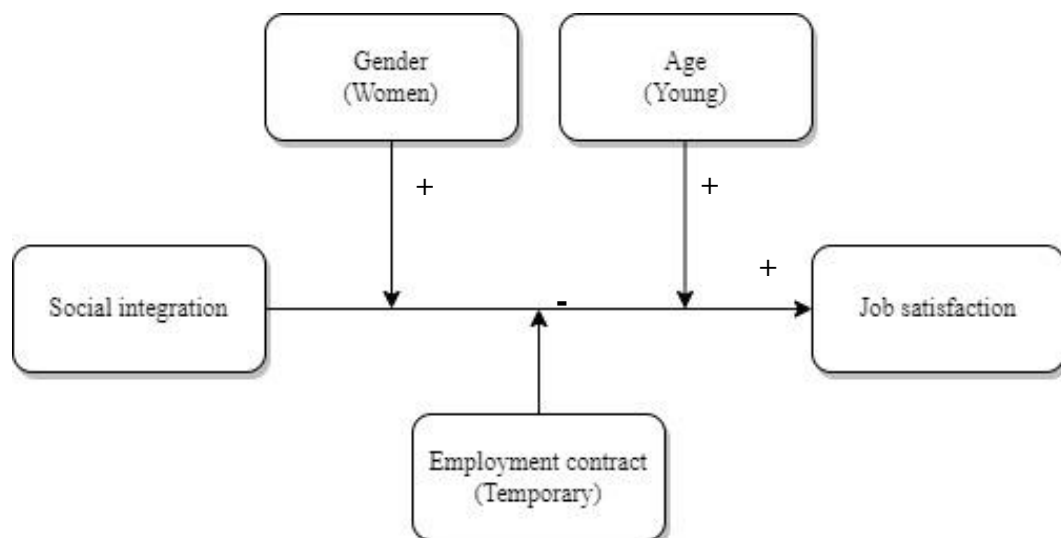
Combining COR theory with spill-over theory, it is expected that the spill-over between social integration and job satisfaction is stronger for labour migrants working on a temporary contract than labour migrants working on a permanent contract. In line with this statement, research by Kinnunen et al. (2013) shows that individuals with a low overall well-being (in work, non-work and family) have a higher chance of negative spill-over between domains.

H4: The positive relationship between the level of social integration and job satisfaction is stronger for labour migrants working on a temporary contract than for labour migrants working on a permanent contract.

Figure 1 presents the conceptual model.

Figure 1

Conceptual model



Methods

Research design

This study makes use of quantitative and cross-sectional design (Warner, 2020). The data is collected by 'Het Kenniscentrum Arbeidsmigranten' (Cremers & Van den Tillaart, 2021). The study can be considered explanatory, because it tests previously stated hypotheses and theories (Wagenmakers et al., 2012).

Procedure

The data is collected from the 'Share My Voice' panel. This panel is set up by 'Het Kenniscentrum Arbeidsmigranten' (Cremers & Van den Tillaart, 2021). The panel members are composed of labour migrants only and participants are recruited exclusively for the 'Share My Voice Panel'. The participants are recruited through a communication, using various channels, e.g., media, newsletters, flyers (Cremers & Van den Tillaart, 2021). According to Vehovar et al. (2016), this is a voluntary response design in which participants are not approached by the researchers but can volunteer (e.g., in a survey, or questionnaire). This can result in some individuals in the target population not having access to or knowing about the survey. This type of design is mostly biased because some respondents will be more likely to volunteer than others (Vehovar et al., 2016). The respondents were asked to complete the online survey at the beginning of 2021. The online survey was available in four languages: Dutch, English, Polish, and Spanish. On forehand, the confidentiality and anonymity of the participants is guaranteed.

Sample

The datafile consists of 1.626 participants. Participants who had two or more questions not answered on the dependent variable were deleted list wise, this is a rigid measure. However, not completing the questions affects the results. This results in a sample with 1.397 remaining participants. Demographic characteristics of this sample are presented in Table 1.

