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A TEST OF TWO MODELS OF NEED HIERARCHY THEORY AMONG
FILIPINO IMMIGRANTS AND VIETNAMESE REFUGEES

City University of New York

PH.D.

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AMONG FILIPINO IMMIGRANTS
AND VIETNAMESE REFUGEES

by
VANCHAI ARIYABUDDHIPHONGS

A dissertation submitted to the
Graduate Faculty in Business
in partial fulfillment of the requirements
for the Degree of Doctor of Philosophy

The City University of New York

1980

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The manuscript has been read and accepted for the Graduate Faculty in Business in satisfaction of the dissertation requirement for the degree of Doctor of Philosophy

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ABSTRACT

A TEST OF TWO MODELS OF NEED HIERARCHY THEORY
AMONG FILIPINO IMMIGRANTS
AND VIETNAMESE REFUGEESby
Vanchai Ariyabuddhiphongs

Adviser: Dr. Mahmoud M. Wahba

The Descending Need Hierarchy model and the Existence, Relatedness and Growth (ERG) model of Maslow's Need Hierarchy Theory were tested among 211 Filipino immigrants. Immigrants have been chosen for the study because migration to another country is seen as a descent through the hierarchy of needs.

The first hypothesis tested is the number of need categories in the models. The second hypothesis tests the unfolding of needs, such that the low-level needs manifest themselves first and the high-level needs follow. The third hypothesis assesses the applicability of the gratification/activation mechanism to the growth needs. The fourth hypothesis examines the relationship between the immigrants' need satisfaction and their adjustment in the U. S. The fifth hypothesis evaluates the immigrants' perception of utility of money.

The results of the study are as follows:

1. the factor analysis test supports the three-factor ERG model;
2. the unfolding of needs receives support;
3. the applicability of the gratification/activation mechanism to the growth needs is affirmed;
4. the need satisfaction on the job has positive impact upon adjustment to life; and
5. the immigrants perceive the utility of money in a power-decreasing function.

A similar study was attempted with a group of 36 Vietnamese refugees, but without success.

The results of the study are discussed. The limitations of the study are mentioned and the directions for future research pointed out.

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Dr. Constance Ayers Denne read many drafts of this dissertation. Hers was the task of a scholar challenging and questioning ideas and helping me to make my thoughts clear on paper. I would also like to thank her for the time and thought she generously gave, and for her encouragement and interest in my progress.

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Dr. Sheldon Zalkind read early versions of my dissertation proposals. I would like to thank him for his many helpful comments and advice.

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Many years ago, an unemployed middle-aged man went into great debt so that his children would not have to give up their schooling. A young woman also gave up her ambition for higher education so that she could help to put her brothers and sister through school. It is hard to imagine what I would be doing today without the sacrifice of my father, Lao Siam Chung, and my sister, Usa Ariyabuddhiphongs. My heartfelt thanks to them.

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Chapter I

MODELS OF NEED HIERARCHY THEORY

For over four decades, the concepts of needs and need satisfaction have been a major part of the psychology of motivation, e.g., Murray's concept of need or drive (1938), Maslow's Need Hierarchy Theory (1943, 1954, 1970), Alderfer's ERG Theory (1969, 1972) and Wahba & Bridwell's Descending Hierarchy of Needs (1976).

Although the lasting contribution of Murray's work is the large amount of research which it has stimulated (e.g., McClelland, Atkinson, Clark & Lowell, 1953), Murray's concept of needs is different from the Need Hierarchy Theory in two ways. First, the emphasis of Murray's work was more on the typology of needs than on their motivational property. Campbell, Dunnette, Lawler & Weick (1970) commented that the exact number of Murray's needs varied according to the particular stage in his career. Second, Murray did not elaborate the role of need satisfaction in his need concept. Since needs are inferred from the organism's behavior to satisfy them, the concepts of needs and need satisfaction are essentially inseparable. In fact, Maslow (1955) defined basic needs in terms of need satisfaction; a need was defined as basic or instinctoid if:

1. its absence [of satisfaction] breeds illness,
2. its presence [of satisfaction] prevents illness,
3. its restoration [of satisfaction] cures illness,
4. under certain (very complex) free choice situations, it [need satisfaction] is preferred by the deprived person over other satisfactions,
5. it is found to be inactive, at a low ebb, or functionally absent in the healthy person (p. 4).

Similarities and Differences Among Three Models of Need Hierarchy Theory

Maslow's Need Hierarchy Theory (1943, 1954, 1970) is at once a theory of needs and need satisfaction. It prescribes five categories of needs and describes the mechanism through which the satisfaction of one class of needs generates the desire for another class of needs. Two alternative models of Maslow's Need Hierarchy Theory have so far been proposed. The first model, called ERG theory (ERG standing for existence, relatedness and growth), was advanced by Alderfer (1972). The second model, the Descending Hierarchy of Needs, was proposed by Wahba & Bridwell (1976). The similarities between the two alternative models and Maslow's original theory have been described as follows (Wanous & Zwany, 1977):

1. Each model specified a category system of basic human needs;
2. Each model explains the domination of a particular need at any given time.

However, there are subtle differences among the three models of the Need Hierarchy Theory. These differences are found in the need categories, and the motivational mechanism specified by the theory.

Need Categories

Figure 1 (p. 3) presents a comparison of needs categories as proposed by Maslow, Alderfer, and Wahba & Bridwell. Maslow

Figure 1

Comparison of Maslow, Alderfer and
Wahba & Bridwell Need Categories

Maslow categories	E.R.G. categories	Wahba & Bridwell categories
Physiological	Existence	Maintenance
Safety-material		
Safety-interpersonal	Relatedness	
Love (belongingness)		
Esteem-interpersonal	Growth	
Esteem-self-esteem		
Self-actualization		

Adapted from C. P. Alderfer, Existence, relatedness and growth:

Human needs in organizational settings. New York: The Free Press,

1972.

(1943, 1954, 1970) classified human needs into five categories of varying importance, which he called prepotency. The five needs, in the order of their importance and probability of appearance, are:

1. Physiological needs--hunger, thirst, sexual desires, as well as sensory pleasures, such as taste, smell and touch;
2. Safety needs--protection from wild animals, extremes of the temperature, and criminal assaults, and preference for the known rather than the unknown;
3. Love needs--giving to and receiving love and affection from loved ones, such as a wife or children, and being accepted in one's group;
4. Esteem needs--desire for strength, achievement, adequacy, confidence, independence and freedom, and for reputation or prestige, recognition, attention, importance or appreciation;
5. Need for self-actualization--desire to use one's potentialities to the fullest extent, or in Maslow's words, "the desire to become more and more what one is, to become everything that one is capable of becoming (Maslow, 1943, p. 382)."

Alderfer (1969, 1972) argued that Maslow's safety needs could be divided into two components: those dealing with material safety, such as physical illness, pain and assault, and those dealing with

relationships with other people. Alderfer suggested that material safety needs be included in what Maslow termed physiological needs, and that safety needs involving interpersonal relationships be included in love needs. Alderfer also advanced a similar argument regarding esteem needs; he contended that Maslow's esteem needs consist of the type of esteem a person receives from other people and the esteem a person provides to himself on the basis of his own capability and achievement. The former type of esteem belongs to the love needs and the latter to self-actualization needs.

Following this argument, Alderfer (1969, 1972) proposed the ERG theory which postulated that individuals have three core needs: to satisfy their material existence needs, to maintain their interpersonal relatedness with significant other people, and to seek opportunities for their unique personal development and growth. (See Figure 1).

Existence needs include all forms of material and physiological desires. Hunger and thirst are examples of deficiencies in physiological needs, whereas pay, fringe benefits, and working conditions are examples of existence needs in organizational settings. All the needs concerning relationships with significant other people are termed relatedness needs. Family members, superiors, co-workers, subordinates, friends and even enemies are significant other people and the satisfaction of relatedness needs involves sharing of thoughts and feelings, positive as well as

negative. Growth needs include all the needs to make creative or productive effects on oneself. Satisfaction of growth needs calls upon a person to utilize his capacity fully and to develop additional capacities.

The existence, relatedness and growth needs are further conceptualized as separate and distinct categories. Although there is no ordering among them, these needs are viewed as being on a continuum of concreteness. Existence needs are the most concrete, and growth needs are the least concrete.

The concreteness of the needs is defined in terms of the verification of their presence or absence. Existence needs are most concrete because their presence or absence can be easily verified. Relatedness needs are less concrete because the verification of their presence or absence depends on the relationship of two or more people. Growth needs are the least concrete because the actual state of growth can be known only to the person himself.

Wahba & Bridwell (1976) suggested that Maslow's five categories of needs be reclassified as maintenance and growth needs (See Figure 1). The maintenance needs would include physiological and safety needs while the growth needs would include love, esteem and self-actualization needs. Their suggestion was founded on theoretical and empirical bases. As far as the theoretical bases are concerned, Murray (1938) pointed out that needs were either viscerogenic or psychogenic and Maslow (1955) discussed deficiency and growth motivation. Empirical evidence pointed to a dual-level

need system (Lawler & Suttle, 1972; Schneider & Alderfer, 1973; Waters & Roach, 1973). Furthermore, Wahba & Bridwell (1976) suggested that maintenance and growth needs did not necessarily form a hierarchy.

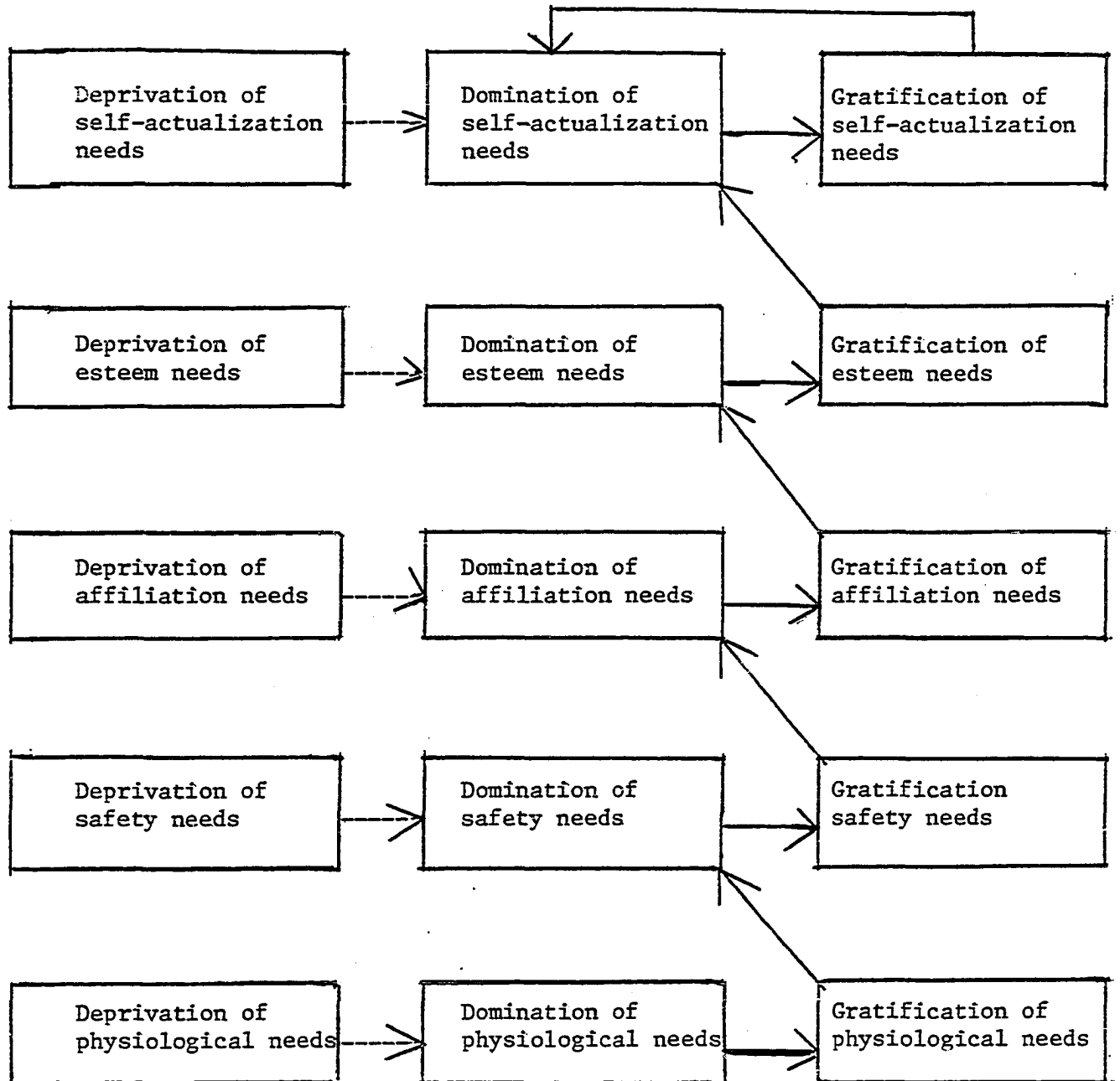
Motivational Mechanism

Each of Figures 2, 3 and 4 (pp. 8-10) represents the motivational mechanism as described in Maslow's, Alderfer's and Wahba & Bridwell's models, respectively. Motivational mechanism refers to the process by which the conditions of need satisfaction energize, direct and maintain the behavior of the individual. The motivational mechanism of Maslow's Need Hierarchy Theory is stated in two propositions.

- (1) Deprivation/domination: When a person is denied the satisfaction of a given need, it is hypothesized that he will become concerned about satisfying that particular need. To him, that need will gain importance, and dominate and direct his efforts and capabilities.
- (2) Gratification/activation: When a person is satisfied with a need, its importance to him will diminish and, at the same time, the higher need will emerge to dominate and control his capabilities.

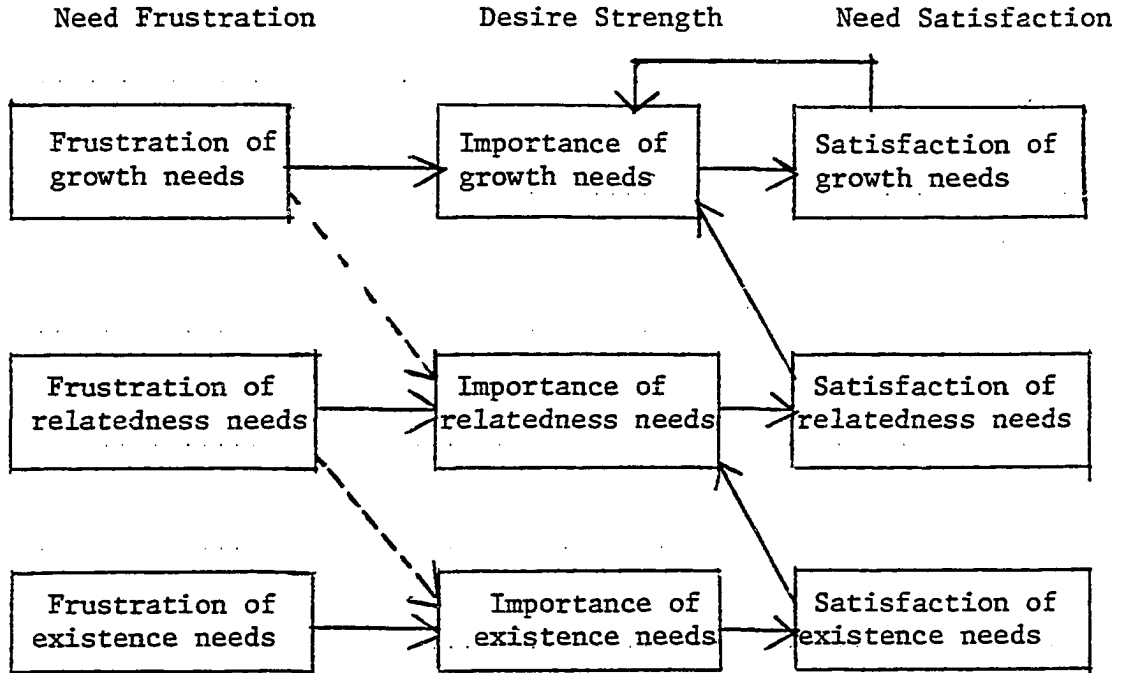
The deprivation/domination and gratification/activation propositions make Maslow's Need Hierarchy Theory not merely a theory of motives, but also a theory of motivation.

Figure 2. Deprivation/Domination and Gratification/Activation
Components of Maslow's Theory of Need Hierarchy.



Key:
 - - - - - Deprivation/Domination
 ———— Gratification/Activation

Figure 3. Satisfaction/Progression, Frustration/Regression components of ERG Theory.



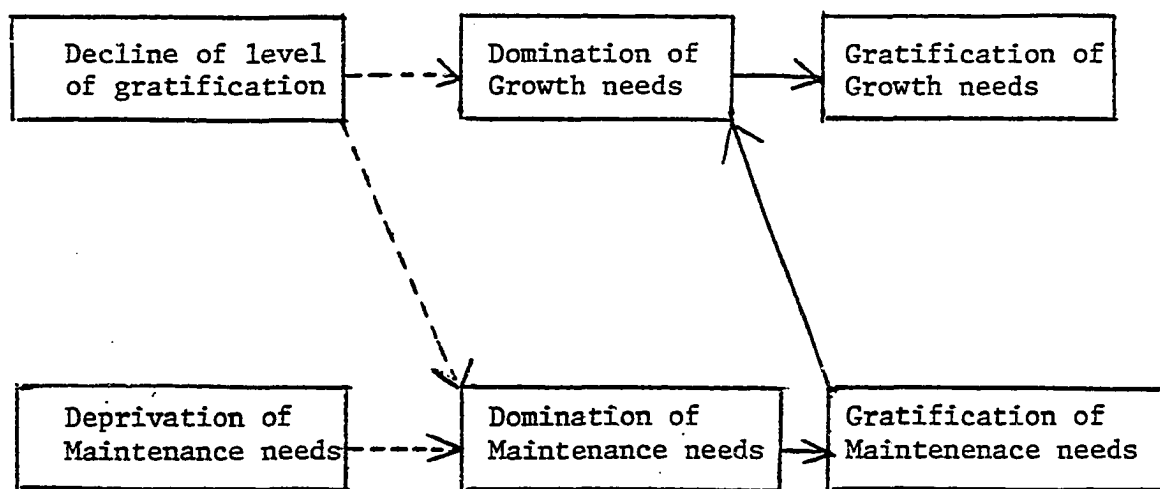
Key

Satisfaction/progression _____

Frustration/regression - - - - -

Source: Steers, R. M., & Porter, L. W. Motivation and work behavior. New York: McGraw-Hill, 1979.

Figure 4. Deprivation/Domination and Gratification/Activation components of Wahba & Bridwell proposal



Key: - - - - - Deprivation/ Domination
 _____ Gratification/Activation

(Wahba & Bridwell, 1976). The propositions are common to all three models, although in the ERG model the gratification/activation proposition is called satisfaction/progression (Figure 3, p. 9). The ERG model and the Wahba & Bridwell model also depart from the original Maslow model in three important aspects:

1. The ERG model postulates a frustration/regression proposition, which concerns the tendency of the individual to desire concrete ends as a result of being unable to obtain less concrete ends (Figure 3, p. 9). For example, a person desires more pay (concrete existence need) when he can not obtain respect from his co-workers (less concrete relatedness needs), because he is using pay as an easier and more concrete way of obtaining respect from his co-workers. He seeks close interpersonal relation with his co-workers when his growth needs are not satisfied, because he is searching for more support in his attempt to reach his full potentialities.

2. Wahba & Bridwell model suggests that the gratification/activation proposition is applicable only to the maintenance needs (Figure 4, p. 10). This suggests that the relative gratification of maintenance needs such as thirst and hunger leads to the activation of growth needs such as love or self-actualization, and that the gratification of growth need, such as love or self-actualization, does not necessarily produce a desire for more love or self-actualization. This part of Wahba & Bridwell model represents a major

break with the original Maslow's statement that the more a person is satisfied with self-actualization needs, the more he wishes to become self-actualized.

The ever-expanding characteristic of Maslow's growth needs was attractive during the time when the idea of unlimited growth was prevalent and, perhaps, contributed to its popularity. The assumption of unlimited growth has now been questioned and Wahba & Bridwell's proposition is in line with contemporary thoughts on the limit to growth (Meadows, Meadows, Randers & Behrens, 1972).

3. The Wahba & Bridwell model also suggests that the deprivation/domination proposition is only relevant "in the case of the deprivation of maintenance need and in the case of the decline of the present level of the gratification of any need whether it is [a] maintenance or growth need (Wahba & Bridwell, p. 236)."

The suggestion can be interpreted in the following manner:

- a. The deprivation of maintenance needs, such as thirst, and hunger, for example, brings about the domination of those needs over the motivation of the individuals; and
- b. The deprivation of growth needs, such as love or esteem, does not lead to the domination of these needs because the individuals do not perceive the deprivation of growth needs to be as acute as the deprivation of maintenance needs. In a situation where the individuals are con-

fronted with the deprivation or decline in the satisfaction of both needs, they are hypothesized to give up the satisfaction of growth needs to concern themselves with satisfying the maintenance needs.

Review of the Literature

Maslow's Need Hierarchy Theory

Despite its roots in existentialism, the influence of Maslow's Need Hierarchy Theory is perhaps greatest in the theoretical and empirical works of writers in the field of management and organizational behavior. For example, its influence is reflected in Argyris' (1964) work on the conflict between individual and the organization, in McGregor's (1960) formulation of the theory X and theory Y managerial styles, and in Lawler's (1971) model of compensation and organizational effectiveness. For the empirical works, the theory provided the framework for extensive research into managerial job satisfaction, attitudes and performance (Porter, 1961, 1962, 1963; Porter & Lawler, 1968) and for a comparative study of job satisfaction of managers from various countries (Haire, Ghiselli & Porter, 1966). The theory was also tested among workers of various occupations, for example, librarians (Wahba & Clemence, 1969), blue-collar workers (Altimus & Tersine, 1973), attorneys (Lette, Francis & Strawser, 1971), bankers (Slocum & Strawser, 1970), and career army officers (Johnson & Marcrum, 1968).

Despite its popularity and wide acceptance, an exhaustive review of empirical research on Maslow's theory (Wahba & Bridwell, 1976) concluded that:

- (a) there was no evidence of five categories of needs;
- (b) the evidence supporting the deprivation/dominance proposition was quite weak, except that concerning self-actualization; and
- (c) the longitudinal data did not support the gratification/activation proposition and the cross-sectional data provided only limited support because of methodological problems.

