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THE EFFECT OF FEDERAL AND STATE LEGISLATION  
ON CALHOUN COUNTY EMPLOYERS' HIRING PRACTICES  
OF HANDICAPPED PEOPLE FOR THE YEARS 1970-1980

by

Barbara Major Rupp

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## ABSTRACT

### THE EFFECT OF FEDERAL AND STATE LEGISLATION ON CALHOUN COUNTY EMPLOYERS HIRING PRACTICES OF HANDICAPPED PEOPLE FOR THE YEARS 1970-1980

By

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The purpose of this study was to determine the impact of federal and state legislation on Calhoun County employers hiring practices of handicappers during the years 1970-1980. The questions being researched were, (1) were employers hiring more handicappers between 1976-1980 than they were during 1970-1975?, (2) do types and sizes of companies hire more handicappers than others?, (3) do employer training programs for supervisors and managers make a difference in the number of handicappers who get hired?, and (4) do federal contractors hire more handicappers than non-federal contractors?

Calhoun County employers who employed at least 16 people or more during the years 1970-1980 were selected as the population for this study, with 269 employers forming the population sample.

The survey method, combining a questionnaire and telephone information collection procedure, was the method used for gathering the research data.

Inferential statistics were used to test for differences between the company size, the company type, and selected items on the questionnaire.

### FINDINGS

1. Federal and state legislation did not effect the hiring practices of Calhoun County employers in the number of handicapped people hired after 1976.
2. Federal legislation had an impact on the federal government as a Calhoun County employer; since 1976, federal agencies in Calhoun County have hired 236 handicapped people.
3. The probability of handicappers being hired by either federal or nonfederal contractors during the years 1970-1980 was .50.
4. There was not a significant difference between the types of businesses that hired handicappers and those types that did not hire handicappers.
5. The size of the business made a significant positive difference in the hiring of handicappers both prior to and following 1976.

This is dedicated to my husband, Gene, who in 1956 encouraged me to start college on a trial basis. Twenty-seven years later, thanks to his patience, understanding, and love, I am completing this final requirement for the Doctor of Philosophy degree. To a wonderful man and husband, I want to say, "thank you".

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## CHAPTER I

### THE PROBLEM

#### INTRODUCTION

Historically, disabled individuals have not had access to vocational fulfillment; they have frequently been treated as outcasts. This social rejection has resulted in their exclusion from educational and employment opportunities. Even in career and vocational areas where successful job performance could be expected, handicapped persons have been repeatedly discriminated against.

Handicapped individuals tend to be devalued by others, and subsequently are viewed as being far less capable or competent than is really the case because of their deviation from what is considered normal physical appearance or behavior.<sup>1</sup>

While the last ten years have shown greater access to employment for handicapped persons, unemployment and underemployment still remain as critical problems. Levitan and Taggart (1977) have made the point that

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<sup>1</sup>M. W. Gold, "Meeting the Needs of the Handicapped," paper presented to the National Bicentennial Conference on Vocational Education, Minneapolis, MN, October 1, 1976, p. 13.

"employment problems for persons with disabilities result in a situation that imposes staggering costs on our society."<sup>2</sup> The Urban Institute (1975) estimated that 18.7 percent of the population between 18 and 64 are disabled. Their findings showed that:<sup>3</sup>

1. Persons with disabilities tend to have labor force participation rates which are less than rates for the nondisabled.
2. Persons with disabilities tend to do more part-time work and have lower annual and weekly earnings.
3. Persons with disabilities are generally members of the secondary labor market.
4. The demand for workers who have disabilities is less than the demand for workers in general.
5. Employers tend to expect that hiring workers with disabilities will increase costs.
6. Employer attitudes are generally unfavorable towards hiring people with disabilities.
7. Certain groups of people with disabilities have a more difficult time finding employment. These groups include the mentally ill, mentally restored, mentally retarded, congenitally disabled, and older person with disabilities.

The Comprehensive Service Needs Study (CSN), conducted by a large consortium (the Urban Institute, 1975),

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<sup>2</sup>S. A. Levitan, and R. Taggart, Jobs for the Disabled. (Baltimore: The John Hopkins University Press, 1977).

<sup>3</sup>The Urban Institute, Report of Comprehensive Service Needs Study, (Washington, D.C.: The Urban Institute, 1975), pp. 292-329.

documented related problems of employment of severely disabled persons in the competitive labor market. Two of their findings, important to this study are:<sup>4</sup>

"Besides the limitations placed on the severely handicapped by their impairment and their socio-economic characteristics, a number of other factors affect their level of participation in the labor market. Some of the most important factors are inadequate aggregate demand, capital disincentives, employer discrimination, and lack of full employment in the economy."

"Affirmative action efforts will probably extend opportunities somewhat to the less severely disabled. Without major legislative changes, the present employer attitudes, the effect of perceived and actual insurance premium costs, job requirements for flexibility of schedules, and modifications to places of employment, all suggest that labor force participation is a faint hope for all but a few of the severely handicapped."

The handicapped census of Michigan for 1980 counted 497,408 people who had a work disability of six months or more. Of this number, the disabled people who were between the ages of 16-64 represented 9.5 percent of the disabled population. This ranked Michigan 23rd out of the 50 states in the United States.<sup>5</sup> In Calhoun County the disabled population in the same group was 10,247, or 10.23 percent of the county population. The problem of unemployment is of immediate concern to people in

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<sup>4</sup>Ibid.

<sup>5</sup>Anne Waltz, "Integrating Disabled Workers Into Your Workforce." Public Personnel Management Journal, vol. 10, number 4 (Winter, 1981): p. 416.

business, industry, and education in Calhoun County. During the years 1978-1980, Michigan Employment Security Commission records indicate that 842 people with some type of disability sought job assistance from the local job employment counselors serving Calhoun County.<sup>6</sup> Records of job placement of these 842 people were either not kept or were not possible to obtain, due to the Rights of Privacy Act which governs the release of certain types of information.

#### STATEMENT OF THE PROBLEM

The problem identified was to determine if handicappers in Calhoun County were getting hired and in greater proportion than before the enactment of federal and state laws governing employer hiring practices. If not, were there indicators or trends that might show weaknesses in the training and preparation of both the handicappers and the employment community, that educational and rehabilitation institutions could address so as to increase the employment of handicappers in the county.

The activity of this study centered around employment practices in Calhoun County during the years 1970-1975, prior to the enactment of federal laws, the Rehabilitation Act of 1973 (Title V, Sections 503 and 504), and

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<sup>6</sup>Michigan Employment Security Commission, Calhoun County, Battle Creek, MI, April 1978-March 1980 figures compiled from applicant files.

the 1974 Vietnam Era Veterans Readjustment Assistance Act (Section 402), and employment activity after 1976 when Michigan enacted Act 220 of the Public Acts of 1976 and Act 183 of the Public Acts of 1977.

The specific questions this study attempts to answer are:

1. Were handicappers being hired by Calhoun County employers prior to 1976, and if so, to what degree?
2. Has federal and state legislation of 1973 and 1976 had any impact on employment of handicapped people since those dates?
3. Is there a difference in handicapped hiring practices between employers who are federal contractors and those who are not federal contractors?
4. Is there a type of industry that tends to hire more handicappers than other industries in Calhoun County?
5. Does the size of the industry make a difference in whether or not handicappers find employment?
6. Does the company provide training opportunities for their personnel and supervisory people regarding the hiring and supervision of handicappers?
7. If training was provided, what was the nature of the training?

#### PURPOSE OF THE STUDY

The problem of change and people's ability to adjust are becoming increasingly important in order for business and industry to stay current, compete and remain solvent during the 1970's and 1980's. Alvin Toffler stated in Future Shock, that:

"until this century . . . social change was so slow that it would pass unnoticed in one persons's lifetime. That is no longer so. The rate of change has increased so much that our imagination cannot keep up . . . and because of this accelerated rate of change, the vast majority of people find the idea of change so threatening that they attempt to deny its existence."<sup>7</sup>

The purpose of this study was to determine whether or not Calhoun County employers were affected by federal and state legislation regarding the hiring of handicappers; or, is Calhoun County much like the rest of the nation in facing the issue by either not employing or underemploying a significant proportion of our working population. It was anticipated that this study would provide a basis for:

1. Determining the difference in the number of handicappers being hired in Calhoun County after 1976 when compared with those being hired during the period 1970-1975.
2. Determining the difference in hiring practices between employers who are federal contractors and those who are not federal contractors.
3. Determining the difference between the type of businesses that have hired handicappers and those that have not hired handicappers since 1976.
4. Determining the difference between the size of businesses that have hire handicappers and those that have not hired handicappers since 1976.
5. Determining the difference between employers who hire handicappers and provide personnel and supervisory training programs and those employers who do not provide training programs and do not hire handicappers.

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<sup>7</sup>Alvin Toffler, Future Shock, (New York: Random House, 1970.



### NEED FOR THE STUDY

Five legislative acts have been passed since 1973 which have had a direct impact on business and industry regarding the employment of handicapped. These laws are:

1. The Rehabilitation Act of 1973 (Title V, Section 503, Section 504)
2. The 1974 Vietnam Era Veterans Readjustment Assistance Act (Section 402)
3. Revenue Act of 1978
4. Michigan Act 220 of the Public Acts of 1976.
5. Michigan Act 183 of the Public Acts of 1977.

Within the laws and their regulations are methods for employers to use in requesting monetary assistance to assist in complying with the laws, along with rather specific procedures for facility modifications, hiring policies, interviewing procedures, and developing public relations and advertising about being an affirmative action employer.

Employers are saying that they know the law and what they are mandated to do; so the question becomes, are the employers implementing the intent of the laws or are they in effect, as Toffler suggests, denying the existence of the problem? (See Appendix G)

Information for Calhoun County is scarce regarding the problem of employing the handicapped; and as a result of this study, it is hoped that there will be some

specific trends or patterns of handicapper employment identified. These trends, or patterns, would be made available to the Director of Vocational Education for inclusion in short and long range planning for the training of both eleventh and twelfth grade students and area employers. This training would match employment trends affecting handicappers with those students seeking vocational training, and develop employment strategies and training with those employers who are not hiring handicapped employees.

#### LIMITATIONS OF THE STUDY

1. The study will be limited to Calhoun County and those employers who had sixteen or more employees on their payroll during the years 1970-1980.
2. Some employer records were not available for the entire ten year span and the information needed for this study had not been documented during the earlier years (1970-1975).
3. Some employers would not open up their records for this type of study.
4. The economic conditions in Calhoun County created a 14 percent unemployment rate, and this may give a distorted view for the year 1980, in that many businesses will not have hired back all those on layoff during 1979-1980.
5. This study uses inferential statistics to test the relationship between employer type and size of business in Calhoun County and may be generalized to other similar settings in Michigan or the nation.

### BASIC ASSUMPTIONS

For the purposes of this study, it was assumed that:

1. The employers being interviewed are making efforts to be in compliance with federal and state laws.
2. Collecting such information, as was identified and used on the questionnaire, will help to create change.
3. There will be a direct relationship between information collected and the reality of the employer.
4. Implementing federal guidelines will make a difference in hiring practices for handicappers.