Table 1 Demographic Characteristics

| Measure | N | % |
|---------------------|-------|------|
| Age | | |
| Young (< 49) | 1.214 | 86,8 |
| Old (> 50) | 180 | 12,9 |
| Gender | | |
| Men | 698 | 49,9 |
| Women | 684 | 48,9 |
| Employment Contract | | |
| Temporary | 509 | 36,4 |
| Permanent | 630 | 45,1 |
| Length of Stay | | |
| Short (< 2 years) | 507 | 36,3 |
| Long (> 2 years) | 886 | 62,3 |
| Nationality | | |
| EU | 1.267 | 90,6 |
| Non-EU | 132 | 9,4 |

Measurement

All concepts of the conceptual model are measured in the 'Share My Voice Panel' (Cremers & Van den Tillaart, 2021).

Social Integration is measured with three questions. (1) Do you speak Dutch? (Yes (1) / No (0)); (2) How much contact do you have with people in the local area or neighbourhood where you live? 'Often', 'Regularly', 'Occasionally', and 'Never'; (3) Are you a member of a local club or organisation? When someone is not a member of a club (= 0), and when someone is a member of a club (=1). Appendix A gives the answer

options. Questions 1 and 3 are nominal variables with the answer option 'Yes' or 'No'. Question 2 is recoded into a dummy with two values, wherein 0 = occasionally/never, and 1 = often/regularly. Missing values are coded 999.

Research by Laireiter and Baumann (1992) states that an individual's social integration depends on being in regular contact with neighbours, having friends and family nearby, and being a member of social groups. Two of these aspects are touched upon with these questions. The reason why language is also used in measuring social integration is that speaking the language of the host-country is an important indicator of social integration (Remennick, 2004).

Social integration is an index variable. The respondents' level of social integration is the sum of the social integration indicators, ranging from 0 to 3. A higher score indicates a higher social integration. The scores in the sample follow a normal distribution.

Job Satisfaction is measured with 5 questions (Appendix B). An example item is 'I am satisfied with my current employer.' The questions are approached with a 5-point Likert scale ranging from completely agree (=5) to completely disagree (=1). Also, a don't know/no opinion is given; this answer is recoded into a user missing value (code - 999).

Research by Baloch (2009) states that job satisfaction consists of different facets, such as the atmosphere at work, the stability of employment and good relations with colleagues and superiors, and communication with management. These five questions are touched upon the relationship with superiors, the stability of employment, and the atmosphere at work. To examine validity a factor analysis is completed.

Job satisfaction follows a skewed distribution. However, due to the large sample, a factor analysis still can be completed. The KMO score was adequate (.849), and Bartlett's test of sphericity was significant ($p < .001$). Principal Axis Factoring extracted 1 underlying factor with an explained variance of 71,02%. The factor loadings can be found in Appendix B. Cronbach's alpha was acceptable ($\alpha = .849$).

The respondents' level of job satisfaction is the sum of the job satisfaction indicators, ranging from 0 to 25. A higher score indicates a higher level of job satisfaction.

Age is measured by one question: 'In which year were you born?' However, for privacy reasons, the data is received ordinally. The categories given were (1) 18-24, (2) 25-34, (3) 35-49, (4) 50-64, and (5) 64+. These are recoded in Young (=0), using category 1 up to and including 3, and Old (=1), using category 4 and 5. The option 'prefer not to say' is recoded into user missing value (code - 999). In theory, a person is categorised as 'old' when they are older than 57. Because of the data collection in this study, any individual over the age of 50 is labelled as old. As a result, the expected effects for this group will be weaker.

Gender is a nominal variable. In the survey, gender is measured by one question: 'What is your gender?' Participants can choose between four answer options (1) man, (2) woman, (3) other, and (4) prefer not to say. The answer options are dummy coded with two values, wherein 0 = men, and 1 = women. Answer option (3) and (4) are recoded system missing values (code - 999).