Wahba's Descending Need Hierarchy

In the conclusion of their literature review, Wahba & Bridwell (1976) suggested that Maslow's five needs be reorganized into two categories. The suggestion is not new since Lawler & Suttle (1972) made similar suggestions on the basis of their empirical results. What distinguishes Wahba & Bridwell's suggestion from those made by other writers are their contentions about the non-hierarchical structure of the two new categories, and their specifications of the motivational mechanism. The Wahba & Bridwell two-category need system has yet to be tested, although some empirical evidence supports the notion of people giving up growth needs for maintenance need satisfaction (Agarwal & Sharma, 1977).

Alderfer's ERG Theory

From the three-category need system and three propositions of the ERG theory, seven hypotheses are derived:

- H1: The less existence needs are satisfied, the more they will be desired.
- H2: The less related needs are satisfied, the more existence needs will be desired.
- H3: The more existence needs are satisfied, the more related needs will be desired.
- H4: The less relatedness needs are satisfied, the more they will be desired.
- H5: The less growth needs are satisfied, the more related needs will be desired.
- H6: The more related needs are satisfied, the more growth needs will be desired.
- H7: The more growth needs are satisfied, the more they will be desired.

Hypotheses 1, 4, & 7 are derived from the deprivation/domination proposition; hypotheses 2 & 5 from frustration/regression proposition; and hypotheses 3 & 6 from satisfaction/progression proposition. Since only a few empirical tests of the ERG model are available, the present review is only tentative. A more comprehensive evaluation of the ERG model will have to await further accumulation of empirical results.

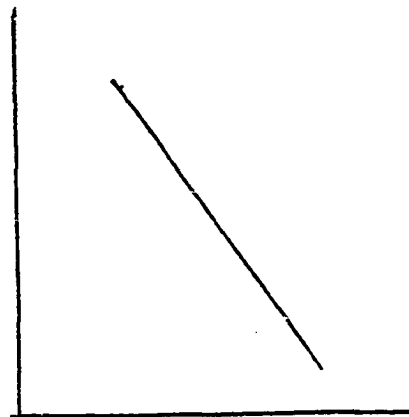
Need Categories: The test of need categories is normally conducted by means of factor analysis. While Alderfer claimed support for his three-category need system (Alderfer, 1967;

Schneider & Alderfer, 1973), his claim is yet to be supported by other researchers using different instruments. Wanous & Zwany (1977), using a questionnaire developed by Porter (1961), found only two factors which could be identified as existence and growth needs; relatedness needs did not emerge as a distinct factor.

Frustration/regression proposition: Hypotheses 2 and 5 are derived from the frustration/regression proposition which states that a person will seek lower order needs when his higher order needs are not satisfied. Operationally, the proposition is stated as the negative correlation between the satisfaction of a need and the desire or importance of the next lower need (Figure 5).

Figure 5: Operationalization of Alderfer's frustration/regression proposition

Desire or importance of
next lower need



Satisfaction of a need.

Partial support for the proposition was found in Alderfer's studies (1969, 1972), which included subjects from manufacturing and banking organizations, fraternity houses, boys' schools, adult and adolescent laboratory training, and recruitment interviews.

Among the subjects drawn from manufacturing firms and banks, the results indicated that lack of satisfaction with growth was related to higher desires for respect from co-workers, and to higher desires for respect from superiors. Also, lack of satisfaction with respect from superiors was related to higher desires for pay and fringe benefits. The results from other sub-samples failed to support the frustration/regression proposition.

Wanous & Zwany (1977) found that satisfaction with growth needs was significantly and positively correlated with the importance of relatedness, and that satisfaction with relatedness needs was correlated to the importance of existence needs though the correlation did not reach statistically significant levels. Their results are contrary to the ERG hypotheses 2 and 5 predictions that the relationships are negative.

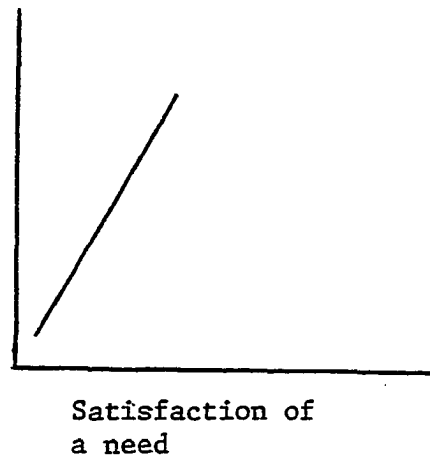
Thus, the overall results seem to indicate the need for further tests of the frustration/regression proposition.

Satisfaction/progression proposition: Hypotheses 3 and 6 are derived from satisfaction/progression proposition, which states that the person who is satisfied with concrete needs seeks satisfaction of less concrete needs. The proposition is operationalized

as the positive correlation between the satisfaction of a need and the desire or importance of the next higher need (Figure 6).

Figure 6. Operationalization of the satisfaction/progression (or gratification/activation) proposition.

Desire or
importance of
next higher
need



The empirical results (Alderfer, 1972) did not support the proposition with regard to existence need satisfaction (Hypothesis 3) and provided only a weak support with regard to relatedness need satisfaction (Hypothesis 6). The results showed that the correlations between existence need satisfaction and relatedness need desire were either non-significant or negative. The correlations between relatedness need satisfaction and growth need desire were positive only among subjects from fraternity houses, indicating that hypothesis 6 might be valid under special conditions.

Wanous and Zwany (1977) found similar results: existence need satisfaction was not related to relatedness need importance, whereas relatedness need satisfaction was related to growth need importance.

In summary, there are two alternative models of Maslow's Need Hierarchy Theory. Being derived from the same original theory, the alternative models are greatly similar, with the differences between them being the number of need categories, and the motivational property of the growth needs. Their differences are investigated in the following study which includes a sample of people whose need satisfaction can be said to span the lower- and higher-level in a relatively short period of time--the immigrants.

Chapter II

IMMIGRANTS AND REFUGEES

The difference between immigrants and refugees may be one of degree rather than type. Both groups share a basic and age-old characteristic of man--migration. Generally, the immigrants move because they want to; the refugees, because they have to (Bernard, 1976).

In the past, there were a variety of reasons that brought immigrants to the United States (religious freedom, famine, political liberty). More recently, immigration to the United States has been motivated by economic and professional reasons (National Sciences Foundation, 1972; Saleh, 1977). As for refugees, their movements to the United States are associated with some form of political persecution. Jewish refugees fled from Naziism during 1933 to 1945 (Davie, 1947). More recently, political persecution drove Hungarian refugees (Weiermair, 1971), and Cuban refugees (Portes, 1969) from their homelands. The recent exodus of Vietnamese from their country is reminiscent of the experience of the Jewish refugees in the 1930's: the Vietnamese government did not want them in the country (New York Times, May 3, 1979).

Migration as a topic for research and theory building, has captured the interests of many researchers. For example, Petersen (1958) developed a typology of migration--(1) primitive, (2) forced or impelled, (3) free, and (4) mass--to account for various types of human movements. Sell & DeJong (1978) adapted Atkinson's (1964)

expectancy theory to the migration behavior, although the unit of analysis in the theory (individual) has to be reconciled with the interpersonal process of migration. In this chapter, attention will be given to the literature on inter-country migration, specifically on the adjustment of immigrants and refugees after their arrival in the United States. The conceptualization of migration as a descent through the Maslow's need hierarchy will be explicated. Then, the literature dealing with Filipino immigrants and Vietnamese refugees will be examined.

Review of the Literature

Moving from one country to another involves some discontinuity in the life of the immigrants. Researchers and scholars interested in migration generally view migration as a form of social disorganization (Elliott and Merrill, 1961), or a sense of loss (Marris, 1975); thus it is not coincidental that the terminology used in migration includes "uprootment," and "alienation".

In this "nation of immigrants", as Kennedy (1964) called the United States, the examination of immigrants after their arrival in the new country has been conducted by various social scientists. Their description or postulation of the adjustment has, however, been less than positive; the new settlers somehow do not quite fit into their new surroundings. Handlin suggested, for example, that the immigrants from Europe were alienated from the culture of their original homeland and from American culture.

From a historical prospective, the causes of alienation were the movements to exclude immigrants, and the discrimination the immigrants encountered in their search for employment. The adjustment problems were less severe for the children of the immigrants who were American-born citizens; for the immigrants, "the only adjustment they had been able to make to life in the United States had been one that involved the separateness of their group, and that increased their awareness of the differences between themselves and the rest of the society (Handlin, 1951, p. 285)."

Park, in one of the first theoretical statements on the adjustment process, postulated that migration had created out of the immigrants a class of deviants, called the Marginal Man, "a cultural hybrid, a man living and sharing intimately in the cultural life and traditions of two distinct peoples; never quite willing to break, even if he were permitted to do so, with his past and his tradition, and not quite accepted, because of racial prejudice, in the new society in which he now sought to find a place ... a man on the margin of two cultures and two societies, which never completely interpenetrated and fused (Park, 1928, p. 891)." The immigrants experience the marginal status because they are caught between the old-world culture and that of the new world. Social isolation may result, and the immigrants and their children may feel that they do not fully belong to the United States.

Siu (1952) cited the Chinese in the United States as examples of "the sojourner," a type of stranger, who clung to the cultural heritage of his own ethnic group and tended to live in isolation, without being assimilated into the society of his residence. For the "sojourners," the residence in the United States is considered temporary to finish their "jobs," of earning and saving enough money to return to the original homeland.

Undoubtedly, migration is a disruption in the life pattern, a form of economic and social disorganization (Elliott & Merrill, 1961) in which the immigrants may lose their religious affiliation, witness the collapse of extended family kinship and suffer mental disorders. Nonetheless, the characterization of the immigrants as "the uprooted," "the marginal man," or "the sojourner" was of little practical value and did not result in a better understanding of immigrant adjustment (see Mann, 1973 and Golovensky, 1952 for critical analyses of the Marginal Man concept). In fact, the characterization seems to indicate that only negative outcomes occur in the adjustment process. As Siu (1952) pointed out, the sojourner was psychologically unwilling to organize himself as a permanent resident in the country of his sojourn; when he did, he became a marginal man.

Other students of immigrants have considered adjustment to be a psychological and behavioral process of change (Richardson, 1957, Bernard, 1973). For example, Richardson (1957) described the

immigrants as going through the stages of isolation, accomodation, and identification. The immigrants in the isolation stage can be characterized as those who remain aloof from the resident population and who try to cultivate the traditional way of life. Their characteristics and behaviors resemble those of the sojourner (Siu, 1952). The accomodation stage sees the immigrants as losing the outward marks of their homeland and conforming to the conventions of dress, food, and social formalities to the prevailing mode of their new country. The third and last stage is that of identification. The immigrants in this stage are said to be naturalized into their new country and they tend to use "we", "us", and "our" with reference to the adopted country rather than the original homeland. These three stages are not all-or-none developmental stages; an immigrant may be at any one time isolated with regard to something, accomodated with regard to others, and identified with still further aspects of his life in the adopted country.

Bernard (1973) described the stages that the immigrants go through before being integrated into American society. The first stage is immediate self-maintenance, in which the immigrants learn a new language, take a job, find a place to live, and, perhaps informally participate in community affairs. Putting down roots is the second stage in which the immigrants buy a home, obtain higher education for their children, and actively participate in organizations and politics. The final stage of integration is one

in which the immigrants adopt American ideological standards, develop loyalty toward the adopted country, and do not repatriate to the original homeland.

An Underlying Premise

Migration can also be conceptualized as a descent through hierarchy of needs. Adler (1973) has suggested that no matter which level of the hierarchy of need a person has attained prior to migration, he is pushed by various factors toward the bottom of the hierarchy. Adjustment, then, could be seen as a recovery process in which the immigrant moves back up the hierarchy toward self-actualization.

This dissertation takes the proposition advanced by Adler and further suggests that the study of need satisfaction in work situations, within the framework of Maslow Need Hierarchy Theory, is a worthwhile approach in examining the adjustment of immigrants and refugees for the following reasons:

1. The observers of "The Marginal Man," or "the sojourner" may have overlooked the fact that the long hours of work leave most immigrants little time for themselves and their families, let alone to be assimilated into the new culture. And if they cling to their traditional way of life, it might be because of their language difficulty or limited opportunity to socialize outside their ethnic group. The sweat shop system which exploits the unskilled workers (Feldstein & Costello, 1974; Buck, 1979) tends to hire workers of the same ethnic group.

2. Having a job and income and ending dependency on friends, relatives or welfare is normally the first priority of immigrants and refugees. Employment not only provides interaction with friends and co-workers and offers opportunities for them to use their old skills or learn new ones, but also give them the sense of self-esteem. Huang and Pilisuk (1977) cited a case of a Chinese who remained unemployed for a long period of time. Though the man was still too proud to ask for help from social welfare agency, his self-esteem suffered and he lost the respect of his family members.

3. Immigrants show a high degree of work motivation as demonstrated in the following examples:

a. In Pietro Di Donato's novel Christ in Concrete, an Italian construction worker shouted back to the foreman who urged his crew to step up their work pace, "Master Geremio, the devil himself could not break his tail any harder than we here (Di Donato, 1937/1969, p. 524)."

b. In a visit to a Chinatown garment factory, a researcher noted that she saw the women workers "sitting on the edge of their seats, waiting to get back to their sewing machines, although they were still on their lunch hour....instead of utilizing the lunch hour to get away from their work, to eat a leisurely meal, or to relax a bit, a number of women used the time to ready their garments in preparation for the clock to strike one, when they could open their machines again (Sung, 1976, p. 174)."

c. The interviewers in North & Weissert's study responded to their exposure to the immigrants with comments like these (North & Weissert, 1974, p. 45):

"They really believe in the work ethic and the American dream."

"They are super American."

"They have an incredible amount of ambition."

Thus, the extent to which a job satisfies the needs of the immigrants determines the degree of their adjustment to the new homeland and their satisfaction with their new life. The study which follows undertakes the task of examining need satisfaction in work situations with respect to immigrants and refugees.

Filipino Immigrants

The Philippines was tied to the United States as the latter's colony for almost fifty years. The acquisition of the Philippines by the United States from Spain, at the end of the Spanish-American War, opened the door to a large number of Filipinos who came to seek employment on the sugar and pineapple plantations in Hawaii and in the agricultural fields of California (Melendy, 1977). This early group of immigrants probably conformed to Bernard's (1973) description of immigrants as being "from the relatively disadvantaged classes or groups who have less opportunity and few rights, economically, socially and politically (p. 269)."

As Pido (1977) noted, the alternative to migration for these early Filipino immigrants was economic, social and cultural deprivation.

Under the U. S. administration, Filipinos were also given massive public education; thus, by 1956 the Philippines had the second highest number of students per 100,000 population in the world (Pido, 1977). Since the Philippines' developing economy could not absorb all the college graduates it produced, a pool of highly skilled and professional workers was thus created. After the promulgation of the 1965 Immigration Act, this pool "drained" off to the U.S., when the number of immigrant Filipino physicians and surgeons, and scientists and engineers quadrupled between 1965 and 1966 (National Science Foundation, 1972). Thus, recent Filipino immigrants present an entirely different demographic profile from the early group. Recent Filipino immigrants are more likely to be employed as professionals, managers, clerks or sales people, and less as craftsmen and operatives (Smith, 1976).

In terms of Maslow's Need Hierarchy Theory (1943, 1954, 1970), it is possible to speculate that the early group of Filipino immigrants was motivated by needs different from those motivating the recent professional immigrants. The early immigrants can be said to be motivated by lower-level physiological and safety needs, while the recent immigrants are also motivated by higher-level needs of esteem and self-actualization in addition to the lower level needs. The comment of an Egyptian scientist is also typical

of the Filipino immigrants: "I realized that I have stopped developing or fulfilling myself while science was advancing fast -- knowledge is always a flow of information. We aren't practicing our profession here at the required level (Saleh, 1977, p. 47)."

Vietnamese Refugees

Since the first wave of Vietnamese refugees arrived in the United States in April 1975, research literature on their socio-economic adjustment has been growing. The U.S. Department of Health, Education and Welfare commissioned a series of surveys over the years 1975-1977, which resulted in five waves of reports on the employment of the refugees, their proficiency in English, their wage and salary levels, and their receipt of federal assistance.

The data from the five waves of reports (Montero, 1979; Stein, 1979) indicate that the Vietnamese are making progress in their adjustment to life in the United States. Labor force participation was at 79.2 percent at Survey V, as compared to 69 percent at Survey I (Montero, 1979). The Vietnamese refugees, however, still suffer from underemployment; the first three surveys showed that 76, 73.5, and 67.7 percent of the heads of households were employed at a lower occupational level (Stein, 1979). The income of the refugee households was steadily improving; at Survey I, 42.1 percent earned less than \$200 per month, while at Survey V 51.4 percent reported income of \$800 and over per month (Montero, 1979).

Investigating the impact of the factors which facilitate acculturation of Vietnamese refugees, Doan (1977) found that among 245 refugees the conditions conducive to acculturation (i.e., place of birth, religious preference, and foreign travel experience before evacuation), and accultural promoters (i.e., present occupation, evacuation plans, evacuation means, present income and self-evaluated degree of Americanization) are more strongly related to English language proficiency than with the acculturation process.

Rahe, Looney, Ward, Tran & Liu (1978) described the overnight preparation to receive 18,000 Vietnamese refugees at Camp Pendleton, California, and their success in setting up a psychiatric crisis clinic. They also conducted a survey of 203 Vietnamese refugees to provide mental health data. Using Cantril (1965) Self-Anchoring Scale, they found that the Vietnamese refugees in the camp perceived their current life status to be at an extremely low point, but their perception was likely to be transient since their self-rating for the future was high.

Anecdotal accounts in news magazines and personal observation add color to the otherwise drab aggregate statistics. A Vietnamese consultant (Tran, 1976) describes the misinformation given to the refugees, the refugees' ambivalence toward their leaving Vietnam, and the "culture shock" experienced by the refugees. Her conclusion was optimistic that the Vietnamese, like many other immigrants and refugees before them, will "make it" in the United States.

News magazine articles portray brief glimpses into the refugees' attempts to build up their life in the American society. Their experience is a mixture of successes and frustrations. A group of Vietnamese refugees clashed with Chicano residents in Denver, and Vietnamese fishermen in Seadrift, Texas, met with strong local resistance (Newsweek, September 10, 1979). Success stories are also told of a Vietnamese couple who now own four restaurants in Atlanta, and of a Vietnamese insurance salesman who earns more than \$30,000 a year (U.S. News & World Report, November 27, 1978).

Chapter III
RESEARCH HYPOTHESES

Since the adjustment of immigrants¹ to their new homeland is conceptualized as an ascent through the Maslow's need hierarchy, the immigrants present a unique opportunity to test the competing hypotheses derived from the models proposed by Alderfer, and Wahba & Bridwell. The immigrants have in common their subjective experience of migration. It is believed that a research covering them would reduce any organizational specific factors, and strengthen the generality of Maslow's Need Hierarchy Theory. Hypotheses, and a rationale for each of them are proposed as follows:

¹/ The word "immigrants" in this chapter is used to cover Filipino immigrants and Vietnamese refugees. The designation "immigrants," and "refugees" are in a sense terms used for administrative classification.

Hypothesis I: A factor analysis of the Schneider scale will yield a five-, two- or three-factor structure.

Factor analysis has been described as a general scientific method for analyzing data without restriction on the nature of the data (Rummel, 1970). The factor analysis procedure begins with the examination of the pattern of variation in the data matrix. In a social science study, the data matrix is generally, but not necessarily, a correlation matrix. The data matrix is then reduced through mathematical manipulation to extract a minimum number of independent dimensions necessary to account for the variation in the original data matrix. While factor analysis is often used in data reduction, it can be used in a deductive manner involving a hypothesis that certain patterns exist. The data then are factor analyzed to see if these patterns emerge.

The data collected on the Schneider scale will be factor analyzed first to examine the structure of the five need categories as proposed by Maslow, and then to test the competing hypotheses derived from the Alderfer and Wahba & Bridwell's models. The latter two models respectively postulate three and two categories of needs. However, there are reasons to favor the two-factor structure.

First, the notion of maintenance and growth needs seems to be the most parsimonious, as compared to three categories in the ERG model and five categories in the Maslow's original model. It is also parallel to concepts in other theories of motivation, such

as, Herzberg's hygiene and motivating factors (Herzberg, Mausner & Snyderman, 1959) and Deci's (1975) extrinsic and intrinsic motivation. The dual-need notion has been prevalent in the psychological literature. Cofer & Apply (1964) pointed out that the contrast between growth and deficiency needs characterized the works of many distinguished psychologists, such as Roger, Allport and Fromm. Maslow himself used the dual-need notion of deficiency and growth motivation (Maslow, 1955).

Second, previous empirical studies seem to support the dual-need notion. Although Alderfer (1972) reviewed factor analytic studies of employee attitudes and concluded that the results were more consistent with his ERG model than with the five needs postulated by Maslow, a recent study by Wanous & Zwany (1977) to validate the ERG model found empirical confirmation for only existence and growth need categories. Wanous & Zwany (1977) factor analyzed the data collected from 208 employees of a telephone company on a deficiency scale questionnaire. They found three factors which accounted for 62% of the variance. The first factor was growth. The second factor has three largest loadings for existence need items. The third factor contained two loadings from items dealing with task completion, which are not in the ERG model. Other researchers, such as Lawler & Suttle (1972), Schneider & Alderfer (1973) and Waters & Roach (1973) also found a two-factor structure.

Hypothesis 2: A high proportion of immigrants who have been in the United States for more than four years tend to exhibit high growth need strength; a high proportion of immigrants who have been in the United States for four years or less tend to exhibit high maintenance need strength.

This hypothesis tests cross-sectionally the speculation that need hierarchy unfolds over a life-time period (Wahba & Bridwell, 1976). The immigrants present an opportunity to study the unfolding of need satisfaction over a relatively short period of time. It was suggested that, no matter which level of the hierarchy they have attained, the immigrants are pushed by various factors to the lower level of the hierarchy, in their migration to a new country (Adler, 1976). The historical accounts of the lives and work experience of immigrants, and empirical results tend to support Adler's suggestion. Two of the high priority tasks facing immigrants upon arrival are housing and employment (Feldstein & Costello, 1974; Novotny, 1971). Adler (1976) found that the correlation index between housing satisfaction and general satisfaction ranks first during the second month after the immigrants' arrival in Israel; the correlation index between social satisfaction and general satisfaction ranks first during the twelfth month after arrival. Adler's result provides an evidence of the temporal unfolding of the need satisfaction.

In terms of the need hierarchy theory, the immigrants have to first satisfy their physiological and safety, or maintenance

needs. Only after these lower-level needs have been relatively satisfied, do they become concerned with higher-order or growth needs of establishing contacts with members of the new country and looking for challenging and interesting tasks. It is expected that the new immigrants will choose the satisfaction of maintenance needs while the established immigrants will choose the satisfaction of the growth needs. The four-year period is chosen to be the demarcation between the new and the established immigrants because it is believed that a four years' duration is long enough to allow the immigrants to settle in their new lives and jobs in the United States.

