

Academic doctoral dissertation (PhD) theses

ATTITUDES TOWARDS EMPLOYEES WITH DISABILITY AND  
REDUCED WORK CAPACITY

Emese Balázs-Földi

Supervisor:

Dr. habil. Krisztina Dajnoki

Associate professor



UNIVERSITY OF DEBRECEN

Károly Ihrig Doctoral School of

Management and Business

Debrecen, 2018

# **1. INTRODUCTION OF ANTECEDENTS AND OBJECTIVES OF THE RESEARCH AND RESEARCH HYPOTHESES**

Disability is a degree of health damage, which is lasting and influences both the everyday life style and the working ability that is necessary for existence. The relationship of persons with disability and other members of the society is fundamentally determined by relations and attitudes that characterise the members.

It is hard for persons with disability to enter the economic life not only due to the limitation of their own state of health, but also the distrust and rejection of economic organisations. It is the task of the management to make the first step in reception, nevertheless the successful integration depends on the openness, empathy and accepting attitude of colleagues as well.

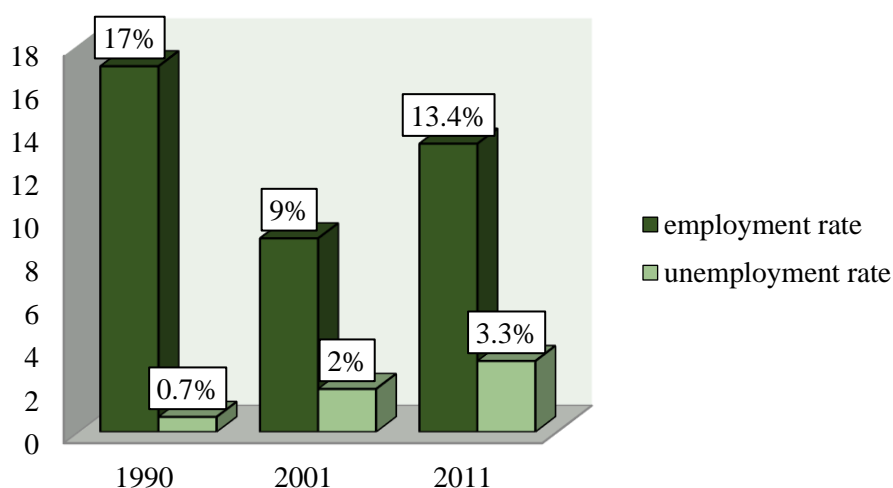
## **1.1. Antecedents of the research**

The topicality of the subject is supported by the demographic trend that is characteristic of both Europe and Hungary. The ever, higher life expectancy, the ageing population make it evident that the number of those who have to live their daily lives with diseases, health damage, or disability is increasing, which causes difficulty not only to the person, but also to the society and the economy. Financing ascending healthcare expenses and rising pension-like incomes heavily burdens the budget in every country. The state is not able to meet these expenses without tax increase, which the private sector cannot always produce. Therefore the state has to share its responsibility with citizens and the private sector.

On the basis of all these we can assume that the unemployment, which is at present one of the biggest factors and it also prevents economic growth, would inspire economic organisations to consider persons with disability as potential employees. It needs, however, that persons with disability, the management as well as the collective would show readiness. The role of this latter one is especially crucial as during the everyday work the most direct and active connection is among the person with disability and the employees of the organisation, and the conflict-free ground is guaranteed by accepting attitudes and well-established knowledge.

Statistical examinations (KSH, 2009; KSH, 2012; KSH, 2014; KSH, 2016a; LAKATOS – TAUSZ, 2009) highlight the fact that the employment of persons with disability and reduced

work capacity falls significantly behind the employment of the average population. (Figure 1, Table 1).



**Figure 1: Employment and unemployment rate of the disabled population based on the national census data (%) (in years 1990, 2001, 2011)**

*Source: Based on LAKATOS – TAUSZ, 2009 and KSH, 2014 compiled by the author*

Statistical data that describes the labour market situation of the workforce support their drawbacks that appear in the employment, in the background of which besides the poorer state of health, a longer lifespan, lower school qualification and mobility difficulties can characterise them as a complex difficulty.

**Table 1: Employment and unemployment rate of persons with reduced work capacity and persons with non-reduced work capacity in years 2011, 2015**

	<i>2011 2nd quarter</i>		<i>2015 1st quarter</i>	
	<b>Employment rate (%)</b>	<b>Unemployment rate (%)</b>	<b>Employment rate (%)</b>	<b>Unemployment rate (%)</b>
<b>Persons with reduced work capacity</b>	18.1	24.9	20.8	18
<b>Persons with non-reduced work capacity</b>	60.8	10.2	66.4	7.7

*Source: Based on KSH, 2012a és KSH, 2016a compiled by the author*

For nearly 30 years there have been both international and national researches to explore the reasons in the background of low employment willingness towards persons with disability and reduced work capacity.

International researches (FUQUA ET. AL, 1984; COLLIGNON, 1986; MCFARLIN ET. AL, 1991; LEVY ET. AL, 1993; BLANCK, 1998; THAKKAR, 1997; KELLY ET. AL, 2005; MCRAE – LAVERTY, 2006; DAVIDSON, 2011) drew attention to the importance of attitudes influencing the labour market situation of persons with disability which influence the employer's decision making in the recruitment. In our country the research into this topic, which started in year 2002, has confirmed that in the background of low economic activity there is on one hand the prejudice of the management in the economic organisations towards persons with disability and reduced work capacity, on the other hand there is a stereotypical approach (KÁLMÁN – KÖNCZEI, 2002; KESZI et. al, 2003; SZABÓ – BERDE, 2007; TARDOS, 2009; CSILLAG – HIDEGH, 2013; TARDOS, 2012; SZELLŐ et al., 2013; , SIMONOVITS – KOLTAI, 2013; DAJNOKI, 2014a; SOLTÉSZ, 2017).

Empirical examinations (TARDOS, 2009; SZELLŐ et al., 2013; DAJNOKI, 2014b) draw attention to the positive effect of the experience with the target group which supports the importance of the sensitisation trainings that are provided for the management of economic organisations.

Recognising the role of the management and employees in the organisation, methodological publications help the integration practice of persons with disability and reduced work capacity (DÁVID et al., 2000; GERE, 2009; SOLTÉSZ, 2017).

In sum the low economic activity of the target group can be explained by the following reasons:

- employer's prejudice, ignorance, discrimination,
- technology of the production and service activity, safety requirements,
- current situation of workforce demand and supply, financial considerations,
- pressing and motivating effect of the state regulation
- corporate culture, organisation size, ownership structure
- corporate performance pressure
- attitude of co-workers

- value judgement of the society
- individual objective (school qualification, skills, etc.) and subjective (aims, preferences, etc.) characteristics of persons with disability and reduced work capacity.

Research results suggest that employers can have corporate benefits from the employment of the target group (SZABÓ – BERDE, 2007; DAJNOKI, 2012a; CSILLAG – SZILAS, 2009). These corporate benefits can be sum up as followings: the appearance of workplace solidarity (supporting one another) and a receptive corporate culture (diversity, empathy); loyalty, responsibility, low fluctuation and low salary requirement of persons with disability and reduced work capacity; a competitive advantage in certain positions that require monotony; the company's external judgement becomes more positive (CSR); access to state subsidy and possibility for tax allowance; lower rate of rehabilitation contribution, or exemption of its payment.

Employees' attitudes towards persons with disability are influenced by sociodemographic features (sex, age), learned knowledge and personal experience related to disabled people (AVRAMIDIS – NORWICK, 2002; AVRAMIDIS – NORWICK, 2002; CAMPBELL et al., 2003; SHARMA et al., 2006; SZEGŐ, 2008; VIGNES et al., 2008, 2009; FORLIN et al., 2009; NÉMETHNÉ, 2009; DE BOER, 2011; HOLLINS, 2011; PONGRÁCZ, 2013; SZABÓ, 2016). According to researches (SELVAMANI – RAJAN, 2017; EUBANK, 2010) attitudes of social workers towards persons with disability are basically positive, nevertheless they approach their problems with a view to their lacking needs and they can rather imagine their employment in sheltered circumstances.

## **1.2. The main object of the research**

The main object of my research was to explore relations and attitudes of employees to promote a more effective economic integration and reception towards persons with disability and reduced work capacity. A further aim was that based on my research results I would draw up statements which can promote the liquidation of barriers that hinder equal occupational opportunities for persons with disability and reduced work capacity, as well as their labour market integration, possibility for a successful employment in economic organisations and the development of an accepting approach on the employees' party.

My aim was to examine in a questionnaire research the attitudes of two different test groups towards persons with disability and reduced work capacity. I conducted the research among

workers of social institutes run by the government and local governments in three districts of Hajdú-Bihar County along with citizens living in the affected districts. The research aimed at exploring how this special group of employees, who in the course of their studies were given both theoretical and practical preparation regarding the needs of persons with disability (which can be considered as a type of sensitisation), see persons with disability and reduced work capacity as employees, how they relate to them, what kind of attitudes they have regarding the employment of the target group and in what way it differs from the approach and attitude of citizens. The research also touches upon the examination on the kind of knowledge those who were asked have on the employment of persons with disability and reduced work capacity.

### **Research hypothesis:**

- 1. *H1*: In the approach of the employees in the social organisations under review, the principle of equal treatment and equal opportunities was more dominant than among residents of the district under review, therefore they judge the employability and integrated work of persons with disability and reduced work capacity more positively.**
- 2. *H2*: The employees of the social organisations who participated in the survey are more receptive than the residents of the districts under review, and they have a more positive image of persons with disability and reduced work capacity as employees.**
- 3. *H3*: The employees in the social organisations and the district residents under review regard persons with disability and reduced work capacity as two different groups of employees with different and dissimilar abilities.**
- 4. *H4*: Knowledge about disability and reduced work capacity that is gained in the course of studies, as well as direct work experience influence the approach of both the employees in the social organisations and the district residents under review positively.**
- 5. *H5*: Direct work experience with persons with disability and reduced work capacity influences the approach of both the employees in the social organisations and the district residents under review positively.**

## **2. DATABASE AND REVIEW OF THE APPLIED METHODS**

I carried out both primary and secondary research in the course of my researches. I am discussing relevant notions connected with the topic, the definitions related to disability, reduced work capacity as well as the concepts of discrimination, equal treatment and equal opportunities. To support the topicality and significance of the topic, I have analysed the available statistical results concerning groups with disability and reduced work capacity, as well as those affected by discrimination. I have examined, in the scope of secondary research, the development, the history and the changes of the current legal, occupational, sociopolitical, as well as occupational rehabilitation set of instruments in force in our homeland that affects the target group from 1945 to present day. The institutional system between 1945 and 1990 is represented in a process model.

To accomplish the aims, I selected a quantitative research method, the results of which I compared to the available research results. The questionnaire survey is suitable to measure the attitude, relation, and opinion of both examination groups (FISCHER, 2001).

The self-completed questionnaires were compiled by the author, the organisation questionnaires contained 41 questions, while the residential questionnaires 43 questions, which focused on 5 areas. I explored the notion of disability and reduced work capacity in the first part of the questionnaire, personal experiences and attitudes in the second part, familiarity and approach regarding supports connected to disability and reduced work capacity in the third part, I focused on experiences and attitudes related to the employment of the target group in the fourth part, and the fifth part contained questions on general sociodemographic features. The questionnaires included on one hand closed-ended questions, where the “other” option made it possible to write an own opinion, on the other hand there were rating scale questions using a scale of 1 to 5, which is suitable to measure attitudes. To measure attitudes I used various types of scales, such as the Likert-type scale, which measures how strongly the persons agree or disagree, the so called Bogardus scale that measures the social distance, the Osgood scale which is a semantic differential scale and measures values (FISCHER, 2001). The Bogardus-Scale, a one-dimensional social distance measuring attitude scale, which aims at assessing the respondent’s attitudes that are based on emotional aspects towards other people by questioning the respondent’s willingness to participate in the highest degree of social contact with them. The attitudes

that are measured by this scale create a hierarchy based on the acceptable closeness and distance of the social contacts (BABBIE, 2000). According to measurements connected to attitudes, those who have attitudes without prejudice show higher acceptance in their more personal contacts (HALÁSZ et al., 1979). Such important social contacts are: relationships between married partners, among relatives, friends, neighbours, colleagues, and residents (CSEPELI, 2001).

The semantic differential scale by Osgood can measure the characteristics of a given group or object by bipolar adjective pairs on a scale with 5 degrees. The median value can express indifference, cautiousness, neutrality, uncertainty (CSEPELI, 2001). The scale derives emotional relations, that is attitudes towards persons with disability and reduced work capacity as colleagues (FISCHER, 2001). On the questionnaire the respondent had to value work characteristics of persons with disability and reduced work capacity. These are such general characteristics, which are suitable to measure emotional attitudes towards persons with disability and reduced work capacity as colleagues. The characteristics are based partly on previous research among employers, where opinions regarding employees with disability and reduced work capacity were derived (sensitivity, diligence, reliability, etc.) (SZABÓ – BERDE, 2007; SIMONOVITS – KOLTAI, 2013; DAJNOKI, 2014a). Based on the Captain-test I completed all of these with other characteristics which are used to measure the work attitude (persistence, speed of work, attitude to work, etc.) (BUDAVÁRI-TAKÁCS, 2011).