### DEFINITION OF TERMS

1. Calhoun County Employers - means those businesses having 16 or more employees on their payrolls during the years 1970-1980.
2. Effects of Federal Legislation - refers to recruitment efforts, handicappers interviewed, and number of handicappers hired.
3. Federal Contractors - refers to any business receiving a federal contract, or sub-contract, of \$2,500 or more.<sup>8</sup>
4. Federal Legislation - refers to Title V of the 1973 Rehabilitation Act, Section 503 and 504 of the Rehabilitation Act, the 1974 Vietnam Era Veterans Readjustment Assistance Act, Section 402 and the Revenue Act of 1978.
5. Handicapped or Handicapper - refers to any person who (1) has a physical or mental impairment which substantially limits one or more major life activity; (2) has a record of such an impairment; (3) is regarded as having such an impairment.<sup>9</sup>

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<sup>8</sup>"The Federal Contractor's Guide to Workers with Handicaps", Mainstreamn, Incorporated, 1200 15th Street, N. W. , Washington, D.C., author.

<sup>9</sup>Ibid.

6. Hiring Practices - refers to recruitment efforts and the number of handicapped people who were hired.
7. Impact - the amount of increase or decrease in hiring handicappers over the ten year span, 1970-1980.
8. Michigan Legislation - refers to Michigan Act 220 of the Public Acts of 1976 and Michigan Act 183 of the Public Acts of 1977.
9. Size of Industry - refers to a category, 16-49, 50-100, 101-500, and over 501 of the number of employees on the payroll of a specific industry.
10. Training - means the amount of schooling, meetings, conferences, workshops, seminars that were provided to the employees on the topic of recruiting, hiring, supervising of handicappers.
11. Type of Industry - means its primary function or product (such as construction, manufacturing, insurance, printing) or service.
12. Young Adult - means persons certified as handicapped and between the ages of 20 and 26.
13. Youth - means persons between the ages of 16 and 20 who are still attending a secondary school.

#### PROCEDURES FOR THE STUDY

The procedures for the study involve five areas:  
 (1) method, (2) population, (3) sample selection (4) instrumentation, and (5) analysis of data.

### METHOD

The survey method, with a combination of questionnaire and telephone interviews, was decided upon for the data collection procedure. The employers were identified, classified into business types and divided into employment size, which was representative of the Calhoun County employers during the years 1970-1980.

### POPULATION

There were 363 Calhoun County employers who employed at least 16 people or more during the years 1970-1980 and they were selected as the population for this study. The employers were classified as to the type of business in which they were engaged, and then divided into four employment-size divisions. The employer sample size of 269 was selected from this population.

### SAMPLING TECHNIQUE

The sample consisted of 269 employers who were selected through a stratified sampling procedure which allowed the sample to be representative of the Calhoun County employment community. Using the table for determining sample size, the researcher needed to acquire a minimum of 191 employer responses for the purpose of the study.

### INSTRUMENTATION

A questionnaire (Appendix A) was developed to obtain the information needed to address the seven questions

raised earlier in this chapter (see page 5). The questionnaire was critiqued by five professional writers and curriculum specialists for wording and content meaning.

The revised questionnaire was tested for validity by five employers representing five different types of businesses. The final draft was approved by the employers of the pilot group through a personal interview.

A cover letter (Appendix A) and telephone procedure script (Appendix B) were developed to be used in conjunction with the same questionnaire being mailed to employers.

#### ANALYSIS OF DATA

The survey and telephone interviews were completed within two and one-half months. The data from the questionnaires were formatted and keypunched on cards using the SPSS system. For data analysis, frequency and percent were used on all questions. Cross tabulations were computed by employer size and type of business, using eight predetermined variables. Chi-square was used to determine the differences between the variables. Analysis of variance, t-test, and critical ratio (z) were used for testing all hypotheses, and a significance of .05 was used for alpha.

### HYPOTHESES TO BE TESTED

Five primary hypotheses were tested to determine the effects of federal and state legislation on Calhoun County employers' hiring practices of handicappers for the years 1970-1980:

- Hypothesis 1: There is a significant difference in the number of handicappers being hired in Calhoun County since 1976 when compared to 1970-1975?
- Hypothesis 2: There is a significant difference in hiring practices between employers who are federal contractors and those who are not federal contractors.
- Hypothesis 3: There is a significant difference in the type of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those types of businesses that have not hired handicappers.
- Hypothesis 4: There is a significant difference between the size of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those size businesses that have not hired handicappers.
- Hypothesis 5: There is a significant difference between the number of employers who have personnel and supervisory training programs and hire handicappers, and employers who do not have personnel and supervisory training programs and do not hire handicappers in Calhoun County.

### SUMMARY

In Chapter I, an introduction to, and statement of, the problem was presented so as to provide a base for the purpose and need for the study. The limitations, basic assumptions, and definition of terms were specified, and the procedures for the study were briefly detailed; five

hypotheses were stated. These hypotheses determine the direction of this study.

In Chapter II, selected readings and previous research which will have direct implication upon this study will be presented. The research design to be used will be described in Chapter II; with the research findings being presented in Chapter IV. A summary of the study, along with conclusions and recommendations, will be presented in Chapter V.



## CHAPTER II

### REVIEW OF RELATED LITERATURE

#### INTRODUCTION

Citizens of the industrialized nations have some common needs: income, shelter, health, vocational choices, personal growth and development, and choices in relationships. Yet, society tends to withhold one or more of these needs from certain segments of the population (Blacks, Jews, women, handicapped), depending upon the time and place in history that a study is begun. During the last twenty-eight years there had been an increasing emphasis to assist a large segment of the United States population, known as disabled or handicapped, to gain equality as guaranteed to them under the constitution of the United States. The individual rights of handicappers are equal to those of the non-handicapped.

The population of disabled in the United States and throughout the world grows every year. The United Nations estimates that one out of every ten people lives with a major disabling condition. According to Leslie Y. Lin, a writer for the Research News,

"for the first time in history, large numbers of disabled are surviving into adulthood, aided by modern medicine and technology. This very survival poses new problems for society. We are unaccustomed to living with this population as adults. We have not developed educational or economic models to facilitate people with disabilities living independently."<sup>1</sup>

According to Sackstein, the majority of the world's disabled, 300 million, live in developing countries which now have a backlog of over 300 million jobless or underemployed citizens. To contemplate the possibility of placing many disabled in the open labor market is just a pipe dream.<sup>2</sup>

In the industrialized countries, the current economic slump has thrown some 17 million people out of work; but no group is having a tougher time in the tight job market than disabled men and women who often are the last hired and the first fired. In some places, their rate of unemployment is twice that of able-bodied persons. Because of sex bias, the situation is doubly difficult for disabled females.<sup>3</sup>

It is predicted that if present trends continue, and unless resolute remedial action is taken, the number of

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<sup>1</sup>Leslie Y. Lin, "This Month", The Research News, Division of Research Development and Administration, University of Michigan, Vol. XXXII, No. 11-12, November/December, 1981, p. 3.

<sup>2</sup>Ed Sackstein, "Self-Reliance and the Right to Work", UNESCO Courier, Vol. 34, pp. 28-30. Published by UNESCO, Place de Fontenay, Paris, France.

<sup>3</sup>Ibid.

handicapped people seeking help might swell to some 800 million by the turn of the century.

#### FEDERAL AND STATE LEGISLATION

The individual rights of physically handicapped persons are equal to those of the nonhandicapped--an equal opportunity to life, liberty, and the pursuit of happiness. Financial costs, whether in terms of education, welfare, loss of production, or loss of tax revenue are major considerations; but the individual rights of the person are even more important.

The concept of equal opportunity for all has been vigorously debated in the United States Congress and across the nation in recent years. Policy has been promulgated through legislation that includes priorities and operational procedures. Recent legislative acts pertinent to this study include the Architectural Act of 1968, the Rehabilitation Act of 1973, the 1974 Vietnam Era Veterans Readjustment Assistance Act, the Revenue Act of 1978, the Michigan Act 220 of the Public Acts of 1976, and the Michigan Act 183 of the Public Acts of 1977.

The Architectural Act of 1968 mandated that all public buildings be accessible to the handicapped.

The Rehabilitation Act of 1973, Title V, contains five sections: Section 501 deals with employment of handicapped individuals in the federal government while Section 502 establishes an Architectural and Transportation

Barriers Compliance Board. Section 503 requires that any firm with a contract of \$2,500 or more with the federal government must agree to affirmative action in recruiting, hiring, and promoting qualified handicapped individuals. Contractors with a \$50,000, or larger, contract, and with 50 or more employees, must prepare and maintain affirmative action programs that identify policies, practices, and procedures for operation. Such contractors must establish arrangements with appropriate social service and educational agencies to recruit and employ qualified handicapped persons.

Section 504 of the Rehabilitation Act of 1973, the Nondiscrimination Under Federal Grants section, prohibits discrimination against qualified handicapped individuals in federally assisted programs or activities. This section includes all programs supported by federal monies in the following areas: employment practices; elementary, secondary, and higher education curriculum offerings; building accessibility; and provisions of health and social services.

Sub-part B, in Section 504, which concerns employment practices, prohibits discrimination in recruitment, hiring, compensation, job assignment and classification of qualified handicapped individuals; it also includes provisions for fringe benefits. Also, employers must make reasonable accommodation to qualified handicapped

applicants or employees unless the employer can demonstrate that the accommodation would impose an undue hardship for the company.

Section 504, Sub-parts C, D, and E of the Rehabilitation Act of 1973, are not included, since they are not considered to be applicable to the purposes of this study.

The 1974 Vietnam Era Veterans Readjustment Assistance Act, Section 402, prohibits any form of discrimination in the employment of qualified handicapped individuals, disabled veterans and Vietnam era veterans by federal contractors and subcontractors. It also requires those who receive \$10,000 in federal contracts to actively seek to employ qualified disabled and Vietnam era veterans in all levels of the work force. Affirmative action requirements under these regulations include these major points:

1. Contractors must undertake active outreach and recruitment to find qualified handicapped and veteran workers.
2. The entire personnel process must be made accessible to those with mobility or perceptual impairments.
3. Accommodations must be made if needed to perform the job.
4. Wages, benefits, and promotions must be determined through job-related criteria only and cannot in any way discriminate against the handicapped or veteran worker.

The Revenue Act of 1978 temporarily raised the funding ceiling for the Title XX social services program from \$2.5 billion to \$2.9 billion and making a number of less far-reaching changes in provisions of the Act affecting the aged, blind, and disabled. These funds provide for child day care services, the use of additional funds for employment of welfare recipients, a tax credit for employers who hire welfare recipients, and a waiver of staffing standards for child day care programs.

The Michigan Act 220 of the Public Acts of 1976 defines the civil rights of individuals who have handicaps as follows: to prohibit discriminatory practices, policies, and customs in the exercise of those rights; and to provide for the promulgation of rules. Under this act, employers who employ four or more people (and/or any contractor or subcontractor furnishing material or working for the state or a governmental entity), are urged to voluntarily reassess hiring practices for the purpose of developing affirmative action programs. Employers may not disqualify or refuse to hire, recruit, or promote an individual discharge, or otherwise discriminate against an individual with respect to compensation or employment conditions. Furthermore, employers limit, segregate or classify any employee or applicant in a way which deprives the individual of employment opportunities, or otherwise adversely affects the employee's status because of a

handicap that is unrelated to the individual's ability to perform the duties of a particular job. Employers may not administer or require a physical or mental test that is not directly related to the job requirements; and the employer may not deny or refuse employment due to the need for adaptive devices or aids which may be utilized to enable the individual to perform the job requirements.