Hypotheses 3: A high proportion of immigrants whose growth needs are satisfied (as measured by Schneider scale) will exhibit high growth need strength.

The gratification/activation proposition in Maslow's and Alderfer's models as applied to growth needs is usually operationalized by a hypothesis stating a positive correlation between growth need satisfaction and growth need importance. The Wahba & Bridwell model states that the gratification/activation proposition is only applicable to the maintenance needs, and not to the growth needs; thus, the operationalization of the model results in a hypothesis in null terms, stating that there is no correlation between growth need satisfaction and growth need importance. Since a null statement is not accepted as a hypothesis, the Hypothesis 3 is therefore stated such that the gratification/activation proposition is applicable to growth needs. The support for this hypothesis will indicate that the gratification/activation proposition is still applicable to growth needs, as postulated by Maslow and Alderfer.

The independent variable, growth need satisfaction, is measured by Schneider's questionnaire. The respondents indicate how closely each item in the questionnaire describes their job behavior; thus, the questionnaire reflects the extent of actual need satisfaction. The growth need strength is measured by the responses to seven pairs of choices. Each pair describes a job situation and presents two alternatives; the response to one alternative indicates the respondent's degree of maintenance need strength while the response to the second alternative indicates the respondent's degree of growth need strength.

Hypothesis 4: A high proportion of immigrants whose needs are highly satisfied will exhibit a greater degree of adjustment to life in the U.S., as measured by the Portes scale.

The process of absorbing immigrants into the receiving countries, or the resocialization process, progresses from adjustment to assimilation, depending upon the degree of changes in attitudes and behavior of the immigrants. Taft (1973) divided the process into four stages:

Adjustment--the feelings of being in harmony with one's environment, although there is no implication that the immigrants change their social norms and values;

Adaptation--changes made by the immigrants to fit in better with the environment, including changes in attitudes and behavior;

Integration--the absorption of the immigrants into the new community, including their acceptance into certain social organizations, or into informal friendship groups; and

Assimilation--changes in all aspects of the immigrants, such as speech, social behavior, beliefs, values and attitudes.

The measurement of the resocialization stage in this study is made by means of a self-report questionnaire developed by Portes (1969). Although Portes called his instrument an index of integration, it is argued that the scale reflects only the adjustment stage because the scale does not reflect the acceptance of the immigrants into social organizations and their activities in such organizations. In addition, the scale asks only the preference of the respondents on informal social contacts.

This hypothesis investigates the relationship between need satisfaction on the job and adjustment of immigrants to American life. Portes (1969) found that subjective progress on socioeconomic matters was related to the integration of Cuban refugees to American society. Other anecdotal accounts concerning Vietnamese refugees also point to the impact of economic success on successful adjustment (U.S. News & World Report, Nov. 17, 1978, p. 46).

Hypothesis 5: (a) Utility of money function for newly arrived immigrants will be an increasing power function, whereas for established immigrants it will be a logarithmic function.

(b) Immigrants with stronger maintenance/security needs will show power increasing utility function, while those with stronger Growth needs will show logarithmic function.

(c) All immigrants will show essentially linear utility curves at the lower money increase amounts.

In modern societies, money is a medium of exchange and economic success is measured by the amount of money a person is making. The first task of the immigrants is to be gainfully employed, for the wages and salaries, i.e. money, are used to satisfy physiological needs, such as foods, and security needs, such as housing. For example, the Vietnamese immigrant who commented that he had no problem earned about \$30,000 a year selling insurance, and owned a house and two cars (U.S. News & World Report, Nov. 17, 1978). Since money played a crucial role in satisfying the material needs, it is important to investigate the immigrants' perception of utility of money.

The theoretical postulations on the relationship between the amount of money and its perceived utility can be traced as far back as 1978. Four forms of such relationship have been proposed: linear, logarithmic, power-increasing and power-decreasing functions (Giles & Barrett, 1971). The linear and power-increasing functions reflect increasing marginal utility of money; the logarithmic and power-decreasing functions represent the principle of decreasing marginal utility of money. Although the principle of decreasing

marginal utility is widely held, the empirical evidence has been inconclusive. For example, Giles & Barrett (1971) found that the subjective utility of money appeared to be a monotonically increasing function of wage increments. A partial replication of the Giles & Barrett study by Schuster, Colleti & Knowles (1973) showed utility as a linear function for a public organization sample and as a power decreasing function for an industrial sample. To reduce the influence of company specific factors on utility estimates, Lirtzman (1976) replicated the Giles & Barrett study with a group of 90 MBA students who were employed full-time in private industry. He found the utility of money to be a power-increasing function, indicating increasing marginal utility of each additional unit of money.

Chapter IV

METHODOLOGY

In order to test the hypotheses enumerated in Chapter III, the author conducted a pilot study of Filipino immigrants during the fall of 1979. A questionnaire similar to the one appended to this dissertation, but without the utility of money scale, was mailed to each of the 108 Filipino immigrants whose names and addresses were compiled by a Philippine cultural association. The addresses on the list are in either New York or New Jersey. The pilot study revealed certain weaknesses of using mailing lists, and attempts were made to rectify them in the actual study. Specifically, these weaknesses are:

1. Incorrect addresses There was a high percentage of undeliverable addresses; 24 copies (22%) of the questionnaire were returned with reasons ranging from "moved, no forwarding address," to "no such address." The undeliverable mail indicated the need for alternative methods of reaching the Filipino immigrants.

2. Income and length of residence Respondents in the pilot study tend to be in the high-income brackets and to have resided in the U.S. for over two years. Of the 21 respondents, 14 (66%) reported total family income of \$20,000 or more, and all reported to have been in the U.S. for three years or longer. Attempts were made in the actual study to reach Filipino immigrants who are in lower-income brackets, and have resided in the U.S. for two years or less.

The pilot study also resulted in some changes in the wording of the questionnaire instructions, making them clear to the respondents.

Population and Sample

Filipinos Sample

Filipino immigrants perhaps form the largest group of Asian immigrants in the United States. As Table 7 (p. 44) shows, over the past decade, one of every four Asian immigrants is from the Philippines.

The population of this part of the study is defined as Filipino immigrants of working age of 20 to 65 years, who reside in the metropolitan New York area. The area is defined to include New York and New Jersey. As Table 2 (p. 45) shows, the combined total number of Filipino immigrants residing in these two states is 21,307, accounting for 10.5% of all Filipinos in the United States. One percent sample of the population yields a sample size of 200 respondents.

Table 1
Asian immigrants admitted by country or region of birth

Year	1968	1971	1973	1975	1977
Total Asia	75,679	103,461	124,160	132,469	157,759
Philippines	20,744 (27.4%)	28,471 (27.5%)	30,799 (24.8%)	31,751 (24%)	39,111 (25%)
China & Taiwan	15,440	14,417	17,297	18,536	19,764
Korea	6,045	14,297	22,930	28,362	30,917
India	5,963	14,310	13,124	15,773	18,613
All other Asian countries	27,487	31,966	40,010	38,047	49,354

Source: 1977 Annual Report: Immigration and Naturalization Service. Washington, D. C.: U. S. Department of Justice, 1979, Table 14.

Table 2

State of residence of Filipino immigrants, 1977.

State	Permanent Residents	Percent of Total
U. S. Total	203,971	100.00
California	82,727	40.6
Hawaii	30,783	15.1
Illinois	16,761	8.2
New York	12,670	6.3
New Jersey	8,637	4.2
Washington	5,180	2.5
Michigan	4,033	1.9
All other states	43,180	21.2

Source: 1977 Annual Report: Immigration and Naturalization Service.

Washington, D. C.: U. S. Department of Justice, 1979,

Table 35.

The figures in Table 2 indicate that almost 75% of total Filipino immigrants concentrate in four widely separated geographical locations -- Hawaii, California, Illinois, and New York and New Jersey. The demographic characteristics of immigrants in each area also differ from those in other areas (Smith, 1976). For example, in 1970, 25.5% of Filipino immigrants in New York SMSA is under 20, whereas 45.3% in Honolulu and 44.9% in San Diego are under 20. The sex ratio in 1970 is 1,269 for Honolulu, 892 for New York and 1,273 in San Diego. Sex ratio of less than 1,000 means that there are more females than males. It is anticipated that the number of female respondents in this study will outnumber the male respondents.

Vietnamese Sample

Because of the severe weather in the Northeastern United States, a relatively small number of Vietnamese refugees settle in this area. Table 3 (p. 47) shows the number of refugees settled in 12 states. California and Texas account for a large proportion of Vietnamese refugees, with New York receiving only 5,856. One percent sampling for New York yields a sample size of 60.

Table 3
States of Residence of Vietnamese refugees, 1979

State	Refugees
California	69,652
Texas	20,949
Pennsylvania	9,562
Louisiana	8,309
Washington	8,009
Illinois	7,340
Virginia	7,264
New York	5,856
Oregon	5,680
Minnesota	5,508
Florida	5,475
Colorado	4,734

Source: U. S. Department of Health, Education and Welfare, as quoted in Newsweek, September 10, 1979, p. 25.

Design

The data were collected by means of a 10-page questionnaire. The absence of a master list of Filipinos or Vietnamese in the New York and New Jersey area, and the absence of ethnic enclaves of Filipinos or Vietnamese, similar to Chinatown or Little Italy, necessitate the methods of data collection described below.

To achieve the sample size and to prevent biasing the study toward high-income and established group of immigrants, the questionnaire was distributed by means of "branching" method, a mailing list provided by a Filipino cultural association, and grocery store distribution.

The "branching" method involves asking each "key" respondent to distribute two or more copies of the questionnaire to their Filipino friends. To obtain data from respondents with a wide range of length of residence in the U.S., the author also asked that the questionnaire be given to the immigrants who have arrived in the U.S. recently.

The questionnaire was also mailed to the members of the Ilocano Cultural Association. The mailing list compiled by the Association contains 105 names and addresses, and does not duplicate the list used in the pilot study. The Ilocano Cultural Association is not the only association of Filipino immigrants; however, attempts to secure the cooperation of the Philippine Consulate and the Executive Council of Philippine Community Organizations proved to be futile.

Fifty (50) copies of the questionnaire were also given to the owner of a Philippine ethnic grocery store in New York City. The owner was instructed to distribute the questionnaire only to Filipino customers.

The questionnaire is accompanied by a covering letter asking the respondents' cooperation. The letter explains the purpose of the study as an examination of the work experience of Filipinos in the United States. The respondents are assured that their responses will be kept anonymous. A copy of each of the letter and the questionnaire is attached as Appendix A.

Vietnamese Sample

The English version of the questionnaire was translated into Vietnamese by a Vietnamese who has a doctorate, and is familiar with organizational behavior literature and conversant in research methodology. Because of time constraint and the shortage of qualified translators, the Vietnamese questionnaire was not back-translated. Back-translation is usually required in cross-cultural research where the questionnaire is translated by a translator who is not familiar with technical terms used in the particular research. In this case, it is believed that the absence of back-translation would not seriously impair the purpose of this research. In addition, the translator also administered the questionnaire to the respondents and the questions raised by the respondents were answered by her.

The Vietnamese respondents answered the questionnaire in the classrooms where they were studying English as part of their training programs.

A copy of the Vietnamese version of the questionnaire is attached as Appendix B.

Measuring Instruments

In addition to the demographic data generally asked of respondents in a survey, such as age, sex, income, years of residence in the U.S., the questionnaire measures the respondents' perception of the prestige of their present jobs, the prestige of the jobs they had in their home countries, and the perceived prospect of career advancement in their present jobs. The questions are anchored in a scale from 1 to 10, with 10 being the highest point. The questions are designed to gauge if the respondents, in their own eyes, have suffered any loss of employment status, that is, whether they feel they are being underemployed. Various accounts about immigrant employment indicate that most immigrants go through a period of underemployment, which can be predicted from the underlying premise of this study that immigrants move down the hierarchy of needs.

The respondents are also asked how they use their leisure time, how frequently they contact or visit their relatives, how many of their best friends are Filipinos (or Vietnamese) and whether they belong to any civic or professional organizations of which the membership is not exclusively Filipinos (or Vietnamese). The tendency of immigrants to socialize within their own ethnic group has been well documented. These questions are designed to see if the immigrants break out of the typical pattern of in-group socialization, and to serve as additional indicators of the degree of adjustment into American life.

The questionnaire also measures the following variables:

Adjustment: The degree of adjustment to American society of the immigrants was measured by a modified version of the scale developed by Portes (1969). The respondents were asked six questions concerning their satisfaction with life in the U.S., their happiness in the U.S. as compared with their happiness in the Philippines (or Vietnam), their wish to return to the Philippines (or Vietnam), their preference for the cultural identity of their children, and their intention to apply for U.S. citizenship. The question on the intention to become U.S. citizens is added to Portes' original scale and is believed to represent the intention to cut the last tie with the homeland. Each of the six questions presents the respondents with three choices, reflecting three degrees of adjustment. The total score of the six responses represents the degree of adjustment; the higher the score, the better the adjustment. A sample of the items reads:

5. Which of the following informal social contacts do you prefer?
- () With people of your own nationality.
 - () With Americans.
 - () Nationality does not matter.

Portes (1969) reported only the zero-order correlation indices between individual items and the total score which ranged from 0.65 to 0.78. No validity indices were reported.

The estimated internal reliability of the adjustment scale in the present study is 0.42 using the split-half methods and corrected to 0.60 by Spearman-Brown formula.

Need Strength: The need strength scale measures the inclination of the respondents, when given two alternatives, to choose to satisfy one need over the other. The scale is a modified form of the questionnaire developed by Tausky (1969) to measure the instrumental and expressive meanings of work. The scale consists of seven questions, each representing a certain aspect of the job, such as pay, promotion, recognition, and creativity. Each question presents the respondents with a work situation which produces outcomes involving satisfaction of either maintenance need or growth need. For example:

If you had enough money to live comfortably without working, would you:

- () Continue working in your present job, or
- () Volunteer for an honorary job that pays little or nothing at all?

The selection of the first alternative indicates the respondents' maintenance needs; the selection of the second alternative indicates their growth needs.

The estimated internal consistency of the need strength scale in the present study is 0.46 using split-half method, and corrected to 0.63 by Spearman-Brown formula.

Need Satisfaction: This scale was developed by Schneider to operationalize Maslow's concepts (Schneider & Alderfer, 1973). At first, one hundred items representing Maslow's categories as interpreted by Porter were prepared. Then, eight graduate students and faculty members who were familiar with Maslow's concepts sorted the

items into the categories of security, social, esteem, autonomy, and self-actualization needs. Forty items which were sorted into the same category by six or more raters were retained for the questionnaire. These forty items were then sorted into eight sets, each set containing five statements. The questionnaire instructs the respondents to decide how closely each of the five items in a given set reflects their job behavior. The response is on a six-point scale ranging from Strongly Agree (6) to Strongly Disagree (1). A typical item reads:

I do things where I can perform up to my ability.

6	5	4	3	2	1
Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree

Reliability estimates of the scale were 0.67 for security scale, 0.34 for social, 0.55 for autonomy and 0.73 for self-actualization, calculated on the basis of mean inter-item correlations, and corrected by the Spearman-Brown prophecy formula for the number of items in the scale (Schneider & Alderfer, 1973).

The reliability estimate of the scale as used in the present study is 0.78 for the total scale using the split-half method, and corrected to 0.87 by the Spearman-Brown formula.

Utility of Money: The utility of money scale was a combination of the grid used by Turkel (1973), and the scale used by Giles and Barrett (1971). Two modifications were made:

1. the addition of three pay increases of \$100, \$4,000 and \$5,000, and the deletion of the \$3,000 increase (This modification was to extend the range of increment set, and resulted in respondents' evaluating 16 rather than 14 increases); and

2. the change of satisfaction points at both ends of the grid (The satisfaction points at the low end were changed to "0 - 9" instead of "less," and those at the high extreme were changed to "more than 200", instead of "more").

The rest of the scale was identical to that used by Giles and Barrett (1971).

For the Vietnamese sample, the utility of money scale was modified. The Vietnamese respondents were instructed to write in the fair and equitable salary increase per month. Then, they were instructed to indicate their satisfaction with 16 amounts of salary increase per month ranging from \$10 to \$250 per month. The scale used is from 1 to 10, with 10 being the highest indicator of satisfaction. The rationale for the change was to simplify the instructions, since the original instructions were quite complicated.

Chapter V

RESULTS--FILIPINO IMMIGRANTS

Since the Filipino immigrants and Vietnamese refugees are two distinct groups with differing demographic characteristics which will be elaborated in this and the next chapters, the data from each group will be analyzed separately. Furthermore, because of the relatively small number of Vietnamese respondents, the tests of all hypotheses are accomplished using the data from Filipino respondents.

Four hundred and ninety-five (495) copies of the English questionnaire were distributed to Filipino immigrants by means of the various distribution methods described in Chapter IV. Two hundred and eighteen responses were returned, representing 40% return. A breakdown of distribution and responses is as follows:

<u>Distribution method</u>	<u>Copies distributed</u>	<u>Responses returned</u>	<u>Percent</u>
Mailing	103	10	9.7
Grocery Store	50	2	4.0
Branching	342	206	60.2

It is not possible to follow up the potential respondents in the grocery store and mailing list methods because of the anonymity accorded to the respondents. The low response rates in

the mailing and store distribution methods speak for the use of the "branching" method of private distribution.

Although many respondents did not fill out the questionnaire in its entirety, only seven responses were excluded from analysis because the amount of the missing data was judged to be too extensive for the responses to be of much use. Among the 211 responses used in this study, some respondents answered partially, or not at all, to questions dealing with the utility of money, the actual amount of salary increase, actual salary, and the least acceptable amount of salary increase. The key respondents pointed out that many respondents found the marking of the grid to be too laborious, and that many respondents objected to being questioned on the specific amounts of their salaries.

Characteristics of Respondents

Of the 211 Filipino respondents, 134 are female, representing 63.5% of the total respondents. The female respondents outnumber male respondents as expected. The data from the annual reports of the Immigration and Naturalization Service (Table 4, p.58) show that more females than male Filipino immigrants were admitted into the United States during 1971 to 1977. While the high proportion of female to male respondents in this study reflects the sex ratio of the Filipino immigrant population in the United States, for the New York and New Jersey area, the female respondents are probably over-represented.

Table 4
 Filipino immigrants admitted during 1971-1977

Year	Total	Male	Female
1971	28,471	11,039 (38.8%)	17,432 (61.2%)
1972	29,376	11,726 (39.9%)	17,650 (60.1%)
1973	30,799	12,446 (40.4%)	18,353 (59.6%)
1974	32,857	13,042 (39.7%)	19,815 (60.3%)
1975	31,751	12,899 (40.6%)	18,852 (59.4%)
1976	37,281	14,941 (40.1%)	22,340 (59.9%)
1977	39,111	15,787 (40.4%)	23,324 (59.6%)

Source: 1971-1977 Annual Reports: Immigration and Naturalization Service, U. S. Department of Justice, Tables 9.

About 63% of the respondents are married, and 32% are single. The persons with divorced or widowed status account for about three percent of the respondents. The total family income reported by the respondents reflects their marital status; the income distribution is bimodal with peaks over the \$15,000-19,999 range (16%) and \$35,000-and-over range (31%). About one-third of the respondents is in the 30-34 years age group and the respondents in the 30-34 and 35-39 years age groups together account for 65% of the respondents.

Perhaps, the use of the branching method with the help of the key respondents introduced bias in sampling established Filipino residents; about half (49%) of the respondents reported to have resided in the U. S. for seven years or more.

The Filipino respondents can be described as a group of highly educated immigrants, with about 90% receiving the bachelor's degree or higher. The high level of education of the Filipino respondents in this corresponds with the 1970 Census data (Smith, 1976), and with the pattern of immigration of Filipino professionals into the United States, which promoted a discussion as to whether or not the migration of educated immigrants constituted a "brain drain" from the Philippines (Pernia, 1976).

Tests of the Hypotheses

Hypothesis 1: A factor analysis of the Schneider scale will yield a five-, two- or three- factor structure.

The first hypothesis examines the structure of the need categories to determine if the five-factor pattern which emerges conform to the five need categories hypothesized by Maslow, and whether or not the factor structure conforms to the two-level Descending Need Hierarchy model or the three-category ERG model. To test this hypothesis, the forty-item Schneider scale was analyzed, using multivariate statistical methods of principal component and factor analysis.

The principal component is a method for deriving linear combinations of the responses, with each component explaining a progressively smaller portion of the total variance. The advantages of the principal component method are its property of organizing data parsimoniously and the availability of a procedure to test whether the additional component is distinct from the previous component. The principal component is used in this study as a heuristic device in determining the number of factors to be derived.

Because of the limitation of the statistical package used to analyze the data (BMD01M), the forty items of the Schneider scale were divided into two groups--the first group containing 16 security and social need items, and the second group consisting of 24 esteem, autonomy and self-actualization need items. The division of the scale into two sub-scales is based on the two-category postulate of the Descending Need Hierarchy model.

Sphericity tests of the characteristic roots (eigen values) were made among the first five principal components, and the fourth to the fortieth components. The tests, of which the details are found in Appendix C, indicate the optimum of three factors.

Tables 5a and 5b (pp. 62-64) show the first three principal components of the maintenance need and growth need subscales. For the maintenance need subscale, the first component accounts for 55% of the variance, while the second and the third components each account for 7% of the variance. For the growth need subscale, 50%, 9% and 5% of the variance are accounted for by the three components.

The results of the principal component analysis indicate that the optimal solution of the factor analysis will be a structure of three factors.

