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The role of disability status on job satisfaction, work engagement, and self-efficacy among people with and without disabilities

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Introduction: Individuals with disabilities experience significant barriers to employment. They may be working in jobs that pay less, offer fewer opportunities for advancement, have high levels of discrimination in the workplace, or have poor job security. These differences are presumably because of the occupational injustice experienced by individuals with disabilities and can lead to poor self-efficacy, low engagement in the workplace, and low job satisfaction.

Objective: This study explored the impact of disability status and demographic factors on occupational self-efficacy, job satisfaction, and engagement in the workplace among individuals with and without disabilities.

Methods: A cross-sectional web-based survey of 451 individuals with and without disabilities was conducted on work limitations, job satisfaction, work engagement, and informal socialization in the workplace. Linear regression analysis was used to examine differences in job satisfaction, work engagement and job satisfaction among people with and without disabilities.

Results: Linear regression analysis indicates that disability status was a consistent predictor of occupational self-efficacy ($p < .01$), work engagement ($p < .05$), and job satisfaction ($p < .05$). In addition, age was a significant predictor of occupational self-efficacy; age, industry, and education were significant predictors of work engagement.

Conclusion: This study highlights the role of disability status on work-related outcomes. In order for individuals with disabilities to live meaningful productive lives, we need to understand and address the discrepancy, discrimination, and occupational injustice related to their employment. Occupational therapists can play a vital role in addressing this discrepancy and developing programs and policies to improve work-related outcomes for people with disabilities.