The Michigan Act 183 of the Public Acts of 1977, established second injury certification for individuals with orthopedic/back injuries, epilepsy, diabetes, and/or cardiac problems. Second Injury Certification is authorized under Section 915 of Chapter Nine of the Worker's Compensation Act. It limits an employer's liability for worker's compensation to 104 weeks for new employees who have a medically certifiable heart, back, epilepsy, or diabetes disability. This legislation does not limit an employee's entitlement to benefits, but limits the number of weeks the employer is responsible. If the employee is entitled to compensation coverage beyond 104 weeks, the remainder of the benefits is provided from a "Second Injury Fund" established by the state.

Employers may qualify for limited liability if they hire clients with one of the four certifiable disabilities:

1. This employer did not employ the handicapped worker for the 52-week period prior to application for certification, and

2. The employer or his/her insurance carrier is not paying Workers' Compensation benefits to the certified individual.

These two conditions apply to all divisions of any corporation.

As with any legislation, some entity has to be designated to enforce the rules and regulations; thus the Equal Employment Opportunity Commission (EEOC), and the Office of Federal Contract Compliance Programs (OFCCP) were established.

The EEOC, in 1970, employed fewer than 800 full-time people and operated within a budget of \$13 million; but, by 1979, EEOC experienced a 450 percent increase in full-time personnel to 3,500 employees and operated under a \$120 million budget, approximately a tenfold increase. More importantly, the EEOC, as well as OFCCP, had matured by becoming an efficient, effective, enforcement agency. In the '70's, EEOC took years to process one complaint. Today, it takes two months.<sup>4</sup>

Currently, EEOC does not have jurisdiction to prevent discrimination against the handicapped; only OFCCP does. A random survey conducted by OFCCP in 1978 indicated that 90 percent of the employers were not complying with OFCCP's mandates of recruiting, hiring and promoting the handicapped. Since then, Congress has held hearings

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<sup>4</sup>Robert A. Holmes, "What's Ahead for Personnel Professionals in the 80's?", Personnel Administration, June, 1980, p. 83



to consider expanding Title VII by giving EEOC jurisdiction to prevent discrimination against the handicapped.<sup>5</sup>

#### HISTORY OF HANDICAPPED DISCRIMINATION

Data about the physically handicapped adult population is incomplete and decentralized between several information systems. The major systems that have data bases on the handicapper population are: (1) vocational rehabilitation agencies, (2) unemployment and welfare agencies, and (3) social security agencies. The situation leading to much of the incompleteness of the data from these sources is that they only serve those who have been unable to overcome their handicapping conditions and/or are currently receiving assistance, therefore, have little or no record of the "hidden" population (those handicappers who have succeeded in overcoming or at least compensating for their impairment), physically handicapped people who are successfully independent persons who do not consider themselves handicapped and do not use the services provided for by legislation.

Knowing that there is a significant handicapped population who could qualify for special services, but does not, still leaves a large portion of the United States population needing the services provided for by legislation. For example, the 1966 Social Security

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<sup>5</sup>Ibid.

Survey of Disabled Adults estimated that 17.2 percent of the United States working-age population (18-64) had disabilities for at least six months.<sup>6</sup>

In 1978, there were an estimated 127.1 million non-institutionalized Americans aged 18-64. Of this 127 million, more than 21 million adults, (17 percent), were limited in their ability to work due to a chronic health condition or impairment. In other words, 165 of every 1,000 adults were disabled. Approximately half the disabled, 10.7 million adults, were severely limited and thus unable to work altogether, or, to work on a regular basis. The disabled adults were categorized as follows:<sup>7</sup>

Severely disabled	8 percent
Occupationally disabled	4 percent
Secondary work limitations	5 percent
Nondisabled	83 percent

Important questions pertaining to how well these persons fare in the labor market and the labor force were the impetus behind the research conducted for the Comprehensive Service Needs (CSN) Study. A partial summary of their findings follows:<sup>8</sup>

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<sup>6</sup>L. D. Haber, Disability Work and Income Maintenance: Prevalence of Disability, (Report No. 2 from Social Security Survey of the Disabled, 1966) Washington, D.C.: United States Department of Health, Education, and Welfare, SSA, Office of Research and Statistics, 1968.

<sup>7</sup>Work Disability in the United States: A Chartbook, U. S. Department of Health and Human Services, Social Security Administration, U. S. Government Printing Office, Washington, D.C., 1980.

<sup>8</sup>The Urban Institute: Report of the Comprehensive Service Needs Study. Washington, D.C.: Author, 1975.

1. Persons with disabilities tend to have labor force participation rates which are less than rates for the nondisabled. (p. 292)
2. Persons with disabilities tend to do more part-time work and have lower annual and weekly earnings. (p. 294)
3. Persons with disabilities are generally members of the secondary labor market. (p. 295, 97)
4. The demand for workers who have disabilities is less than the demand for workers in general. (p. 299)
5. Employers tend to expect that hiring workers with disabilities will increase costs. (p. 312)
6. Employer attitudes are generally unfavorable towards hiring people with disabilities. (p. 324)
7. Certain groups of people with disabilities have a more difficult time finding employment. These groups include: the mentally ill, mentally restored, mentally retarded, congenitally disabled, and old persons with disabilities. (p. 329)

This evidence suggests that persons with disabilities do not participate in the labor market or the labor force as persons without disabilities do, and may be regarded as a "hard-to-employ" group.

An independent researcher, Barbara Wolfe,<sup>9</sup> in an effort to identify disabled persons, included in her sample the following: 1) persons receiving income from a number of assistance programs (Supplemental Security

<sup>9</sup>B. L. Wolfe, "How the Disabled Fare in the Labor Market". Monthly Labor Review, 1980, 103(a), pp. 48-52.

Income, workers compensation, railroad disability benefits, and disabled veterans benefits); 2) persons whose work activity was limited during the year by reason of ill-health or disability; and 3) persons whose wage rates were less than one dollar and who were in certain occupations (these were assumed to be participating in sheltered workshops). The sample was limited to noninstitutionalized persons ages 20 to 64.

Wolfe found that according to her definition, 12.3 percent of the noninstitutionalized population, ages 20 to 64, are disabled. The disabled population tends to be older, has a higher proportion of nonwhite persons, is less likely to work, and if working, is less likely to work full-time. The disabled are also less likely to be married, and tend to have less education than the non-disabled, and lower wages, even allowing for educational differences. For example, the labor force participation was 59 percent for the disabled, and 80 percent for the non-disabled; the average wage rate per hour was \$2.57 for disabled persons, and \$4.27 for the nondisabled.<sup>10</sup>

During the 1970's, rates of full-time annual employment were 60.6 percent for workers without disabilities and only 29.3 percent for workers with disabilities. The

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<sup>10</sup>Ibid.

rate of full-time employment for disabled adults rose to 32 percent in 1980.<sup>11</sup>

Two problems that parallel unemployment are underemployment and low wages.

Underemployment is an outgrowth of many of the same barriers which lead to unemployment. This condition occurs when a person possessed a greater degree of productive capacity than the task he or she performs. It is predicted that 40 percent of the handicapped children leaving school in the next four years will be underemployed.<sup>12</sup>

The Social Security Administration surveyed (1972) persons with disabilities and found these people to be, for the most part, unemployed, underemployed, (working less than full time), or underutilized in that they tended to be grossly over represented in low paying, dead-end, service-type positions. Those disabled persons who do work have lower earnings and income at all points in their working lives when compared with the nondisabled. In 1966, over half of the people with severe work disabilities had incomes below the poverty line, and over 75 percent that number had earned annual incomes below \$500. In 1970, the picture was still bleak and half of those

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<sup>11</sup>S. A. Levitan and R. Taggart, Jobs for the Disabled, Baltimore: The John Hopkins University Press, 1977.

<sup>12</sup>E. Martin, "Individualism and Behaviorism as Future Trends in Educating Handicapped Children", Exceptional Children (September, 1972): pp. 517-525.

with severe disabilities who were recently disabled earned less than \$2,325 for the year.

Another Social Security Administration survey taken in 1975 noted that the mean earnings of workers with disabilities was 63.6 percent that of the general public.

Tausig found that 51.6 percent of rehabilitants, compared to 22.0 percent of the general population, were in lower paying occupations. Workers with disabilities generally participate in the secondary labor market, which is characterized to be relatively low wages, poor job security, and poor working conditions.<sup>13</sup>

In a special pamphlet entitled "Facts About Handicapped People," the President's Committee on Employment of the Handicapped reported the following facts and figures about the handicapped:<sup>14</sup>

One in eleven persons is handicapped. Over 11 million Americans, 16-64 years of age, reported that they had permanent work disabilities in 1970. This is 9 percent of all those, ages 16-64.

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<sup>13</sup>D. Tausig, "The Participation by the Disabled in the Secondary Labor Market", Unpublished student paper (Institute for Urban and Regional Planning, University of California at Berkley, 1972).

<sup>14</sup>President's Committee on Employment of the Handicapped, "Facts About Handicapped People," pamphlet based on ONSET OF DISABILITY (Report No. 18 from Social Security Survey of the Disabled, 1966, DHEW Publication Number SSA 72-11713) and PERSONS WITH WORK DISABILITY (Final Project PC(2)-6C, U. S. Bureau of Census, Census of Population: 1970 Subject Reports, 1973).

Many Americans have long-term disabilities. Over six million Americans, 18-64 years of age, had been disabled for five years or longer in 1970. This is more than half of those with permanent disabilities. Over 4 million had been disabled 10 years or longer. This is more than one-third of those with permanent disabilities.

The handicapped have less schooling than the nonhandicapped. Thirty-seven percent of the disabled Americans, ages 18-64, did not go beyond elementary school compared with 18 percent of the general population. Eighty-five percent of the disabled did not go beyond high school compared with 75 percent of the general population. Only five percent of the disabled had some college education compared with 11 percent of the general population.

Far fewer of the handicapped than of the general population are employed. Forty-two percent of handicapped adults were employed in 1970 compared with 59 percent of the general population. Handicapped persons not employed include both (a) those ready and willing to work who are seeking work and, (b) those who are not officially in the labor force (defined as not working and not looking for work) for a variety of reasons. Some of these reasons have more to do with the physical and attitudinal barriers of society than with the disabilities of those individuals.

Handicapped workers have lower earnings than nonhandicapped workers. The average handicapped persons's income was about \$1,000 below the average for the total

population (Median income 1969: disabled, ages 16-64, \$1,800; total population, ages 14-64, \$2,700). Among men, the difference is even more striking (Median income, 1969: handicapped, \$4,200; total \$6,200). Forty-five percent of men in the general population, but only 31 percent of handicapped men, made over \$7,000 in 1969.

Disabled people with jobs held proportionately fewer professional, technical and managerial jobs than did the general population. Twenty-one percent of employed disabled men held professional, technical, and managerial positions compared with 26 percent of the total male population. Fifteen percent of all disabled women employed held professional, managerial, and technical positions compared with 20 percent of all employed women. Disabled men were more likely than nondisabled men to have clerical, sales, service or laborers' jobs. Twenty-two percent of disabled women were laborers or service workers compared with 17 percent of all employed women.