Employment Contract is a nominal variable. In the survey, employment contract is measured by one question: 'Do you have an employment contract?'. Participants can choose between nine answer options (1) Yes, a temporary contract (2) Yes, a permanent contract (3) Yes, an employment agency contract (4) No, I am self-employed (5) No, I have an informal contract (6) Other (7) I don't know (8) I do not have a job (9) Prefer not to say. These answer options are recoded into dummy variables, wherein answer option 1 and 3 are recoded in temporary (= 0) and answer option 2 is recoded as permanent (=1). Answers 4 until 9 are recoded as user missing value (code - 999).

Control variables are used to contribute to the internal validity of the study by reducing the influence of confounding variables. This allows for more certain correlations or causal relationships between

variables (Warner, 2020). The used control variables are nationality and length of stay. The length of stay can affect the extent to which a labour migrant is socially integrated (Zhang, 2015). In addition, a labour migrant's nationality may influence perceptions of social integration and job satisfaction. Labour migrants from EU and non-EU countries are compared here because labour migrants from EU countries face free movement of people, goods and services (Bonifazi & Paparusso, 2018).

Nationality. is measured with one question in the survey 'What is your country of origin?'. Participants have to select their country of origin in a dropdown list, where also the option 'prefer not to say' is given. However, for privacy reasons, data is received ordinally. The participants choose between 5 answer categories: (1) Outside Europe, (2) Western Europe, (3) South Europe, (4) East Europe A8, and (5) East Europe A2. Herein, answer option 1 is coded 'non-EU' (=0) and answer option 2 up to and including 5 are coded 'EU' (=1). The answer option 'Prefer not to say' is recoded into user missing value (code - 999).

Length of stay. Second, length of stay is used as control variable. Length of stay is measured with one question in the survey 'How long have you lived in the Netherlands?'. The participants can choose between 7 answers (1) Less than 3 months (2) 3 to 6 months (3) 7 to 12 months (4) 1 to 2 years (5) 3 to 5 years (6) longer than 5 years (7) prefer not to say. The participants were categorised into two categories 0 = short (less than 2 year) and 1 = long (longer than 2 years). Answer option 'prefer not to say' is recoded into a user missing value (coded - 999).

Analysis

IBM SPSS Statistics (version 28) is used to analyse the data from the 'Share My Voice' panel. First, the irrelevant data are removed from the data file. Next, the data is recoded into values given in the 'measurement instruments' section, including reverse coding and dummy coding. Also, a sum score is generated for social integration and job satisfaction so that low scores and high scores on the variables can be measured. Hereafter, missing values are coded 999. The data is checked for normality, outliers, missing values, and errors by using histograms and frequencies tables. An initial understanding of the relationship between the model variables is checked, analysing the means, standard deviations, and correlations (Pearson's r) between all model and control variables.

To test the moderation effects, model 1 of the PROCESS macro of Hayes (2017). This study includes three moderating variables. Therefore, in each regression analysis two of the moderators are included as covariates and the other is used as moderating variable. To aid the interpretation of the interaction effects, a plot analysis is constructed. Expected is that it shows a stronger positive relationship between social integration and job satisfaction for women and young migrants, and a stronger negative relationship for migrants with a temporary contract.

Results

The mean, standard deviation, and Pearson's correlations of the independent-, dependent variable, moderators, and covariates are presented in Table 2. The results show a negative significant association between social integration and job satisfaction ($r = -.123$ $p < .001$). In addition, both gender ($r = .068$ $p < .05$), age ($r = .074$ $p < .05$), length of stay ($r = .314$ $p < .001$), and nationality ($r = -.079$ $p < .001$) show significant positive associations with social integration. Nationality also shows a positive association with job satisfaction ($r = -.078$ $p < .001$).