Table 5a

Principal Components of Schneider Scale Maintenance Needs Items

Items	I*	II*	III*
<u>I DO THINGS:</u>			
- that make me feel safe when I am doing them	-22	21	-34
- with people who are cooperative	-23	-49	00
- which make me feel relaxed	-22	20	-23
- with people who are friendly	-24	-45	03
- which I am content to do	-27	-03	-21
- in which I have the opportunity to develop close friendships	-27	-22	02
- that are easy for me	-25	08	13
- which are helpful to others	-26	-25	-03
- that are familiar	-27	06	12
- best when others are around	-24	22	49
- that looks like they will benefit me in the future	-19	44	-32
- when others are around	-22	29	53
- which make me feel comfortable	-27	-01	-11
- where I am liked by others	-27	01	20
- which give me a feeling of security	-29	07	-26
- that make me feel accepted by others	-29	00	-05
Eigen values	8.77	1.22	1.02
Proportion of variance	55%	7%	7%

* Decimal points omitted

Table 5b
Principal Components of Schneider Scale Growth Needs

Items	I*	II*	*III
<u>I DO THINGS:</u>			
- that make me feel intelligent	22	-17	-05
- that I want to do	17	12	-14
- where I can be creative	22	10	-17
- where others tell me how smart I am	18	-34	05
- where I can find solution to problems on my own	15	08	-47
- I am dedicated to	21	12	-38
- which give me a feeling of prestige	24	-11	09
- where I can determine the way they are done	21	-08	-30
- where I can perform up to my abilities	15	36	13
- that give me a feeling of self-esteem	24	-06	-05
- where I can define the problem to be worked on	24	05	-13
- which give me a feeling of worthwhile accomplishment	19	32	27
- that make me feel smart	16	-39	07
- where I can be independent	19	-01	10
- that gives me a feeling of self-fulfill- ment	20	18	13
- for which my accomplishments are recognized	20	-12	17

Table 5b (continued)
Principal Components of Schneider Scale Growth Needs

Items	I*	II*	III*
<u>I DO THINGS:</u>			
- in which I have a lot of opportunities for independent thought and action	24	09	-06
- where I can be imaginative	25	07	-11
- that I feel I do better than anyone else	19	-36	09
- where I have a lot of authority	19	-24	24
- that allows me to realize my potentialities	18	16	42
- where I am respected for my skills	22	-13	11
- where I can think for myself	23	08	-17
- which give me an opportunity for personal growth and development	18	32	21
Eigen value	12.00	2.19	1.27
Proportion of variance	50%	9%	5%

* Decimal points omitted

Five-factor structure

Next, the Schneider scale was factor analyzed to determine if the five-factor pattern of the scale emerges, conforming to the five categories of needs hypothesized by Maslow. The factor analysis method used was the principal-factor-with-iteration, with the communality estimates (squared multiple correlations, R^2) replacing the diagonal values of the correlation matrix. The minimum eigen value of 1.0 was used and the factors thus selected were rotated to a Varimax solution. An eight-factor structure emerged, as shown in Table 6 (pp. 66-67.) The loading of 0.40 or greater is used as a criterion in retaining the items in the factors for analysis.

An examination of the factor loadings suggested that Factors VII and VIII could be dropped from analysis because no loading in those two factors was greater than 0.40 criterion. The exclusion still leaves a structure of six factors, not in conformance with Maslow's proposition. A factor-by-factor analysis follows:

Factor I: This factor contains all loadings from the self-actualization need, four loadings (items 4, 24, 29, 39) from autonomy need, and two loadings (items 11, 26) from the security need categories. The factor can be said to represent the self-actualization needs as postulated by Maslow.

Factor II: This factor is a mix of social and esteem need items with one loading (item 34) from autonomy need categories. This factor may be interpreted as esteem needs in the Maslow's model.

Table 6

Eight-factor structure of the Schneider scale

Items	I	II	III	IV	V	VI	VII	VIII
<u>I DO THINGS:</u>								
1. that make me feel safe when I am doing them	07	13	<u>54</u>	24	30	04	-13	05
2. with people who are cooperative	16	06	33	15	<u>55</u>	08	00	05
3. that make me feel intelligent	17	20	11	<u>75</u>	<u>11</u>	07	-02	13
4. that I want to do	<u>40</u>	-02	19	<u>-01</u>	22	03	21	11
5. where I can be creative	<u>55</u>	02	03	26	25	11	03	11
6. which make me feel relaxed	<u>18</u>	16	<u>50</u>	09	34	03	22	03
7. with people who are friendly	03	16	<u>32</u>	11	<u>80</u>	14	06	-05
8. where others tell me how smart I am	01	<u>60</u>	22	39	<u>26</u>	09	06	13
9. where I can find solutions to problems on my own	25	<u>04</u>	09	09	24	37	05	35
10. I am dedicated to	<u>52</u>	-05	17	15	22	11	02	21
11. which I am content to do	<u>40</u>	06	<u>53</u>	00	18	06	20	10
12. in which I have the opportunity to develop close friendships	<u>31</u>	28	18	03	<u>54</u>	29	-01	10
13. which give me a feeling of prestige	34	36	17	<u>55</u>	22	08	08	-11
14. where I can determine the way they are done	25	14	08	<u>19</u>	24	<u>61</u>	-14	12
15. where I can perform up to my abilities	<u>62</u>	-08	14	16	12	27	-01	-19
16. that are easy for me	-12	38	<u>52</u>	16	18	23	37	00
17. which are helpful to others	23	05	<u>38</u>	20	13	<u>42</u>	21	02
18. that give me a feeling of self-esteem	27	25	21	<u>56</u>	04	<u>25</u>	18	-12
19. where I can define the problem to be worked on	36	21	14	<u>05</u>	09	<u>67</u>	05	-05
20. which give me a feeling of worthwhile accomplishment	<u>67</u>	00	13	04	00	39	08	-10

Table 6 (Continued)
Eight-factor structure of the Schneider scale*

Items	I	II	III	IV	V	VI	VII	VIII
21. that are familiar	04	38	<u>59</u>	-06	05	13	09	10
22. best when others are around	16	<u>65</u>	<u>24</u>	07	13	09	30	-02
23. that make me feel smart	01	<u>61</u>	28	36	-07	-05	14	16
24. where I can be independent	<u>42</u>	<u>22</u>	23	07	-01	23	-05	38
25. that give me a feeling of self fulfillment	<u>70</u>	10	13	03	-06	05	12	-08
26. that look like they will benefit me in the future	<u>50</u>	28	28	06	04	-01	-14	18
27. when others are around	11	<u>73</u>	16	-03	15	01	20	-01
28. for which my accomplishments are recognized	29	<u>54</u>	27	01	06	10	-12	
29. in which I have a lot of opportunities for independent thought and action	<u>60</u>	21	01	02	14	08	-16	14
30. where I can be imaginative	<u>60</u>	18	00	25	14	20	-02	10
31. which make me feel comfortable	19	25	<u>71</u>	04	12	07	07	02
32. where I am liked by others	03	<u>56</u>	<u>38</u>	37	18	14	01	03
33. that I feel I do better than anyone else	-01	<u>71</u>	11	28	03	15	-15	16
34. where I have a lot of authority	16	<u>67</u>	10	07	01	10	-21	-02
35. that allow me to realize my potentialities	<u>67</u>	30	13	10	-08	21	-07	-21
36. which give me a feeling of security	29	24	<u>70</u>	15	18	05	-18	01
37. that make me feel accepted by others	21	30	<u>55</u>	35	19	22	-08	-01
38. where I am respected for my skills	16	35	<u>44</u>	28	05	20	-09	-13
39. where I can think for myself	<u>48</u>	20	14	04	00	<u>40</u>	09	26
40. which give me an opportunity for personal growth and development	<u>83</u>	00	12	04	05	<u>00</u>	-05	04
Eigen values	12.77	3.64	1.89	1.33	1.04	0.89	0.67	0.67
Percentage of variance	55.7	15.9	8.3	5.8	4.5	3.9	2.9	2.9
Cumulative percentage of variance	55.7	71.6	79.9	85.7	90.3	94.2	97.1	100

* Decimal points omitted

Factor III: This factor contains 7 loadings from security need category with two loadings (items 37, 38) from social need category. Thus, the factor represents Maslow's security needs.

Factor IV: This factor contains only three loadings from the esteem category (items 3, 13 & 18) and seems to be a sub-set of Factor II.

Factor V: This factor again seems to be a sub-set of Factor II, in that it contains three loadings (items 2, 7 & 54) from social category.

Factor VI: This factor seems to be a sub-set of Factor I in that the three loadings in this factor are from autonomy category (items 14, 19 & 39) with one item (17) from social category.

The data collected from Filipino immigrants on the Schneider scale, when factor analyzed, do not support the five categories of needs postulated by Maslow. Eight factors emerged from the statistical procedure, of which six are interpretable. Furthermore, three of the six factors seems to be a sub-set of the others, indicating the possibility of a three-factor structure.

Two-factor structures

At this point, it was decided to let the theoretical propositions guide the empirical work. To test whether the need structure conforms to the two-level Descending Hierarchy model or the three-category ERG model, the Schneider scale was again factor

analyzed by means of the principal-factor-with-iteration method. Instead of using minimum eigen value of 1.0 as a criterion in selecting the factors, the number of factors was specified. Thus, two factors (accounting for 43% of the variance,) and three factors (accounting for 49% of the variance) were selected and rotated to a Varimax solution. Tables 7 and 8 (pp. 70-71, 74-76) contain the Varimax-rotated factor matrices for two-factor and three-factor structures, respectively. The loading of 0.40 or greater is used as a criterion in retaining the items in the factors for analysis. Table 7 (pp. 70-71) shows the Varimax-rotated coefficients for two factor structure.

Factor 1: All items from security, social and esteem categories with the exception of items 11, 17, and 26 load above the criterion level. One item from autonomy category, "where I have a lot of authority," also loads in this factor.

Table 7

Two-factor structure of the Schneider scale

Items	Factor 1*	Factor 2*
<u>I DO THINGS:</u>		
1. that make me feel safe when I am doing them	<u>53</u>	20
2. with people who are cooperative	<u>40</u>	30
3. that make me feel intelligent	<u>45</u>	27
4. that I want to do	<u>12</u>	<u>44</u>
5. where I can be creative	14	<u>60</u>
6. which make me feel relaxed	<u>50</u>	26
7. with people who are friendly	<u>51</u>	21
8. where others tell me how smart I am	<u>76</u>	09
9. where I can find solutions to problems on my own	<u>20</u>	<u>41</u>
10. I am dedicated to	12	<u>59</u>
11. which I am content to do	36	<u>46</u>
12. in which I have the opportunity to develop close friendships	<u>43</u>	<u>46</u>
13. which give me a feeling of prestige	<u>53</u>	<u>40</u>
14. where I can determine the way they are done	<u>30</u>	<u>47</u>
15. where I can perform up to my abilities	05	<u>70</u>
16. that are easy for me	<u>70</u>	03
17. which are helpful to others	<u>38</u>	<u>42</u>
18. that give me a feeling of self-esteem	<u>48</u>	<u>38</u>
19. where I can define the problem to be worked on	<u>30</u>	<u>55</u>
20. which give me a feeling of worthwhile accomplishment	06	<u>75</u>

Table 7 (continued)
Two-factor structure of the Schneider Scale

Items	Factor 1*	Factor 2*
21. that are familiar	<u>60</u>	13
22. best when others are around	<u>66</u>	17
23. that make me feel smart	<u>69</u>	01
24. where I can be independent	<u>29</u>	<u>49</u>
25. that give me a feeling of self fulfillment	07	<u>64</u>
26. that look like they will benefit me in the future	32	<u>48</u>
27. when others are around	<u>62</u>	09
28. for which my accomplishments are recognized	<u>51</u>	29
29. in which I have a lot of opportunities for independent thought and action	13	<u>59</u>
30. where I can be imaginative	20	<u>65</u>
31. which make me feel comfortable	<u>59</u>	28
32. where I am liked by others	<u>80</u>	13
33. that I feel I do better than anyone else	<u>66</u>	04
34. where I have a lot of authority	<u>52</u>	15
35. that allow me to realize my potentialities	23	<u>64</u>
36. which give me a feeling of security	<u>60</u>	38
37. that make me feel accepted by others	<u>67</u>	35
38. where I am respected for my skills	<u>59</u>	27
39. where I can think for myself	24	<u>58</u>
40. which give me an opportunity for personal growth and development	00	<u>79</u>
Eigen values	12.60	3.51
Percentage of variance	78.2	21.8
Cumulative percentage of variance	78.2	100

* Decimal points omitted

Factor 2: This factor contains loadings from items in autonomy and self-actualization categories; it also contains loadings of items 11, 12, 13, 17, and 26 which belong to the lower level needs. This factor comes close to be growth need category in the Descending Need Hierarchy model.

The factor analysis of the Schneider scale does not support the two-factor structure hypothesized by the Descending Need Hierarchy Theory. While the second factor partially conforms to the definition of growth needs, the first factor, which is defined to include security and physiological needs, actually contains items from social and esteem need categories.

Three-factor Structure

The Varimax-rotated factor matrix in Table 8, (pp. 74-76) accounts for a higher percentage of variance than does the matrix in Table 7, and contains three factors with relatively "clean" loadings.

Factor 1: This factor is interpreted as growth needs. It contains items from autonomy and self-actualization categories, except items 4, 9, and 34 of which the loadings do not reach the criterion level. Items 12, and 26 also load in this factor, though they belong to the lower-level categories.

Factor 2: The 14 loadings in this factor are items from esteem need category (items 3, 18, 13, 18, 23, 28, 33, and 38), as well as other categories (items 16, 22, 27, 32, 34, and 37). An examination of the item contents reveals that this factor may perhaps be interpreted as "esteem needs," consisting of self-esteem as well as esteem accorded by others. This factor thus supports Alderfer's relatedness needs category.

Factor 3: This factor contains loadings of items from security and social categories, except items 22, 26, and 27 of which the loadings do not reach criterion level. This factor is interpretable as maintenance needs.

A comparison of the five-, two- and three-factor structures reveals that the data on the Schneider scale support the hypothesized three-factor structure of the ERG model. This conclusion is, however, not based on any statistical test, but rather on the examination of the factor loadings. The factor loadings of the five- and two-factor structures are not as "clean" as the loadings of the three-factor structure, meaning that the factor loadings do not conform to the hypothesized components.

Table 8
Three-Factor structure of the Schneider Scale

ITEMS	Factor 1*	Factor 2*	Factor 3*
<u>I DO THINGS:</u>			
1. that make me feel safe when I am doing them	11	26	<u>57</u>
2. with people who are cooperative	20	10	<u>58</u>
3. that make me feel intelligent	26	<u>42</u>	<u>20</u>
4. that I want to do	39	-04	31
5. where I can be creative	<u>58</u>	08	19
6. which make me feel relaxed	17	20	<u>62</u>
7. with people who are friendly	10	17	<u>69</u>
8. where others tell me how smart I am	07	<u>70</u>	<u>33</u>
9. where I can find solutions to problems on my own	37	07	28
10. I am dedicated to	<u>55</u>	-01	29
11. which I am content to do	38	10	<u>54</u>
12. in which I have the opportunity to develop close friendships	<u>40</u>	25	<u>45</u>
13. which give me a feeling of prestige	39	<u>51</u>	25
14. where I can determine the way they are done	<u>45</u>	22	26
15. where I can perform up to my abilities	<u>68</u>	-02	19
16. that are easy for me	-05	<u>49</u>	<u>58</u>
17. which are helpful to others	35	<u>20</u>	<u>45</u>

Table 8 (continued)

Three-Factor Structure of the Schneider Scale

ITEMS	Factor 1*	Factor 2*	Factor 3*
18. that give me a feeling of self-esteem	36	<u>43</u>	26
19. where I can define the problem to be worked on	<u>53</u>	25	23
20. which give me a feeling of worthwhile accomplishment	<u>74</u>	03	13
21. that are familiar	07	41	<u>47</u>
22. best when others are around	16	<u>61</u>	<u>27</u>
23. that make me feel smart	01	<u>72</u>	18
24. where I can be independent	<u>48</u>	<u>26</u>	18
25. that give me a feeling of self-fulfillment	<u>65</u>	11	05
26. that look like they will benefit me in the future	<u>48</u>	30	17
27. when others are around	08	<u>63</u>	19
28. for which my accomplishments are recognized	30	<u>53</u>	17
29. in which I have a lot of opportunities for independent thought and action	<u>61</u>	17	04
30. where I can be imaginative	<u>66</u>	23	09
31. which make me feel comfortable	19	33	<u>59</u>
32. where I am liked by others	10	<u>70</u>	<u>40</u>
33. that I feel I do better than anyone else	06	<u>78</u>	<u>07</u>
34. where I have a lot of authority	18	<u>66</u>	-01
35. that allow me to realize my potentialities	<u>68</u>	32	00

Table 8 (continued)
 Three-Factor Structure of the Schneider Scale

ITEMS	Factor 1*	Factor 2*	Factor 3*
36. which give me a feeling of security	30	36	<u>58</u>
37. that make me feel accepted by others	29	<u>47</u>	<u>53</u>
38. where I am respected for my skills	23	<u>48</u>	35
39. where I can think for myself	<u>57</u>	22	16
40. which give me an opportunity for personal growth and development	<u>79</u>	00	08
Eigen values	12.65	3.55	1.78
Percentage of variance	70.4	19.8	9.9
Cumulative percentage of variance	70.4	90.1	100

* Decimal points omitted

Hypothesis 2: A high proportion of immigrants who have been in the United States for more than four years tend to exhibit high growth need strength; a high proportion of immigrants who have been in the United States for four years or less tend to exhibit high maintenance need strength.

To test the temporal unfolding of needs, the length of the immigrants' residence is divided into three periods: less than four years, four to six years, and more than six years. The need strength is operationalized as the summation of seven dichotomous need strength items. The need strength scores range from 6 to 14 with mode of 12 (mean = 11.313, SD = 1.796). The respondents are then divided into three groups according to their need strength score:

1. High maintenance need group -- respondents who choose four or more maintenance need items out of seven items in the need strength scale;
2. Low growth need group--respondents who choose two or three maintenance need items; and
3. High growth need group--respondents who choose one or no maintenance need item.

Table 9 (p. 78) shows the result of the chi-square test of the hypothesis, indicating dependence between years of residence in the U.S. and need strength. The frequencies in the table demonstrate that a high proportion of immigrants who have been in the U.S. for 4 years or more tend to exhibit growth need strength. Thus, the hypothesized unfolding of needs is supported by the data from Filipino immigrants group.

Table 9

Filipino immigrants' length of residence in the
U.S. and their need strength

	High Maintenance Need Strength	Low Growth Need Strength	High Growth Need Strength
Immigrants with less than 4 years of residence	15	18	24
Immigrants with four to six years of residence	11	18	3
Immigrants with more than six years of residence	39	50	33

Chi-square = 11.54 with 4 d.f. $p < 0.05$

Hypothesis 3: A high proportion of immigrants whose growth needs are satisfied (as measured by Schneider scale) will exhibit high growth need strength.

This hypothesis tests the non-applicability of the gratification/activation mechanism to growth need category, advanced by the Descending Need Hierarchy model. The degree of growth need satisfaction for this hypotheses is constructed from the coefficients of growth factor (Factor 1) in Table 8 (pp. 74-76); thus, growth need satisfaction is a linear combination of 15 items with weights ranging from 0.40 to 0.79 (mean = 45.979, SD = 7.544). The degree of growth need strength is the summation of the seven need strength items (mode = 12, mean = 11.313, SD = 1.796).

The result of the chi-square of the hypothesis (Table 10, p. 80) indicates a significant relationship between growth need satisfaction and need strength. The frequencies in Table 10 show that immigrants whose growth needs are satisfied tend to exhibit high growth need strength, particularly those with an intermediate level of growth need satisfaction.

Table 10
Growth need satisfaction and need strength

	High Maintenance Need Strength	Low Growth Need Strength	High Growth Need Strength
Low growth need satisfaction	25	24	11
Intermediate growth need satisfaction	15	35	27
High growth need satisfaction	25	27	22

Chi-square = 9.86 with 4 d.f. $p < 0.05$

Hypothesis 4: A high proportion of immigrants whose needs are highly satisfied will exhibit a greater degree of adjustment to life in the U.S., as measured by the Portes scale.

The underlying premise of this hypothesis is the positive impact of need satisfaction on the job upon the adjustment of immigrants. Most immigrants seek entry into the United States to seek employment; therefore, how well they adjust to their life in the U.S. should be dependent upon the degree to which their jobs satisfy their various needs.

To test this hypothesis, a total need satisfaction variable is constructed from the coefficients of growth, esteem and maintenance need factors (Factor 1, 2 and 3) from Table 8 (pp. 74-76). The new variable has a range of 7.38 to 144.18, a mean of 114.28, and SD of 22.37. Adjustment to life in the U.S. is the summation of six items in the Portes scale (range of 7 to 17, mean = 12.251, SD = 2.177). The degree of total need satisfaction is divided into three levels--low, moderate and high. So is the degree of adjustment.

Table 11 (p. 82) shows the result of the chi-square test of the hypothesis. The test indicates the existence of dependence between the degree of total need satisfaction and the degree of adjustment to life in the U.S. The analysis of the frequencies in Table 11 indicates that, as predicted, a high proportion of Filipino immigrants whose needs are highly satisfied tend to have intermediate or high degrees of adjustment. The immigrants whose needs are moderately satisfied tend to have low or moderate degrees of adjustment.

Table 11

Total need satisfaction and degree of adjustment
into life in the U. S.

		Degree of Adjustment:		
		Low	Moderate	High
Total Need satisfaction:	Low	19	23	27
	Moderate	38	28	18
	High	16	26	16

Chi-square = 11.46, with 4 d.f. $p < 0.05$

Hypothesis 5a: Utility of money function for newly arrived immigrants will be an increasing power function, whereas for established immigrants it will be a logarithmic function.

Grids 1 & 2 (pp. 84-85) display the frequencies of the utility scores of 57 newly arrived immigrants, and 154 established immigrants. Consistent with Hypothesis 2, the newly arrived immigrants are those who have been in the U.S. for less than 4 years, and the established ones are those who have resided in the U.S. for four years or more. The grids have been so arranged that the amounts of salary increase are in ascending order from first row. The mean utility scores are in the last column, and graphically represented in Figures 7 & 8 (pp. 86-87).

\$ inc- crease/ year	LESS ----- SATISFACTION POINTS ----- MORE																				\bar{x}		
	0-9	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190		200	More than 200
100	20	5	3	1	1	1					1											1	13.44
300	6	7	4	6	4	3	1	1			1											1	27.27
500	1	3	3	1	3	7	3	3	2	2	5												55.30
600	1	2	3	1	2	4	5	6	1	1	4	1											51.90
700	1	2	2	1	1	4	4	6	3	2	2	4	1					1					65.91
800	1		1	4	2	4	4	2	8	1	3	3	2	1									72.97
900	1		1	3		1	4	5	3	6	3	1	1	1									75.32
1000	1			1	2	1	3	2	4	5	6	2	1	1	1	2						1	89.85
1100	1			1	2	1	1	2	8	4	2	3		2	1	1	1					1	90.48
1300	1				1	1	1	2	2	1	6	1	3	4	3	1	1	2			1		108.91
1500	1				1			2	3	4	2	5	3	2	2	5	1		2				112.27
1700	1					1	1		2	2	8	4	2	1	2	1		3			1	2	116.61
2100	1				1		1		1		4	1	8	2	3			1	1	2	4	2	133.91
2500	1							1	1	2		4	1	3	3	4	2	1		2	6	2	145.30
4000								2			3		1	3	1	5	1	1	1	1	6	9	165.59
5000										1	3	1	1	2	2	1	1	1	3	1	3	15	174.86

Grid 1: Frequencies of utility estimates scored by 57 newly arrived immigrants (less than 4 years of residence in the U.S.).