The Comprehensive Needs Study (The Urban Institute, 1975) also summarized previous research regarding the labor force participation of people with disabilities. The new data confirm that the career picture for those with disabilities is not changing appreciably, at least not by 1976. It remains to be seen if affirmative action legislation is having an effect on the hiring and retention employment practices of business and industry nationwide, and specifically, Calhoun County.



### PREJUDICE AND MYTHS

Impressions and informal comments were gathered during the telephone data collection phase of this study and it seems that the business community generally believes that all people should be paid in accordance with what they contribute. Industry tends to view itself as being on the defensive against every new minority movement which attacks industry as the enemy. The traditional attitude of employers toward social reform has been to agree that change must be made, indicate willingness to help, but protest the cost of reform as forced charity.

According to Kokaska, the handicapped must counteract a set of stereotypes which precede them in both the classroom and the marketplace. Prejudice of employers towards handicapped result from a feeling of unfamiliarity or uncertainty, the need to transfer negative feelings to another person or group, and fear of the competition from those being prejudged.<sup>15</sup>

Along with the prejudice, there are a number of myths or misinformation that make employers reluctant to hire handicapped persons. These are:<sup>16</sup>

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<sup>15</sup>C. Kokaska, "Recent Expansions in Careers for the Handicapped," Thresholds in Secondary Education, (1976): pp. 14-15.

<sup>16</sup>F. A. Koestler, Jobs for Handicapped Persons: A New Era in Civil Rights, Public Affairs Pamphlet No. 557. Distributed by the President's Committee on Employment of the Handicapped, (Washington, D.C., 1978).

1. Industrial insurance rates will skyrocket.
2. Considerable expense will be involved in making necessary adjustments in the work area.
3. Safety records will be jeopardized.
4. Other employees will not accept handicapped workers.
5. Job performance will not be up to standard.
6. Absenteeism will be high.
7. If more of the handicapped were ready for jobs, there would be more jobs for them.

Unfounded myths and misinformation make employers reluctant to hire otherwise qualified job seekers with disabilities. Many of these myths have been rebutted in studies done comparing the job performance of handicapped versus regular workers. One such study was conducted by the DuPont Company of Wilmington, Delaware.

E. I. du Pont de Nemours and Company, the 16th largest employer in the United States, recently conducted a survey of its 110,000 employees over an 8-month span.<sup>17</sup> A total of 1,452 employees had physical handicaps including orthopedic problems, blindness, heart disease, vision impairment, amputations, paralysis, epilepsy, hearing impairments, and total deafness.

Some of the key findings of the du Pont study were:

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<sup>17</sup>"Hiring the Handicapped: Facts and Myths." Pamphlet published by President's Committee on Employment of the Handicapped and the American Mutual Insurance Alliance of Chicago.

1. Insurance: There were no increases in compensation costs nor lost-time injuries.
2. Physical adjustments: Most handicapped required no special work arrangement.
3. Safety: 96 percent of handicapped workers rated average or better, both on and off the job; more than one-half were average.
4. Special privileges: A handicapped worker wants to be treated as regular employee.
5. Job performance: 91 percent rated average or better.
6. Attendance: 79 percent rated average or better.

The du Pont study indicated that there was very little difference between handicapped and nonhandicapped workers as to their ability to work in harmony with supervisors and fellow employees.

In another study conducted by the U. S. Office of Vocational Rehabilitation of 100 large corporations, the physically handicapped seemed to have a slight edge in job performance as compared with the nonhandicapped:

1. Productivity: 66 percent of the employers reported no difference; 24 percent rated the handicapped higher; 10 percent, lower for handicapped.
2. Accident Rates: reported lower for the handicapped by 57 percent of the employers, with 41 percent reporting the same accident rate and only 2 percent reporting higher for the handicapped.
3. Absenteeism: reported lower for the handicapped by 55 percent of the employers; 40 percent, no difference; and 5 percent reported higher for the handicapped.

4. Turnover Rates: reported lower for the handicapped in 83 percent of the cases; 16 percent, the same; and 1 percent higher for the handicapped.

Many of the fears, misinformation and lack of understanding by employers regarding handicapped people can be summarized in the recommendations made by the Industry-Labor Council of the White House Conference on Handicapped Individuals who met in Chicago, Illinois, during November of 1976. The recommendations were:

1. A uniform definition of handicap should be established under state and federal laws.
2. Second injury funds under worker's compensation must be broadened and made uniform. By limiting a company's liability on preexisting conditions, companies will be less wary of hiring severely handicapped applicants.
3. National standards on worker's compensation laws should be proposed.
4. Legislation should be proposed that would "spread the liability" of hiring the handicapped across industry, so that those employers who make the greatest effort and hire the most handicapped workers are not penalized for their actions.
5. Ways to offset the "financial handicap of hiring the handicapped"--especially for the small employer--must be established.
6. A national study regarding employee benefits programs as they apply to and affect the handicapped should be commissioned.

Particular statements above, such as "spread liability of hiring the handicapped" and "financial handicap of hiring the handicapped", speak to the need for employer

understanding and skill in job placement and supervision of the handicapped.

#### EMPLOYER PRACTICES AND ATTITUDES

Handicapped people can be rehabilitated, acquire good education, gain excellent vocational skills, and have a willing attitude toward work, but if the employment opportunities are not made available to them then the alternative is to go on public assistance and federal and state welfare programs. It has been proven that Rehabilitation of the disabled does pay off in hard cash terms. The United States Department of Labor statistics show that for every \$1,000 invested in the rehabilitation of a disabled person, \$35,000 will be generated by that person's work during his/her lifetime, part of which goes to Federal and State taxes. The employment of 100,000 disabled persons in the United States adds at least \$500 million to the GNP.<sup>18</sup>

David T. Kearns, president of Xerox Corporation states that more than 50 percent of disabled people of working age who are not institutionalized are unemployed. Disabled people and their families constitute 50 percent of the poor in America. Last year \$110 billion was spent

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<sup>18</sup> Ed Sackstein, "Self Reliance and the Right to Work," UNESCO Courier (Paris: UNESCO, September, 1980): pp. 28-30.

on disability-related costs--medical care, workers' compensation and rehabilitation.<sup>19</sup>

In fact, according to Kearns, "America now spends \$10 on keeping disabled people dependent for every \$1 we spend on helping them get into the work force and become self-sufficient."<sup>20</sup>

Kearns is urging business to become a partner in the effort to help educate and employ disabled Americans. "Attitudes", he says, "are the major problem".

Anne Waltz, in her article "Integrating Disabled Workers into Your Work Force," states that the major barrier to employment of disabled persons is primarily one of employment practices, both in the public and private sector.<sup>21</sup>

The disabled worker wants what everyone else wants: opportunity, promotions, pleasant working conditions, wages commensurate with training, a salary capable of paying the rent, food, and living expenses. Laws protecting the disabled require only nondiscrimination rather than affirmative action. Nonetheless, employer good faith

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<sup>19</sup>Robert Getty, "Business Finds Profit in Hiring the Disabled," Nation's Business, (August, 1981), Vol. 69, number 7.

<sup>20</sup>Ibid.

<sup>21</sup>Anne Waltz, Handicap Recruiter, University of Washington. "Integrating Disabled Workers into Your Work Force," Public Personnel Management Journal, (Winter 1981), Vol. 10, number 4, pp. 412-417.

efforts could expand passive nondiscrimination to include the following efforts to integrate the disabled into the work force (according to Waltz):

1. Survey and modify the company building for public and employee access.
2. Meet with disabled leaders and set community goals.
3. Review job descriptions for unnecessary requirements.
4. Provide interpreters and flexible testing for those who request it.
5. Seek innovative resources to make buildings accessible, with solutions whose costs are not prohibitive.
6. Utilize on-the-job training as a tool for testing competency.
7. Seek out employees in other civil service systems and use them as role models.
8. Determine what could be quickly and inexpensively changed now and what might have to remain long-range.
9. Provide sensitivity training for supervisors.
10. Develop resources and contacts with referral agencies serving disabled clients.
11. Advertise job openings in periodicals serving the disabled population.
12. Seek out qualified applicants in high schools, universities, and vocational training facilities.
13. Utilize selective certification as a tool.

A study prepared in conjunction with the Minnesota Studies of Rehabilitation (Betz, Weiss, Dawis, England

and Lofquist)<sup>22</sup> explored the attitudes of 800 personnel managers and 500 first-line supervisors. This research found that subjects did not view the handicapped as having higher accident, turnover, or absenteeism rates or lower production. In addition, positive evaluations of the personal characteristics of the handicapped were obtained. Responses to other items, however, indicated that the handicapped were perceived to have limited employment and advancement opportunities. Subjects stressed the importance of health, appearance, potential for flexibility placement, equal standards for all employees, and the lack of qualified, trained handicapped individuals as concerns when hiring the handicapped.

Surveys in Portland, Oregon and San Francisco, California asked 448 employers about their exposure and reactions to job development activity by agencies serving disabled and disadvantaged persons. Respondents were generally favorable or indifferent to being contacted, and rated the performance of their disabled employees as being average or above average in comparison to other workers. Almost all indicated that they would hire a disabled person who was more qualified than other applicants, and a third of the employers indicated that they

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<sup>22</sup>E. Betz, D. J. Weiss, R. V. Davis, W. G. England, and L. H. Lofquist, Seven Years of Research on Work Adjustment. Minneapolis, Minnesota Studies in Vocational Rehabilitation, University of Minnesota, 1966.



would give preference to a disabled person who was qualified as other applicants.

On the more positive side of the problem, there is evidence that the role of the employer, since the enactment of the Rehabilitation Act of 1973, in preparing, obtaining, and maintaining the employment of physically disabled individuals, has become much more active. Some private employers have taken considerable initiative since the Act, and have provided job training through work-study programs, career education, vocational training, job placement organizations and summer jobs.

Employers have also become directly involved with government employment programs for the general disabled population. For example, Projects With Industry (PWI) was initiated in 1968 and incorporated into the Rehabilitation Act of 1973, the intent being to prepare disabled persons for permanent employment in the private competitive labor market through training and actual employment in a real work setting.<sup>23</sup> The Special Projects effort, funded under CETA Title II monies, has been successful in developing job skills and experience for the disabled. The specific programs and national associations established under these funds all work closely with local

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<sup>23</sup>"Enhancing Employability of Handicapped Individuals," Unpublished paper, authored by Human Resources Center, Human Resources Center, Albertson, N. Y., author, 1982.

private employers to expand job opportunities while also increasing employer awareness of disabled individuals' abilities.

The Berkley Study (Berkley Planning Associates, 1980) shows that other private initiatives to move the disabled into private sector employment have been on the increase. Individual industries, such as 3M, Sears Roebuck and Company, and AT and T, as well as business organizations like the National Alliance of Business, have begun to appreciate the benefits of disabled employees, and have become involved in the direct rehabilitation of their own employees who become disabled, either by establishing an internal rehabilitation system or developing a relationship with outside, private rehabilitation services. Various labor unions have also recognized the benefits of keeping employees who become disabled, and have initiated their own programs to retain disabled members.<sup>24</sup>

Berkley Planning Associates recently completed a nationwide study which assessed how well federal contractors were providing accommodations to workers with disabilities (1982). Among their major findings were the following:<sup>25</sup>

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<sup>24</sup>Berkley Planning Associates. A Study of Accommodations Provided to Handicapped Employees by Federal Contractors. (Prepared for: U. S. Department of Labor, Employment Standards Administration), 1982, pp. 41-44.

<sup>25</sup>Ibid.