Table 2 *M, SD and Pearson's correlations (N = 1.116)*

| | M | SD | 1. | 2. | 3. | 4. | 5. | 6. | 7. |
|------------------------------|--------|-------|---------------------|-----------------------|-----------------|----------------|---------------------------------------|------------------------------|-------------------------|
| | | | Job Satisfaction | Social Integration | Gender (Men) | Age (Young) | Employment Contract (Temporary) | Length of Stay (Short) | Nationality (Non-EU) |
| 1. Job Satisfaction | 10,160 | 4,833 | 1 | | | | | | |
| 2. Social Integration | 1,107 | ,912 | -,123** | 1 | | | | | |
| 3. Gender (Men) | ,493 | ,500 | ,033 | ,068* | 1 | | | | |
| 4. Age (Young) | ,121 | ,326 | -,040 | ,074* | -,036 | 1 | | | |
| 5. Contract (Temporary) | ,556 | ,497 | -,010 | ,027 | -,020 | -,022 | 1 | | |
| 6. Length of Stay (Short) | ,619 | ,486 | -,042 | ,314** | ,068* | ,104** | ,153** | 1 | |
| 7. Nationality (Non-EU) | ,095 | ,293 | -,078** | -,079** | -,026 | ,170** | -,018 | ,034 | 1 |

Note. Gender (0 = Men, 1 = Women), Age (0 = Young, 1 = Old), Employment Contract (0 = Temporary Contract, 1 = Permanent Contract), Length of Stay (= Short, 1 = Long), and Nationality (0 = non-EU, 1 = EU),

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Table 3 *Regression analysis PROCESS model 1 (N = 1.116)*

| Variable | Model 1 | Model 2 | Model 3 |
|---------------------|----------|----------|----------|
| | B | B | B |
| Constant | 10,728** | 10,964** | 10,891** |
| Social Integration | -,499** | -,722** | -,660* |
| Gender | ,656 | ,387 | ,380 |
| Age | -,272 | -1,152 | -,269 |
| Employment Contract | -,081 | -,087 | -,145 |
| Length Of Stay | -,020 | -,017† | -,0173 |
| Nationality | -1,088* | -1,136* | -1,073* |
| Int_1(Gender) | -,250 | | |
| Int_2(Age) | | -,710 | |
| Int_3(Contract) | | | ,062 |
| R | ,150** | ,157** | ,149** |
| R ² | ,022** | ,024** | ,022** |

Note. Dependent variable: Job Satisfaction. Unstandardised regression coefficients are reported. Gender (0 = Men, 1 = Women), Age (0 = Young, 1 = Old), Employment Contract (0 = Temporary Contract, 1 = Permanent Contract), Length of Stay (= Short, 1 = Long), and Nationality (0 = non-EU, 1 = EU).

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

†. Correlation is significant at the 0.1 level (2-tailed).

Hypothesis 1 suggested a positive effect of social integration on job satisfaction. To control for this relationship the bivariate correlation between the two variables is computed. In addition, the output of the 3 PROCESS models is interpreted. To test the three interaction effects in this study, PROCESS model 1 of Hayes is used. In model 1, the moderator 'gender' is added to the bivariate relationship, and the other moderators, 'age' and 'employment contract', are added as control variables. In addition, the two covariates, 'nationality', and 'length of stay', are added. In the second model, the moderator 'age' is added to the bivariate relationship and the other moderators, 'gender', and 'employment contract', are added as the control variables. Finally, in the third model, the moderator 'employment contract' is added to the bivariate relationship, and the other moderators, 'gender' and 'age', are added as control variables.

The first hypotheses, model 1, predicts that there is a positive effect of social integration on job satisfaction. Using a simple scatter this linear association seemed not present. In addition, a bivariate correlation is conducted ($r = -.123$ $p < .001$). This indicated a negative association between the social integration and job satisfaction, not taken the other model variables, 'gender', 'age', and 'employment contract' into consideration. However, taking the other model variables into consideration, there equally is a significant negative effect of social integration on job satisfaction in each model (Table 3).

The second hypotheses states that the positive relation between social integration and job satisfaction has a stronger positive effect for women than for men labour migrants. Overall, the model is significant ($p < .001$) and explains 2,2% of job satisfaction in the dataset ($R^2, 022$ $p < .001$). However, the interaction effect of gender is not significant, so the results cannot be generalised to the population.

The third hypotheses states that a positive relation between social integration and job satisfaction has a stronger positive effect for younger labour migrants than for old labour migrants. Overall, the model is significant ($p < .001$) and explains 2,4% of job satisfaction in the dataset ($R^2, 024$ $p < .001$). However, the interaction effect of age is not significant, so the results cannot be generalised to the population.