## 2.1. Applied statistical methods

Applied statistical methods: descriptive statistics, frequency distribution, cross-tabulation analysis, cluster analysis. I considered the results of statistical probes significant in case of  $p < 0.05$ . In the course of cross-tabulation analysis I applied Pearson's chi-squared test.

**Table 2: Variation of reliability coefficients per questionnaire**

	Organisation questionnaire		Resident questionnaire	
	<i>Disability</i>	<i>Reduced work capacity</i>	<i>Disability</i>	<i>Reduced work capacity</i>
<b>Chronbach's Alpha value</b>	0.926	0.966	0.922	0.960

*Source: researched by the author (2016)*

I examined the reliability of the questionnaire with reliability analysis which creates a Chronbach Alpha index. The values of the indexes obtained from the testing are shown in Table 2. Based on the results, the reliability of the data set can be ascertained as the testing results exceeded the prescribed value of 0.7.

## **2.2. Characteristics of the research samples**

The data collection took place in districts of Hajdúböszörmény, Hajdúnánás and Derecske between 1 July 2016 and 31 August 2016. The questionnaire survey was conducted among employees of social organisations (basic, daytime, and boarding) run by the government and local government in three districts, along with citizens living in the affected districts. I obtained the list of names of the social organisations run by the government and local government in the districts from the Szociális Ágazati Portál (Social Sectoral Portal) database. I strived to interview 100% of the employees, but due to the voluntary participation, and the fact that absent employees, who were having a notice period, or other factors caused their absence (maternity leave, unpaid leave, sick leave, etc.), did not fill in the form, I could get back 75-80 % (408 pieces) of the questionnaires. A total of 339 residents filled in the questionnaire. In total 747 questionnaires were processed.

### ***2.2.1. Characteristics of employees in social organisations***

Social organisations that were involved in the research fall under the effect of Act III of 1993 on social management and social care, they are institutes that provide basic, daytime and boarding care, and one scope of their duties is to take care of persons with disability. I aimed at carrying out the research among all employees of the institutes, that is not only the ancillary workers were asked, but also workers from auxiliary units (kitchen, laundry, maintenance, etc.). Their number was lower than that of the ancillary staff so that those who have social qualification. 75-80% of the workers in social institutes filled in the questionnaire. It means 106 persons in Hajdúnánás, 122 persons in Hajdúböszörmény and 180 persons in Derecske. The female dominance in the social sphere is shown by the significant difference in the proportion of the two sexes, 88.5 % were women and 11.5% were men among those workers who filled in the questionnaire. Age distribution: 6.2% of the samples were filled in by respondents who fell into the 16-25 age group, 12.9% into the 26-35 age group, 32 % into the 36-45 age group, 35.3% into the 46-55 age group, 12.9%

into the 56-65 age group and 0.8% were over 66; therefore most employees belong to the middle-aged category. 16.4% of the interviewed employees have elementary qualification, 56.9% have secondary qualification and 26.7% have tertiary qualification. Based on the hierarchical position 2.1% are senior managers, 8.1% are middle managers, 2.6% are junior managers, 87.3% are subordinates.

In the course of their studies 75.1% of the interviewees gained knowledge about disability, 66.8% about reduced work capacity, 43.7% worked together with disabled people, 61.1% worked together with persons with reduced work capacity.

### ***2.2.2. Characteristics of the residential sample***

339 residential questionnaires came back, out of these 116 from Hajdúböszörmény township, 125 from Derecske district, 98 from Hajdúnánás township. The sex distribution of the interviewed residents: 40.8% male and 59.2% female. Based on the age distribution 18.3% of the respondents fell into the 16-25 age group, 21.1% into the 26-35 age group, 21.8% into the 36-45 age group, 17.4% into the 46-55 age group, 12.7% into the 56-65 age group, 8.6% are over 66. Based on the school qualification distribution 26.2% of the respondent residents have elementary qualification, 45.2% have secondary qualification, 28.6% have tertiary qualification. According to their labour market position most of them, 64%, are employees, 4.8% are leaders, 10.5% are pensioners, 8.4% are pupils or students, 5.1% are unemployed. Most respondents (49%) work in public sector, 34% in private sector, 11.5 % in the church, 5.5% in the non-governmental sector. According to the sectorial distribution the interviewed residents in active age mostly work in the social sphere, their proportion is 17.8%, 15.8% of them work in education, and 12.3% in the commercial sector. One-third (34%) of the responding residents gained previous knowledge in the course of their studies about disability, and another one-third (31%) about the reduced work capacity, which falls significantly behind those of employees in social institutions. Only 22.4% of the residents worked together with persons with disability and 38.9% with persons with reduced work capacity. This proportion is very low compared to that of the employees in social institutions).

### 3. MAIN FINDINGS OF THE DISSERTATION

The employment of persons with disability and reduced work capacity on the open labour market is coming more and more in the focus of research. Primarily the examination of the employers's side is researched. The main aim of the research was to explore opinions, realtions and attitudes of employees concerning persons with disability and reduced work capacity as a special group of employees.

***H1: In the approach of the employees in the social organisations under review, the principle of equal treatment and equal opportunities was more dominant than among residents of the district under review, therefore they judge the employability and integrated work of persons with disability and reduced work capacity more positively.***

Three-quarters (75.4%) of the employees in social institutions think that persons with disability are able to work only with help, while 17.3% think that they can work alone, only 4.3% believe that they are unable to work. The residents of the districts judge the ability of disabled people to work quite differently compared to organisational responses. More than half of the residents (55.9%) finds that persons with disability are able to work with help, and more than a quarter (25.4%) believes that they are capable to work individually. This latter result could be seen positive, although the proportion of those (14.5%) who think that persons with disability are unable to work is fairly high. Consequently there is a more striking difference in the approach of the residential respondents (Figure 2).

More than half (50.9%) of the workers in social institutions consider that persons with reduced work capacity are able to work individually, while 42.9% think they need help. Only 4.3% think that they are unable to work.

More than half of the township residents find that persons with reduced work capacity are able to work individually, while 37.5% believes that they require help. Compared to the institutional respondents more residential respondents (6%) think that persons with reduced work capacity are unable to work, meanwhile 3% of the respondents could not judge this question.

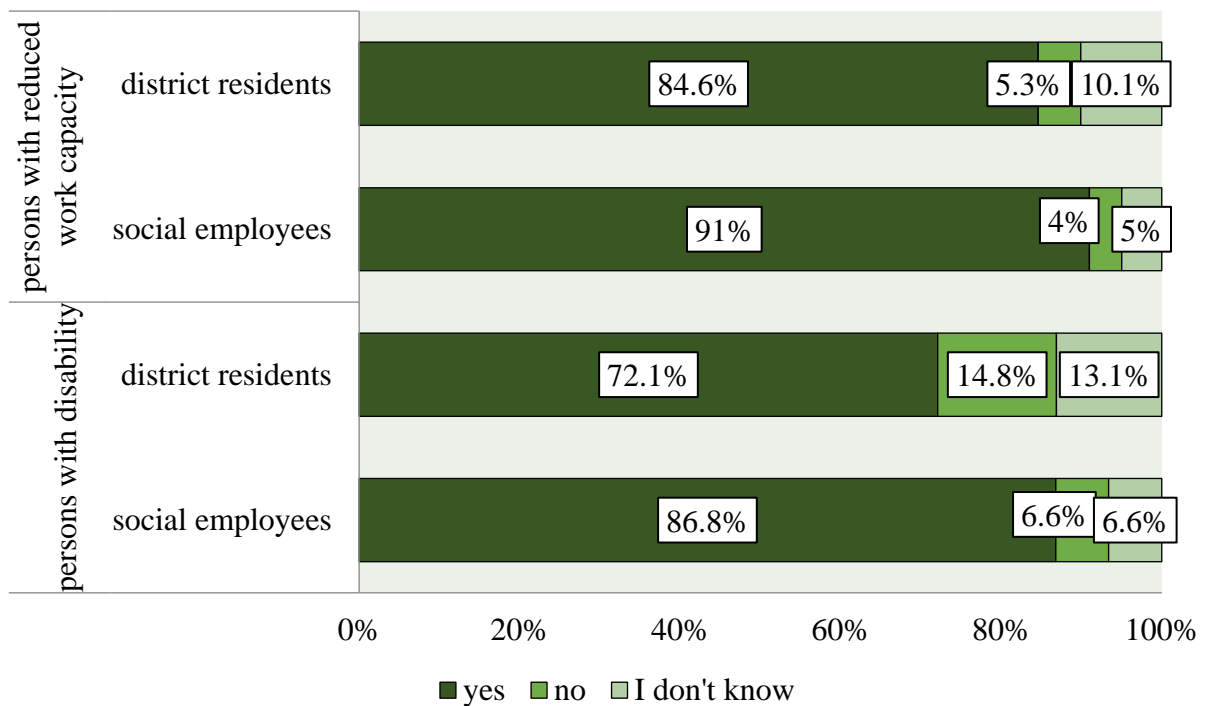


**Figure 2: Judgement of workability of persons with disability and reduced work capacity by social employees and residents of the districts (%)**

*Source: researched by the author (2016)*

86.8% of the employees working in social institutions think that persons with disability are able to work together with persons without disability, the proportion of those who don't think it is possible is very low (6.6%) or who cannot judge it (6.6%).

Almost three-quarters (72.1%) of the residents in the districts believe that persons with disability are able to do integrated work. 14.8% of the residents answered no and 13.1% said he/she didn't know (Figure 3).



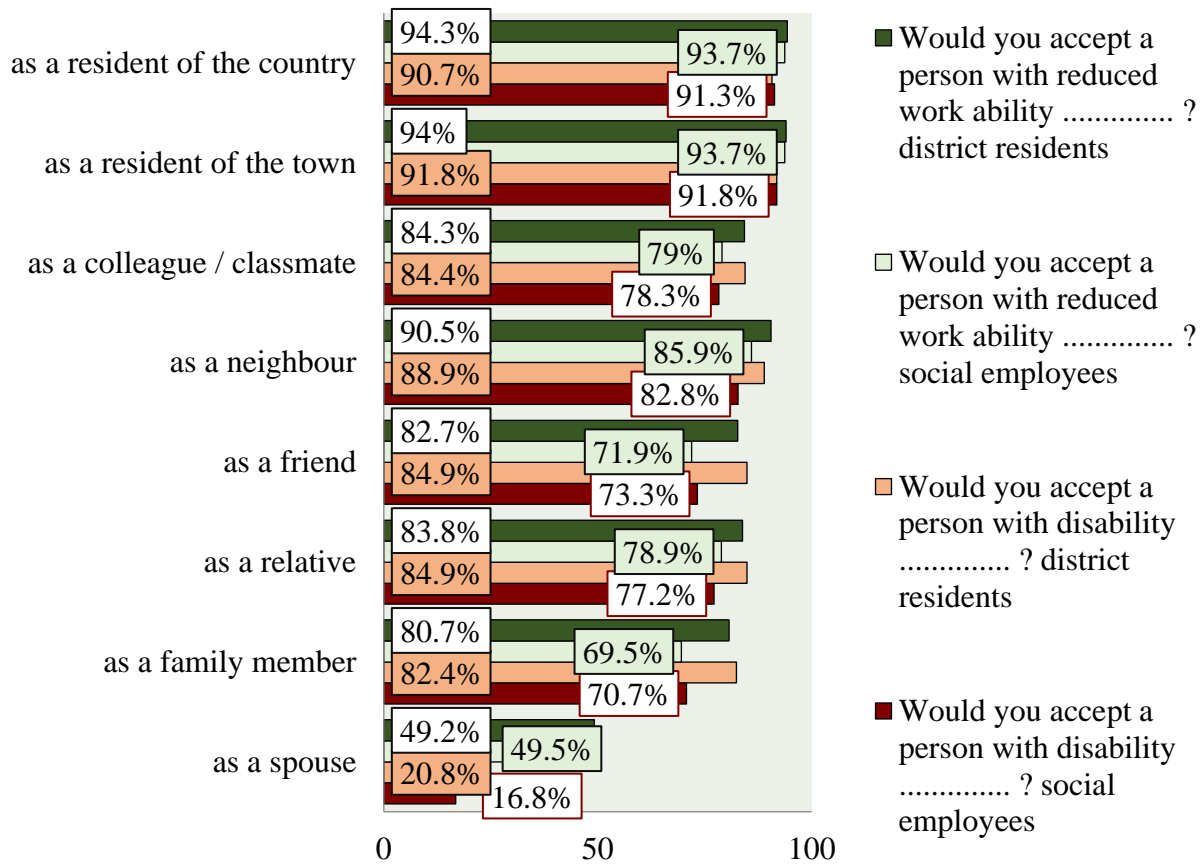
**Figure 3: How social employees and district residents judge the integrated work of persons with disability and reduced work capacity (%)**

*Source: researched by the author (2016)*

Based on the research results the conclusion can be drawn that both test groups think that disabled people need help with work, while persons with reduced work capacity are able to work individually, although the employees in the social institutions compared to the township residents judge the work and integrated work of persons with disability and reduced work capacity more positively. *The H1 hypothesis was supported by the research results, therefore I accept it.*

**H2: The employees of the social organisations who participated in the survey are more receptive than the residents of the districts under review, and they have a more positive image of persons with disability and reduced work capacity as employees.**

The attitude of the residents in the districts towards persons with disability appears to be more positive in a number of social relations than the attitude of social employees to persons with reduced work capacity. It is especially visible when it comes to the acceptance of closer human relations such as with family, relatives, friends, colleagues/classmates (Figure 4).