1. accommodations typically do not entail great cost,
2. most handicapped workers feel accommodated,
3. accommodations usually benefit rather than hinder co-workers,
4. most of accommodations are made for existing employees rather than new hires,
5. there does not appear to be a relationship between the presence of accommodations and advancements,
6. unions were not a negative factor,
7. the Act of '73 was viewed as a positive factor as well as tax credits, and,
8. all sizes and types of firms seem to have the potential to develop accommodations.

This study also assessed which practices facilitated accommodations. The findings included:

1. commitment from a firm's top management,
2. a company specialist for hiring, accommodating, and upgrading workers with disabilities,
3. training for personnel staff, supervisors and co-workers of workers with disabilities,
4. information sharing with other firms, and
5. outreach to referral sources who can provide qualified workers with disabilities.

The cumulative results of previous research indicate that the employment of persons with disabilities is increasing as a national concern.

President Ronald Reagan's remarks to the Industry-Labor Council when giving an honor citation, expressed

his "high regard for the Council's work on behalf of the millions of disabled Americans who represent one of our most underutilized national resources." These words reflect the magnitude of the employment problems of the nation's disabled citizens and reiterate the need to increase their participation in the labor force.

### RELATED STUDIES

Elaine F. Uthe, conducted a study on the "Assessment of the Occupational Opportunities for the Physically Handicapped in Vocational Education" and a portion of her findings are cited below:<sup>26</sup>

1. Eighty-eight (11.6 percent) of the 761 responding companies indicated that they had physically handicapped employees.
2. Job opportunities seemed to be approximately equal in small, medium, and large companies and averaged about 1 in 50 employees in a company that had any physically handicapped employees.
3. The physically handicapped person is likely to have a better than expected opportunity for employment in the services, manufacturing, and transportation categories and a less than expected opportunity in the construction and the public administration categories.
4. Few adaptations to the work space, job tasks, and/or equipment were reported for the physically handicapped employees; therefore, little job redesign has taken place.

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<sup>26</sup>Elaine F. Uthe, "Occupational Opportunities for the Physically Handicapped", Department of Vocational Education, University of Kentucky, June, 1980.

5. Nearly 59 percent of the current physically handicapped employees were employed on or before 1973; 37 percent of these were still holding entry-level jobs.

In another study by Craft, Benecki, and Shkop in which they analyzed the data on 498 job placements in a major eastern industrial city, found that their data confirmed common intuitive presumptions that:<sup>27</sup>

1. Most of the placements were made in small (less than 100 employees) service, manufacturing, or retail sales organizations without union representation. Of these, service establishments were the dominant employers.
2. Agency and nonagency placements are concentrated in the same type of jobs--service, clerical, and sales positions. Service jobs, such as kitchen worker, food and beverage service worker, janitor, porter, maid, and housekeeper accounted for more than half of the placements on an overall basis.
3. Most seriously handicapped workers are employed in the secondary labor market.

Many articles and research findings have stated that the major obstacle to hiring the handicapped involves employer attitudes. Dennis E. Mithaug, is a proponent of a different position on employer attitudes. Mithaug found in his study of the Fortune 500 companies,<sup>28</sup> that the

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<sup>27</sup>James A. Craft, Thomas J. Benecki, Yetzchak M. Shkop, "Who Hires the Seriously Handicapped?" Industrial Relations, Vol. 19, number 1, (Winter, 1980). Publication is Research Note, pp. 94-99.

<sup>28</sup>Dennis E. Mithaug, "Negative Employer Attitudes Toward Hiring the Handicapped: Fact or Fiction?" Journal of Contemporary Business, Vol. 8, number 4, 1981.

five most important factors that affect an employer's decision to hire a handicapped person were, in order of importance, (1) the ability to perform the job; (2) productivity; (3) compliance with affirmative action; (4) absenteeism; and (5) positive public relations.

The respondents, as a group, considered the top five to be relatively more important in their decision-making, but clustered in a 15 point spread were the following factors:

1. emotional problems and personalities of disabled persons
2. turnover rate, liability for injury on the job
3. availability of low level jobs
4. adaptability to different jobs
5. inadequate physical facilities
6. special considerations will be required; possible reduced labor costs
7. possible increased labor costs

The question raised was, "at what point do these factors become expectations which equate with unfavorable attitudes about the handicapped worker's employment potential?"

Sections of Federal Acts 503 and 504, govern the employing practices of federal contractors. As part of federal contractors obligation to avoid discriminating on the basis of physical or mental handicap, they must take affirmative action to seek out qualified handicapped

persons for employment or advancement (Section 503 of the 1973 Rehabilitation Act). A recent Office of Federal Contract Compliance Programs (OFCCP) study of 300 contractors found that 24 percent did not have an affirmative action plan; 51 percent did not even have an affirmative action clause in their contracts; and 44 percent had no outreach program to recruit disabled people.<sup>29</sup>

In a study completed by Donald J. Petersen on federal contractors' experience with, and response to, Section 503, he found that the preferred method for assimilating handicapped persons, is to recruit those who are already qualified for the available job; 62.5 percent of the firms said they utilize this method. However, 35 percent of the firms were willing to train handicapped persons to achieve needed skill levels.<sup>30</sup>

In the fall of 1969, Northern Illinois University conducted a survey of industrial hiring practices of 280 government agencies and industrial firms (72 of Fortune Magazine's top 100 industrial firms were included);<sup>31</sup>

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<sup>29</sup>Donald J. Peterson, "Paving the Way for Hiring the Handicapped," Personnel, Vol. 58, number 2 (March/April, 1981), pp. 43-52.

<sup>30</sup>Ibid.

<sup>31</sup>Charles A. Harkness, "Nondebilitating Diseases and Industrial Hiring Practices," The Vocational Guidance Quarterly, Vol. 20, number 1 (September, 1971), pp. 52-55.

48 percent responded to the survey. Some of the findings were:

1. government agencies appear to feel strongly on the point of employing disabled persons;
2. insurance companies serve as scapegoats to the remainder of industry;
3. stereotypes are slow to change; and
4. the employment of persons with a non-debilitating disease is a subject for intensive further study.

This study was the only one that was found in the literature review to have been conducted prior to 1970, and the results appear to be somewhat different than findings of later research.

Since the passing of the Michigan Handicapper's Civil Rights Act, Public Acts 220 in 1976, the following complaints have been filed by handicappers with the State of Michigan Office of Civil Rights, regarding employment discrimination:<sup>32</sup>

1. October 1977-September 1978: 575 suits filed with the Office; 541 in employment; 7 in education; and 27 in other categories.
2. October 1978-September 1979: 502 suits filed with the Office; 475 in employment; 5 in education; and 22 in other categories.
3. October 1979-September 1980: 5,951 suits filed with the Office; 362 in employment; all others in other categories

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<sup>32</sup>Portions taken from the State of Michigan, Office of Civil Rights, annual report, 1981.



5. October 1977-September 1980: 1,378 complaints were filed with the Michigan Civil Rights Office regarding discrimination in employment in the State of Michigan.

The literature reviewed tends to reinforce the belief that change, as it pertains to human growth and intellectual development, is painful and extremely slow. In looking back through history, one finds that the handicapped have been at the mercy of the larger society and, for the most part, the treatment has been cruel, inadequate, and ill-managed at best.<sup>33</sup>

Persons with apparent handicaps were frequently ignored as the society seemed to regard life as fitting for those who could survive, and the handicapped did not fit that requirement. Early efforts to oversee and care for and educate this unfortunate group failed (Mercer and Payne in Kauffman & Payne, 1975)<sup>34</sup>

Rather than society examining what it was doing wrong or was not doing right, it blamed the handicapped people themselves. This general pattern of social rejection has repeated itself over time and has resulted in their exclusion from educational and employment opportunities, then and now. Because of their deviation from what is considered normal physical appearance or behavior, handicapped

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<sup>33</sup>J. M. Kauffman & J. S. Payne (Eds.), Mental Retardation: Introduction and Personal Perspectives, Columbus, Ohio: Charles E. Merrill, 1975.

<sup>34</sup>Ibid.

individuals tend to be devaluated by others, and subsequently are viewed as being far less capable or competent than is really the case.<sup>35</sup>

The challenge of helping all handicapped persons lead as fulfilling and independent a life as possible has yet to be met.

#### IMPLICATIONS OF PRIOR RESEARCH

The majority of the literature reviewed reveals that there are approximately 21 million (17 percent) adults, ages 18-64, who have some type of disability but are able to participate in the labor market; and the majority of disabled persons who are in the work force are in the secondary labor market, concentrated in jobs such as service, clerical, and sales positions. They are receiving lower wages than comparable nondisabled workers.

Most of the placements are made in small (less than 100 employees) businesses; and few employers (11-14 percent) appear to hire disabled workers.

Generally, federal contractors are complying with the laws in filing affirmative action plans; but few are actually hiring handicapped people.

There appears to be an invisible ranking process of handicapped people which infers that some handicapped

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<sup>35</sup>M. W. Gold, "Meeting the Needs of the Handicapped." Paper presented to the National Bicentennial Conference on Vocational Education, Minneapolis, MN, October 1, 1976.

people are more employable than others. The hard-to-employ group includes the mentally ill, mentally restored, mentally retarded, congenitally disabled, and old persons with disabilities.

After ten years of the enactment of the Rehabilitation Act of 1973, employers still appear to be conducting business with misinformation and myths regarding the hiring and promoting of disabled workers. These myths include such topics as: handicappers increase insurance rates, handicapped people are high safety risks, handicapped workers need expensive modifications to the work place, they lack work skills held by non-disabled persons, and they have a high rate of absenteeism.

The implications of previous findings to this study are to determine whether or not:

1. employers in Calhoun County are hiring and promoting in the same manner and degree as are the employers nation-wide.
2. the handicappers who are employed are concentrated in the same types of jobs as they are nationally.
3. employer education and/or training programs would increase job opportunities for handicappers.
4. jobs for handicappers are, in fact, clustered in certain types of businesses; and if they are, can vocational education provide training programs to prepare handicappers for the jobs that most often open up?

## CHAPTER III

### RESEARCH PROCEDURES

The research procedures and methods utilized in conducting this study will be discussed in the following sections: (1) hypotheses to be tested; (2) method; (3) population; (4) sample; (5) instrumentation; (6) data collection; and (7) analysis of data.

#### HYPOTHESES TO BE TESTED

There were five hypotheses to be researched and tested. The outcome was to answer the research questions regarding the effects of federal and state legislation on Calhoun County employers hiring practices of handicappers for the years 1970-1980. The following hypotheses, stated in the null form, were formulated and answered.

Hypothesis 1: There is no significant difference in the number of handicappers being hired in Calhoun County since 1976 when compared to 1970-1975.

Hypothesis 2: There is no significant difference in hiring practices between employers who are federal contractors and those who are not federal contractors.

Hypothesis 3: There is no significant difference between the type of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those types of businesses that have not hired handicappers.

Hypothesis 4: There is no significant difference between the size of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those size businesses that have not hired handicappers.

Hypothesis 5: There is no significant difference between the number of employers who have personnel and supervisory training programs and hire handicappers, and employers who do not have personnel or supervisory training programs and do not hire handicappers in Calhoun County.