\$ inc- rease/ year	LESS ----- SATISFACTION POINTS ----- MORE																				\bar{x}		
	0-9	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190		200	More than 200
100	68	7	3	3	1	2	1	1			3												12.70
300	38	16	7	13	4	3	3	2	1	1	5												23.44
500	22	11	11	4	8	10	8	7	3	3	7												39.26
600	14	14	10	8	7	7	13	6	2	2	11		1							1			44.06
700	10	9	10	9	8	5	10	9	5	1	5	6	1					2			1		51.87
800	7	6	8	11	8	7	5	10	10	6	2	4	2	1					2				55.79
900	4	8	8	7	9	3	11	9	8	7	6	5	3				1			1	1		61.54
1000	3	4	4	6	8	10		11	8	6	16	6	2	4					9			3	74.84
1100	1	4	4	5	4	10	2	4	9	12	10	12	2	4	3			1			1	2	82.50
1300		3	3	3	5	5	4	6	6	11	11	9	8	5	5	4	2	1				2	93.23
1500		2	3	2	5	7	4	7	6	5	9	10	8	3	3	5	3	1	1	1	1	2	96.70
1700			2	2	3	4	3	5	9	7	12	7	11	4	2	8	4	3	1			4	107.25
2100			1		3	3	2	2	7	7	20	3	3	6	5	8	4	4	5	3	5	5	124.48
2500				1	1	2	2	6		4	17	9	7	3	4	6	4	7	5	7	5	9	135.35
4000					1			1	2	3	12	1	4	5	5	7	5	2	7	4	18	22	162.78
5000						1			1		11		7	2	1	6	4	3	4		10	46	176.04

Grid 2: Frequencies of utility estimates scored by 154 established immigrants (four years or more of residences in the U.S.)

Figure 7

Scattergram of mean utility scores of newly arrived immigrants

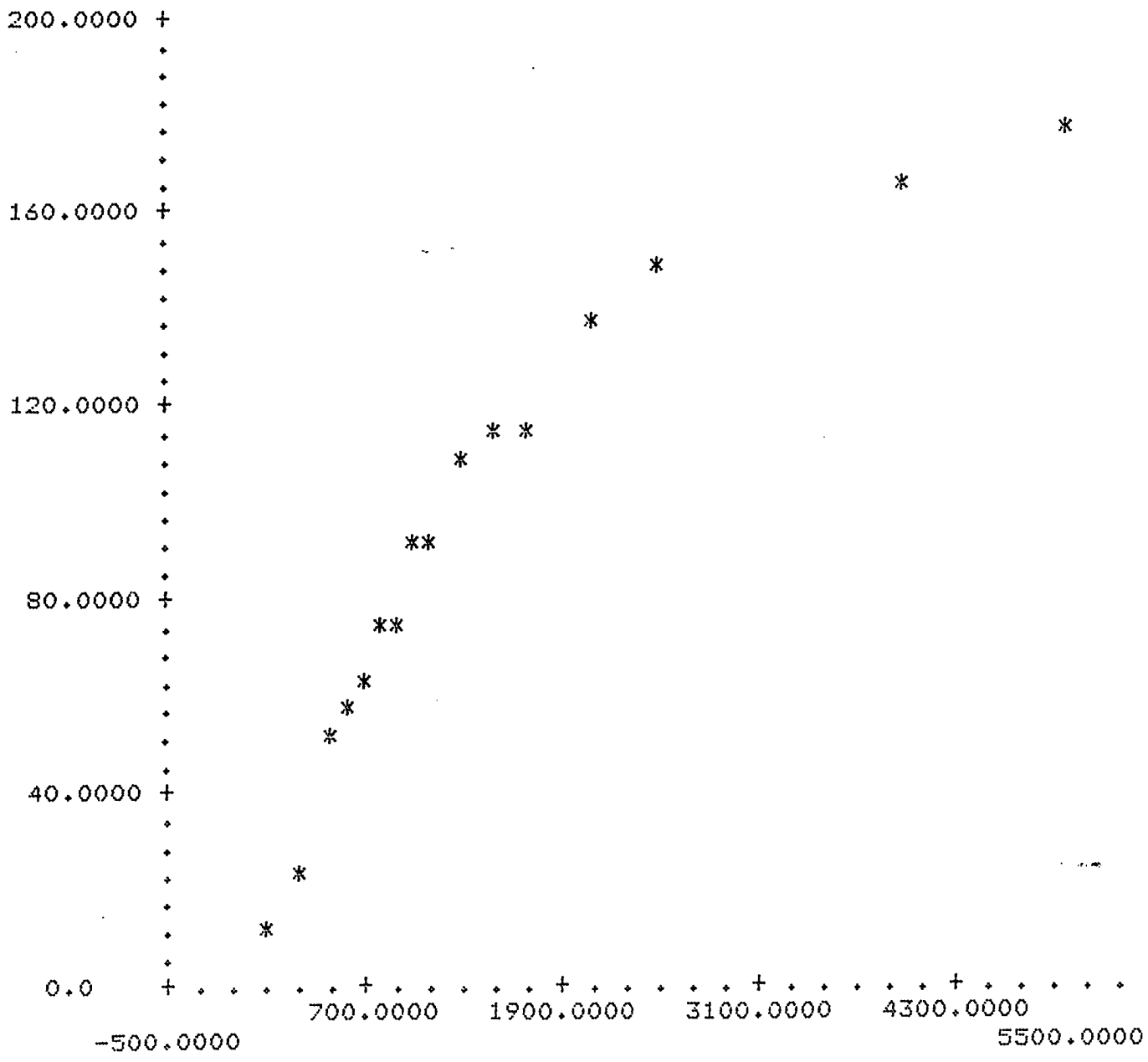
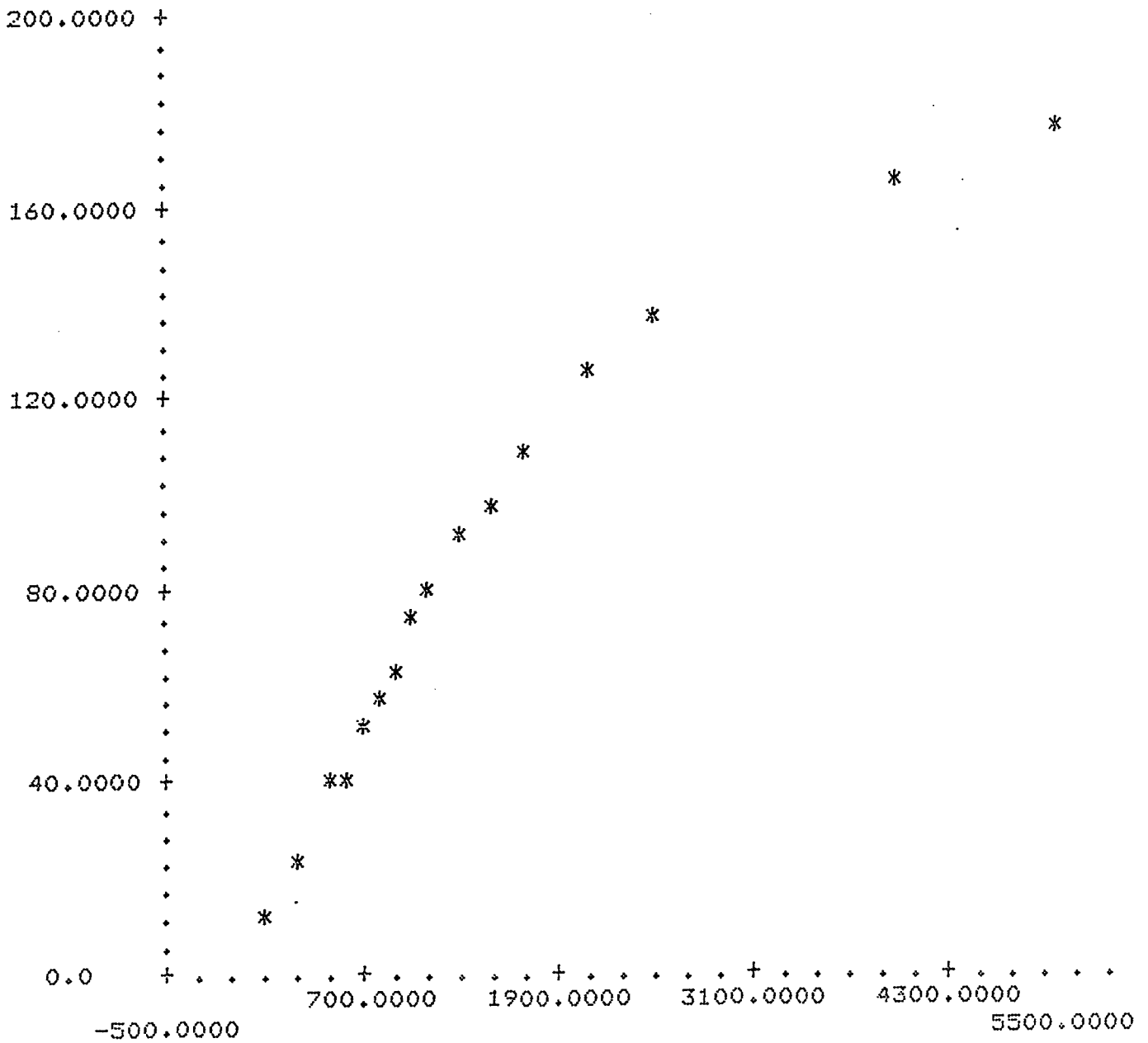


Figure 8

Scattergram of mean utility scores of
established immigrant



To test the hypothesis, the mean scores of the utility scale were used as dependent variable, and regressed on the actual and transformed values of the 16 amounts of salary increase. For each sub-group of immigrants, three regression equations were constructed, using linear, power, and logarithmic functions.

For the linear function, the actual amounts of salary increase were used in the construction of the regression equation.

For the logarithmic function, the amounts of salary increase were transformed to their natural logarithm.

For the power function, the amounts of salary increase were transformed to their 0.10 to 0.90 powers at 0.10 intervals. A series of regression equations was constructed, and the equations with the highest amounts of variance explained were selected.

Table 12 (pg. 89) shows the regressions equations for the three functions. For both sub-groups of immigrants, the power function explains the highest amount of variance, followed by the logarithmic and linear functions. Since the exponent of each power function is less than 1, the function is power-decreasing, indicating decreasing marginal utility of each additional amount of money. Thus, Hypothesis 5a is not supported.

	FUNCTIONS		
	Linear	Power	Logarithmic
Newly arrived immigrants	$46.5244+0.00316M$ $r = 0.9143$ $R^2 = 0.8359$	$-73.484+2.0112M^{0.3}$ $r = 0.9899$ $R^2 = 0.9799$	$-229.49+4.6614 \ln M$ $r = 0.9734$ $R^2 = 0.9475$
Established immigrants	$32.9257+0.00338M$ $r = 0.9469$ $R^2 = 0.8966$	$-47.482+0.7654M^{0.4}$ $r = 0.9905$ $R^2 = 0.9810$	$-242.765+4.7049 \ln M$ $r = 0.9508$ $R^2 = 0.9040$

Table 12

Regression equations expressing the relationship between the amounts of salary increase and perceived utility among newly arrived and established immigrants.

Hypothesis 5b: Immigrants with stronger maintenance/security needs will show power increasing utility function, while those with stronger Growth needs will show logarithmic function.

Grids 3 & 4 (pp. 91-92) display the frequencies of the utility scores of 63 Filipino immigrants with strong maintenance needs and 146 Filipino immigrants with strong growth needs. Consistent with Hypothesis 3, the immigrants with strong maintenance needs are defined as those who chose four maintenance items out of seven need strength items. Those who chose less than four maintenance items are defined as strong on growth needs.

The mean utility scores of both groups of immigrants are represented in Figures 9 & 10 (pp. 93-94), and used in the construction of regression equations.

Table 13 (p. 95) shows the regressions equations for both groups of immigrants, under the linear, logarithmic and power functions. The procedure is identical to that used for Hypothesis 5a, and the results are similar to those obtained previously. The power function explains the highest amount of variance, followed by the logarithmic and linear functions. Again, the exponent of the power function is less than 1, indicating a power-decreasing function and decreasing marginal utility of the salary increase. The data fail to support Hypothesis 5b.

\$ inc- rease/ year	LESS ----- SATISFACTION POINTS ----- MORE																				\bar{x}			
	0-9	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190		200	More than 200	
100	26	2	2			2		1																10.91
300	14	7	2	4	3	2	1			1														19.71
500	7	6	2	3	6	2	1	1		2	3													35.61
600	4	6	5	2	4	3	6			1	3													38.24
700	3	5	4	5	3	2	5	2		1	1	4							1					48.75
800	3	2	3	6	6	1	2	3	2	1	2	1	2											49.85
900	2	2	2	3	5	2	5	4		4	3	1	1											56.76
1000	1	1	2	2	3	6	2	4	2		5	3	1	1										65.91
1100	1	1		2	2	5	2	2	6	3	4	3	1	2	1									76.14
1300		1	1		1	2	3	4	2	5	3	3	1	4	1	2	1							91.47
1500			1		2	1	1	5	4	2	5	3	2		2	3	1	1			1			99.41
1700			1			1	1	1	6	1	6	4	4		1	4	1	1						105.00
2100					1		1	1	1	1	11	1	1	2	2	3	3	1	3	2	1	1		128.89
2500						1	1	1		3	3	7	3		1	1	2	3	2	4	4	3		142.31
4000									1		3		2	3	1	2	2		1			13	10	175.00
5000										1	1	1	3	1	1		1		1			1	25	186.67

Grid 3: Frequencies of utility estimates scored by 63 Filipino immigrants with strong maintenance needs.

\$ inc- rease/ year	LESS _____ SATISFACTION POINTS _____ MORE																				More than 200	- x	
	0-9	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190			200
100	62	10	4	4	2	1	1				4											2	13.64
300	30	16	9	15	5	4	3	3	1		6										1	1	26.20
500	16	8	12	2	5	15	10	9	5	3	9							1					46.11
600	11	10	8	7	5	8	12	12	3	2	12	1	1										50.81
700	8	6	8	5	6	7	9	13	8	2	6	6	2					1			1		58.41
800	5	4	6	9	4	6	7	9	16	6	3	6	2	2					2				64.43
900	3	6	7	7	4	2	10	10	11	9	6	5	3	1	1		1			1	1		68.24
1000	3	3	2	5	7	5	1	9	10	11	17	5	2	4	1	2			1		4		83.42
1100	1	3	4	4	4	6	1	4	11	13	8	12	1	4	3	1	1	1			3	2	87.97
1300	1	2	2	3	5	4	2	4	6	8	14	7	10	5	7	3	2	3		1		2	99.40
1500	1	2	2	2	4	6	3	4	5	7	6	12	9	5	3	7	3		3		1	2	101.55
1700	1		1	2	3	4	3	4	5	8	14	7	9	5	3	5	3	5	1	1		6	111.28
2400	1		1		3	3	2	1	7	6	13	3	10	6	6	5	1	4	3	3	8	6	126.03
2500	1			1	1	1	1	6	1	3	14	6	5	6	6	9	4	5	3	5	7	8	135.97
4000					1			3	1	3	12	1	3	5	5	10	4	3	7	5	11	21	158.84
5000						1		1			13		5	3	2	7	4	4	6	1	12	36	171.58

Grid 4: Frequencies of utility estimates scored by 146 Filipino immigrants with strong growth needs.

Figure 9

Scattergram of mean utility scores of immigrants with strong maintenance needs

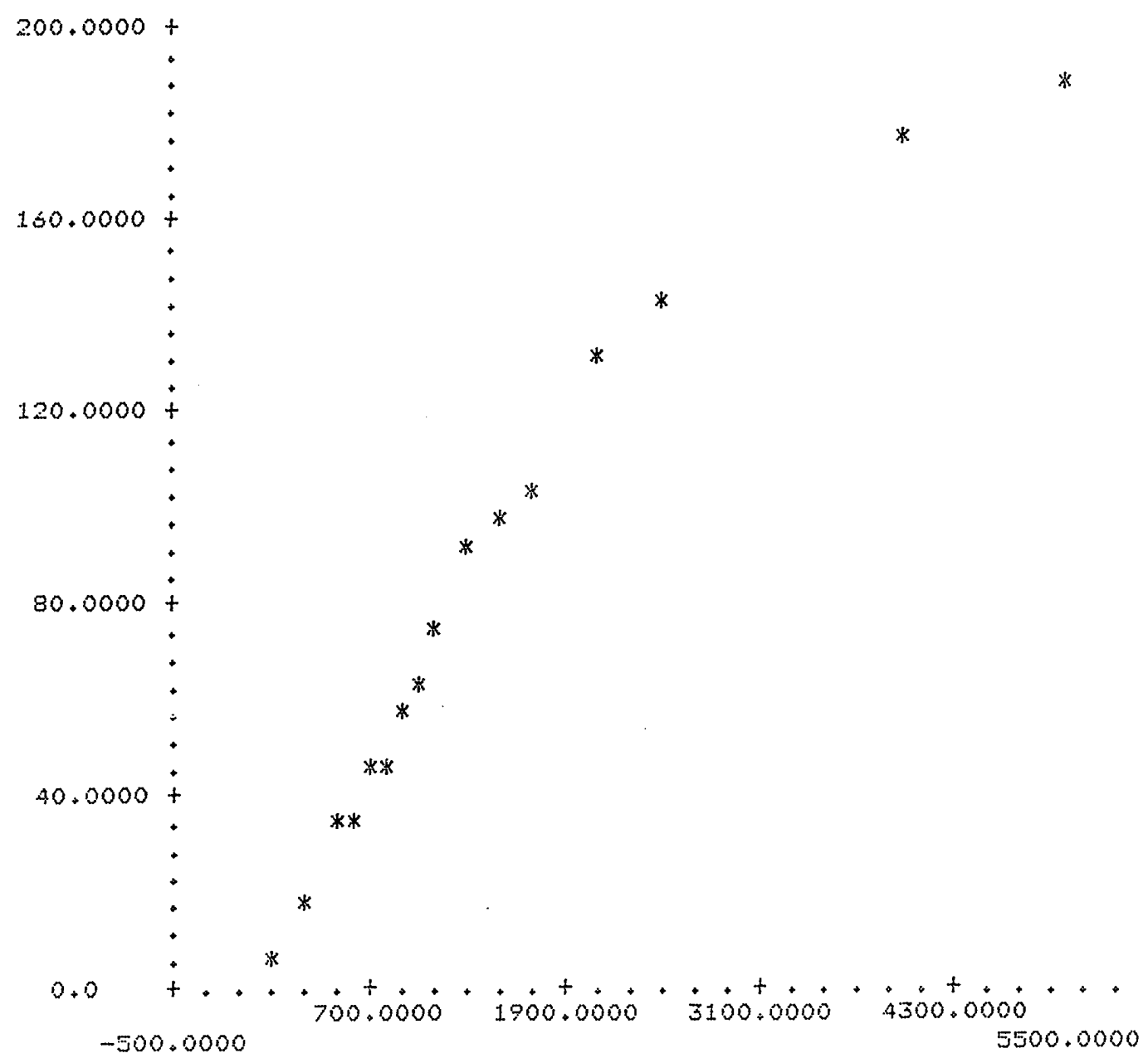
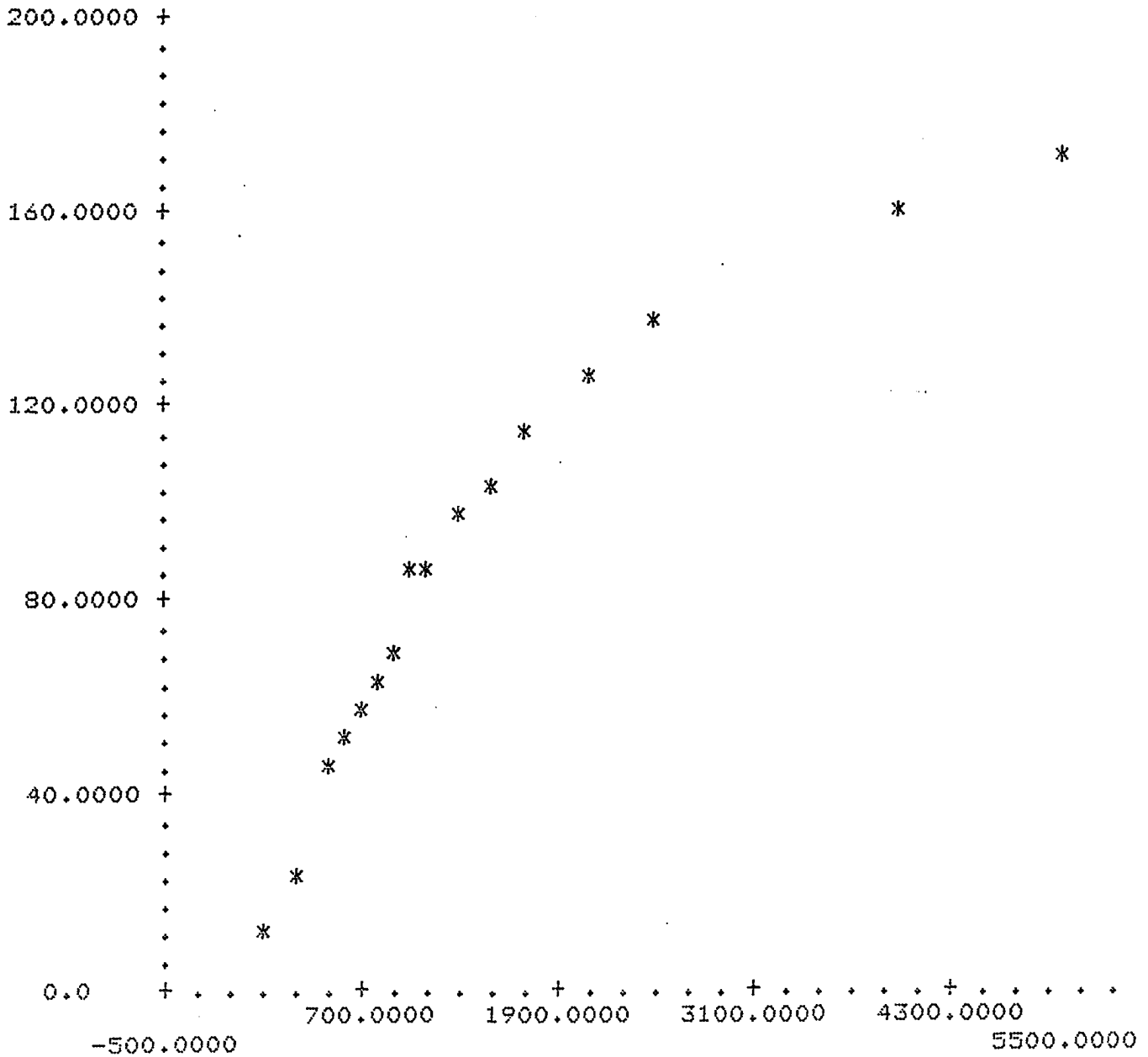


Figure 10

Scattergram of mean utility scores of immigrants with strong growth needs



	Functions		
	Linear	Power	Logarithmic
Immigrants with strong maintenance needs	$26.111 + 0.0037878M$ $r = 0.9566$ $R^2 = 0.9150$	$-33.964 + 0.3291M^{0.5}$ $r = 0.9888$ $R^2 = 0.9776$	$-273.052 + 5.1311 \ln M$ $r = 0.9352$ $R^2 = 0.8746$
Immigrants with strong growth needs	$40.367 + 0.003145M$ $r = 0.9301$ $R^2 = 0.8650$	$-76.4 + 1.9697M^{0.3}$ $r = 0.9908$ $R^2 = 0.9817$	$-226.367 + 4.5246 \ln M$ $r = 0.9656$ $R^2 = 0.9323$

Table 13

Regression equations expressing the relationship between the amounts of salary increase and perceived utility among immigrants with strong maintenance or growth needs.