The fourth hypotheses states that the relationship between social integration and job satisfaction has a stronger negative effect for labour migrants working on a temporary contract than for labour migrants working on a permanent contract. Overall, the model is significant ($p < .001$) and explains 2,2% of job satisfaction in the dataset ($R^2, 022$ $p < .001$). However, the interaction effect of employment contract is not significant, so the results cannot be generalised to the population.

Discussion

The results confirm that there is a relationship between social integration and job satisfaction. However, the results show a negative association, meaning that when a labour migrant is more socially integrated, they experience less job satisfaction.

Main Findings

Firstly, the data suggests that the relationship between social integration and job satisfaction is negative, not positive as hypothesised. Meaning that when a labour migrant experiences higher levels of social integration, job satisfaction will decrease. This is in line with research of Al Ariss (2010), which states that social integration could both increase and decrease job satisfaction. An explanation for this negative association could be that other factors influence the relationship between social integration and job satisfaction. For instance, the level of employer support could influence the relationship. When an employer does not provide (social) support, a migrant has to build a social network individually. A labour migrant is then socially integrated, but does not feel accepted and valued by the employer. Thus, it may be that the labour migrants in this study are sufficiently integrated but do not feel that they are supported or accepted in the integration process and therefore job satisfaction decreases (Al Ariss, 2010). In addition, another explanation for the negative effect of social integration on job satisfaction could be the frames of reference of migrants who move to a host-country (Clibborn, 2018). When migrants move to the host-country with a home-host country frame of reference, they seek for better working conditions compared to the home country. This makes labour migrants attractive to employees because they may have lower expectations from the employer. However, when migrants are more (socially) integrated, the frame of reference may be influenced (Clibborn, 2018). When migrants use a peer frame of reference, they compare themselves to colleagues, neighbours, and friends. In doing so, they may feel unequally treated and therefore experience less job satisfaction. This is supported by research that shows that labour migrants regularly feel that they are treated unequally compared to employees from the host-country (Datta et al., 2007).

The second hypothesis expected the relationship between social integration and job satisfaction to be stronger for women than for men labour migrants. The results were however not significant. The same goes for the third hypotheses that expected the relationship between social integration and job satisfaction to be stronger for younger than for elderly labour migrants. A possible reason for this could be the type of design of the study, namely a probability design and its associated bias (Warner, 2020). It could be that a variety of other variables besides gender and age influence both social integration and job satisfactions. This is supported by research that sums up a lot of indicators for both social integration and job satisfaction (Ko et al., 2015; Toruńczyk-Ruiz & Brunarska, 2018).

The fourth hypotheses expected the relationship between social integration and job satisfaction to be stronger for labour migrants working on a temporary contract than for labour migrants working on a permanent contract. These differences appeared to be not significant. Besides the fact that other variables could influence both variables, such as with age and gender, there are also other explanations of why this effect is not significant. A possible explanation could be the years of service of a labour migrant. When labour migrants move to the host-country temporarily, they have a different attitude than labour migrants who move to the Netherlands for a longer period of time (De Jong et al., 2002). Theory of Clibborn (2018), highlighted that labour migrants who stay for a short time in a host-country, tolerate lower wages and working conditions because of their home-host country frame of reference. However, when a labour migrant has more years of service, meaning that they have worked longer in a host-country, they become more exposed to a peer reference framework. When a labour migrant notices that he/she works consistently for different working conditions than his peers, this may cause dissatisfaction. When labour migrants have more years of service in a host-country it could influence the relationship between social integration and job satisfaction, regardless of their type of contract.

Limitations and future research

This study is subject to several limitations. The first limitation of this study concerns the causal model used to explain the relationship between social integration and job satisfaction, the work-family interaction model. This model indicates that the domains family, community, and work could influence each other (Frone, 2000; Namasivayam & Mount, 2004). In this study it is assumed that social integration has a negative influence on job satisfaction. However, job satisfaction could also have effect on social integration at the same time. Therefore, the direction of the effect is not clear, and causality cannot be assumed (Warner, 2020). Other researchers therefore choose to test the model in two ways, normal causality and reversed causality (Innstrand, 2008). Future research may choose to do the same and see which variables influence each other more strongly. This requires a rich data collection from both domains.