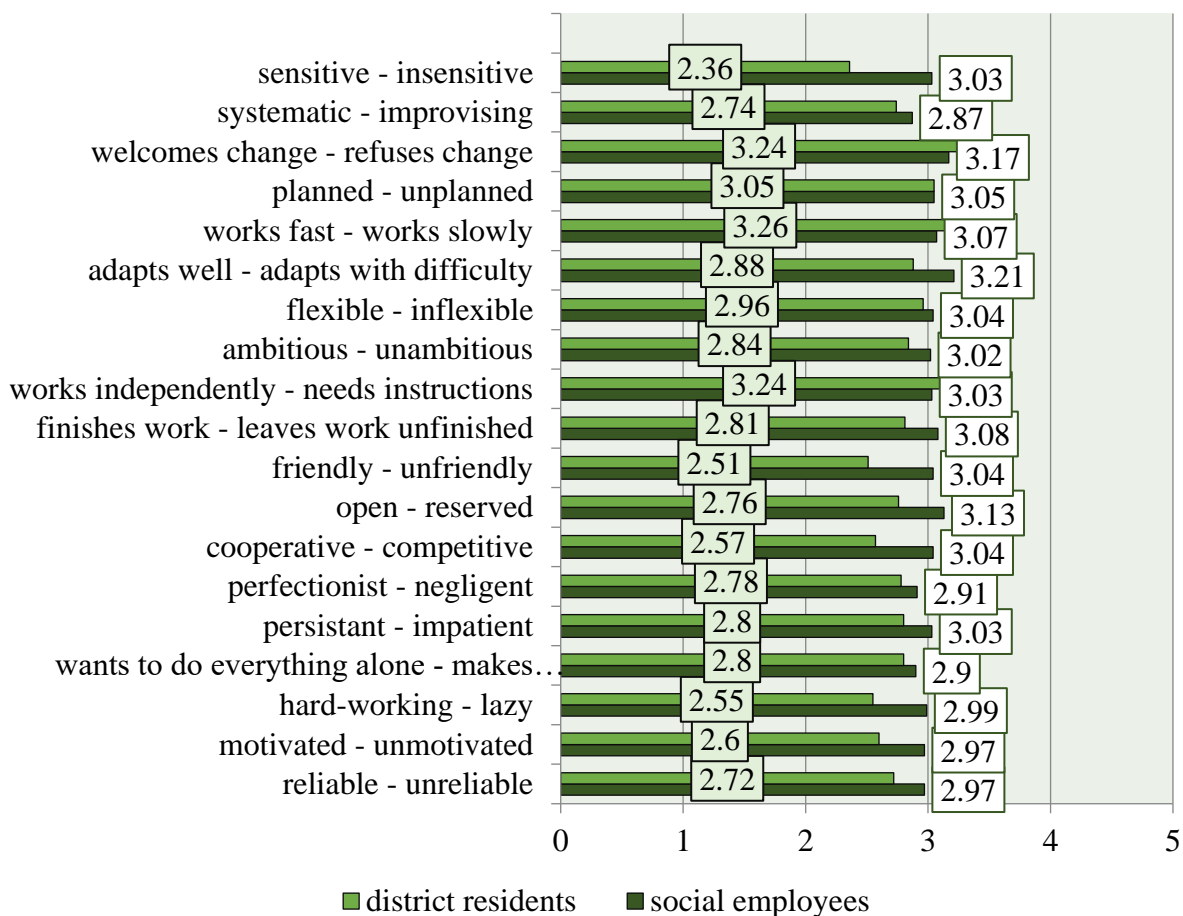


**Figure 4: The acceptance of persons with disability and reduced work capacity in different social roles based on the comparison among the residents of the townships and social employees who answered yes (%)**

*Source: researched by the author (2016)*

The respondents could express their opinion by making a choice on a 5-point scale between adjective pairs with opposite meanings, how much they characterise the respondents' opinion (1 - I do not agree at all, 5 - I totally agree). The first adjective in the pairs described a more positive aspect at work (e.g. persistent, hard-working), while the second adjective described a negative feature (e.g. impatient, lazy). The average tended to disperse around the median score, then again it can be also established that compared to the residents of the townships, the employees of social institutions averagely rate the factors of the questionnaire higher, but they are still around the median value of the scale, the value shifted towards the negative side only at 1-2 factors (e.g. open - reserved, adapts well - adapts with difficulty). Among the residents, however, the fluctuation was more significant into the positive direction with regards to certain factors (e.g. friendly - unfriendly, sensitive - insensitive),

but another factors shifted to the negative direction from the median value (e.g. works independently - needs instructions) (Figure 5).

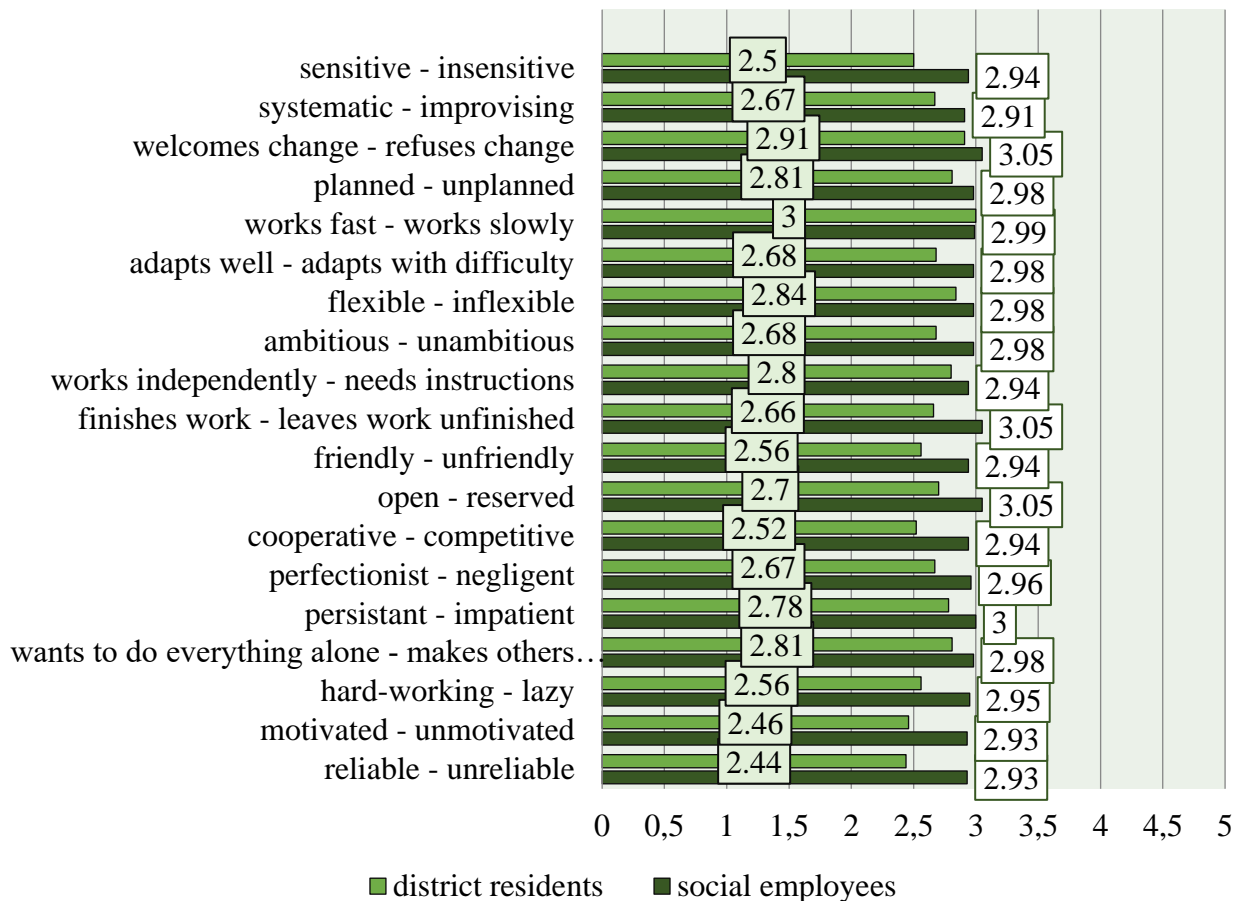


**Figure 5: How social employees and township residents averagely judge the characteristics of a disabled person as an employee**

*Source: researched by the author (2016)*

Based on the results we can draw the conclusion that employees of social institutions and the district residents have a different image of disabled employees. To be more precise in case of the employees of social institutions we cannot tell exactly how they see persons with disability as an employee, nevertheless on the grounds of the district residents' judgement we have an image of them.

Accordingly the disabled employee is a friendly, cooperative, sensitive and hard-working person, who adapts with difficulty, works slowly and needs instructions for his/her work. The image that the township residents have about persons with reduced work capacity is also more positive than that of the social employees (Figure 6).



**Figure 6: How social employees and township residents averagely judge the characteristics of a person with reduced work capacity as an employee**

*Source: researched by the author (2016)*

I have created clusters to assess the questions that aim to characterise persons with disability and reduced work capacity as possible employees. The variables of the clusters can be rated on a 5-point scale by an average classification. On the grounds of assessing the responses in both examination samples, three groups appeared regarding persons with disability.

By characterising disabled employees based on the variables of the clusters, I have created three clusters and named them as followings: “accepting”, “uncertain/indifferent”, “rejecting” (Table 3, Table 4).

The “accepting” group has a positive, accepting attitude towards persons with disability, no matter what the examined factor is. Almost one-third that is 29% of the social employees and 27.1% of the interviewed residents belong to this group.

**Table 3: Clusters based on the attitudes of respondents in the organisations towards persons with disability**

<b>How do you see the person with disability as an employee</b>	<i>Accepting</i>	<i>Uncertain/indifferent</i>	<i>Rejecting</i>	<i>Average value</i>
<i>Reliable - unreliable</i>	2.07	3.11	4.16	2.97
<i>Motivated - unmotivated</i>	1.96	3.18	4.12	2.97
<i>Hard-working - lazy</i>	1.82	3.27	4.18	2.99
<i>Wants to do everything alone - makes others do everything</i>	2.39	2.92	3.82	2.90
<i>Persistent - impatient</i>	2.09	3.16	4.35	3.03
<i>Perfectionist - negligent</i>	2,15	2,99	4,04	2,91
<i>Cooperating - competitive</i>	1.90	3.29	4.29	3.04
<i>Open- reserved</i>	1.93	3.42	4.35	3.13
<i>Friendly - unfriendly</i>	1.60	3.44	4.29	3.04
<i>Finishes work - leaves work unfinished</i>	2.20	3.19	4.29	3.08
<i>Works independently - needs instructions</i>	2.93	3.00	4.00	3.13
<i>Ambitious - Unambitious</i>	2.45	2.94	4.41	3.02
<i>Flexible - inflexible</i>	2.86	2.83	4.14	3.04
<i>Adapts well - adapts with difficulty</i>	2.70	3.20	4.24	3.21
<i>Works fast - works slowly</i>	3.23	2.79	3.82	3.07
<i>Planned - unplanned</i>	2.95	2.79	4.18	3.05
<i>Welcomes change - refuses change</i>	3.28	2.91	3.94	3.17
<i>Systematic - improvising</i>	2.40	2.82	3.92	2.87
<i>Sensitive - insensitive</i>	1.63	3.43	4.25	3.03
<i>In total (persons):</i>	97	187	51	335
<i>Respondents' distribution (%):</i>	29.0%	55.8%	15.2%	

Source: researched by the author (2016)

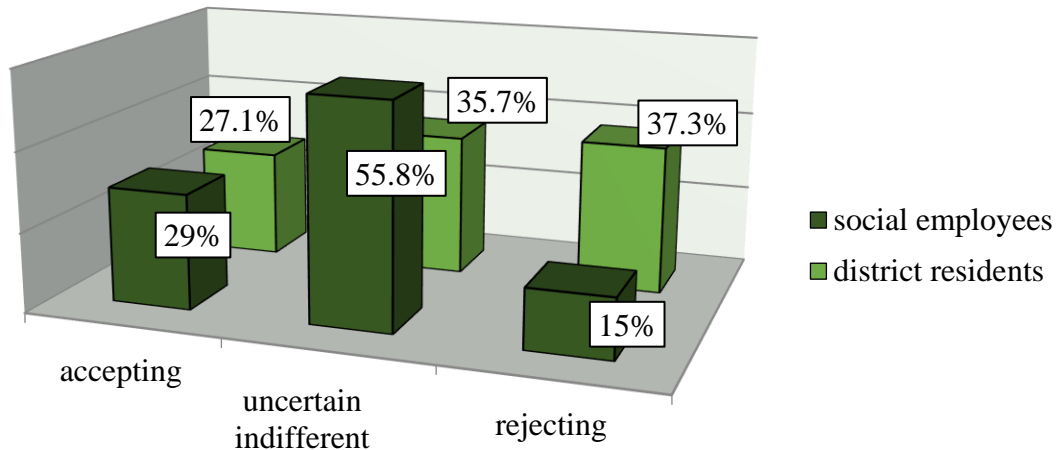
Those who belong to the “uncertain, indifferent” group cautiously rated the factors and have an uncertain point of view, their rating on the scale is close to the average value. More than half (55.8%) of the social employees and 35.7% of the township residents belong to this cluster.