Hypothesis 5c: All immigrants will show essentially linear utility curve at the lower money increase amounts.

Grid 5 (p. 97) contains the frequencies of utility scores of 211 respondents, with the means of the utility scores in the last column. To test the hypothesis, a series of regression equations was constructed using the means of the utility scores as dependent variable, and salary increase amounts as independent variable. For each equation, the amounts of annual salary increase are up to \$1,000, \$1,100, \$1,300, \$1,500, and \$1,700, respectively.

Table 14 (p. 98) shows the regression equations, correlation coefficients, and the amounts of explained variance. The equations indicate that, for salary increases up to \$1,300 per year, the utility scores are a linear function of the amounts, with 99.35% of the variance explained. When the salary increase range is increased to \$1,500/year, the percentage of variance explained, though still high, begins to decline to 98.58, and declines further with \$1,700/year maximum amount, to 98.05.

Figure 11 (p. 99) illustrates the scattergram of the mean utility scores for the total sample of Filipino immigrants, showing the line to curve at the \$1700 amount. Thus, the data support the hypothesis of linear utility curve at the lower money increase amounts.

LESS ————— SATISFACTION POINTS ————— MORE

\$ inc- rease/ year	LESS										SATISFACTION POINTS										More than 200	\bar{x}				
	0-9	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190			200			
100	88	12	6	4	2	3	1	1																		12.89
300	44	23	11	19	8	6	4	3	1	1	6															24.44
500	23	14	14	5	11	17	11	10	5	5	12															43.40
600	15	16	13	9	9	11	18	12	3	3	15	1	1													47.40
700	11	11	12	10	9	9	14	15	8	3	7	10	2				2				1					55.60
800	8	6	9	15	10	7	9	12	18	7	5	7	4	2					2							60.30
900	5	8	9	10	9	4	15	14	11	13	9	6	4	1	1		1				1	1				65.00
1000	4	4	4	7	10	11	3	13	12	11	22	8	3	5	1	2			1							78.80
1100	2	4	4	6	6	11	3	6	17	16	12	15	2	6	4	1	1	1			2	2				84.55
1300	1	3	3	3	6	6	5	8	8	13	17	10	11	9	8	5	3	3			1					97.20
1500	1	2	3	2	6	7	4	9	9	9	11	15	11	5	5	10	4	1	3	1	1	2				100.95
1700	1		2	2	3	5	4	5	11	9	20	11	13	5	4	9	4	6	1	1						109.60
2100	1		1		4	3	3	2	8	7	24	4	11	8	8	8	4	5	6	5	9	7				126.80
2500	1			1	1	2	2	7	1	6	17	13	8	6	7	10	6	8	5	9	11	11				137.80
4000					1			3	2	3	15	1	5	8	6	12	6	3	8	5	24	31				163.40
5000						1			1	1	14	1	8	4	3	7	5	4	7	1	13	61				175.70

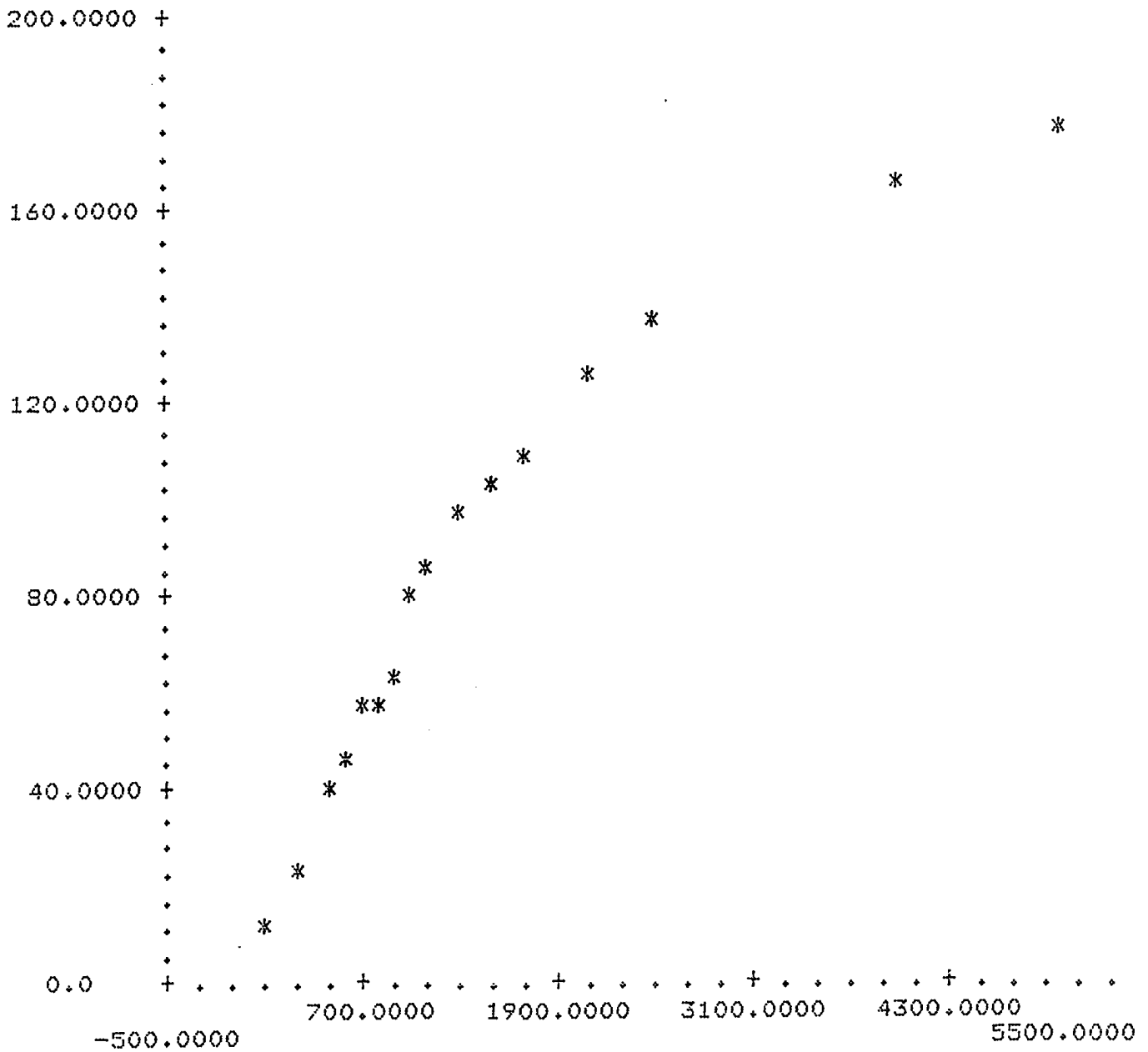
Grid 5: Frequencies of utility estimates scored by the total sample of 211 Filipino immigrants

Table 14
 Regression equations for salary increases
 up to various amounts

Salary increases	Regression equations	r	R^2
Up to \$1,000	5.354 + 0.007043	0.9941	0.9883
Up to \$1,100	4.967 + 0.00718	0.9955	0.9909
Up to \$1,300	5.066 + 0.00711	0.9968	0.9935
Up to \$1,500	7.515 + 0.006882	0.9929	0.9858
Up to \$1,700	9.870 + 0.001304	0.9902	0.9805

Figure 11

Scattergram of mean utility scores of
total sample of Filipino immigrants



Chapter VI

RESULTS--VIETNAMESE REFUGEES

As compared with the Filipino immigrants sample, the study on the Vietnamese refugees sample could best be characterized as exploratory for reasons described in the following paragraphs.

Two hundred and thirty (230) copies of the Vietnamese questionnaire were distributed to the refugees in the classrooms where they were learning the English language. The classes were conducted by two private institutions, and a city agency in New York City. Sixty-eight responses were received. Because most respondents did not answer all the questions, it was decided to discard ten (10) responses, retaining fifty-eight (58) responses for analysis.

Before the distribution of the questionnaire, the refugees were informed that participation in the study was voluntary. Although most refugees filled out the questionnaire, they did not respond to all scales. The scales which went without responses are the Schneider scale and the utility of money scale. Most respondents simply stopped responding after the first four pages of the questionnaire.

The failure of the refugees to respond to questions may be due to any of the following possibilities:

a. the refugees were not familiar with answering the type of questionnaire used in this study;

b. some refugees were irritated by the questions asked (Responding to a question on the reasons for leaving Vietnam, a refugee wrote, "You know that--Do not asking [sic] again.");

c. the questions on the Schneider and utility of money scales deal with salary increase while many refugees are unemployed; and

d. responding to a few questions is a polite way of refusing to participate in the study, so that the researcher will not "lose face,"

The date on many of the fifty-eight (58) responses used in this analysis are minimal, and these responses would have been normally discarded as not usable. It was, however, decided to keep these responses and analyze the available data. Several tests parallel to those performed with the Filipino data were made; no significant results were achieved because of the insufficient amount of the Vietnamese data. The frequencies of their responses and the comments they wrote on the questionnaire will therefore be examined instead.

Characteristics of Vietnamese Refugees

The Vietnamese refugees as represented by this small sample can be described as relatively young, with their education interrupted. The age group distribution is as follows:

20-24	29	(50.0%)
25-29	8	(13.8%)
30-34	12	(20.7%)
35-39	2	(3.4%)
40-44	3	(5.2%)
45-46	1	(1.7%)
No age reported	3	(5.2%)

Thirty-one respondents reported to have completed high school. Seventeen, however, reported work toward a high school diploma, and eight reported to have completed some college-level education but held no degree. Their responses indicate interrupted education perhaps because of the war and the migration.

Of the fifty-eight (58) respondents in this group, thirty-seven (37) are male and twenty one (21) female. Most respondents (39) are single; seventeen (17) are married and two persons declined to reveal marital status.

The family income reported by the respondents are as follows:

Less than \$200 per month	10	(17.2%)
\$200-399	16	(27.6%)
\$400-599	17	(29.3%)
\$600-799	4	(6.9%)
\$800-999	2	(3.4%)
\$1000-1199	2	(3.4%)
Income not reported	7	(12.1%)

The low income earned by the respondents in this study is perhaps reflective of their relatively short duration of residence in the U.S. Thirty-six (36) of the respondents reported to have been in the U.S. for less than a year; thirteen (13) have been in the country for one to two years and seven have been in the country for more than three years. Two respondents declined to state their length of residence in the U.S. In the longitudinal study conducted by the Department of Health, Education and Welfare, the income earned by Vietnamese refugees improved with the length of their residence in the U.S. (Montero, 1979).

Most of the Vietnamese refugees (33) are employed in hourly wage work. With the exception of refugees who are being trained to be social workers, the respondents reported to work in menial jobs, such as packing, shipping, or restaurant work. Asked to rate the prestige of their present jobs on the scale of 1 to 10 (10 being the highest), 66.7% of the respondents rated their jobs to be 5 or lower; 28.6% of the respondents, however, rated the jobs they had in Vietnam at the value of 5 or below. This may indicate that, as a group, the Vietnamese refugees perceive themselves to be underemployed.

Perhaps to seek warmth and support among their own kinsmen, socialization of the Vietnamese refugees tends to be carried out in their own fellow refugee group. Forty-three (74.1%) reported to have many, or all, Vietnamese friends. The frequency of their contact with relatives is as follows:

Never	2	(3.4%)
A few times a year	17	(29.3%)
Several times a year	7	(12.1%)
Once or twice a month	18	(31.0%)
Once a week	8	(13.8%)
More than once a week	5	(8.6%)
Frequency not reported	1	(1.7%)

The respondents who marked "never" also added that they had no relatives in the United States.

Vietnamese Refugees' Work Experience

Bernard's (1976) observation that a group of refugees usually represents all walks of life seems to hold true even for the small group of refugees in this study. Asked about their previous occupations in Vietnam, the refugees reported a wide range of jobs. While many were businessmen, some were teachers. One reported to be an army officer. Many were students.

Since migration to another country is conceptualized as stepping down the Maslow's need hierarchy, and most Vietnamese refugees have been in the U.S. for less than a year, it is expected that most refugees will be concerned with the maintenance needs. Their responses to the need strength scale are expected to show the first choices, indicating maintenance need strength. Table 15 (p. 106) shows the percentage distribution of responses to the need strength scale. The results are contrary to expectation; most refugees responded that they would fulfill growth needs. Item 2, which presents the alternatives of continuing to work in the present job, or volunteering for an honorary job that pays little or not at all, was an exception. Sixty-seven (67) percent of the respondents indicated they would continue working in their present jobs.

Table 15

Percentage distribution of Vietnamese refugees'
responses to need strength scale

-
- | | | |
|----|--|-----|
| 1. | If you were out of work and were offered two jobs, which paid the same salary, which one would you accept? | |
| | 33% - A job that is relatively secure. | [1] |
| | 67% - A job that, though not secure, gives a chance of advancement. | [2] |
| 2. | If you had enough money to live comfortably without working, would you: | |
| | 67% - Continue working in your present job? | [1] |
| | 33% - Volunteer for an honorary job that pays little or nothing at all? | [2] |
| 3. | What is the important thing to you about getting a promotion? | |
| | 79% - Getting a sense of advancement & gaining respect from your co-workers. | [2] |
| | 21% - Getting more pay. | [1] |
| 4. | If you were out of work and were offered these two jobs, which one would you rather have? | |
| | 100% - A low-pay job that is respected by the people you know; | [2] |
| | 0% - A high-pay job that is looked down upon by the people you know. | [1] |
| 5. | If you could be sure that your salary would go up steadily without getting a promotion, would you care about being promoted? | |
| | 47% - No. | [1] |
| | 53% - Yes. | [2] |
| 6. | The two jobs described below pay the same amount of salary. Which one do you prefer? | |
| | 6% - Job A requires you to do the familiar tasks day in and day out. | [1] |
| | 94% - Job B requires that you do original or creative work. | [2] |
| 7. | The two jobs described below pay the same amount of salary. Which one do you prefer? | |
| | 76% - Job C gives an opportunity for personal growth, fame and recognition. | [2] |
| | 24% - Job D provides a stable and regular income, and relative quiet life. | [1] |

While the alternative of continuing to work in the present job may indicate the need for security, it is doubtful that the same interpretation can be applied to the Vietnamese sample. It is possible that the refugees are not familiar with the idea of volunteering to work in an honorary job. In addition, the refugees are from a society where job mobility is limited; continuing to work in whatever job one has, even if one has enough money to live comfortably, may make better sense than volunteering for a job that pays little or nothing.

The results shown on Table 15 contradict the expectation that most refugees would show strong preference for maintenance needs by choosing the alternatives which indicate maintenance need strength. As indicated by their need strength scores, the Vietnamese as a group regard advancement, respect from co-workers, recognition, and growth as aspects of their jobs which are superior to the sense of security.

Table 16

Percentage of distribution of degree of adjustment
of Vietnamese refugees, N=36

1.	Degree of satisfaction in the United States		
	Dissatisfied	Somewhat satisfied	Quite satisfied
	19	66	15
2.	Cultural preferences for children in the future		
	Prefers "Vietnamese"	No preference	Prefers "American"
	49	38	13
3.	Inclination to return to Vietnam		
	Would return	Undecided	Would not return
	33	46	21
4.	Comparative happiness		
	Less happy now than in Vietnam	About as happy now as in Vietnam	Happier now than in Vietnam
	74	17	9
5.	Social contact preferences		
	Prefers Vietnamese social contacts	No strong preference for either one	Prefers American social contacts
	2	82	16
6.	Application for U.S. citizenship when eligible		
	No	Undecided	Yes
	0	19	81

Degree of Adjustment of Vietnam Refugees

Table 16 (p. 108) shows the percentage distribution of degree of adjustment of Vietnamese refugees. The distribution reflects the responses of the Vietnamese refugees to six questions dealing with various aspects of their settling down in the United States. While the responses to questions 1 and 5 (satisfaction, and preference for social contacts) fell in the middle choices of "somewhat satisfied," and "no preference for either one," responses to the other four questions deserve notice. For example, 81% of the respondents indicated that they would apply for U.S. citizenship when they become eligible (i.e. after five years of residence); yet, 74% of the refugees indicated that they were less happy now than they had been in Vietnam, and 33% would be inclined to return to Vietnam.

The refugees responses to the questions concerning citizenship and their inclination to return to Vietnam are perhaps indicative of the conflict they may feel about their residence in the U.S. On the one hand, they may have realized the pragmatism of settling down permanently and becoming U.S. citizens. On the other hand, they may feel a sense of guilt about leaving their homeland. Examination of the comments that the refugees wrote on the questionnaire, next to the question about their return to Vietnam, revealed that the Vietnamese refugees, like other immigrants and refugees before them, harbor the desire to return to their homeland. The desire of the Vietnamese refugees to return to Vietnam is, however, conditional upon the presence of Communist regime in Vietnam. The comments of a respondent may be typical of most Vietnamese refugees; he checked the "yes" response on the intention to return to Vietnam and added, "When Cong San no more."

Chapter VII

DISCUSSIONS

Immigration is a phenomenon characteristic of the United States, and immigrants will continue either to enter Emma Lazarus' "golden door," or to slip across the border. The immigrants' first concern is employment, and their work experience in this country has long been the subject of study by novelists, historians, and social scientists. The immigrants' work experience and their adjustment to life in the U.S. should also be of interest to organizational researchers and managers. After all, the work experience of a Dutch immigrant and the zeal of an industrial engineer brought about the scientific management movement, of which the attendant problems are still being solved today.

In this study, migration to another country is conceptualized as stepping down the ladder of Maslow's hierarchy of needs, and the work experience and adjustment to the new life seen as an attempt to move back up the ladder. The study was conducted with 211 Filipino immigrants serving as participants; data were also collected from fifty eight (58) Vietnamese refugees. The findings of the study will be summarized first in this chapter. Then, the results will be discussed in more detail, to be followed by a discussion on the limitations of the study. Directions for future research will then be pointed out.

Summary of the Results

The objectives of this dissertation have been to:

1. evaluate the degree to which the Schneider scale reflects the five need categories postulated by Maslow;
2. determine the support for each of the Descending Need Hierarchy and the Existence, Related and Growth models;
3. investigate the proposition on the temporal unfolding of needs;
4. test the hypothesis that the gratification/activation mechanism is not applicable to growth needs;
5. determine the impact of need satisfaction upon the adjustment of immigrants to their life in the U.S.; and
6. investigate the immigrants' perception of the utility of money.

The results of the study can be summarized as follows:

1. The data from the Filipino immigrant group on the Schneider scale do not support the five factor structure. The Schneider scale was constructed to reflect security, social, esteem, autonomy, and self-actualization need categories. The loadings of five-factor structure do not reflect the conceptualized categories. Each factor contains loadings from two or three need categories, and the factor which contains relative clean loadings is, in fact, a subset of another factor.

2. The three-factor ERG model is supported by the data in this study, while the two-factor Descending Need Hierarchy model is not. As compared to the two-factor Descending Need Hierarchy model, the ERG model explains a larger percentage of variance. However, by the nature of the factor analysis method, a three-factor structure explains a larger portion of variance than a two-factor structure; thus, the percentage of variance explained is not a deciding factor for the support of the ERG model. The support of the ERG model is claimed upon the congruence of the factor loadings to the theoretical definitions.

On the one hand, both factors in the Descending Need Hierarchy model show loadings from need categories not defined in the model. For instance, the loadings in one factor belong to social, esteem and autonomy need categories, while the theoretical definition of the maintenance need includes only physiological and security needs. On the other, the three factors of the ERG model contain relatively clean loadings. The first factor contains loadings from autonomy and self-actualization categories. The second factor contains loadings from items which can be interpreted as self-esteem and esteem from others. The third factor contains loadings from the security need category and a few items from the social need category. The loadings of the three-factor structure come closest to the definitions of needs in the ERG model.

3. The proposition on the temporal unfolding of needs states that the lower-level needs manifest themselves, and that they have to be relatively gratified before the higher-level needs become motivating. This proposition receives support from the Filipino immigrant data, which show that the immigrants with longer than four years of residence in the U.S. tend to show either low or high growth need strength. The support is, however, tempered by the Vietnamese refugee data, which show that a high percentage of the Vietnamese refugees are oriented toward satisfying the higher-level needs, such as, respect from others, prestige, growth, rather than the lower-level needs, such as, job security.

4. No support has been found for the hypothesis that the gratification/activation mechanism is not applicable to growth needs. The test of the gratification/activation mechanism in the literature has been the hypothesized positive correlation between satisfaction of the lower needs and the importance of the higher needs. In this study, a chi-square test was used instead of a correlation test. The satisfaction of the growth needs was calculated from the factor coefficients and the activation of higher needs was measured by the need strength scale. It has been found that the Filipino immigrants whose growth needs are moderately or highly satisfied indicate either low or high growth need strength. In particular, a high proportion of Filipino immigrants whose growth needs are moderately satisfied indicate high growth need strength. Thus, the test shows that the gratification/activation mechanism is still applicable to growth needs.

5. The hypothesis on the positive impact of need satisfaction upon successful adjustment has been supported. The data from the Filipino immigrant group indicate that those immigrants whose needs are satisfied tend to report successful adjustment to their life in the U.S.