Because of the nature of the study and the need for using the data at the completion of the data analysis for the purpose of vocational program planning and the designing of employer training programs, it appears necessary, in addition to accepting or rejecting the hypotheses, to attempt to address two questions (which were raised in Chapter I) by describing in numbers, percents, and frequency, what other activities the employers were conducting in Calhoun County during 1970-1980. The two questions are listed below:

1. Do companies provide training opportunities for their personnel and supervisory people regarding the hiring and supervision of handicappers?
2. If training was provided, what was the nature of the training?

The importance of employer training programs, from the employer's perspective as it relates to a somewhat different population, is of interest to vocational education and rehabilitation services people because of the tasks and responsibilities that they are charged with--skills training and job placement.

METHOD

The purpose of this study was to determine the effects of federal and state legislation on Calhoun County employers hiring practices of handicappers. Even though some inferences were made as to the employers knowledge of the laws that may affect their hiring practices, this study was basically a descriptive one. As Hillway points out, "the survey, or descriptive study, is a process for learning pertinent and precise information about an existing situation."<sup>1</sup> Borg and Gall state that the purpose of a descriptive study provides information that permits us to describe the characteristics of persons or an educational process or an institution.<sup>2</sup>

Because descriptive studies usually employ either survey or observational research methods, the decision was made to conduct the research using the survey method with a combination of questionnaire and telephone interview techniques to collect the data.

The employers of Calhoun County were identified, classified into thirteen business types, and divided into employment size. Using a chart for determining sample size, 191 employers were established as the criteria for the number of participants in the study.

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<sup>1</sup>Tyrus Hillway, Introduction to Research (Cambridge: The Riverside Press, 1956), p. 5.

<sup>2</sup>Walter R. Borg and Meredith D. Gall, Educational Research; An Introduction 3rd ed., Longman, Inc., (New York, 1979), p. 38.

The questionnaire and cover letter were developed and then validated by a pilot group of employers. Because of the legal sensitivity of the information, all employers in the study had the guarantee of anonymity, as the questionnaire was mailed out in advance of the telephone interview. The data was collected over the phone with no employer putting any information in writing over a signature. After the employers received the questionnaire, they had one week to gather the information from their files before they were interviewed over the telephone. The questionnaire and cover letter are provided in Appendix A.

The data were keypunched for the computer operations, the questions were analyzed, and additional descriptive data were used to describe the characteristics of participants.

#### POPULATION

The population for this study consisted of Calhoun County employers who were in business during the years 1970-1980 and who employed sixteen or more people in their business during that time frame. The employers were divided into "size" by the number of people they employed. The divisions used were:

Group A	16 - 49	employees
Group B	50 - 100	employees
Group C	101 - 499	employees
Group D	500 +	employees

The type of business classifications used were: service; banking; utilities; education; retailing; insurance; manufacturing; food processing; federal government/agency; state and local government/agency; construction; restaurant; and others.

The demographic data collected on the participating employers were: employment size; type or classification of business enterprise; whether or not they were federal contractors; whether or not they provided personnel and supervisory training; and if so, the nature of the training.

#### SAMPLE

Calhoun County had 2,300 employers between 1970-1980 who employed at least one person and up to 7,000+ people. Because federal and state laws governing employers' hiring practices does not affect those who employ 1-15 people, it was decided to eliminate employers in that size group from the available employer base. This procedure left 363 employers in Calhoun County who employed 16 or more people. Of this 363 employer population, 249 employed 16-49 people and 114 employed 50 or more people. This is shown in Table 1.

According to Borg and Gall, "stratified samples are particularly appropriate in studies where the research problem requires comparisons between various subgroups



Table 1

EMPLOYER SIZE OF THE TOTAL POPULATION  
IN CALHOUN COUNTY EMPLOYING 16 OR MORE PEOPLE  
(n=363)

Number of Employees	Number of Companies	Percent of Total
16-49	249	69%
50+	114	31%
Total	363	100%

and assures the research worker that the sample will be representative of the population in terms of certain critical factors that have been used as a basis for stratification, and also assures of adequate cases for subgroup analysis."<sup>3</sup>

A stratified sampling was used to select from this population; and using the "Table for Determining Sample Size from the Population"<sup>4</sup> the sample size to be representative of the employer population was 191. See Table 2.

To insure the attainment of a response rate of 191 respondents, 269 questionnaires were mailed to the sample

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<sup>3</sup>Ibid., p. 187.

<sup>4</sup>Robert V. Krejcie and Daryle W. Morgan, "Determining Sample Size for Research Activities," Educational and Psychological Measurement, vol. 30 (Autumn, 1970): pp. 607-610.

Table 2

PARTIAL TABLE FOR DETERMINING SAMPLE SIZE  
FROM A GIVEN POPULATION

N	S
220	140
230	144
360	186
380	191
400	196
40,000	380
50,000	381
75,000	382
100,000	384

Note: N is population size.  
S is sample size.

It should be noted that as the population increases, the sample size increases at a diminishing rate and remains relatively constant at slightly more than 380 cases.

population. One hundred ninety usable responses were obtained. One response was mailed back with written comments, but none of the questions were answered. The goal of obtaining from the sample size, a response of 191, was achieved with a rate of 99 percent as shown in Table 3.

Table 3  
QUESTIONNAIRE RESPONSE RATE  
OF THE 190 EMPLOYERS  
(n=190)

Employer Size	Number Returned	Percent of n
16-49	121	63.68%
50+	69	36.32%
TOTAL	190	100%

The overall response rate of the 269 employers who received questionnaires was .7100, or 71 percent. See Table 4.

A potential respondent was called at least three times before failure to reach them was considered a refusal to participate. Of the 78 refusals, or no returns, one was from a company employing over 500 people; 21 were from companies employing 101-499 employees; and 56 were from companies employing 16-49 people. The reasons varied. Most often they indicated they did not have the

Table 4

EMPLOYER QUESTIONNAIRE  
TOTAL SAMPLE RESPONSE RATE  
(n=269)

Employer Size	Number Sent	Number Returned	Percent of n	Number Not Returned	Percent of n
16-49	180	121	45%	59	22%
50+	89	69	26%	20	07%
Total	269	190	71%	79	29%

records being requested. Other reasons given, at least once: considered such information confidential; would take too much time and work to collect data from our files; and have policy of not completing questionnaires unless required by law.

#### INSTRUMENTATION

A questionnaire instrument and telephone procedure were used to collect the data for this study. The questionnaire (Appendix A) was constructed to address the seven questions posed in Chapter I. Five of the questions were converted to hypotheses and two of the questions were designed to be answered by demographic and summary data. The rough draft of the questionnaire was then critiqued by three professional proposal writers and two curriculum specialists for wording and content meaning.

The revised draft of the questionnaire was then presented to a pilot group of employers representing the fields of banking, food processing, insurance, manufacturing, and education for checking face validity. Each employer was asked to read each question and identify whether it was clear as to what was being asked, why it was being asked, and did it address one of the seven questions in the study.

The acceptance of an item was based on the agreement of a majority of the employers. If an item was not accepted by a majority, the item was eliminated or rewritten. Because of the sensitive, legal nature of the data to be collected, and the reluctance of employers to provide this kind of specific information, the questionnaire wording was significantly revised from the original questionnaire designed in the proposal for this study. All changes were approved by the pilot group of employers.

The final draft was approved by the employers in the pilot group through a personal interview. The employer personal interview was designed to gain final approval of the questionnaire and also to acquire a perspective on how employers might react during the telephone data collection phase (See Appendix C).

During the meeting of the pilot group, it was recommended that the questionnaire be mailed out, with a cover letter, one week in advance of the telephone call. This

would give personnel the opportunity to get approval for giving out the information and collecting the data from the files. It was also recommended to use the same questionnaire while collecting the information over the telephone. The pilot group of employers were involved in the design and outlining of the content for the cover letter so that the letter would more effectively communicate in terminology that would create a willingness to respond to the questionnaire.

#### DATA COLLECTION

A listing of all employers in Calhoun County, accompanied by mailing addresses and telephone numbers, was obtained from the Council for Employment Needs and Training (CENT) and the Battle Creek Chamber of Commerce. The two listings were cross-checked for duplications and one master listing was compiled in alphabetical order by company name and size. The employers who received the questionnaire were randomly selected from the master list.

The mailing was completed over a four week period. Sixty-seven questionnaires were mailed out each week with a one-week interval before the telephone phase started. The data was collected over a seven week period.

To do the data collection by telephone, one person was hired and trained to collect the questionnaire data over the phone (Appendix B). This allowed for consistency and continuity of the study.

### ANALYSIS OF DATA

The data received from the employer survey were key-punched and formatted on cards using the Statistical Package for the Social Sciences (SPSS) system. Frequency and percent of responses were used on all questions. The responses were then compared by size of company and the type of business enterprise.

Cross-tabulations were computed by employer size and type of business; variable three (labor law familiarity) was compared with variables one (employment size), four (laws that effect employer hiring), five (hiring of handicappers), six (hiring prior to 1976 and after 1976), nine (employer awareness of medical certification), and eleven (being a federal contractor).

Additional cross-tabulations were run comparing variable six (hiring prior to 1976 and after 1976) with variable one, (employer size), five (hiring practices), ten (job descriptions), eleven (being a federal contractor), twelve (providing company training); and variable seven (increase of recruitment efforts) was compared with variable eight (kinds of activities emphasized).

Chi-square was used to determine the differences between the above variables. Analysis of variance t test, and critical ratio (z) were used for testing all hypotheses and a significance of .05 was used for alpha.

SUMMARY

The study's research design was presented in this chapter. Through the execution of this design, the research hypotheses were tested, data analyzed and interpreted, and conclusions and recommendations formulated.

The chapter was divided into seven sections: section one described the methodology of the study; section two included the population selected for the study; and section three contained the sampling process; the instrumentation was described in section four; section five detailed the data collection process; the hypotheses were stated in section six; and the concluding section contained the explanation of the data analysis.



## CHAPTER IV

### FINDINGS

The data analyzed in Chapter IV represents the responses from the participants to the Calhoun County Employer Questionnaire. The analysis is divided into three sections.

The first section provides demographic data pertaining to the sample representing the population. The second section contains the data analysis and findings relevant to each hypothesis. The hypotheses are presented in the order in which they appear in Chapter III. The third section contains the data analysis and findings relevant to the two questions listed in Chapter III which did not lend themselves to statistical analysis.

### DEMOGRAPHIC INFORMATION ABOUT PARTICIPANTS

The data summarized in this study were compiled from the responses of one hundred ninety employers (99 percent of the desired sample size) in Calhoun County who completed the questionnaire-telephone process. The largest rate of return was from the group of employers (employing 16-49 people) who represent the largest composite of employers in Calhoun County used in this study. This is shown in Table 5.

Table 5

NUMBER OF EMPLOYERS WHO RESPONDED TO THE SURVEY BY SIZE AND TYPE OF BUSINESS  
(n=190)

Company Size	Service	Banking	Utilities	Education	Retailing	Insurance	Manu- facturing	Food Processing	Federal Government	Local Government	Construc- tion	Other	Restaurant	Total	Percent of Population
16-49	46	1		2	26	2	23	2		1	7	5	6	121	63.7*
50-100	6	1		3	5		11	2		4	1		1	34	17.9
101-499	2		2	5	2	2	9	1	1	1			1	26	13.7
500+	2			1			3	2		1				9	4.7
TOTAL	56	2	2	11	33	4	46	7	1	7	8	5	8	190	100.0

\*The employers in Calhoun County who employ between 16-49 people number 249, or 69% of all the employers who employ more than 15 people.