A second limitation of this study is that it is based on existing data. A non-probability design is used, which may involve self-selection bias and under coverage (Straits & Jr., 2017). This bias could have been avoided by the survey design and, as a result, more reliable results could have been generated. Because of the current research method, it cannot be concluded that the results are a representative of the population (Straits & Jr., 2017). Another limitation in the design is the language sensitivity of the respondents. Although the questionnaire was presented in different languages, not all languages were served. This may limit reach and participation. In addition, it has not been verified that the questions mean the same thing in each language. As a result, it cannot be determined that the questions were interpreted the same by the participants, which reduces reliability. Future research could use a probability design. These designs use a target population and a sampling frame. When taking a large probability sample, representativeness is guaranteed (in case of no coverage error) (Straits & Jr., 2017). In addition, the languages in which the questionnaire is distributed can be based on the target population.

A third limitation is the measurement level of the variables in the data. Due to confidentiality reasons, the data was delivered at a superficial level. The data analysis could have been enriched if the measurement level was different. The categorical level is less detailed than the interval level and therefore changes the possible analyses that can be done. With these variables, it was not possible to look at the central tendency and the skewed-ness may appear distorted by the scales (Warner, 2020). In future research, it is wise to create the scales based on theory and collect the data at the highest level of measurement, namely ratio. This way there are no restrictions in analysing the data (Warner, 2020).

A fourth limitation of the study is again related to the use of an existing questionnaire and associated data. Creating scales to test the variables without basing it on theory beforehand can lower internal consistency and make the study less reliable. To ensure that results are still significant, the p-value can be made less strict. However, a less stringent P-value lowers the chance of correctly rejecting hypotheses. (Warner, 2020). Finally, the skewed distribution of the dependent variable, job satisfaction depresses the relationships and associated effect size. If job satisfaction had been normally distributed, it could have led to different study results (Warner, 2020).

This study is also subject to several theoretical limitations. Future research could focus more on the intersectionality perspective to see differences within social groups for gender, age, and employment contract. In addition, when applying spill-over theory to the situation of labour migrants, migrant workers' expectation patterns are important indicators of experiences in the different domains (work-life-, and community) (Al Ariss, 2010). Future research could explore how spill-over theory can be extended to include certain expectancy patterns. Further, research shows that both employer support and years of service are important influencers of social integration (Al Ariss, 2010; Clibborn, 2018). Therefore, future research could take these factors into account as potential moderators on the relationship between social integration and job satisfaction.

Practical Implications

This study indicates that an increase in social integration causes a decrease in job satisfaction. Theory from Al Ariss (2010) shows that support from employers has an important influence on this negative relationship. If migrants experience little support during the integration process, increased integration may lead to job dissatisfaction. Policymakers can address this by setting up support programs for migrants. They can focus on more informal issues and norms to support employees' commitment to the organisation and adaptation to the local way of life. This support can mean discrimination in favour of the migrants, lowering the feeling of unfair treatment as well (Farashah & Blomquist, 2019).

In addition, to cope with the feelings of unfair treatment of labour migrants, policy makers can focus on being transparent about working conditions for labour migrants. According to research from Innstrand (2008), labour migrants who are in the Netherlands for a short time have a reference with their home country to judge their treatment. When they are in the Netherlands for a longer period, they assess themselves by comparing with colleagues and neighbours. By being transparent about the conditions of employment, potential expectations of labour migrants are overcome and perhaps invalidated (Innstrand, 2008). At a later stage, this could ensure that labour migrants are not astonished by the potential differences and feel unjustly treated.

Conclusion

Because labour migrants can serve to fill labour market deficiencies and bring new insights to an organisation through different backgrounds and experiences, it is important to know how social integration affects job satisfaction. By testing the effect of social integration on job satisfaction and its differences for gender, age, and employment contract, this study found that when social integration of a labour migrant increases, job satisfaction decreases. This can be explained by the frames of reference with which labour migrants leave their home country. Future research could focus on other factors that influence this relationship, such as employer support and years of service in the host-country.