**Table 4: Clusters based on the attitudes of district respondents towards persons with disability**

<b>How do you see the person with disability as an employee</b>	Accepting	Uncertain indifferent	Rejecting	Average value
Reliable - unreliable	1.66	2.70	3.52	2.72
Motivated - unmotivated	1.41	2.46	3.58	2.60
Hard-working - lazy	1.34	2.37	3.61	2.55
Wants to do everything alone - makes others do everything	2.07	2.74	3.38	2.80
Persistent - impatient	1.72	2.85	3.53	2.80
Perfectionist - negligent	1.86	2.92	3.31	2.78
Cooperating - competitive	1.49	2.49	3.42	2.57
Open- reserved	1.61	2.83	3.53	2.76
Friendly - unfriendly	1.42	2.22	3.58	2.51
Finishes work - leaves work unfinished	1.64	2.94	3.53	2.81
Works independently - needs instructions	2.36	3.96	3.19	3.24
Ambitious - Unambitious	1.78	3.27	3.21	2.84
Flexible - inflexible	2.15	3.57	2.97	2.96
Adapts well - adapts with difficulty	1.86	3.21	3.31	2.88
Works fast - works slowly	2.87	3.89	2.95	3.26
Planned - unplanned	2.29	3.71	2.97	3.05
Welcomes change - refuses change	2.55	3.88	3.12	3.24
Systematic - improvising	2.14	2.90	3.02	2.74
Sensitive - insensitive	1.54	1.80	3.48	2.36
In total (persons):	85	112	117	314
Respondents' distribution (%):	27.1%	35.7%	37.3%	

*Source: researched by the author (2016)*

The “rejecting” group has a rejecting and negative attitude towards persons with disability, they do not have a positive image of them, they consider them as burden and problem in the employment. This view is supported by only 15% of the social employees and 37.3% of the interviewed district residents, for the latter one it is the biggest cluster out of the three (Figure 7).



**Figure 7: Distribution of the clusters on the grounds of the research into the attitudes towards persons with disability (%)**

*Source: Researched by the author (2016)*

The clusters that were elaborated for characterizing the persons with disabilities draw attention to the phenomenon that there are no shades at all in the attitudes to disability, or at least these are not manifested in the evaluations made by the members of society or the social employees.

It may be put down to several reasons that the majority of social employees and that of society belong to the uncertain/indifferent sector. It is possible that cautious evaluations are caused by the fact that they have no real-life experience regarding the employment and work performance of persons with disabilities, this is why they are reserved in their evaluations, or their real-life experience makes them think that every person with disabilities is different, this is why such evaluations can only be set up on an individual basis. However, it also comes up, especially in the case of social workers, that they think that they should demonstrate a positive attitude towards the persons with disabilities but this is not clearly the case, this is why they show neutrality or indifference.

In addition to all this, it can also be concluded that the largest proportion of the district residents demonstrates a “rejecting” attitude to employees with disabilities, while only a very small part of social employees behave like this. A larger part of the staff working in social institutions can be listed in the “accepting” cluster, although with a smaller difference.

In spite of this, it cannot be clearly stated on the basis of the results that the employees in the social institutions have more accepting attitudes than the residents in the districts, as the majority of social employees belong to the uncertain cluster.

**Table 5: Clusters in the assessment of the characteristic features of employees with reduced work capacity based on organizational responses**

<b>How do you see the persons with reduced work capacity as employees?</b>	<i>Fully accepting</i>	<i>Quite accepting</i>	<i>Quite rejecting</i>	<i>Fully rejecting</i>	<i>Average value</i>
<i>Reliable - unreliable</i>	1.26	2.20	3.26	4.50	2.93
<i>Motivated - unmotivated</i>	1.35	2.30	3.21	4.45	2.93
<i>Hard-working - lazy</i>	1.39	2.28	3.24	4.42	2.95
<i>Wants to do everything alone – makes others do everything</i>	2.02	2.87	3.05	3.89	2.98
<i>Persistent – impatient</i>	1.71	2.46	3.18	4.33	3.00
<i>Perfectionist – negligent</i>	1.58	2.66	3.19	4.05	2.96
<i>Cooperating – competitive</i>	1.45	2.33	3.25	4.25	2.94
<i>Open - reserved</i>	1.65	2.61	3.29	4.27	3.05
<i>Friendly - unfriendly</i>	1.52	2.30	3.25	4.25	2.94
<i>Finishes the work – leaves work unfinished</i>	1.35	2.49	3.26	4.39	2.98
<i>Works independently – needs instructions</i>	1.53	2.79	3.18	4.13	2.98
<i>Ambitious - unambitious</i>	1.50	2.70	3.12	4.33	2.98
<i>Flexible – inflexible</i>	1.90	2.77	3.08	4.03	2.99
<i>Adapts well – adapts with difficulty</i>	1.68	2.70	3.10	4.27	2.98
<i>Works fast – works slowly</i>	2.39	3.43	2.93	3.59	3.05
<i>Planning - unplanning</i>	1.90	3.25	2.86	3.94	2.96
<i>Welcomes change – refuses change</i>	2.34	3.28	2.92	3.80	3.05
<i>Systematic - improvising</i>	1.95	2.87	2.90	3.91	2.91
<i>Sensitive – insensitive</i>	1.68	2.08	3.27	4.22	2.94
<b><i>In total (persons):</i></b>	62	61	146	64	333
<b><i>Respondents' distribution (%):</i></b>	18.6%	18.3%	43.8%	19.2%	

Source: researched by the author (2016)

Based on the evaluation of the responses, four distinct groups could be outlined in both samples regarding the persons with reduced work capacity. The descriptions of the four clusters based on the characterization of employees with reduced work capacity are as follows: “*fully accepting*”, “*quite accepting*”, “*quite rejecting*”, “*fully rejecting*” (Table 5, Table 6).

**Table 6: Clusters in the assessment of the characteristic features of employees with reduced work capacity based on residents’ responses**

<b>How do you see the persons with reduced work capacity as employees?</b>	<i>Fully accepting</i>	<i>Quite accepting</i>	<i>Quite rejecting</i>	<i>Fully rejecting</i>	<i>Average value</i>
<i>Reliable - unreliable</i>	1.23	1.79	2.87	4.56	2.44
<i>Motivated - unmotivated</i>	1.12	1.89	2.98	4.31	2.46
<i>Hard-working - lazy</i>	1.20	1.88	3.13	4.54	2.56
<i>Wants to do everything alone – makes others do everything</i>	2.00	2.60	3.00	4.00	2.81
<i>Persistent – impatient</i>	1.34	2.44	3.32	4.21	2.78
<i>Perfectionist – negligent</i>	1.34	2.31	3.10	4.26	2.67
<i>Cooperating – competitive</i>	1.22	1.98	3.06	4.23	2.52
<i>Open - reserved</i>	1.35	2.36	3.20	4.05	2.70
<i>Friendly - unfriendly</i>	1.23	1.97	3.16	4.18	2.56
<i>Finishes the work – leaves work unfinished</i>	1.28	2.16	3.13	4.59	2.66
<i>Works independently – needs instructions</i>	1.72	2.44	3.24	4.03	2.80
<i>Ambitious - unambitious</i>	1.28	2.40	3.12	4.18	2.68
<i>Flexible – inflexible</i>	1.78	2.63	3.24	3.82	2.84
<i>Adapts well – adapts with difficulty</i>	1.37	2.36	3.21	3.90	2.68
<i>Works fast – works slowly</i>	2.28	3.00	3.18	3.64	3.00
<i>Planning - unplanning</i>	1.66	2.87	3.10	3.67	2.81
<i>Welcomes change – refuses change</i>	2.15	2.89	3.11	3.56	2.91
<i>Systematic - improvising</i>	1.62	2.72	2.84	3.77	2.67
<i>Sensitive – insensitive</i>	1.35	1.90	3.00	4.15	2.50
<b><i>In total (persons):</i></b>	65	89	127	39	320
<b><i>Respondents’ distribution (%):</i></b>	20.3%	27.8%	39.7%	12.2%	

Source: researched by the author (2016)

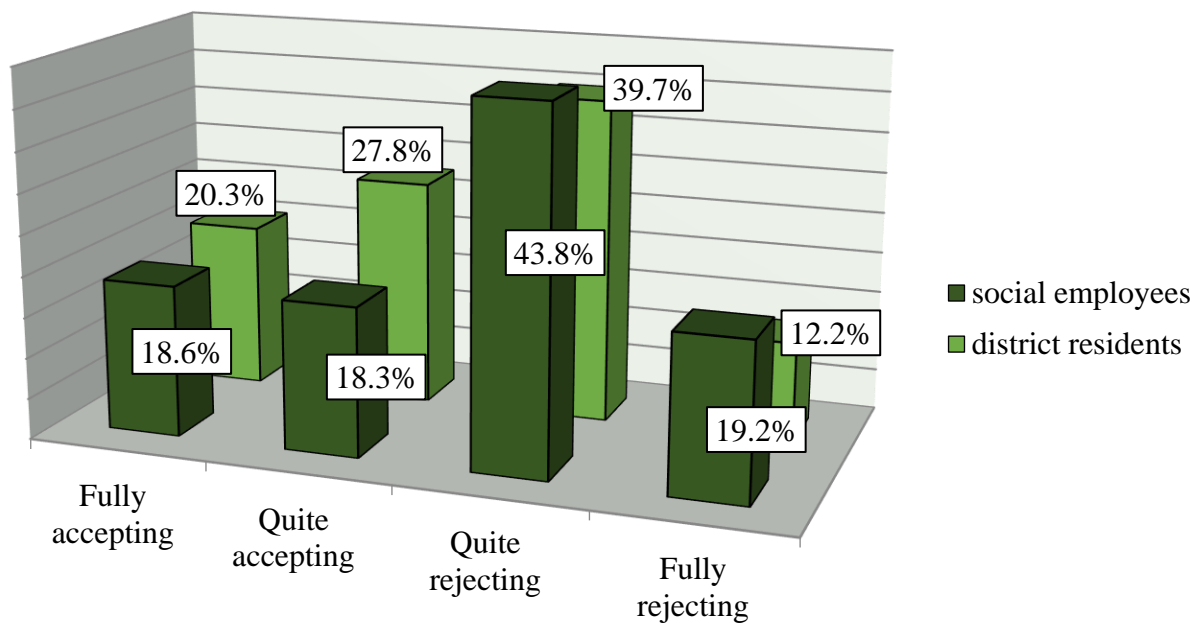
The group called “fully accepting” shows a high level of acceptance to the employees with reduced work capacity, those who belong to this group do not see the health status of these employees as obstacles and limits in their work. 18.6% of the employees in social institutions, while 20.3% of the residents belong here.

The attitudes demonstrated by the persons who belong to the group called “quite accepting” suggest caution but they basically have a positive approach to the members of this group of employees. They do not regard their employment as an extra burden or difficulty but they are aware of the fact that these persons may need help. 18.3% of the employees in social institutions, while 27.8% of the surveyed district residents can be listed in this category.

The largest part of both the social employees (43.8%) and the district residents (39.7%) belongs to the cluster called “quite rejecting”. They are not clearly negative but they see these persons as a burden and a problem at the workplace, and they primarily approach this question from the aspect of difficulties.

Those who belong to the “fully rejecting” cluster do not have a positive view of the employment of persons with reduced work capacity, similarly to their attitudes to persons with disabilities. Most probably, they also think that the presence of disadvantaged employees in the world of labor means a source of problems and burdens. 19.2% of the employees in social institutions, while a smaller part of the district residents, i.e. 12.2% belong to this category.

Based on the established clusters, it can be stated that the view of the employees with reduced work capacity is much more refined both amongst the employees of social institutions and amongst the members of the society, there are no such respondents who show caution, indifference or uncertainty. This shows as if the feeling “it is obligatory to show acceptance or a positive attitude” was disappearing from the respondents and caution was removed from their evaluations, this is why even the attitudes of those who are slightly uncertain become clearly classifiable in some direction. Thus, it can be concluded that the respondents of both samples are more open about their attitudes and opinions on persons with reduced work capacity (Figure 8).