6. Two hypotheses on the immigrants' perception of utility of money have not been supported. The hypotheses predict that the immigrants' perception of the utility of money follows either a power-decreasing or a logarithmic function; the actual perception follows a power-decreasing function. The support has been found for the hypothesis, which predicts that the perception follows a linear function at the lower amounts of salary increase.

Discussions of the Results

This study has used Maslow Need Hierarchy Theory as a departure point to test the hypotheses derived from the alternative models of the theory, and the hypotheses concerning practical and theoretical issues, such as, adjustment and utility of money.

The results of the study will be discussed with due notice given to the criticism of the need hierarchy theory made by Salancik & Pfeffer (1977). Their criticism states that the need hierarchy models are frequently formulated so that they are impossible to refute, that the empirical tests of the models are fraught with consistency and priming effects, and that the results rarely explain more than 10% of the variance. The validity of Salancik & Pfeffer's

criticism will, no doubt, be further debated in the organizational behavior literature.

The factor analysis results of this study contradict the Schneider & Alderfer's test of the Schneider's scale which reported factor loadings in support of Maslow's five need categories. In this study, the loadings for five factors are difficult to interpret while the loadings for three factors are consistent with theoretical definitions. The results of this study correspond with the results of a recent study of Navy personnel (Wilcove, 1978). Wilcove proposed two new needs called "respect for the supervisor," and "personal freedom"; the new needs did not emerge as factors, whereas "respect from the organization," a Relatedness need, did.

Since the Schneider scale was constructed to reflect primarily Maslow need categories, the loadings for three-factor structure strengthen the validity of the Existence, Relatedness and Growth needs concepts.

A hypothesis derived from the Descending Need Hierarchy model deals with the unfolding of needs over time. In this study, the number of years was used as a demarcation in time. It is possible that many factors, other than time, are present to facilitate or block the unfolding of needs. For example, the immigrants who are well-to-do, educated, have experience in traveling abroad, and know English may find it relatively facile to adjust themselves in the U.S., and they may be concerned with higher-level needs

(see Doan, 1977 for his work with the Vietnamese refugees). The less fortunate immigrants may find their adjustment process more difficult, and may be concerned more with lower-level needs and less with higher-level needs.

The hypothesis on growth need satisfaction and growth need strength upholds the applicability of the gratification/activation mechanism to growth needs, contrary to the proposition advanced by the Descending Need Hierarchy model. It must be pointed out that this proposition will continue to pose an operational problem in testing because of its null nature. The proposition, when translated to a hypothesis, states that there is no relationship between two variables. Unless there is statistical method to test that the absence of relationship is significant, the proposition will remain untestable.

The results of the hypotheses dealing with the utility of money indicate that the Filipino immigrants' perception of money follow a linear function up to the amount of \$1,700 per year. Their perception of all amounts of salary increase, however, follows a utility curve of power-decreasing function. This indicates that beyond \$1,700/year each additional dollar of salary increase per year is not as important as the previous dollar. While the results may be taken as a support of the need hierarchy proposition that gratified needs do not motivate, such interpretation must be tentative since the link between utility of money and motivation has not been established in this study.

Implication on Public Policies

The usefulness of a theory is realized when it provides a framework within which to describe and predict events; its usefulness is further enhanced when the findings of a theory-based study help to shape policies and programs. The recommendations which follow are based on the findings of the present study as well as the author's observations.

1. There ought to be a federal agency dealing with the settlement of immigrants and refugees. It is ironic that the United States, which admits a large number of aliens to its soil every year, lacks a permanent federal agency to oversee the settlement of immigrants and refugees. Each wave of refugees seems to be handled on an ad hoc basis, whereas the immigrants are left to their own resourcefulness.

2. The data on the frequency of contacts with relatives from both the Filipino and Vietnamese samples suggest that efforts should be made to help the immigrants and refugees to establish a network of contacts or friends of the same ethnic group. The policy of dispersing the immigrants or refugees into a wide geographical area may lessen the incidents of discrimination and conflicts. This policy, however, serves the convenience of the receiving communities and not necessarily the preference of the immigrants. The implementation of this recommendation has to guard against the formation of ghettos for any particular group of immigrants.

3. The data in this study provide evidence showing that need satisfaction on the job has some impact upon the adjustment the immigrants make to their life. While there is pressure upon the immigrants to get their first jobs, any jobs, so as to end dependency upon friends, relatives or aid agencies, the large percentage of the Vietnamese refugees who indicated preference for prestige, respect on the jobs over job security, gives rise to a consideration that, unless the immigrants' skills are utilized in the jobs and they are satisfied with their jobs, they are not likely to make a satisfactory adjustment to life in the U.S. Thus, a close match between job requirements and the immigrant's skills is called for. The receiving community can benefit from the immigrants' skills, and the immigrants themselves can realize their potential to the full extent.

4. The need hierarchy theory provides a reasonably accurate description of the adjustment process the immigrants have to go through. The data suggest a program to follow up on the progress of immigrants and refugees at periodic intervals. Such a program not only provides data to longitudinally assess the validity of the need hierarchy theory, but also gives the immigrants and refugees an assurance that they are not abandoned after having landed their first jobs.

Limitations of the Study

While the results of this study have been, in general, positive, they should be viewed tentatively because of the limitations which will be examined in this section.

1. The two participant groups were drawn from the populations of Filipino immigrants and Vietnamese refugees living in New York and New Jersey. The majority of Filipino immigrants, however, live in California, Hawaii and Illinois, whereas most Vietnamese refugees live in California and Texas. The results of the study thus should be considered as limited to the Filipino immigrants and Vietnamese refugees in the New York metropolitan area.

Furthermore, the characteristics of each sample group may not be representative of their respective populations. The Filipino immigrant sample in this study consists of highly educated people who consider themselves professionals, and many are relatively established in their new life in the U.S., having been in the country for some years. The results of the Filipino sample should therefore be considered as reflective of college-educated, Filipino immigrants who have been in the U.S. for more than four years. The Vietnamese refugee sample have been in the U.S. for a shorter period of time, and they may be considered as representative of the Vietnamese refugees who fled from their country after the 1975 airlifts. The small sample drawn and the absence of data on many scales, however, require that the results of the Vietnamese sample be interpreted with caution.

2. The other limitations of this study include self-selection, and bias toward established immigrants among the Filipino sample. To begin with, the study is about people who self-selected themselves to migrate to another country. Since the participation in this study is voluntary, the responses necessarily were drawn from the immigrants who self-selected themselves for participation. Whether their characteristics are different from or similar to those immigrants who did not return the questionnaire, let alone those who came and returned to their homelands, there is no way of knowing. The use of key respondents perhaps introduced a bias toward reaching the Filipino immigrants who have been in the country for a number of years.

3. The method of data collection was cross-sectional rather than longitudinal. While the test of the need hierarchy theory requires a longitudinal data base, the cross-section method was used in this study because of the time constraint. In addition, the cost of conducting a longitudinal study is quite prohibitive, and there exist the ever-present problems of follow-up and restriction of range because of lost participants.

4. Closely associated with the method of data collection is the type of data collected which is another limitation of the present study. Through the use of the questionnaire, the data collected are

self-reported and attitudinal, rather than observed and behavioral. It is not possible to measure the degree to which social desirability influenced the responses of the participants. For example, a respondent who reports to prefer a low-paying but respectable job may actually turn down that kind of job to accept a high-paying one which is looked down upon by others.

5. Wahba & Bridwell (1976) remarked that Maslow's Need Hierarchy Theory was an almost non-testable theory, because the operationalization of the theoretical concepts was quite difficult to achieve, and Maslow did not provide any guide for empirical verification of his theory. The present study attempted to empirically validate the theory and its two alternative models, relying upon the work of others (the Schneider scale for the need categories, and the modified Tausky scale for the need dominance). There remains the question whether Maslow's concepts have been adequately operationalized by these scales.

Directions for Future Research

Each of the limitations discussed in the previous section points to the possibility of future research.

Immigrants and refugees in other parts of the country are numerous, and random samples drawn from those populations may present a more accurate picture of the Filipino immigrants and Vietnamese refugees. Furthermore, the present data were drawn from

two groups of respondents. Future research may include immigrants of various nationalities, rather than being limited to one or two groups of immigrants, thereby testing the generality of the need hierarchy theory.

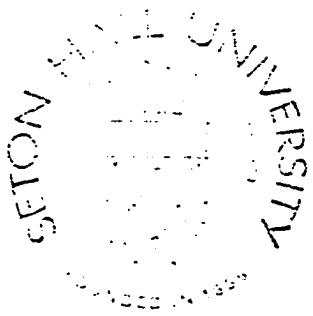
Data collection on a longitudinal basis is another possibility for future research, so that attitudinal as well as behavioral data can be collected. A longitudinal study will enable a researcher to observe at what point the immigrants accept any jobs, in order to earn money to satisfy lower-level material needs; at what point the immigrants decline job offers to wait for more challenging jobs; and even whether the immigrants are willing to accept reduced pay in order to work in challenging jobs.

Future researchers may also address themselves to the alternative methodology of testing the need hierarchy theory. Since quantitative empirical tests may not be the "right" approach to test the theory, perhaps a "qualitative" approach (Lazarfeld, 1972) may prove useful. Maslow formulated his theory upon observations and case analyses; the same procedure can be used to validate his theory. The data can be collected from the subjects in the form of interviews or written memoirs, and the contents can be analyzed by trained raters. The danger of interpreting the data to fit the theory is, however, to be avoided in this type of research.

The unfolding of needs in this study has been associated with time. Future researchers need to examine whether the lower-level needs manifest themselves before the higher-level ones, or whether all needs, lower- or higher-level, are present at all times and the individuals choose to satisfy them as opportunity permits.

Finally, as Wanous & Zwany (1977) observed, all need hierarchy theories have been general, not merely work-related, theories; on- and off-the-job experiences should be considered in any study of need hierarchy theory. The present study is a first step in that direction in that it has examined on- and off-the-job experiences of immigrants; more works of this nature remain to be done.

APPENDIX A
ENGLISH QUESTIONNAIRE



THE W. CLARK STILLMAN
SCHOOL OF BUSINESS

February 1980

Dear Friend:

May I have about half an hour of your time?

I am working on my dissertation on the work experience of Filipino immigrants. In addition to testing a theory of work motivation, I hope my study will increase the understanding of adjustment of Filipinos to their life in the United States.

I need your cooperation in answering the attached questionnaire, which asks about your biographical data as well as other job-related details. Your responses will be kept anonymous and you need not write your name and address on the return envelope.

A postage-paid, self-addressed envelope is provided. May I have your response at your earliest convenience? I realize that answering this questionnaire will take away some of your time. However, the time you spare will be a contribution to the advancement of knowledge about Filipino immigrants in the U. S. Thank you very much.

Sincerely yours,

Vanchai Ariyabuddhipongs
Assistant Professor of
Management & Industrial Relations

P.S. If you have already responded to this questionnaire, please pass it along to your friend who has not. Especially the one who has arrived recently from the Philippines.

1. Are You: Male []1 Female []2
2. Are you currently: Single []1, Married []2, Widowed []3,
or Divorced []4?
3. Please check below your family's total income for 1978 before deductions
for taxes.
- | | | | |
|-------------------|------|-----------------|------|
| Less than \$4,999 | []1 | 20,000 - 24,999 | []5 |
| 5,000 - 9,999 | []2 | 25,000 - 29,999 | []6 |
| 10,000 - 14,999 | []3 | 30,000 - 34,999 | []7 |
| 15,000 - 19,999 | []4 | 35,000 and over | []8 |
4. To which age group do you belong:
- | | | | |
|---------|------|-------------|------|
| 20 - 24 | []1 | 40 - 44 | []5 |
| 25 - 29 | []2 | 45 - 49 | []6 |
| 30 - 34 | []3 | 50 - 59 | []7 |
| 35 - 39 | []4 | 60 and over | []8 |
5. How long have you been in the United States?
- | | | | |
|------------------|------|-------------------|------|
| Less than a year | []1 | 4 - 5 years | []5 |
| 1 - 2 years | []2 | 5 - 6 years | []6 |
| 2 - 3 years | []3 | 6 - 7 years | []7 |
| 3 - 4 years | []4 | more than 7 years | []8 |
6. Are you: Self-employed []1,
 Salaried employee []2,
 Hourly wage employee []3?
7. What is your job title? _____
8. On a scale of 10, please rate the prestige of your present job.
- Lowest 1 2 3 4 5 6 7 8 9 10 Highest
9. Do you consider yourself to be a:
- | | | | |
|----------------------|------|-----------------|------|
| Unskilled worker | []1 | Manager | []5 |
| Skilled worker | []2 | Professional | []6 |
| Draftsman, foreman | []3 | Proprietor | []7 |
| Clerk or salesworker | []4 | Other (Specify) | []8 |
10. Please check the highest educational attainment you have achieved:
- | | | | |
|----------------------------|------|-----------------------------------|------|
| High School, 1-3 years | []1 | Some graduate work, not completed | []5 |
| High School, diploma | []2 | Graduate School, master's degree | []6 |
| College work, no degree | []3 | Doctoral degree | []7 |
| College, Bachelor's degree | []4 | Other (Specify) | []8 |
11. Do you feel that you are over-educated for your present job? Yes [] No []
12. On a scale of 10, please rate the prospect of career advancement in your
present job.
- Poor 1 2 3 4 5 6 7 8 9 10 Best

13. What are your reasons for leaving the Philippines?

Most important reason:

Other reasons:

14. What was your job before you left the Philippines?

15. On a scale of 10, please rate the prestige of your job you had in the Philippines.

Lowest 1 2 3 4 5 6 7 8 9 10 Highest

16. What do you do in your leisure time (evenings, weekends)?
Please list what you do most frequently first.

1. _____
2. _____
3. _____

17. How frequently do you contact or visit your relatives?

- Never []1
- A few times a year []2
- Several times a year []3
- Once or twice a month []4
- Once a week []5
- More than once a week []6

18. Among your best friends, how many of them are Filipinos?

- None []1
- One Filipino []2
- Two Filipinos []3
- All Filipinos []4

19. Do you:

- Rent an apartment []1
- Own an apartment (i.e., co-op) []2
- Rent a house []3
- Own a house []4

20. Are you a member of any civic, professional organizations whose members are not exclusively Filipinos?

- No []1
- Yes []2

The following questions ask how you feel about living in the United States. Please think of your life here in America as compared to your life in your home country and answer the following questions as frankly as possible.

40. Are you satisfied with your life in the U. S.?

- 1 Dissatisfied
- 2 Somewhat satisfied
- 3 Quite satisfied

41. Would you like your children:

- 1 To maintain a Philippine self-image and Philippine customs in their future lives; or
- 3 To acquire American identities and customs in the future; or
- 2 Their cultural identities and customs do not make any difference to you.

42. Given the present situation, would you:

- 1 Return to the Philippines?
- 3 Not return to the Philippines?
- 2 Be undecided about return?

43. In general, would you say you are:

- 3 Happier now than you were in the Philippines?
- 2 About as happy now as you were in the Philippines?
- 1 Less happy now than you were in the Philippines?

44. Which of the following informal social contacts do you prefer?

- 1 With Filipinos.
- 3 With Americans.
- 2 Nationality does not matter.

45. Would you apply for a U. S. citizenship when eligible?

- 1 No.
- 3 Yes.
- 2 Undecided.

The following are statements describing situations in which many people may find themselves. For each statement there are two alternative courses of action. Please read each situation statement carefully and mark the alternative you would take if such situation happened to you. Consider each situation on its own and do not let your previous answer influence your choice.

46. If you were out of work and were offered two jobs, which paid the same salary, which one would you accept?
- []1 A job that is relatively secure.
 - []2 A job that, though not secure, gives a chance of advancement.
47. If you had enough money to live comfortably without working, would you:
- []1 Continue working in your present job? or
 - []2 Volunteer for an honorary job that pays little or nothing at all?
48. What is the important thing to you about getting a promotion?
- []2 Getting a sense of advancement and gaining respect from your co-workers.
 - []1 Getting more pay.
49. If you were out of work and were offered these two jobs, which one would you rather have?
- []2 A low-pay job that is respected by the people you know; or
 - []1 A high-pay job that is looked down upon by the people you know.
50. If you could be sure that your salary would go up steadily without getting a promotion, would you care about being promoted?
- []1 No.
 - []2 Yes.
51. The two jobs described below pay the same amount of salary. Which one do you prefer?
- []1 Job A requires you to do the familiar tasks day in and day out.
 - []2 Job B requires that you do original or creative work.
52. The two jobs described below pay the same amount of salary. Which one do you prefer?
- []2 Job C gives an opportunity for personal growth, fame and recognition.
 - []1 Job D provides a stable and regular income, and relative quiet life.

The following are eight sets of statements concerning job experience. For each set, there are five items about what you do in your job. On the basis of your general feeling about your job, decide how closely each of the five items in a given set reflects your job behavior. Indicate your decision by stating whether you agree or disagree with the statement and mark number 6, 5, 4 or 3, 2, 1 for that item. Please answer all five items in each set.

- | | | | |
|---|----------------------|---|-------------------------|
| 6 | means Strongly Agree | 3 | means Mildly Disagree |
| 5 | means Agree | 2 | means Disagree |
| 4 | means Mildly Agree | 1 | means Strongly Disagree |

I DO THINGS:

- | | | | | | | | |
|----|---|---|---|---|---|---|---|
| 1. | that make me feel safe when I am doing them | 6 | 5 | 4 | 3 | 2 | 1 |
| 2. | with people who are cooperative | 6 | 5 | 4 | 3 | 2 | 1 |
| 3. | that make me feel intelligent | 6 | 5 | 4 | 3 | 2 | 1 |
| 4. | that I want to do | 6 | 5 | 4 | 3 | 2 | 1 |
| 5. | where I can be creative | 6 | 5 | 4 | 3 | 2 | 1 |

I DO THINGS:

- | | | | | | | | |
|-----|--|---|---|---|---|---|---|
| 6. | which make me feel relaxed | 6 | 5 | 4 | 3 | 2 | 1 |
| 7. | with people who are friendly | 6 | 5 | 4 | 3 | 2 | 1 |
| 8. | where others tell me how smart I am | 6 | 5 | 4 | 3 | 2 | 1 |
| 9. | where I can find solutions to problems on my own | 6 | 5 | 4 | 3 | 2 | 1 |
| 10. | I am dedicated to | 6 | 5 | 4 | 3 | 2 | 1 |

I DO THINGS:

I DO THINGS:

1.	that make me feel safe when I am doing them	6	5	4	3	2	1
2.	with people who are cooperative	6	5	4	3	2	1
3.	that make me feel intelligent	6	5	4	3	2	1
4.	that I want to do	6	5	4	3	2	1
5.	where I can be creative	6	5	4	3	2	1

I DO THINGS:

6.	which make me feel relaxed	6	5	4	3	2	1
7.	with people who are friendly	6	5	4	3	2	1
8.	where others tell me how smart I am	6	5	4	3	2	1
9.	where I can find solutions to problems on my own	6	5	4	3	2	1
10.	I am dedicated to	6	5	4	3	2	1

I DO THINGS:

11.	which I am content to do	6	5	4	3	2	1
12.	in which I have the opportunity to develop close friendships	6	5	4	3	2	1
13.	which give me a feeling of prestige	6	5	4	3	2	1
14.	where I can determine the way they are done	6	5	4	3	2	1
15.	where I can perform up to my abilities	6	5	4	3	2	1

I DO THINGS:

16.	that are easy for me	6	5	4	3	2	1
17.	which are helpful to others	6	5	4	3	2	1
18.	that give me a feeling of self-esteem	6	5	4	3	2	1
19.	where I can define the problem to be worked on	6	5	4	3	2	1
20.	which give me a feeling of worthwhile accomplishment	6	5	4	3	2	1

6	means Strongly Agree	3	means Mildly Disagree
5	means Agree	2	means Disagree
4	means Mildly Agree	1	means Strongly Disagree

I DO THINGS:

21.	that are familiar	6	5	4	3	2	1
22.	best when others are around	6	5	4	3	2	1
23.	that make me feel smart	6	5	4	3	2	1
24.	where I can be independent	6	5	4	3	2	1
25.	that give me a feeling of self-fulfillment	6	5	4	3	2	1

I DO THINGS:

26.	that look like they will benefit me in the future	6	5	4	3	2	1
27.	when others are around	6	5	4	3	2	1
28.	for which my accomplishments are recognized	6	5	4	3	2	1
29.	in which I have a lot of opportunities for independent thought and action	6	5	4	3	2	1
30.	where I can be imaginative	6	5	4	3	2	1

I DO THINGS:

31.	which make me feel comfortable	6	5	4	3	2	1
32.	where I am liked by others	6	5	4	3	2	1
33.	that I feel I do better than anyone else	6	5	4	3	2	1
34.	where I have a lot of authority	6	5	4	3	2	1
35.	that allow me to realize my potentialities	6	5	4	3	2	1

I DO THINGS:

26.	that look like they will benefit me in the future	6	5	4	3	2	1
27.	when others are around	6	5	4	3	2	1
28.	for which my accomplishments are recognized	6	5	4	3	2	1
29.	in which I have a lot of opportunities for independent thought and action	6	5	4	3	2	1
30.	where I can be imaginative	6	5	4	3	2	1

I DO THINGS:

31.	which make me feel comfortable	6	5	4	3	2	1
32.	where I am liked by others	6	5	4	3	2	1
33.	that I feel I do better than anyone else	6	5	4	3	2	1
34.	where I have a lot of authority	6	5	4	3	2	1
35.	that allow me to realize my potentialities	6	5	4	3	2	1

I DO THINGS:

36.	which give me a feeling of security	6	5	4	3	2	1
37.	that make me feel accepted by others	6	5	4	3	2	1
38.	where I am respected for my skills	6	5	4	3	2	1
39.	where I can think for myself	6	5	4	3	2	1
40.	which give me an opportunity for personal growth and development	6	5	4	3	2	1

1. On the following page, you will find a grid with numbers on the left margin, and at the top. The 16 numbers on the left margin represent various amounts of salary increase per year. The 22 numbers at the top represent your satisfaction with these salary increases, ranging from 0 to more than 200 points.
2. Pick a number on the left margin which, you think, is the fair and equitable amount for your next salary increase in your present job. Then, mark an X on the line for that amount and under the column 100 (shaded number at the top).
3. Using the number 100 as an anchor point, please show how satisfied you would be with each of the remaining 15 amounts of salary increase. If the amount makes you more satisfied, mark an X on the line for that amount and under the column greater than 100. If you are less satisfied with the amount, mark an X on the line for that amount under the column less than 100. Use the numbers at the top of the grid to approximate your feeling.

