

File ID	458318
Filename	Contents

SOURCE (OR PART OF THE FOLLOWING SOURCE):

Type	Dissertation
Title	Perceived discrimination: why applicants and employees expect and perceive discrimination
Author	N. Abu Ghazaleh
Faculty	Faculty of Economics and Business
Year	2012
Pages	120
ISBN	978-94-6191-501-6

FULL BIBLIOGRAPHIC DETAILS:

<http://dare.uva.nl/record/430714>

Copyright

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other than for strictly personal, individual use.

Contents

Chapter one

General introduction

History, purposes, and guideline	9
Migration History	10
Labor market position	11
Perceived discrimination	14
Outline of dissertation	16

Chapter two

Minority and majority group applicants' expectations and perceptions of selection discrimination

Abstract	18
Perceived Selection Discrimination	20
PSD Impact recruiter	21
PSD, ethnicity and outcome of the selection procedure	23
Personal psychological antecedents of PSD	24
Core self-evaluations	26
Rejection sensitivity	27
Method Study 1 and 2	29
Sample and procedure	29
Measures	30
Results	31
Study 1	31
Regression analyses study 1	32
Study 2	33
Regression analyses study 2	34
Discussion	39
Limitations	43
Implications and Conclusion	43

Chapter three

Perceived discrimination and organizational attractiveness among minority and majority group rejected applicants: the role of diversity statements, identity strength and attribution style

Abstract	44
Diversity Policy Statements	46
Perceptions of Discrimination and Organizational Attractiveness	48
Perceiver Characteristics	50
Identity Strength	50
Attribution	51
Method	53
Sample, Procedure, and Manipulation	53
Measures	54
Results	55
Discussion	60
Limitations	63
Implications and Conclusion	63

Chapter four

The effect perceived similarity and ethical leadership on perceived workplace discrimination job performance and turnover intentions

Abstract	64
Perceived similarity and perceived workplace discrimination	66
Perceived similarity and job performance ratings	68
Perceived similarity and turnover intentions	68
Ethical leadership and perceived workplace discrimination	69
Ethical leadership and job performance ratings	71
Ethical leadership and turnover intentions	71
Method	73
Sample and Procedure	73
Measures	74
Results	75
Discussion	79
Limitations	82
Implications and Conclusion	83

Chapter five

General discussion

Conclusion and Discussion.....	84
Summary of the main findings.....	85
Perceptions of Discrimination.....	85
Findings regarding psychological antecedents based on group differences.....	85
Findings regarding psychological antecedents based on individual differences.....	88
Limitations.....	90
Final conclusion.....	92
References	93
Nederlandse samenvatting (Summary in Dutch).....	116
Conclusie.....	117
Acknowledgements (Dankwoord).....	119