**Figure 8: Clusters based on surveying the attitudes to persons with reduced work capacity (%)**

*Source: researched by the author (2016)*

The results suggest that the scale is shifting towards the rejecting evaluations. There is a higher proportion of those, especially among social employees, who attribute negative characteristic features to the employees with reduced work capacity than those who attribute positive features to them.

It can be concluded from the results that the workers of social institutions have a more negative opinion on the work performance of the affected groups of employees. What may be underlying this, in harmony with the earlier research findings, is that the social employees view this issue from the aspect of the gaps in needs, from that of the need for help. This highlights a problem that providing information in order to shape attitudes with a primary focus on deficiencies will not reach the goals that have been set but will only strengthen the fears and prejudice against the affected group of employees. This confirms the assumption that a neutral, cautious position taken towards the persons with disabilities is rather a response to a high-level professional, ethical and social expectation which they cannot meet, even in their own opinions, and they see both the persons with disabilities and the persons with reduced work capacity as “patients” who need care and support. Thus, their views reflect the definition of a patient in the medical model and the view of a person who needs

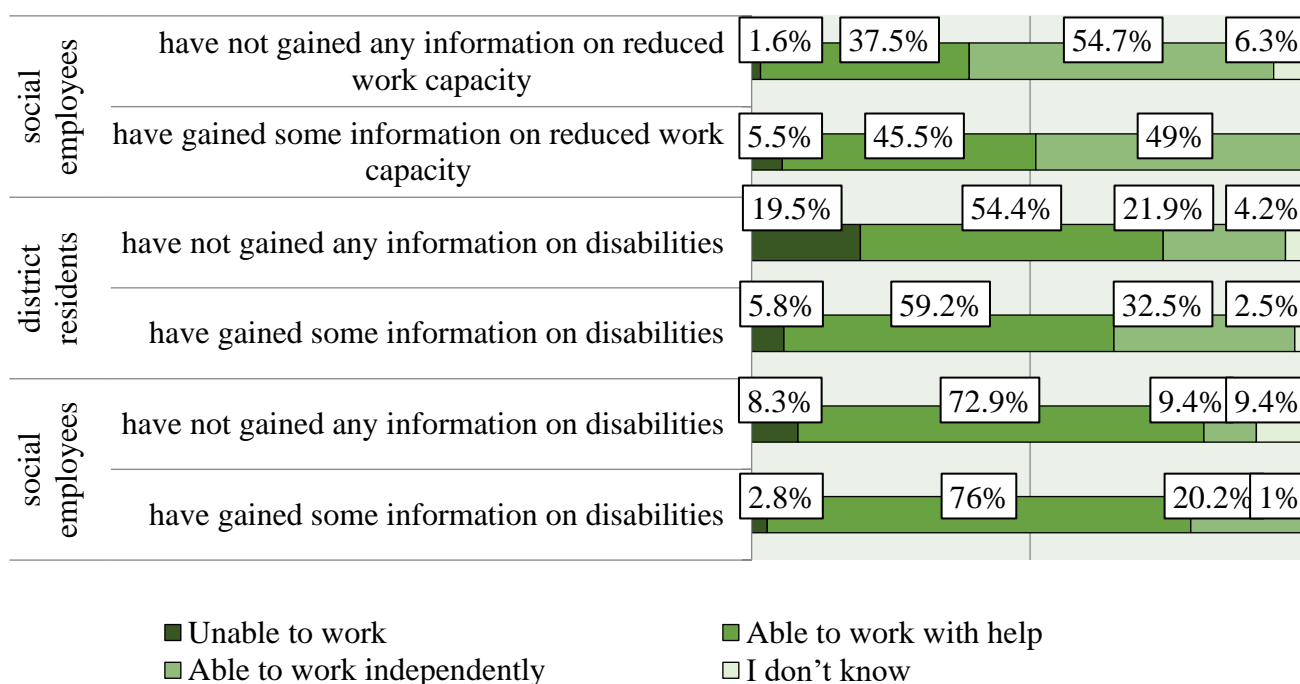
care, once the notions are examined from an ideological aspect. This is why, during providing information, sensitization or training, special attention should be paid to the social barriers encountered by the persons with disabilities or reduced work capacity, as well as the value judgments defined from the aspect of the society without disabilities. In addition to all this, the results also draw attention to that over-emphasizing equal opportunities in the labor market may bring about the strengthening of negative attitudes, which is contrary to the expectations. This is why it is proposed that the potential labor market roles, involvement and work performance of this group of employees should be assessed in accordance with the heterogeneity of this group, based on reality rather than principles. *Hypothesis H2 was not supported by the research findings this is why I have rejected it.*

**H3: The employees in the social organisations and the district residents under review regard persons with disability and reduced work capacity as two different groups of employees with different and dissimilar abilities.**

As regards the working abilities of persons with disabilities, it can be concluded, both amongst the staff of the social institutions and the district residents, that it is a commonly voiced opinion that the persons with disabilities need help with their work, while the persons with reduced work capacity are able to work independently, without assistance (Figure 2). They think very differently about the integrated work performance of the two groups of employees as well, they regard the integrated working ability of the persons with reduced work capacity as more positive, as compared to that of the persons with disabilities (Figure 3). The differences between the persons with disabilities and those with reduced work capacity are supported by the differences in the evaluation of employees' characteristics (Tables 3-6). Based on the findings, the conclusion can be drawn that both the district residents and the staff of the social institutions look at persons with disabilities and those with reduced work capacity as two distinct groups of employees. Based on these conclusions, it can be proposed that focus should be placed on the common features of the two groups, as well as on the meaning of the concepts used on the Hungarian and international levels in the course of shaping attitudes and sensitization, in order to reduce or eliminate this sharp distinction. *Hypothesis H3 was confirmed by the research findings, this is why I have accepted it.*

**H4: Knowledge about disability and reduced work capacity that is gained in the course of studies influences the approach of both the employees in the social organisations and the district residents under review positively.**

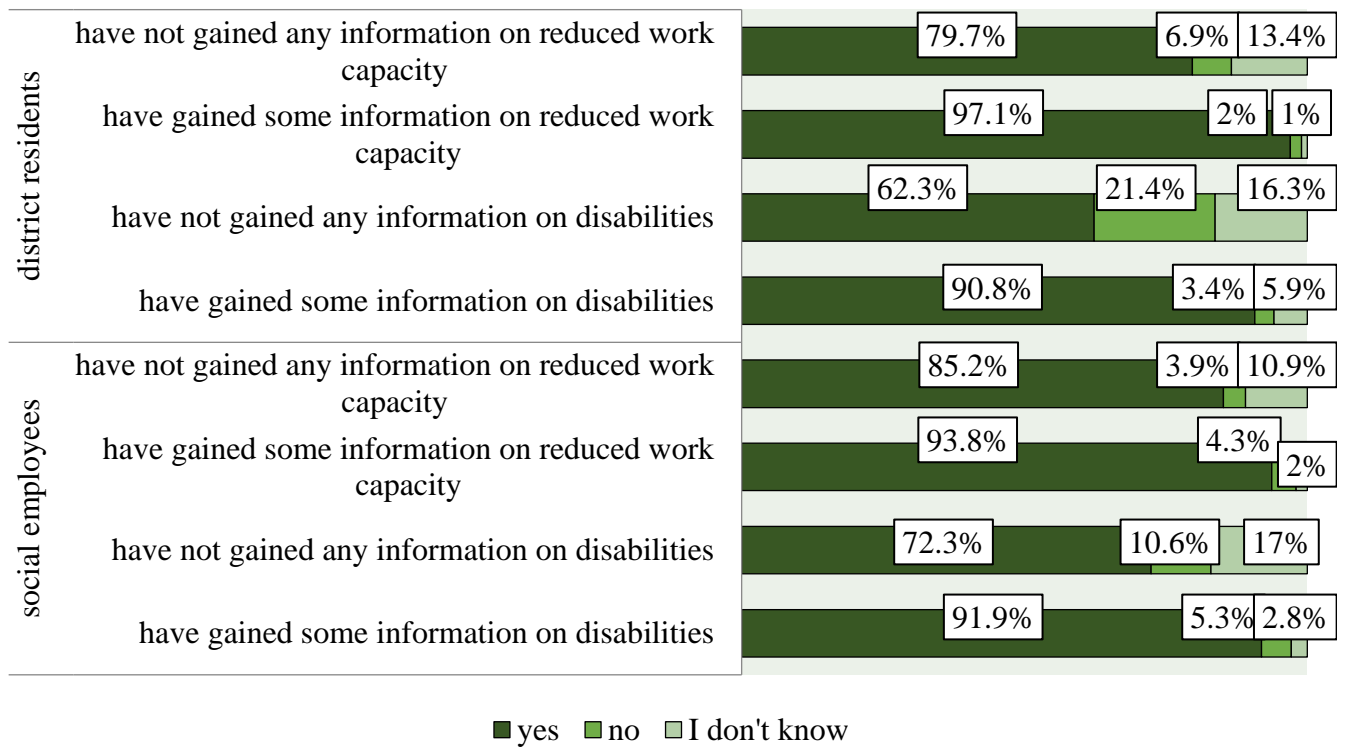
The views on the work carried out by persons with disabilities are greatly differentiated by the knowledge gained in the course of studies. The opinions of the district residents and the social employees who had preliminary knowledge are nearly the same about the working abilities of persons with disabilities and those with reduced work capacity, the proportion of those who are uncertain, as well as of those who think that these people are unable to work, is lower in their groups, and there is a higher rate of such respondents who say that they are able to work with support, or even without help (Figure 9).



**Figure 9: The evaluation of the working ability of persons with disabilities and those with reduced work capacity by the social employees and the district residents depending on the knowledge gained in the course of studies (%)  $p < 0.000$ ,  $p < 0.003$ ,  $p < 0.000$**

Source: researched by the author (2016)

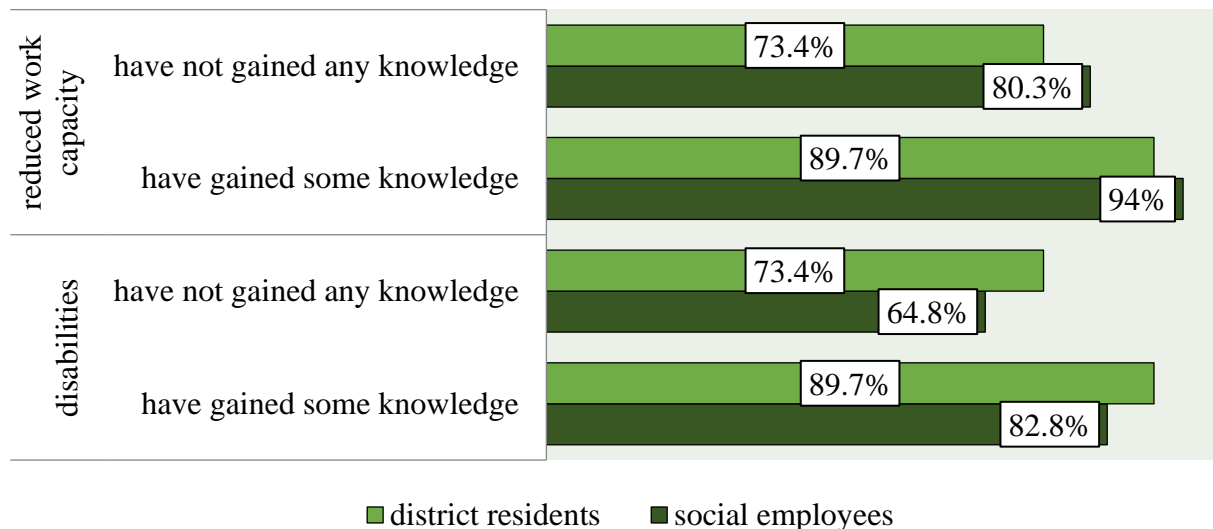
Similar tendencies can be traced in the responses to integrated work as well, based on preliminary knowledge, related to persons with disabilities and those with reduced work capacity. Those district residents and social employees who have no preliminary knowledge show a higher level of uncertainty and rejection (Figure 10).



**Figure 10: The evaluation of the integrated work performed by persons with disabilities and those with reduced work capacity by the social employees and the district residents based on the knowledge gained in the course of studies (%)  $p < 0.000$ ,  $p < 0.000$ ,  $p < 0.001$ ,  $p < 0.001$**

*Source: researched by the author (2016)*

Based on the research findings regarding the attitudes in the acceptance of social relationships, it can be concluded that the level of acceptance of colleagues / classmates of disadvantaged groups by the respondents living in the district and working in social institutions who have gained some preliminary knowledge is higher than amongst those who have not obtained any knowledge on disabilities or reduced work capacity (Figure 11).