Erratum

In this study, the coding of the variable 'employment contract' is adjusted. Following these adjustments, the analyses were performed again. These new analyses did not alter the results of the relationships between the variables of the conceptual model in the study. However, significant effects can be identified for the control variables.

In the model where the moderating effect of gender on the relationship between social integration and job satisfaction is examined, nationality is significant ($B = -1,088$ $p < .05$). In the model where the moderating effect of age on the relationship between social integration and job satisfaction is examined, nationality ($B = -1,136$ $p < .05$) and length of stay ($B = -.017$ $p < .10$) is significant. In the model where the moderating effect of employment contract on the relationship between social integration and job satisfaction is examined, nationality is significant ($B = -1,073$ $p < .05$). It is important to note here that these significant effects can be spurious.

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Appendix A: Social Integration Survey Items

Items Measuring the Concept of Social Integration

Question 1: Do you speak Dutch?

| <i>Answer option</i> | <i>Coded</i> |
|---|--------------|
| 1. Yes, I am quite fluent | 1 = Yes |
| 2. Yes, a little bit | 1 = Yes |
| 3. No, I do not (yet) speak it, but want to learn | 0 = No |
| 4. No, I do not speak it and do not want to learn it either | 0 = No |
| 5. Prefer not to say | 999 |

Question 2: How much contact do you have with people in the local area or neighbourhood where you live?

| <i>Answer option</i> | <i>Coded</i> |
|--|--------------|
| 1. I often have contact with people in my surroundings or neighbourhood | 1 = Yes |
| 2. I regularly have contact with people in my surroundings or neighbourhood | 1 = Yes |
| 3. I occasionally have contact with people in my surroundings or neighbourhood | 0 = No |
| 4. I never have contact with people in my surroundings or neighbourhood | 0 = No |
| 5. Prefer not to say | 999 |

Question 3: Are you a member of a local club or organisation?

| <i>Questions</i> | <i>0 = No</i> | <i>1 = Yes</i> |
|---|---------------|----------------|
| 1. Yes, from a sports association: Are you a member of a local association or organisation? | | |
| 2. Yes, of a music, dance or singing society: Are you a member of a local association or organisation? | | |
| 3. Yes, of another cultural association: Are you a member of a local association or organisation? | | |
| 4. Yes, from a church or other religious organisation: Are you a member of a local association or organisation? | | |
| 5. Yes, from another association: Are you a member of a local association or organisation? | | |

Appendix B: Job Satisfaction

Items Measuring the Concept of Job Satisfaction

Question: You have a contract via an employment agency. The statements below are not about the employment Agency but about the employer where you are temporarily working.

| | Disagree | | Agree | | | Don't know |
|---|----------|---|-------|---|---|-------------|
| | | | | | | /No opinion |
| | | | | | | Missing |
| | 1 | 2 | 3 | 4 | 5 | values |
| 1 = Disagree | | | | | | |
| 2 = Slightly disagree | | | | | | |
| 3 = Neutral | | | | | | |
| 4 = Slightly agree | | | | | | |
| 5 = Agree | | | | | | |
| 1. I am satisfied with my current job and working conditions. | | | | | | |
| 2. I am satisfied with my current employer. | | | | | | |
| 3. I am treated well by my employer. | | | | | | |
| 4. If I am dissatisfied with my work situation, I can make this known to my employer. | | | | | | |
| 5. My employer ensures that I can work in a safe situation. | | | | | | |

Principal Axis Factoring: Factor Loadings

| Overall, Job Satisfaction | Factor (1) |
|---|------------|
| 1. I am satisfied with my current job and working conditions | ,803 |
| 2. I am satisfied with my current employer | ,900 |
| 3. I am treated well by my employer | ,879 |
| 4. If I am not pleased with my working situation, I can mention this to my employer | ,690 |
| 5. My employer makes sure that I can work in a safe environment | ,716 |