Employer responses were representative of the Calhoun County business and industry community conducting business during the years 1970-1980. Employers, representing the service-type business, accounted for 56 (29 percent) responses; manufacturing, 46 (24 percent) responses; retailing, 33 (17 percent) responses; education, 11 (6 percent) responses; and all other categories, combined, totaled 44 (24 percent) of the responses. Refer back to Table 5.

Employers who were familiar with the federal and state laws governing their employment practices represented 51.5 percent of the sample population, but only 30.5 percent were knowledgeable regarding which laws directly affected their business operation. While 65.7 percent of the employers were familiar with the medical certification section and the benefits to employers when hiring a certified handicapped person, most had not hired a person qualifying under this section of the law. See Table 6.

Between 1970 and 1980, 50 Calhoun County businesses in the sample population (26.3 percent) had been federal contractors; 17 employers were federal contractors prior to 1976; 15 employers were federal contractors after 1976; and 18 employers were federal contractors both prior to and following 1976. This is displayed in Table 7.

Table 6

EMPLOYER FAMILIARITY WITH  
FEDERAL AND STATE LAWS

Question	Yes	No	Not Sure
Are you familiar with federal and state laws?	51.5%	48.5%	
Are you knowledgeable regarding the laws that directly effect you?	30.5%	4.8%	64.7%
Are you knowledgeable about medical certification of handicappers?	65.7%	34.3%	

Table 7

EMPLOYERS WHO WERE OR HAD BEEN  
FEDERAL CONTRACTORS, 1970-1980  
(n=50)

Federal Contractors 1970-1975	Federal Contractors 1976-1980	Federal Contractors 1970-1980
17	15	18

When answering the questions regarding the hiring of disabled people, 110 employers (57.8 percent) said that their company had hired handicapped people; 81 employers (42.6 percent) had hired before 1976; 65 employers (34.2 percent) had hired after 1976; and 36 employers (18.9 percent) had hired both before and after 1976. See Table 8.

Table 8  
EMPLOYERS' HIRING PRACTICES  
PRIOR TO AND FOLLOWING 1976  
(n=190)

Question	Response		Didn't Know	Percent
	Yes	No		
Has your company hired disabled people?	110	71	9	57.8
Were disabled people hired by your company before 1976?	81	99	10	42.6
Were disabled people hired by your company after 1976?	65	114	11	34.2
Were disabled people hired by your company both before and after 1976?	36	154	0	18.9

Regarding the recruitment efforts for hiring of handicappers, 18 employers (9.47 percent) had increased overall recruitment efforts through the improvement of recruitment methods, interviewing techniques, and selection process.

Of the 182 employers responding to the question, "do you use written job descriptions when hiring for your company?", 69 (37.9 percent) said that they regularly hired using written job descriptions; 17 (9.3 percent) said that they sometimes did; while 96 (52.7 percent) said no.

There were 138 employers who responded to the question, "do you provide personnel and supervisory training within your company for the recruitment and hiring of handicappers?" Twenty-three (16.7 percent) said yes; percent) said yes; seven (5.1 percent) said sometimes; and 108 (78.3 percent) said no.

#### DATA ANALYSIS AND FINDINGS

This study was concerned with the effects of federal and state legislation on Calhoun County employers' hiring practices of handicappers for the years 1970-1980.

Inferential statistics were used to test for differences between the company size, the company type, and selected items on the questionnaire. The results may be generalized to the employer population of Calhoun County

(employing 16 or more people), and may be generalized to other similar employers in Michigan or the nation.

Presented on the following pages are the research hypotheses and findings upon which this investigation was focused.

Hypothesis 1 was formulated to determine the impact of federal and state legislation upon the Calhoun County employers hiring practices of handicappers during the years 1970-1980.

H01: There is no significant difference in the number of handicappers being hired in Calhoun County since 1976 when compared to 1970-1975.

The number of employer responses being used in the analysis of the first four hypotheses is 153 from the 190 employers responding to the survey. Only those employers who said, "yes", to hiring handicappers before and/or after 1976 and provided actual numbers hired, or said, "no", to hiring handicappers were tabulated for analysis. Thirty-seven employer responses were "yes" to hiring handicappers either before and/or after 1976, but they did not provide the numbers hired.

A paired t-test was used to determine the significant difference in the number of handicapped people being hired after 1976 when compared to the number hired during 1970-1975. The t value was .82 with 91 degrees of freedom and a 2-tail probability of .416; therefore, the null hypothesis failed to reject as shown in Table 9. It can

Table 9

EMPLOYERS WHO HIRED HANDICAPPERS  
PRIOR TO AND FOLLOWING THE YEAR 1976  
(n=92)

Standard Error	Difference (Mean)	Standard Error	t Value	Degrees of Freedom	2-Tail Probability
1976-1980 After .305	.2174	.266	.82	91	.416
1970-1975 Before .188					

(p > .05)

thus be stated that there is no difference in the numbers of handicappers being hired in Calhoun County since 1976, and the random probability of being hired (if you are handicapped) during the years 1970-1975 and after 1976 was .50.

The federal government was one of the industries responding to the employer survey, but were excluded from the tabulations for hypotheses one, three, and four so as not to skew the data for the private sector of business and industry employers in Calhoun County.

The federal government had hired handicappers prior to 1976, but did not have available actual numbers hired; since 1976, they have hired 236 handicappers as employees of the federal government in Calhoun County.

The second hypothesis examined whether or not there was a difference in the hiring practices of federal



contractors and non-federal contractors during the years 1970-1980.

H02: There is no significant difference in hiring practices between employers who are federal contractors and those who are not federal contractors.

Analysis of variance was used to determine if the factors differed significantly from each other when comparing them by size of company, type of company, and being a federal contractor. The calculated F value was .283; the table value (significance of F) was 596. The null hypothesis failed to reject; therefore, it may be stated that there is no difference in the hiring practices of federal contractors and non-federal contractors in Calhoun County.

Hypothesis 3 was tested to determine the differences in types of businesses' hiring practices prior to and following 1976, regarding the employment of handicappers in Calhoun County.

H03: There is no significant difference in the types of businesses that have hired handicappers in Calhoun County prior to and following 1976 and those types of businesses that have not hired handicappers.

Analysis of variance was run on the types of businesses hiring handicappers before 1976, after 1976, and then both employers who hired before and after, with the calculated F value being .783, .649, and .430 respectively. Refer to Table 10.

Table 10

THE DIFFERENCE IN HIRING PRACTICES  
BY TYPES OF COMPANIES

Description	Mean Square	F
Before 1976	.291	.783
After 1976	.287	.649
Before and After 1976	3.549	.430

( $p > .05$ )

A multiple classification analysis was also performed to determine whether or not there might be a slight trend in hiring by types of businesses. See Table 11. The only types of businesses that indicated a positive movement or possible beginning of a trend was service, retailing, and local government. The average number of handicappers being hired by these types of businesses were:

Type	Before 1976 N	After 1976 N
Service	.7381	1.0000
Retailing	.2593	.7778
Local Government	.3333	.6667

Table 11

CLASSIFICATION BY TYPES OF BUSINESS AND HIRING PRACTICES  
BEFORE AND AFTER 1976

Type of Business	Before 1976 Adjusted for Independents		After 1976 Adjusted for Independents		Before & After 1976 Adjusted for Independents	
	Deviation	Beta	Deviation	Beta	Deviation	Beta
Service	.12		.09		.71	
Utilities	.91					
Education	-.22		-.36		-.66	
Retailing	-.13		-.05		-.38	
Insurance	.47		.31		-.31	
Manufacturing	-.03		-.00		.08	
Food Processing	-.18		-.35		-.13	
Local Government	-.15		-.06		-.24	
Construction	-.13		-.05		-.25	
Restaurant	.27		.34		-1.17	
		.25		.22		.20

A negative change that has taken place since 1976 is the decrease in employment of handicappers in four types of industries (Tables 12 and 13). Utilities were hiring on the average, five handicapped people per company before 1976, and none after 1976. Education was hiring approximately two persons per company before 1976, and one person after 1976. One explanation for this decrease may be that these types of businesses were paralleling the economic conditions in the state of Michigan and were in a position of having people on lay-off and not hiring any new employees during the years 1978-1982.

Type of Industry	Before 1976 N	After 1976 N
Utilities	5.0000	.0000
Education	2.4444	1.3333
Insurance	1.7500	1.5000
Food Processing	2.8000	.2000

Table 12 contains data on the hiring practices of employers during the years 1970-1975. The information is displayed by the size of the company and by the type of business enterprise. For this study, companies were grouped into four sizes: 16-49; 50-100; 101-499; 500+. The types of business categories numbered 11. For each column and row, the data is described by count, median, and mean. The Count is the number of employers in that particular size and type of business. The Median represents the middle number in the distribution of employees

Table 12

THE NUMBER OF HANDICAPPERS HIRED, 1970-1975  
BY TYPE AND SIZE OF COMPANY

Size of Company	Type	Service	Utilities	Education	Retailing	Insurance	Manufacturing	Food Processing	Local Government	Construction	Other	Restaurant	Total	
16-49		37	0	2	22	2	23	1	1	7	5	4	104	Count A
		.00		.50	.00	1.00	.00	1.00	.00	.00	.00	.00	-	Median B
		.81		.50	.32	1.00	.57	1.00	.00	.43	.40	.50	.59	Mean C
50-100		4	0	3	4	0	8	2	4	1	0	1	27	
		.00		3.00	.00		.00	.50	.00	1.00		.00	-	
		.00		2.00	.00		.13	.50	.25	1.00		.00	.37	
101-499		1	1	3	1	2	8	1	1	0	0	1	19	
		1.00	5.00	.00	.00	2.50	1.50	.00	1.00			5.00	-	
		1.00	5.00	.00	.00	2.50	4.38	.00	1.00			5.00	2.74	
500+		0	0	1	0	0	1	1	0	0	0	0	3	
				15.00			3.00	12.00					-	
				15.00			3.00	12.00					10.00	
Total		42	1	9	27	4	40	5	6	8	5	6	153	Count
		-	-	-	-	-	-	-	-	-	-	-	-	Median
		.74	5.00	2.44	2.59	1.75	1.30	2.80	.33	.50	.40	1.17	1.00	Mean

A. The number of employers in that particular size and type category.

B. Median represents the middle number in the distribution of employees hired.

C. Mean is the average number of the entire sample of scores by size, type, and overall totals.

Table 13

THE NUMBER OF HANDICAPPERS HIRED, 1976-1980  
BY TYPE AND SIZE OF COMPANY

Size of Company	Type Service	Utilities	Education	Retailing	Insurance	Manufacturing	Food Processing	Local Government	Construction	Other	Restaurant	Total	
16-49	37 .00 .86	0	2 .00 .00	22 .00 .73	2 .00 .00	23 .00 .43	1 1.00 1.00	1 1.00 1.00	7 .00 .29	5 .00 .40	4 .00 .50	104 - .63	Count A Median B Mean C
50-100	4 2.00 2.00	0	3 .00 .67	4 1.00 1.25	0	8* .50 3.13	2 .00 .00	4 .50 .75	1 1.00 1.00	0	1 5.00 5.00	27 - 1.81	
101-499	1 2.00 2.00	1 .00 .00	3 .00 .00	1 .00 .00	2 3.00 3.00	8* .50 1.13	1 .00 .00	1 .00 .00	0	0	1 2.00 2.00	19 - 1.00	
500+	0	0	1 10.00 10.00	0	0	1 4.00 4.00	1 .00 .00	0	0	0	0	3 - 4.67	
Total	42 - 1.00	1 - .00	9 - 1.33	27 - .78	4 - 1.50	40 - 1.20	5 - .20	6 - .67	8 - .38	5 - .40	6 - 1.50	153 - .97	Count Median Mean

\*There appears to be a company or a small number of companies that hired quite a few handicappers, but the majority in this category are not hiring handicappers.