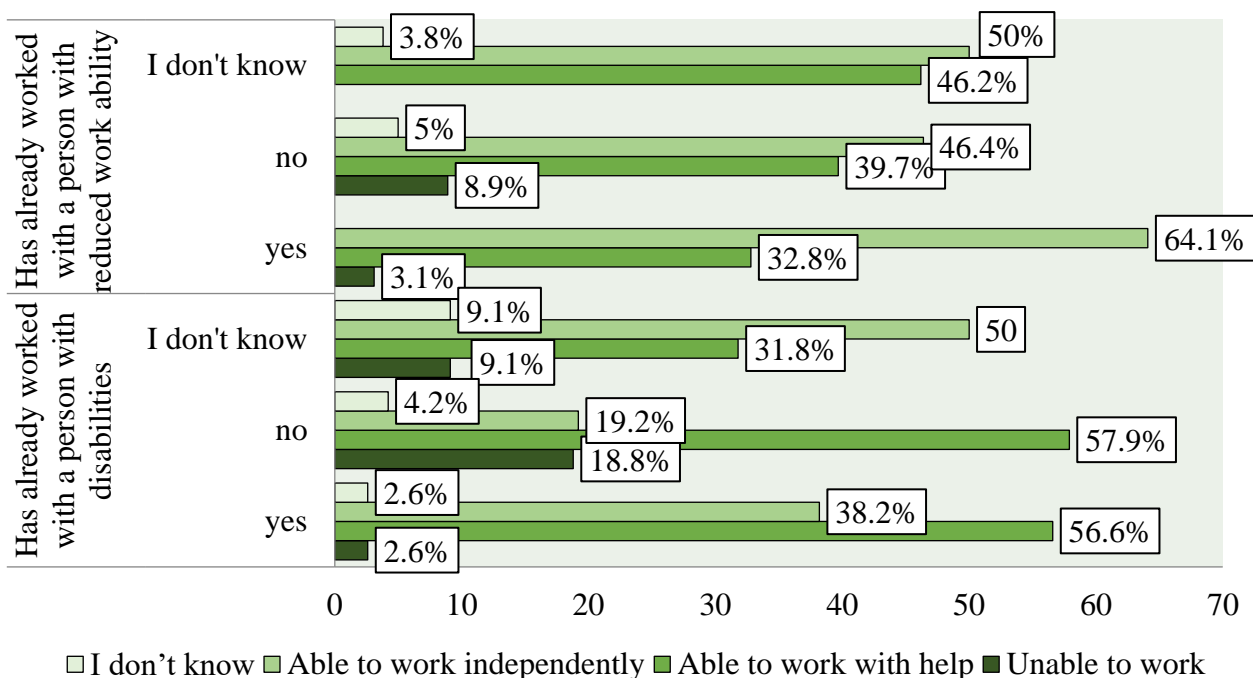
**Figure 11: Comparison of the level of acceptance of colleagues / classmates with disabilities and reduced work capacity based on the knowledge gained in the course of studies amongst the district residents and social employees (%)  $p < 0.001$ ,  $p < 0.001$ ,  $p < 0.001$ ,  $p < 0.007$**

Source: researched by the author (2016)

It can be concluded from the analyses that being informed on disability and reduced work capacity helps the colleagues to get prepared for accepting and admitting the affected employees and to make a realistic evaluation of the support provided to their work, their work performance and to avoid that their thinking is driven by their fears, stereotypes and assumptions. In relation to the knowledge, the differences in attitudes according to the level of education also manifested themselves. A higher level of education supports the knowledge of the target group, as well as the positive opinions on the affected group of employees. This means that increasing the level of qualifications of the residents will also result in the strengthening of accepting attitudes, and the idea also comes up that at those workplaces where the staff members have higher qualifications, the accepting attitudes are also stronger. This is why it is proposed that the managers of the economic organizations should consider that in the case of employing persons with disabilities or reduced work capacity, the successful inclusion of the latter will be facilitated by providing the staff with the appropriate level of knowledge and information. It can be established from the findings of the research that preliminary knowledge has a positive effect on the attitudes. ***Hypothesis H4 was supported by the research findings this is why I have accepted it.***

**H5: Direct work experience with persons with disability and reduced work capacity influences the approach of both the employees in the social organisations and the district residents under review positively.**

Based on the responses, it was only amongst the district residents that there was a significant difference in the opinions on the working abilities of persons with disabilities and reduced work capacity but there are clear differences between the individual residents on the basis of the work experience that they have gained. A lot higher proportion of those who have already worked together with persons with disabilities or reduced work capacity think that those affected can work with help or even without help, there is a very slight rate of uncertainty or rejection among them (Figure 12).

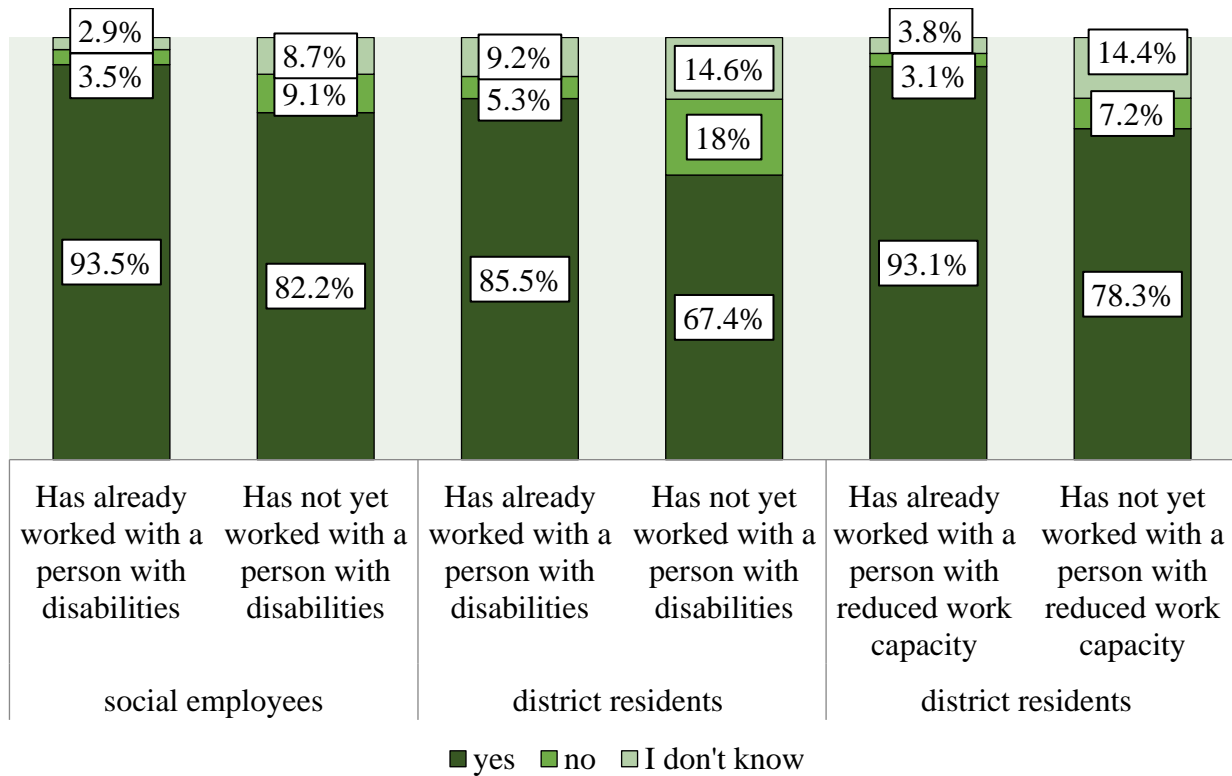


**Figure 12: Assessment of the working ability of persons with disabilities or reduced work capacity amongst the district residents, based on work experience (%) p<0.000, p<0.005**

Source: researched by the author (2016)

The significance of work experience is also manifested with regard to judging their integrated work performance. Amongst those social employees and district residents who have related work experience, there is a higher proportion of those who think that persons with disabilities and reduced work capacity are able to work in an integrated framework, while amongst those who have no such work experience, there is a higher proportion of such

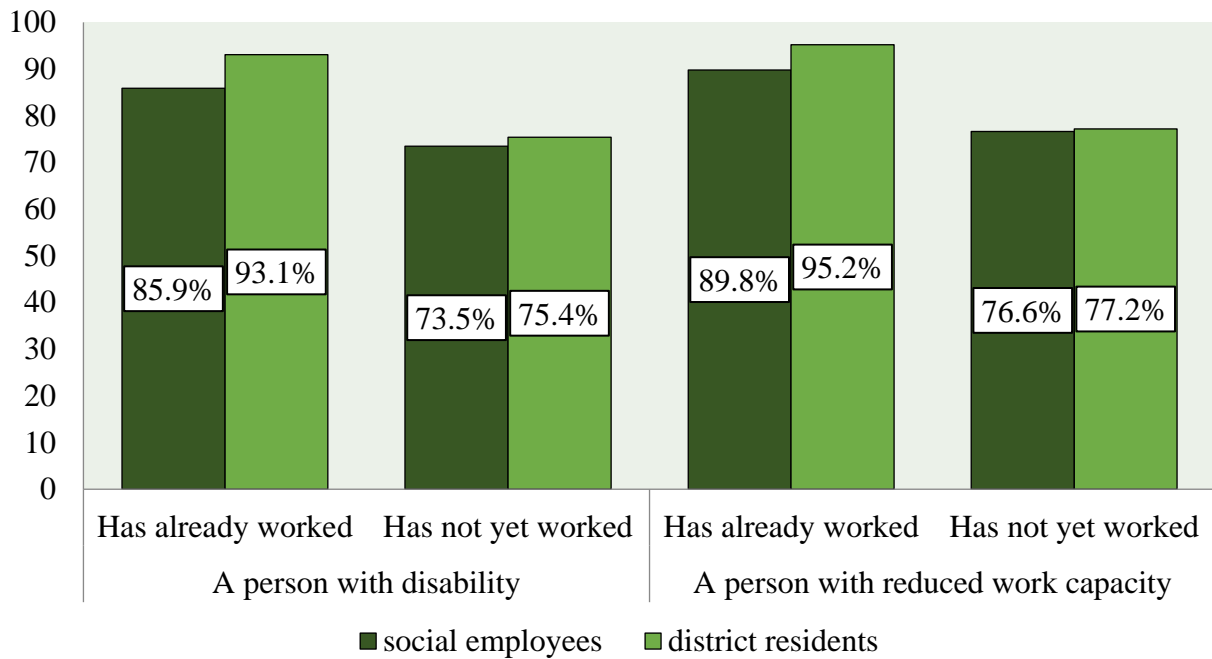
respondents who cannot judge this question, or who consider them unable to carry out integrated work (figure 13).



**Figure 13: Assessment of the integrated work of persons with disabilities and reduced work capacity based on work experience, amongst social employees and district residents (%)  $p < 0.005$ ,  $p < 0.031$ ,  $p < 0.011$**

*Source: researched by the author (2016)*

The differences in attitudes that are manifested in the level of acceptance of social relationships are also influenced by personal work experience. Those social employees and district residents who have already worked together with persons with disabilities or reduced work capacity have shown a higher level of acceptance than those who lack such work experience (Figure 14).



**Figure 14: The impact of direct work experience on the acceptance of persons with disabilities or reduced work capacity as employees/classmates amongst social employees and district residents (%)  $p < 0.005$ ,  $p < 0.001$ ,  $p < 0.004$ ,  $p < 0.000$**

*Source: researched by the author (2016)*

However, it is also suggested by the findings that in the case of the social employees, the attitude shaping impact of the knowledge obtained in the course of studies is stronger than in the case of the district residents. From this, it can be concluded that basically, it is preliminary knowledge that creates the basis for positive attitudes, and the significance of such knowledge is greater than that of the experience gained later, i.e. the fact that someone gets in personal contact with a person with disabilities or reduced work capacity does not mean that the accepting attitudes will be realized. In other words, the prejudices and attitudes of a work staff will not change just because they get in contact with the disadvantaged groups of employees in question but preliminary sensitization and conveying knowledge will be necessary for this to happen.

Based on the findings of the survey, it can be established that the work experience with persons with disabilities and reduced work capacity had a positive impact on the shaping of the attitudes of both the district residents and those who work in social institutions.

***Hypothesis H5 was confirmed by the research findings this is why I have accepted it.***

### **3. THE NEW OR NOVEL FINDINGS OF THE STUDY**

1. I have concluded that the persons with disability and those with reduced work capacity are assessed as employees with dissimilar characteristic features and abilities by both groups taking part in the research this is why they demonstrate different attitudes towards them. Respondents demonstrate more extreme attitudes, i.e. rejection or indifference towards disabled employees. In relation to persons with reduced work capacity, both groups of respondents are more open about their opinions, and they are quite rejecting towards them. In the opinion of both groups of respondents, persons with disability need help with their work, while the persons with reduced work capacity are able to work independently, without help. Integrated work ability of persons with reduced work capacity is also evaluated by the respondents as more positive than that of the persons with disabilities.
2. From among district residents, those who work in the social and agricultural fields get in work contact with disabled persons in the largest number, while there is no such sectoral difference in the case of employees with reduced work capacity. District residents demonstrate different attitudes by sectors, to the work ability, and integrated work performance of persons with disabilities, and reduced work capacity. It is in the educational and social sectors where there is the most positive attitude to disabled persons, while it is in the info-communication and economic fields that there is the most accepting attitude to persons with reduced work capacity. The lowest level of acceptance of both disadvantaged groups of employees is typical of agricultural workers. While it is the managers who demonstrate more positive attitudes towards disabled persons, persons with reduced work capacities are better tolerated by the employees.
3. In proportion to increasing qualifications, the positive attitudes of the respondent groups to persons with disability and persons with changed work capacity will increase. Those who hold academic qualifications are characterized by the highest level of acceptance, while those who have elementary level qualifications show the lowest level of tolerance.