Example

I think that \$600 salary increase for next year is the fair and equitable amount; so I place an X on the line for \$600 and under the shaded column of 100. Then, I show how satisfied I am with \$500. Compared with \$600, I feel that I would be less satisfied with \$500; therefore, I place an X on the line for \$500 and under the column 70. Next, I feel that I would be more satisfied with \$1700 salary increase; so I place an X on the line for \$1700 and under the column 120. I proceed in this manner until all 16 amounts of salary increase are rated.

	Less	Satisfaction								More
\$ increase per year	less	60	70	80	90	100	110	120	more	
\$ 600						X				
\$ 500			X							
\$1700								X		

\$ inc- rease/ year	SATISFACTION POINTS																						
	0-9	10	20	30	40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200	More than 200	
1700																							
500																							
1000																							
900																							
2100																							
600																							
1100																							
700																							
4000																							
1300																							
2500																							
800																							
300																							
1500																							
100																							
5000																							

- 10 -

3. What was the actual amount of your last annual salary increase? \$ _____
4. What was your salary at that time? \$ _____ per year.
5. Which one of the following would you most likely do if you do not get a salary increase that, you feel, is fair and equitable. Check one only.
- a. Just be unhappy, but stay on the job. ()1
 - b. Work harder to show your real value. ()2
 - c. Look around for another job. ()3
 - d. Quit work and look for another job. ()4
 - e. Do less work from now on. ()5
 - f. Ohter (Please describe) _____
-

6. Of all the 16 amounts in the grid on the previous page, which one is the least acceptable in the sense that if you receive an increase less than this amount, you immediately look for a new job?
That amount is \$ _____

7. How many people are employed by your company or institution?

Less than 100	()1
100 to 250	()2
251 to 500	()3
501 to 1,000	()4
1,001 to 5,000	()5
5,001 and over	()6

8. How satisfied would you say you are overall with your present job? Check one.

Very (5)	Above average (4)	Somewhat (3)	Not very satisfied (2)	Very Dissatisfied (1)
-------------	-------------------------	-----------------	------------------------------	-----------------------------

9. What is your feeling about how well you are paid for your work?
- a. Paid more than I'm worth. ()3
 - b. Paid fairly for my output. ()2
 - c. Paid less than I'm worth. ()1

APPENDIX B
VIETNAMESE QUESTIONNAIRE

Để tìm hiểu hơn về đời sống vật chất và tinh thần của
Để tìm hiểu hơn về đời sống vật chất và tinh thần của
người di tản việt nam ở MỸ, chúng tôi đã viết ra bản
thăm dò ý kiến này. Xin bạn cố gắng trả lời các câu
tuổi, địa chỉ, và sẽ không bị phiền nhiễu gì hết. Xin
thành thật cảm ơn sự cộng tác của bạn.

1. Nam ()1, Nữ ()2
2. Độc thân ()1, có gia đình ()2, góa chồng (vợ) ()3, ly dị ()4, hay ly thân ()5?
3. Xin điền xuống lợi tức hằng tháng của gia đình sau khi trả thuế

Ít hơn \$200 ()1	\$ 800 - \$ 999 ()5
\$ 200 - 399 ()2	1,000 - 1,199 ()6
400 - 599 ()3	1,200 - 1,399 ()7
600 - 799 ()4	1,400 hay hơn ()8
4. Bạn thuộc về nhóm tuổi nào

20 - 24 ()1	40 - 44 ()5
25 - 29 ()2	45 - 49 ()6
30 - 34 ()3	50 - 59 ()7
35 - 39 ()4	60 hay hơn ()8
5. Bạn ở Hoa kỳ bao lâu rồi

Ít hơn 1 năm ()1	4 - 5 năm ()5
1 - 2 năm ()2	5 - 6 năm ()6
2 - 3 năm ()3	6 - 7 năm ()7
3 - 4 năm ()4	hơn 7 năm ()8
6. Bạn là: tự làm chủ ()1
 làm lương tháng ()2
 làm lương giờ ()3
7. Công việc của bạn là: _____
8. Nếu bạn phải cho điểm từ 1 tới 10, xin bạn cho điểm sự thể giá của việc bạn phải làm.
 Thấp nhất 1 2 3 4 5 6 7 8 9 10 Cao nhất
9. Bạn coi mình như là

thợ chuyên nghiệp ()1	chủ phòng ()5
thợ không chuyên nghiệp ()2	chuyên môn ()6
cai xưởng ()3	có cổ nghiệp ()7
thủ ký hay người bán hàng ()4	khác (ghi rõ) ()8
10. Xin điền xuống trình độ học vấn cao nhất:

Trung học, 1-3 năm ()1	Có học cao hơn sau cử nhân ()5
Xong trung học ()2	Bằng cao học ()6
Trình độ đại học ()3	Tiến sĩ ()7
Xong đại học ()4	Khác ()8
11. Bạn có nghĩ rằng trình độ học vấn của bạn cao hơn công việc hiện tại của bạn không? Có ()1 Không ()2

Câu hỏi sau đây hỏi về cảm tưởng về đời sống ở Hoa kỳ, so sánh với đời sống bên nhà.

40. Bạn có hài lòng về đời sống ở đây không?
 1 Không hài lòng
 2 Hài lòng
 3 Rất hài lòng
41. Bạn muốn con bạn:
 1 Giữ phong tục và tập quán VN
 3 Theo phong tục và tập quán MY
 2 Bạn không quan tâm về chuyện này
42. Như hiện giờ, bạn muốn
 1 Trở về VN
 3 Không trở về VN
 2 Không biết chắc?
43. Đại khái, bạn nghĩ là bạn
 3 Vui hơn lúc ở VN
 2 Vui như là lúc ở VN
 1 Không vui bằng lúc ở VN?
44. Bạn muốn làm quen với:
 1 Người Việt
 3 Người MY
 2 Không thành vấn đề
45. Bạn sẽ xin nhập tịch MY khi có đủ điều kiện
 1 Không
 3 Có
 2 Không biết

Câu hỏi sau đây tả các trường hợp bạn thường gặp. Trong mỗi trường hợp có hai cách giải quyết. Xin đọc kỹ cãng và điền xuống giải quyết của bạn.

46. Trong lúc thất nghiệp, nếu có ² chỗ muốn muốn bạn với cùng một số lương, bạn sẽ nhận chỗ nào:
- () 1 Công việc làm chắc chắn
 - () 2 Một việc mặc dù không bảo đảm nhưng có cơ hội tiến thân
47. Nếu bạn có đủ tiền sống mà không làm việc, bạn có muốn:
- () 1 Tiếp-tục với công việc hiện thời? hay
 - () 2 Tìm một việc danh dự thế giá trả \$1 mỗi năm?
48. Phần nào quan trọng với bạn khi được tăng chức?
- () 2 Cảm thấy tiến thân và được đồng nghiệp kính trọng
 - () 1 Được lương cao hơn
49. Trong lúc thất nghiệp, nếu có 2 chỗ muốn muốn bạn, bạn sẽ nhận chỗ nào?
- () 2 Công việc trả lương ít nhưng được thiên hạ kính trọng; hay
 - () 1 Một việc mặc dù lương cao nhưng bị bạn bè khinh rẻ.
50. Nếu bạn biết lương sẽ được tăng đều, nhưng không được tăng chức, bạn vẫn còn muốn được tăng chức hay không?
- () 1 Không
 - () 2 Có
51. Hai việc tả sau đây trả cùng số lương. Bạn thích việc nào?
- () 1 Việc A ngày nào cũng giống nhau
 - () 2 Việc B sáng tạo và đặc biệt.
52. Hai việc tả sau đây trả cùng lương. Bạn thích việc nào?
- () 2 Việc C có cơ hội tiến thân và nổi tiếng,
 - () 1 Việc D trả lương đều, và có một cuộc sống trầm lặng.

VR - 5

Sau đây có 8 phần câu hỏi về kinh nghiệm nghề nghiệp. Trong mỗi phần, có 5 câu hỏi về việc làm của bạn. Dựa trên kinh nghiệm về công việc của bạn, xin trả lời những câu hỏi phần ảnh thái độ về nghề nghiệp của bạn. Xin tỏ sự đồng ý hay không đồng ý bằng cách gạch số 6, 5, 4, hay 3, 2, 1 cho từng câu. Xin trả lời tất cả năm câu trong mỗi phần.

6	đồng ý nhiều	3	hội bất đồng ý
5	đồng ý	2	bất đồng ý
4	hỏi đồng ý	1	bất đồng ý nhiều

TÔI LÀM NHỮNG VIỆC:

1.	làm tôi cảm thấy an toàn khi hành việc	6	5	4	3	2	1
2.	với những người sẵn sàng cộng tác	6	5	4	3	2	1
3.	làm tôi cảm thấy thông minh	6	5	4	3	2	1
4.	mà tôi muốn làm	6	5	4	3	2	1
5.	ở nơi tôi có thể sáng tạo	6	5	4	3	2	1

TÔI LÀM NHỮNG VIỆC:

6.	làm tôi cảm thấy dễ chịu	6	5	4	3	2	1
7.	với những người thân thiện	6	5	4	3	2	1
8.	ở nơi các người khác thấy tôi khôn ngoan	6	5	4	3	2	1
9.	ở nơi tôi có thể tự tìm giải pháp cho vấn đề	6	5	4	3	2	1
10.	với đầy nhiệt tình	6	5	4	3	2	1

TÔI LÀM NHỮNG VIỆC:

11.	mà tôi mãn nguyện	6	5	4	3	2	1
12.	cho tôi có hội đề kết bạn thân	6	5	4	3	2	1
13.	cho tôi cảm thấy có thể giá	6	5	4	3	2	1
14.	ở nơi tôi có thể quyết định đường lối công việc phải làm	6	5	4	3	2	1
15.	ở nơi tôi có thể làm việc tương xứng đúng với khả năng của tôi	6	5	4	3	2	1

6	đồng ý nhiều	3	hỏi bất đồng ý
5	đồng ý	2	bất đồng ý
4	hỏi đồng ý	1	bất đồng ý nhiều

TÔI LÀM NHỮNG VIỆC:

16.	dễ dàng cho tôi	6	5	4	3	2	1
17.	có giúp ích cho người khác	6	5	4	3	2	1
18.	cho tôi cảm thấy tự trọng	6	5	4	3	2	1
19.	ở nơi tôi có thể vạch rõ vấn đề phải làm	6	5	4	3	2	1
20.	cho tôi cảm thấy đạt được một thành quả đáng giá	6	5	4	3	2	1

TÔI LÀM NHỮNG VIỆC:

21.	quen thuộc	6	5	4	3	2	1
22.	hiệu quả nhất khi có các người khác chung quanh	6	5	4	3	2	1
23.	cho tôi cảm thấy mình thông minh	6	5	4	3	2	1
24.	ở nơi tôi được độc lập	6	5	4	3	2	1
25.	cho tôi cảm thấy hạnh phúc	6	5	4	3	2	1

TÔI LÀM NHỮNG VIỆC:

26.	có thể có lợi cho tôi trong tương lai	6	5	4	3	2	1
27.	khi có người khác chung quanh	6	5	4	3	2	1
28.	đem lại các thành quả được công nhận	6	5	4	3	2	1
29.	cho tôi nhiều cơ hội suy nghĩ và hành động cách độc lập	6	5	4	3	2	1
30.	ở nơi tôi có thể sáng tạo	6	5	4	3	2	1

6 đồng ý nhiều
5 đồng ý
4 hời đồng ý

3 hời bất đồng ý
2 bất đồng ý
1 bất đồng ý nhiều

TÔI LÀM NHỮNG VIỆC:

31. làm tôi cảm dễ chịu	6	5	4	3	2	1
32. ở nơi các người khác thích tôi	6	5	4	3	2	1
33. tôi có thể làm hơn người	6	5	4	3	2	1
34. ở nơi tôi có nhiều uy thế	6	5	4	3	2	1
35. giúp tôi thực hiện tiềm lực của tôi	6	5	4	3	2	1

TÔI LÀM NHỮNG VIỆC:

36. làm tôi cảm thấy an toàn	6	5	4	3	2	1
37. làm cho người khác chấp nhận tôi	6	5	4	3	2	1
38. ở nơi tài nghệ của tôi được kính nể	6	5	4	3	2	1
39. ở nơi tôi có thể tự suy nghĩ	6	5	4	3	2	1
40. cho tôi cơ hội mở mang cá tính của tôi	6	5	4	3	2	1

VR - 8

1. Trong kỳ lãnh lương tối, bạn nghĩ bạn phải được tăng lương bao nhiêu hàng tháng mới là hợp lý? \$ _____/hàng tháng.
2. Nếu bạn phải cho điểm từ 1 tới 10, 10 là cao nhất, để tỏ sự hài lòng về số tiền tăng lương của bạn, xin bạn cho điểm cho từng số lương tăng sau đây:

10 _____
 20 _____
 30 _____
 40 _____
 50 _____
 60 _____
 70 _____
 80 _____
 90 _____
 110 _____
 130 _____
 150 _____
 175 _____
 200 _____
 225 _____
 250 _____

3. Số tiền tăng lương mỗi nhất của bạn được bao nhiêu? \$ _____/tháng.
4. Tiền lương của bạn lúc ấy được bao nhiêu \$ _____ mỗi tháng
5. Trong trường hợp không được tăng lương mặc dù bạn nghĩ rằng tối lúc phải được tăng lương, thì bạn sẽ làm gì. Xin chọn một giải pháp thôi.
- a. Không hạnh phúc, nhưng vầu ở lại làm việc ()1
- b. làm việc nhiều hơn để tỏ giá-trị thật của mình ()2
- c. tìm việc khác ()3
- d. Bỏ việc hiện tại và tìm việc khác ()4
- e. Kể từ đó làm việc ít hơn ()5
- f. Giải pháp khác _____

6. Có số tiền tăng lương nào, nhỏ quá đến nỗi bạn phải đi tìm ngay việc khác không? Số tiền ấy là bao nhiêu?
\$ _____ / mỗi tháng

7. Có bao nhiêu nhân viên trong công ty hay tổ chức của bạn?

- | | |
|------------------|-------|
| Dưới 100 | () 1 |
| 100 tới 250 | () 2 |
| 251 tới 500 | () 3 |
| 501 tới 1,000 | () 4 |
| 1,000 tới 5,000 | () 5 |
| 5,001 và hơn nữa | () 6 |

8. Bạn có mãn nguyện với công việc hiện tại của bạn không?

<u>rất nhiều</u> (5)	<u>hơn trung bình</u> (4)	<u>một ít</u> (3)	<u>không mãn nguyện nhiều</u> (2)	<u>rất bất mãn</u> (1)
-------------------------	------------------------------	----------------------	--------------------------------------	---------------------------

9. Bạn nghĩ sau về số lương hiện tại của bạn?

- | | |
|-------------------------------------|-------|
| a. Được trả nhiều hơn tôi đáng được | () 3 |
| b. Được trả hợp với việc của tôi | () 2 |
| c. Được trả ít hơn tôi đáng được | () 1 |

Appendix C

Sphericity Tests on Characteristic Roots
of Principal Components

The following sphericity tests on the characteristic roots of the principal components have been made according to Morrison (1976, p. 294). The null hypothesis

$$H_0: \lambda_{q+1} = \dots = \lambda_{q+r}$$

states that r of the intermediate characteristic roots are equal.

The alternative hypothesis to H_0 is that some of the roots in the middle set are distinct. The likelihood ratio criterion leads to the statistic

$$X^2 = -n \sum \ln l_j + nr \ln \frac{\sum l_j}{r}$$

where $n = N-1$ and l_j is the characteristic root. The statistic has the chi-squared distribution with $\frac{1}{2} r (r + 1) - 1$ degrees of freedom for large n .

Maintenance Component (N=201)

Eigen values are:

8.7738739	1.2236667	1.0220832	0.7232535
0.6411390	0.6055455	0.4766721	0.4484874
0.3730158	0.3426161	0.2903876	0.2522288
0.2398550	0.2212756	0.1955012	0.1702984

Test for 1st to 16th characteristic roots:

$$\begin{aligned}
 &= -(200)(2.1718 + 0.2019 + 0.0218 - 0.324 - 0.4445 - 0.5015 \\
 &\quad - 0.741 - 0.8019 - 0.9861 - 1.0711 - 1.2365 - 1.3774 \\
 &\quad - 1.4277 - 1.5083 - 1.6322 - 1.7702) + (200)(16) \ln \frac{16}{16} \\
 &= -(200)(-11,4269) - (200)(16)(0) \\
 &= 2285.38, \text{ whereas } \chi^2_{005;135} = 176 \text{ approximately.}
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Test for 1st to 5th characteristic roots:

$$\begin{aligned}
 &= -(200)(2.1718 + 0.2019 + 0.0218 - 0.324 - 0.4445) \\
 &\quad + (200)(5) \ln \frac{12.3840}{5} \\
 &= -(200)(1.6269) + (200)(5)(0.907) \\
 &= -325.38 + 907 \\
 &= 581.62, \text{ whereas } \chi_{0.05}^2 = 23.7
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Test for 2nd to 5th characteristic roots:

$$\begin{aligned}
 &= -(200)(0.2019 + 0.0218 - 0.324 - 0.4445) \\
 &\quad + (200)(4) \ln \frac{3.61}{4} \\
 &= -(200)(-0.5448) + (200)(4)(0.1026) \\
 &= 108.96 - 82.08 \\
 &= 26.88, \text{ whereas } \chi_{0.05;9}^2 = 16.9
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Test for 3rd to 5th characteristic roots:

$$= -(200)(0.0218 - 0.324 - 0.4445) + (200)(3) \ln \frac{2.386}{3}$$

$$= -(200)(-0.7467) + (200)(3)(-0.229)$$

$$= 149.34 - 137.4$$

$$= 11.94, \text{ whereas } \chi^2_{0.05;5} = 11.1$$

Therefore, the null hypothesis is rejected.

Test for 4th and 5th characteristic roots:

$$= -(200)(-0.324 - 0.4445) + (200)(2) \ln \frac{1.3644}{2}$$

$$= -(200)(0.7685) + (200)(2)(-0.3824)$$

$$= 153.7 - 152.973$$

$$= 0.727, \text{ whereas } \chi^2_{0.05;2} = 5.99$$

Therefore, the null hypothesis is accepted.

Test for 4th to 16th characteristic roots:

$$\begin{aligned}
 &= -(200)(0.324 - 0.4445 - 0.5015 - 0.741 - 0.8019 - 0.9861 - 1.0711 \\
 &\quad - 1.2365 - 1.3774 - 1.4277 - 1.5083 - 1.6322 - 1.7702) \\
 &\quad + (200)(13) \ln \frac{4.9803762}{13} \\
 &= -(200)(-13.8224) + (200)(13) \ln (.3831058615) \\
 &= -(200)(-13.8224) + (200)(13)(-0.9594) \\
 &= 2764.48 - 2494.5592 \\
 &= 269.9258, \text{ whereas } \chi^2_{0.05;90} = 113.1
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Growth Component (N = 201)

Eigen Values are:

12.0012847	2.1876037	1.2687846	0.8092790	0.7613487	0.7301812
0.6425315	0.6340857	0.5150883	0.4924746	0.4800473	0.4548546
0.4142430	0.3913160	0.3382333	0.3287077	0.2614388	0.2429341
0.2361697	0.2021509	0.1790094	0.1634007	0.1457051	0.1191173

Test for 1st to 24th characteristic roots:

$$\begin{aligned}
 &= -(200)(2.485 + 0.7828 + 0.238 - 0.2116 - 0.2727 - 0.3145 - 0.4423 - 0.4556 \\
 &\quad - 0.6634 - 0.7083 - 0.7339 - 0.7878 - 0.8813 - 0.9382 - 1.084 - 1.1125 \\
 &\quad - 1.3416 - 1.415 - 1.4432 - 1.5987 - 1.7203 - 1.8115 - 1.9261 - 2.2175) \\
 &\quad + (200)(24) \ln \left(\frac{24}{24} \right) \\
 &= -(200)(-18.4842) + (200)(24)(0) \\
 &= 3696.84, \text{ whereas } \chi^2_{0.05; 299} = 360 \text{ (extrapolating from 50 to 100 d.f.)}
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Test for 1st to 5th characteristic roots:

$$= -(200)(2.485 + 0.7828 + 0.238 - 0.2116 - 0.2727)$$

$$+(200)(5) \ln \frac{17.0283007}{5}$$

$$= -(200)(3.0215) + (200)(5)(1.2255)$$

$$+(200)(5)(1.225438795)$$

$$= -604.3 + 1225.5$$

$$= 621.2, \text{ whereas } \chi^2_{0.05;14} = 23.7$$

Therefore, the null hypothesis is rejected.

Test for 2nd to 5th characteristic roots :

$$\begin{aligned}
 &= -(200)(0.7828 + 0.238 - 0.2116 - 0.2727) + (200)(4) \ln \frac{5.027016}{4} \\
 &= -(200)(0.5365) + (200)(4)(0.2285) \\
 &= -107.3 + 182.8 \\
 &= 75.5, \text{ whereas } \chi_{0.05;a}^2 = 16.9
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Test for 3rd to 5th characteristic roots :

$$\begin{aligned}
 &= -(200)(0.238 - 0.2116 - 0.2727) + (200)(3) \ln \frac{2.8394123}{3} \\
 &= -(200)(-0.2463) + (200)(3)(-0.055) \\
 &= 49.26 - 33 \\
 &= 16.26, \text{ whereas } \chi_{0.05;5}^2 = 11.10
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

Test for 4th and 5th characteristic roots:

$$\begin{aligned}
 &= -(200)(-0.2116 - 0.2727) + (200)(2) \ln \frac{(1.5706277)}{2} \\
 &= -(200)(-0.4843) + (200)(2)(-0.24167) \\
 &= 96.86 - 96.66 \\
 &= 0.20, \text{ whereas } \chi_{0.05;2}^2 = 5.99
 \end{aligned}$$

Therefore, the null hypothesis is accepted.

Test for 4th to 24th characteristic roots:

$$\begin{aligned}
 &= -(200)(-0.2116 - 0.2727 - 0.3145 - 0.4423 - 0.4556 - 0.6634 \\
 &\quad -0.7083 - 0.7339 - 0.7878 - 0.8813 - 0.9382 - 1.084 - 1.1125 \\
 &\quad -1.3416 - 1.415 - 1.4432 - 1.5987 - 1.7203 - 1.8115 - 1.9261 - 2.1275) \\
 &\quad + (200)(21) \ln \frac{8.5423269}{21} \\
 &= -(200)(-21.99) + (200)(21)(-0.8995) \\
 &= 4398 - 3777.8 \\
 &= 620.2, \text{ whereas } \chi_{0.05;230}^2 = 276 \text{ (by extrapolation)}
 \end{aligned}$$

Therefore, the null hypothesis is rejected.

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