4. In both groups of respondents, preliminarily obtained information positively influences the assessment of work ability, integrated work ability, as well as the acceptance of persons with disability and reduced work capacity as employees. The view of the district residents regarding persons with disabilities is shaped more strongly by work experience, while in the case of social employees, the attitude shaping impact of preliminary knowledge is more critical.
5. I have drawn the conclusion that the majority of both the employees of social institutions and the district residents think that persons with changed work capacity are able to work independently. Amongst both groups of respondents, the common view is that disabled persons need help with their work. As regards disabled persons, the social employees tend to demonstrate neutrality or indifference, while the district residents show rejection. The attitude of social workers to employees with reduced work capacity is more rejecting than that of the district residents. I have concluded that the employees of social institutions consider persons with disabilities and reduced work capacity from the side of gaps in needs, focusing on their disadvantaged situation.
6. The findings have shown that there are fewer opportunities to get informed on reduced work capacity from the news or films than on living with disabilities; this is why the significance of personal contact is growing. As compared to the district residents, a higher proportion of social employees have personal contacts with persons with disabilities and reduced work capacity. As compared to the social employees, there is a higher proportion of district residents who do not personally know any persons with disabilities or reduced work capacities. The number of social employees who get in work contact with persons with disabilities and reduced work capacities is directly proportional to the number of years in employment.

#### **4. THE PRACTICAL USABILITY OF THE RESEARCH FINDINGS**

The research findings on the topic draw attention to the discriminative attitudes of the employers towards persons with disability and reduced work capacity, which restrict the higher level of employment of the group concerned in the primary labor market. The research findings related to the employers' side of the question contribute to the recognition and elimination of the factors that prevent the employment of persons with disability and reduced work capacity in the open labor market. The findings of my paper facilitate the development of an attitude of acceptance in the corporate world, furthermore, they contribute to the refinement of the information conveyed during sensitization, as well as to that of the applied methods.

Through getting familiar with the opinions, attitudes and approaches of the employees' side, the members of the management may clarify the misconceptions and stereotypes related to disability and reduced work capacity, through which the incorporation of these two disadvantaged groups in the labor market into the organization may become successful.

In both groups of respondents, there are dissimilar views of the persons with disability and those with reduced work capacity, this is why they approach the employment and work ability of the two groups from different aspects. This draws attention to that the need of disabled persons for help during work is assessed to be higher than that of those persons who have reduced work capacity. This, in turn, hinders their economic and social integration, as well as their equal opportunities.

The findings of the study draw attention to the significance of the knowledge conveyed in school training programs, as well as the personal experience gained from work, which may result in the spreading of the approach represented by the social model, the correction of the problems arising from the specific mechanisms operating in society, as well as the reduction of the exclusion of these disadvantaged employees from the sectors of the economy.

The district residents have different levels of work experience on the basis of the sectoral classification of their work places and they also have a different opinion on the employment opportunities of persons with disability or reduced work capacity. This calls attention to that sector by sector, due to the different nature of the individual jobs, the burden on the employees is also of a different extent, due to which the work capacity of persons with

disability or reduced work capacity is assessed differently, and they also have a different attitude to their employability and work performance.

During providing information, conveying knowledge or sensitization on disabilities, the employability of persons with disabilities should be pointed out, in order to achieve that a more realistic image of the strengths, abilities and work abilities of persons with disabilities develop in the minds of the members of society without disabilities. In shaping the attitudes, special emphasis should be put on interactive types of exercises and workshops, which are suitable for promoting the development of tolerant attitudes, due to their experience-based approach. In the framework of all these, opportunities should be created for overcoming the fears and anxieties related to persons with disabilities, which may prevent the acceptance of these persons as colleagues.

In order to change the misconceptions and beliefs related to the employment of persons with disabilities, in preparing the employers and the employees for such colleagues, as well as in the news and campaigns, it would be necessary to present the international and Hungarian best practices related to the employment of disabled persons, which promote the application of such practices and the deepening of the knowledge related to the target group.

## 5. PUBLICATIONS ON THE TOPIC OF THE PAPER

### Foreign language scientific journals

1. BALÁZS-FÖLDI, E. (2014): The labor market position of people with disabilities and with a reduced work capacity after the change of regime. ABSTRACT – Applied Studies in Agribusiness and Commerce 2-3: pp. 89-97
2. BALÁZS-FÖLDI, E. (2015): Equal opportunities in the Italian labor market. Annals of The University of Oradea Economic Science 1: pp. 142-156

### Hungarian scientific journals with foreign language summaries

3. BALÁZS-FÖLDI, E. (2014): A fogyatékos és megváltozott munkaképességű személyek munkaerőpiaci helyzete a rendszerváltás előtt. Taylor:: Gazdálkodás- és Szervezéstudományi Folyóirat: A Virtuális Intézet Közép-Európa Kutatására Közleményei 16-17:(3-4), pp. 98-105
4. BALÁZS-FÖLDI, E. (2015): Gazdasági növekedés és esélyegyenlőség az Európai Unióban. Taylor:: Gazdálkodás- és Szervezéstudományi Folyóirat: A Virtuális Intézet Közép-Európa Kutatására Közleményei 3-4.: pp. 178-186
5. BALÁZS-FÖLDI, E. – DAJNOKI, K. (2016): Sajátosságok a fogyatékos és megváltozott munkaképességű munkavállalók foglalkoztatásában. GRADUS Vol. 3.: (No.1), pp. 313-318
6. BALÁZS-FÖLDI, E. (2016): A fogyatékos és megváltozott munkaképességű személyek alkalmazási gyakorlata a nyílt munkaerő-piacon. International Journal of Engineering and I Management Sciences = Műszaki és Menedzsment Tudományi Közlemények (ISSN: 2498-700X) Vol.1.:(No.1) [http://ijems.lib.unideb.hu/file/9/576a713a96807/szerzo/Balazs\\_Foldi\\_-\\_FOGYATEKOS\\_eS\\_MEGVALTOZOTT\\_MUNKAKEPESSEGu\\_SZEMELYEK\\_ALKALMAZASI\\_GYAKORLATA\\_A\\_NYILT\\_MUNKAERO-PIACON.docx](http://ijems.lib.unideb.hu/file/9/576a713a96807/szerzo/Balazs_Foldi_-_FOGYATEKOS_eS_MEGVALTOZOTT_MUNKAKEPESSEGu_SZEMELYEK_ALKALMAZASI_GYAKORLATA_A_NYILT_MUNKAERO-PIACON.docx)
7. BALÁZS-FÖLDI, E. – DAJNOKI, K. (2016): A fogyatékos és megváltozott munkaképességű személyek munkaerő-piaci részvételét befolyásoló jellemzők. Taylor: Gazdálkodás- és Szervezéstudományi Folyóirat: A Virtuális Intézet Közép-Európa Kutatására Közleményei, issue 2016/4 (No. 25), pp. 145-154
8. DAJNOKI, K. – BALÁZS-FÖLDI, E. (2016): Diszkrimináció a munkaerőpiacon. Közép-Európai Közlemények, issue 2016/3 (No. 34), pp. 149-164
9. BALÁZS-FÖLDI, E. – DAJNOKI, K. (2016): Munkáltatói aspektusok feltárása a fogyatékos és megváltozott munkaképességű személyek foglalkoztatásában. TAYLOR: GAZDÁLKODÁS- ÉS SZERVEZÉSTUDOMÁNYI FOLYÓIRAT: A VIRTUÁLIS INTÉZET KÖZÉP-EURÓPA KUTATÁSÁRA KÖZLEMÉNYEI 8: (issue 3, No. 24), pp. 93-103 (2016)
10. BALÁZS-FÖLDI, E. (2017): Fogyatékos és megváltozott munkaképességű személyekkel kapcsolatos ismeretek összehasonlító elemzése Hajdú-Bihar megye három járásában. TAYLOR: Gazdálkodás- és Szervezéstudományi folyóirat. A Virtuális Intézet Közép-Európa Kutatására Közleményei, year IX, issues 3–4, No. 29–30, pp.26-34
11. BALÁZS-FÖLDI, E. (2017): Nyílt munkaerőpiac vagy védett foglalkoztatás? TAYLOR: Gazdálkodás- és Szervezéstudományi folyóirat. A Virtuális Intézet Közép-Európa Kutatására Közleményei. Köztes Európa, issue 2017/1 (No 21), pp.147-156

### Excerpts from scientific volumes /textbooks in Hungarian

12. BALÁZS-FÖLDI, E. (2017): Fogyatékos személyek diszkriminációja és esélyegyenlősége. in: Rákó E., Soós Zs. (szerk.): Kihívások és válaszok: tanulmányok a szociálpedagógia területéről. p. 155, Debrecen. Debreceni Egyetemi Kiadó. 2017, pp. 79-99 (ISBN:9789633186503)

## Conference publication in Hungarian

13. BALÁZS-FÖLDI, E. – DAJNOKI, K. (2015): A fogyatékos és megváltozott munkaképességű személyek munkaerő-piaci jellemzői a hazai kutatásokban. In: Ferencz Árpád (szerk.) II. Gazdálkodás és Menedzsment Tudományos Konferencia: "A vidék él és élni akar". Konferencia helye, ideje: Kecskemét, Magyarország, 2015.08.27-2015.08.28. Kecskemét: Kecskeméti Főiskola Kertészeti Főiskolai Kar, pp. 471-475, Vol. I (ISBN:978-615-5192-33-3)

## BIBLIOGRAPHY

1. *Avramidis, E. – Norwich, B. (2002):* Teachers' attitudes towards integration/inclusion: a review of the literature. *European Journal of Special Needs Education*. 2002. 17:(2), pp.47-129
2. *Babbie, E. (2000):* A társadalomtudományi kutatás gyakorlata. Balassi Kiadó. Budapest
3. *Blanck, P. D. (1998):* Job Placement for Employees with Disabilities – Manpower Leads the Way. *Employment Relations Today*. 25, pp.57-65
4. *Budavári-Takács, I. (2011):* A tanácsadás szociálpszichológiája. Szent István Egyetem. Budapest
5. *Campbell, J. – Gilmore, L. – Cuskelly, M. (2003):* Changing student teachers' attitudes toward disability and inclusion. *Journal of Intellectual and Developmental Disability*. 28(4), pp.369-379
6. *Collignon, F. C. (1986):* The role of reasonable accommodation in employing disabled persons in private industry. In: M. Berkowitz – M. A. Hill (Eds.): *Disability and the labor market: Economic problems, policies, and programs*. Ithaca, NY. Cornell University, pp. 196-291
7. *Csepeli, Gy. (2001):* Szociálpszichológia. Osiris Kiadó. Budapest. ISBN 9789633898147
8. *Csillag S. – Szilas R. (2009):* A valódi integráció nyomában – Megváltozott munkaképességű munkavállalók a munkaerőpiacon. *Munkaügyi Szemle*. 1, pp. 16-23
9. *Csillag, S. – Hidegh, A. L. (2013):* Hogyan bonthatók le a látható és láthatatlan falak? Kooperatív kutatás a megváltozott munkaképességűek foglalkoztatásával kapcsolatos mentális gátak lebontásáról, *Vezetéstudomány*. 42. (12), pp. 23-36
10. *Dajnoki, K. (2012):* Fogyatékos, illetve megváltozott munkaképességű személyek foglalkoztatásának munkaerőpiaci megítélése. *GAZDASÁGI ÉS TÁRSADALOMTUDOMÁNYI KÖZLEMÉNYEK*, year IV (issue 2), pp.251-260
11. *Dajnoki, K. (2014a):* Helyet mindenkinek! Fogyatékos, illetve megváltozott munkaképességű munkavállalók HR sajátosságainak feltárása az Észak-alföldi Régióban. *Közép-Európai Monográfiák No.12*, Egyesület Közép-Európa Kutatására, Szeged, pp.32-33
12. *Dajnoki, K. (2014b):* Fogyatékos munkavállalók beillesztésének sajátosságai, különös tekintettel az érzékenyítő tréningekre. *TAYLOR: GAZDÁLKODÁS- ÉS SZERVEZÉSTUDOMÁNYI FOLYÓIRAT: A VIRTUÁLIS INTÉZET KÖZÉP-EURÓPA KUTATÁSÁRA KÖZLEMÉNYEI VI.*, years 1-2, Sz. No. 14-15, pp. 157-167
13. *Dávid, A. et. al (2000):* Támogatott foglalkoztatás. Értelmi sérült munkavállalók a nyílt munkaerőpiacon. *Kézikönyv*. Salva Vita Alapítvány, Budapest. ISBN 963 00 5353 5
14. *Davidson, J. (2011):* A qualitative study exploring employers' recruitment behaviour and decisions: small and medium enterprises. Department for Work and Pensions Research Report No 754. ISBN 978 1 84712 989 5
15. *de Boer, A. – Pijl, S.J. – Minnaert, A. (2011):* Regular primary schoolteachers' attitudes towards inclusive education: a review of the literature. *International Journal of Inclusive Education*. 15(3), pp. 331–353
16. *Eubank, A. C. (2010):* Assessment of social workers attitudes towards people with physical disability. University of Tennessee, Knoxville Trace: Tennessee Research and Creative Exchange. A Thesis Presented for Master of Science Social Work The University of Tennessee, Knoxville
17. *Fischer, Gy. (2001):* Hihetünk-e a közvéleménykutatásoknak? (Hogyan készülnek, és mennyire pontosak a közvéleménykutatások). *Bagolyvár Könyvkiadó*. Budapest ISBN 963 9197 858
18. *Forlin, C. – Loreman, T. – Sharma, U. – Earle, C. (2009):* Demographic differences in changing pre-service teachers' attitudes, sentiments and concerns about inclusive education. *International Journal of Inclusive Education*. 13(2), pp.195–209

19. *Forlin, C. – Loreman, T. – Sharma, U. – Earle, C. (2009):* Demographic differences in changing pre-service teachers' attitudes, sentiments and concerns about inclusive education. *International Journal of Inclusive Education*. 13(2), pp.195–209
20. *Fuqua, D. R. – Rathbun, M. – Gade, E. M. (1984):* A comparison of employer attitudes toward the worker problems of eight types of disabled workers. *Journal of Applied Rehabilitation Counseling*, 15(1), pp.40-43
21. *Gere, I. (2009):* A munkáltatók befogadóvá tétele. *Foglalkozási rehabilitáció Módszertani kérdései* (szerk.: Szellő János) FSZK. Budapest
22. *Halász, L. – Hunyady, Gy. – Marton L., M. (1979):* Az attitűd pszichológiai kutatásának kérdései. Akadémiai Kiadó. Budapest. ISBN 9630514354
23. *Hollins, E. R. (2011):* Teacher Preparation For Quality Teaching. *Journal of Teacher Education*. 62(4), pp.395–407
24. *Kálmán, Zs. – Könczei, Gy. (2002):* A Taigetosztól az esélyegyenlőségig, Osiris Kiadó, Budapest
25. *Kelly, G. – Lam, P. – Thomas, A. – Turley, C. (2005):* Disability in the Workplace, DWP Research Report No. 277, HMSO, Norwich
26. *Keszi, R. – Komáromi, R. – Könczei, Gy. (2003):* A TOP 200 foglalkoztatási gyakorlatáról. *Munkaügyi Szemle*, 47(2), pp.17–21
27. *KSH (2001): Népszámlálás 2001.* www.ksh.hu., downloaded on: 07.02.2018
28. *KSH (2009): Társadalmi jellemzők és ellátórendszerek, 2008.* KSH Budapest
29. *KSH (2012a):* A megváltozott munkaképességűek munkaerő-piaci helyzete 2011. Központi Statisztikai Hivatal munkaerő felmérése. Budapest
30. *KSH (2012b):* Munkaerő-piaci diszkrimináció. *Statisztikai Tükör*, year VI (81)
31. *KSH (2013):* Népszámlálás, 2011. Országos adatok. Központi Statisztikai Hivatal. Budapest. ISBN 978-963-235-347-0 ISBN 978-963-235-417-0, www.ksh.hu, downloaded on: 31.10. 2016
32. *KSH (2014):* 2011. Évi Népszámlálás – 11. Fogyatékosággal élők. Központi Statisztikai Hivatal. Budapest. ISBN 978-963-235-357-9
33. *KSH (2015):* 2011. ÉVI NÉPSZÁMLÁLÁS 17. A fogyatékosággal élők helyzete és szociális ellátásuk. Központi Statisztikai Hivatal. Budapest. ISBN 978-963-235-482-8
34. *KSH (2016a):* Munkaerőpiaci helyzetkép, 2015. Központi Statisztikai Hivatal. Budapest. downloaded on: 21.03.2017, www.ksh.hu
35. *KSH (2016b):* Nemzetközi adatok. Általános gazdasági mutatók. downloaded on: 25.04.2017, www.ksh.hu
36. *Levy, M. J. – Levy, H. Ph. – Jones Jessop, D. – Rimmerman, A. (1993):* Attitudes of Fortune 500 Corporate Executives Toward the Employability of Persons With Severe Disabilities: A National Study. *Mental Retardation* Vol. 30, No.2, pp. 67-75
37. *MacRae, G. – Laverty, L. (2006):* Discrimination Doesn't Work: Disabled people's experience of applying for jobs in Scotland, Leonard Cheshire, Scotland
38. *McFarlin, D. B. – Song, J. – Sonntag, M. (1991):* Integrating the disabled into the workforce: A survey of fortune 500 company attitudes and practices. *Employee Responsibilities and Rights Journal*. 4(2), pp.107-123
39. *Némethné Tóth, Á. (2009):* Tanári attitűdök és inklúzív nevelés. *Magyar Pedagógia*, issue 109. 2, pp. 105–120
40. *Pongrácz, K. (2013):* Többségi általános iskolá- sok sajátos nevelési igényű gyermekekkel szembeni attitűdjének vizsgálata. *Gyógypedagógiai Szemle*, issue 41. 3, pp. 197–207

41. *Selvamani, R. – Rajan, D. (2017): Social workers attitudes towards persons with disabilities. International Journal of Management Research & Review 71(9), pp. 933-940*
42. *Sharma, U. – Forlin, C. – Loreman, T. – Earle, C. (2006): Pre-service teachers' attitudes, concerns and sentiments about inclusive education: an international comparison of the novice pre-service teachers. International Journal of Inclusive Education. 21(2), pp.80-93*
43. *Simonovits, B. – Koltai, J. (2013): Munkáltatói attitűdök a védett tulajdonságú munkavállalók foglalkoztatásával összefüggésben. EBH TÁMOP-5.5.5 projekt társadalomtudományi kutatásai, 4. tanulmány. Egyenlő Bánásmód Hatóság. Budapest*
44. *Soltész, A. (szerk.) (2017): Munkavállalók és munkáltatók a megváltozott munkaképességűek foglalkoztatási lehetőségeiről, esélyeiről. Adatok, tények, vélemények. ProAbility projekt konzorciuma. www.proability.hu*
45. *Szabó, D. (2016): Látélet a pedagógusok a befogadó nevelés-oktatáshoz való hozzáállása. Iskolakultúra, year 26, issue 4*
46. *Szabó, M. – Berde, Cs. (2007): Esélyegyenlőség az emberi erőforrás menedzsmentben In: Berde Csaba – Dajnoki Krisztina (szerk.) Esély Egyenlőségi Emberi Erőforrás Menedzsment. Campus Kiadó. Debrecen, pp. 9-23*
47. *Szegő, Á. (2008): Pedagógusok attitűdje az integrált oktatással kapcsolatban. Alkalmazott pszichológia, issue 10 (3-4), pp. 21-34*
48. *Szellő, J. et al. (2013): A rehabilitációs kvóta és hozzájárulás hatása a munkáltatók befogadói magatartására Magyarországon. Kutatási zárótanulmány. Pécsi Tudományegyetem. Pécs*
49. *Tardos K. (2009): Társadalmi befogadás és felelősségvállalás a vállalati szférában. Konferenciakötet. In: Laki Ildikó (szerk.): Fogyatékoság és a mai magyar társadalom., Kiadó: Belvedere Meridionale – MTA Szociológiai Kutatóintézet, Szeged – Budapest, pp. 31-52*
50. *Tardos, K. (2012): A megváltozott munkaképességű személyek munkahelyi integrációja. Munkaügyi Szemle (year 56), issue III, pp. 33-39*
51. *Thakkar, D. A. (1997): Employers and the Americans with Disabilities Act: Factors influencing manager adherence with the ADA, with specific refernce to individuals with psychiatric disabilities (Doctoral Dissertation, University of Pennsylvania, 1997). Dissertation Abstracts International*
52. *Vignes, C. – Coley, N. – Grandjean, H. – Godeau, E. – Arnoud, C. (2008): Measuring children's attitudes towards peers with disabilities: A review of instruments. Developmental Medicine & Child Neurology, 50, pp.182-189*
53. *Vignes, C. – Godeau, E. - Sentenac, M. – Coley, N. – Navarro, F. – Grandjean, H. – Arnoud, C. (2009): Determinants of students' attitudes towards peers with disabilities. Development Medicine and Child Neurology, issue 51(6), pp.473-479*



Registry number: DEENK/262/2018.PL  
Subject: PhD Publikációs Lista

Candidate: Emese Balázs-Földi  
Neptun ID: I2I4YF  
Doctoral School: Károly Ihrig Doctoral School of Management and Business  
MTMT ID: 10049350

### List of publications related to the dissertation

#### Articles, studies (12)

1. **Balázs-Földi, E.:** Fogyatékos személyek diszkriminációja és esélyegyenlősége.  
In: Kihívások és válaszok : tanulmányok a szociálpedagógia területéről. Szerk.: Rákó Erzsébet, Soós Zsolt, Debreceni Egyetemi Kiadó, Debrecen, 79-99, 2017. ISBN: 9789633186503
2. **Balázs-Földi, E.:** Fogyatékos és megváltozott munkaképességű személyekkel kapcsolatos ismeretek összehasonlító elemzése Hajdú-Bihar megye három járásában.  
*Taylor* 9 (3-4), 26-34, 2017. ISSN: 2064-4361.
3. **Balázs-Földi, E.:** Nyílt munkerő-piac vagy védett foglalkoztatás?  
*Köztes Európa* 1, 147-156, 2017. ISSN: 2064-437X.
4. **Balázs-Földi, E.,** Dajnoki, K.: A fogyatékos és megváltozott munkaképességű személyek munkaerő-piaci részvételét befolyásoló jellemzők.  
*Taylor* 25 (4), 145-154, 2016. ISSN: 2064-4361.
5. Dajnoki, K., **Balázs-Földi, E.:** Diszkrimináció a munkaerőpiacon.  
*Közép-Európai Közlemények* 34 (3), 150-165, 2016. ISSN: 1789-6339.
6. **Balázs-Földi, E.:** Fogyatékos és megváltozott munkaképességű személyek alkalmazási gyakorlata a nyílt munkaerő-piacon.  
*International Journal of Engineering and Management Sciences.* 1 (1), 1-13, 2016. EISSN: 2498-700X.  
DOI: <http://dx.doi.org/10.21791/IJEMS.2016.1.4>.
7. **Balázs-Földi, E.,** Dajnoki, K.: Munkáltatói aspektusok feltárása a fogyatékos és megváltozott munkaképességű személyek foglalkoztatásában.  
*Taylor.* 25 (3), 93-103, 2016. ISSN: 2064-4361.
8. **Balázs-Földi, E.,** Dajnoki, K.: Sajátosságok a fogyatékos és megváltozott munkaképességű munkavállalók foglalkoztatásában.  
*Gradus* 3 (1), 313-318, 2016. ISSN: 2064-8014.





9. **Balázs-Földi, E.:** Equal Opportunities In The Italian Labour Market.  
*Analele Universităţii din Oradea. Ştiinţe economice = Annals of University of Oradea. Economic science* 24 (1), 142-156, 2015. ISSN: 1222-569X.
10. **Balázs-Földi, E.:** Gazdasági növekedés és esélyegyenlőség az Európai Unióban.  
*Taylor* 3-4, 178-186, 2015. ISSN: 2064-4361.
11. **Balázs-Földi, E.:** A fogyatékos és megváltozott munkaképességű személyek munkaerőpiaci helyzete a rendszerváltás előtt.  
*Taylor* 3-4, 98-105, 2014. ISSN: 2064-4361.
12. **Balázs-Földi, E.:** The Labour Market Position of People with Disabilities and with a Reduced Work Capacity after the Change of Regime.  
*Apstract* 2-3, 89-97, 2014. ISSN: 1789-221X.

Conference presentations (1)

13. **Balázs-Földi, E., Dajnoki, K.:** A fogyatékos és megváltozott munkaképességű személyek munkaerő-piaci jellemzői a hazai kutatásokban.  
In: II. Gazdálkodás és Menedzsment Tudományos Konferencia : "A vidék él és élni akar".  
Szerk.: Ferencz Árpád, Kecskeméti Főiskola Kertészeti Főiskolai Kar, Kecskemét, 471-475, 2015. ISBN: 9786155192333

The Candidate's publication data submitted to the iDEa Tudóstér have been validated by DEENK on the basis of Web of Science, Scopus and Journal Citation Report (Impact Factor) databases.

20 June, 2018