- A. The number of employers in that particular size and type category.  
 B. Median represents the middle number in the distribution of employees hired.  
 C. Mean is the average number of the entire sample of scores by size, type, and overall totals.

hired. The median, for reporting this data more accurately, describes the hiring performance of the employers because the distribution was skewed; that is, there were more extreme numbers at one end than at the other. The Mean describes the average of the entire sample of scores by size, type, and overall totals.

Table 13 contains the same kind of data for the years 1976-1980. The median number is a more accurate account of what is actually happening in the type of business. As an example of this, in the company size 101-499, the manufacturing type businesses show eight companies hiring on the "average" 1.13 handicappers per company; but the "median" number that each business was hiring was .50, or one-half person per company. One or two companies were probably doing most of the hiring of handicappers in the manufacturing businesses.

The null hypothesis failed to reject and the statement may be made that there is no significant difference in the type of businesses that have hired handicappers in Calhoun County prior to and following the year 1976.

Hypothesis 4 was tested to determine whether or not the size of business resulted in a difference in the numbers of handicappers being hired in Calhoun County prior to and following 1976.

H04: There is no significant difference in the size of businesses that have hired handicappers in Calhoun County prior to and following 1976 and those size businesses that have not hired handicappers.

Analysis of variance was run on the size of businesses hiring handicappers before 1976, after 1976, and then employers hiring both before and after 1976, and the calculated F value being 11.788, 6.826, and .656 respectively, as shown in Table 14.

Table 14

THE DIFFERENCE IN HIRING PRACTICES  
BY SIZE OF COMPANIES

Description	Mean Square	F
Before 1976	4.377	11.788
After 1976	3.019	6.826
Before and After 1976	5.418	.656

( $p < .05$ )

A multiple classification analysis was performed to determine where the difference in size was occurring. Refer to Table 15. Before 1976, companies that had 500 or more employees were hiring more handicappers than companies employing 101-499, 50-100, and 16-49, in that order. But after 1976, companies employing 50-100 hired more handicappers than companies with 101-499 employees, with companies of 500 or more still hiring the most handicappers, and companies employing 16-49 hiring the least number of disabled people, as displayed in Table 16.



Table 15

CLASSIFICATION BY SIZE OF BUSINESS AND HIRING PRACTICES  
BEFORE AND AFTER 1976

Size	Before 1976 Adjusted for Independents		After 1976 Adjusted for Independents		Before & After 1976 Adjusted for Independents	
	Deviation	Beta	Deviation	Beta	Deviation	Beta
16-49	-0.16		-0.20		.14	
50-100	0.01		.34		-0.14	
101-499	0.42		.15		-0.29	
500+	1.74	0.52	1.71	0.47	-1.63	0.11

Table 16

EMPLOYER RANKING BY  
HANDICAPPER HIRING PRACTICES  
BEFORE AND AFTER 1976

Company Size	Before 1976	After 1976
500+	1	1
101-499	2	3
50-100	3	2
16-49	4	4

To illustrate this point, businesses employing 50-100 people prior to 1976, on the average, hired one-third (.37) person who was handicapped; after 1976, they were hiring, on the average, two (1.81) people who were handicapped. During this same time period, companies employing 101-499 were hiring approximately three people (2.73); and after 1976, were hiring one (1.00) person who was handicapped. Companies employing 16-49 people did not change significantly in their hiring practices after 1976. Data is taken from Tables 12 and 13.

Table 17 shows the total number of handicappers, by percentage, that were hired by size and type of company during 1970-1980 in Calhoun County.

The null hypothesis was rejected; therefore, there is a significant positive difference in the size of businesses hiring handicapped people in Calhoun County.

Table 17

**THE TOTAL PERCENTAGE OF HANDICAPPERS HIRED BY SIZE AND TYPE OF BUSINESS  
BEFORE AND AFTER 1976**

Size of Company	Type	Service	Utilities	Education	Retailing	Insurance	Manufacturing	Food Processing	Local Government	Construction	Other	Restaurant	Total	
16-49		37	0	2	22	2	23	1	1	7	5	4	104	Count A
		35.58		1.92	21.15	1.92	22.12	.96	.96	6.73	4.81	3.85	100.00	Row % B
		88.10		22.22	81.48	50.00	57.20	20.00	16.67	87.50	100.00	66.67	67.97	Column % C
50-100		4		3	4	0	8	2	4	1	0	1	27	
		14.81		11.11	14.81		29.63	7.41	14.81	3.70		3.70	100.00	
		9.52		33.33	14.81		20.00	40.00	66.67	12.50		16.67	17.65	
101-499		1	1	3	1	2	8	1	1	0	0	1	19	
		5.26	5.26	15.79	5.26	10.53	42.11	5.26	5.26			5.26	100.00	
		2.38	100.00	33.33	3.70	50.00	20.00	20.00	16.67			16.67	12.42	
500+		0	0	1	0	0	1	1	0	0	0	0	3	
				33.33			33.33	33.33					100.00	
				11.11			2.50	20.00					1.96	
Total		42	1	9	27	4	40	5	6	8	5	6	153	Count
		27.45	.65	5.88	17.65	2.61	26.14	3.27	3.92	5.23	3.27	3.92	100.00	Row %
		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	Column %

A. Count is the number of employers.

B. Row percent is the percent of employers representing that size of business.

C. Column percent represents the percent of employers for that type of business.

Handicappers are more likely to be hired in large firms employing 500 or more and businesses employing 50-100 people, than other size firms.

Hypothesis five investigates the difference between employers who have personnel training programs and hire handicappers, and employers who do not have personnel training programs and do not hire handicappers.

H05: There is no significant difference between the number of employers who have personnel and supervisory training programs and hire handicappers than employers who do not have personnel and supervisory training programs and do not hire handicappers in Calhoun County.

The Chi-square value for the items relating to personnel training programs and hiring handicappers resulted in a probability level which was greater than the alpha level that had been set ( $p < .05$ ). Chi-square value was 10.99503 with two degrees of freedom and a significance level of .0041. A z test was also conducted and gave the results at a 95 percent confidence interval. Therefore, the null hypothesis was rejected and it may be stated that there is a significant positive difference in the hiring practices of hiring handicappers by employers who provide personnel and supervisory training and those employers who do not provide the training. Handicappers will have a greater chance for employment if they seek jobs from employers who provide handicapper training programs to their supervisors and placement staff.

OTHER FACTORS AFFECTING HANDICAPPER EMPLOYMENT

The secondary questions were:

Question 1: Do companies provide training opportunities for their personnel and supervisory people regarding the hiring and supervision of handicappers?

The employers who responded (138) to this question, twenty-three (16.7%) said that they provided training programs on a regular basis for their personnel and supervisory people; seven (5.1%) employers said that they sometimes provided the training. There appears to be a rather small emphasis put on training programs by employers in Calhoun County.

Question 2: If training was provided, what was the nature of the training?

Businesses that provide training programs (30) offered the following training programs to their personnel staff and supervisory people:

Category	Number of Employers Providing the Training
Stereotyping	18
Legislation	18
Job Requirements	17
Attitudes	16
Recruitment	16
Communications	12
Supervision	12
Support Services Available	12
Handicapper Characteristics	10

#### SUMMARY

Chapter IV presented the findings of the study; descriptive data was analyzed; each research hypothesis was presented, and the secondary questions were answered. The statistical procedure used to test each hypothesis was introduced, along with the results of each analysis. Hypotheses were either accepted or rejected according to the data realized from the study.

A summary of the demographic data reveals:

1. Employers who were familiar with the federal and state laws governing their employment practices regarding the hiring of handicappers, represented 51.5 percent of the sample population,

but only 30.5 percent were sure of which laws directly affected their business operations.

2. Between 1970 and 1980, fifty (26.3 percent) employers were federal contractors.
3. One hundred ten employers (57.8 percent) hired handicapped people between 1970-1980 in Calhoun County.
4. Increasing the overall recruitment efforts for hiring handicappers was done by eighteen (9.47 percent) of the employers in the sample population.
5. Employers who hired using written job descriptions represented 47.2 percent of all the employers responding to the survey.

The findings of the research hypotheses may be summarized, as follows:

1. There was no difference in the numbers of handicapped people being hired in Calhoun County after 1976.
2. Federal and non-federal contractors showed no difference in their hiring practices of recruiting and employing handicapped people between 1970-1980.
3. There was no difference in the types of businesses that hired handicappers prior to and following the year 1976. A slight positive movement was noticed in the service, retailing, and local government type businesses.
4. The size of business does make a difference in employment opportunities for handicappers in Calhoun County. Companies employing 500 or more people were the most likely to hire handicappers, both before and after 1976. Before 1976 companies employing 101-499 people were the next most likely size to employ handicappers, but after 1976, companies that employed 50-100 were the next most likely size to employ handicapped workers.

5. Those employers who provided personnel and supervisory training hired more handicapped workers than employers who did not provide training for the recruitment and hiring of handicapped people.

A summary of the secondary questions indicate:

1. There is not a type of industry that tends to hire more handicappers than others. A slight positive movement toward the hiring of handicappers appeared in the service, retailing, and local government type businesses.
2. There is not a trend by large companies (500 or more employees) to hire, on the average, more handicappers than other size companies.

There is a strong trend, since 1976, by the federal government, to hire handicapped people.

3. A very small percentage of employers (21.8 percent) provide training programs for their personnel and supervisory people (16.7 percent consistently, 5.1 percent sometimes).
4. Of those employers who provided (recruitment and hiring of handicappers) training, the training sessions most often identified were stereotyping, legislation, job requirements, attitudes, and recruitment methods.

Chapter V will include the summary of this study, conclusions drawn from the statistical testing, and recommendations for future considerations and research.



## CHAPTER V

### SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

#### INTRODUCTION

The purpose of this chapter is to review the nature and implementation of the study, present a recapitulation of the results and findings, draw conclusions, and make recommendations based on the study.

In the past decade, thousands of laws have been passed that help determine how people will live, play, and conduct the nation's business. Many of these laws speak directly to how employers will recruit and hire people within their companies. Some comments made by the employers during the telephone data collection process, regarding all the laws on hiring practices, suggest that it is not necessary to have many of the laws governing the employment of people that presently exists. Employers will be just and fair in their hiring practices and it is, after all, a private enterprise based on competition. The government should keep its distance and quit regulating the private sector of the economy.

### THE PROBLEM

The problem of this study centered around the fact that in Calhoun County in 1970, the nondisabled working population unemployment rate was 5.2 percent, while at the same time, the disabled working population unemployment rate was 30.3 percent. During the mid 1970's a series of federal and state laws were passed to help correct the employment discrimination taking place throughout the United States.

The problem in this study was to determine if handicappers in Calhoun County were getting hired, and in greater proportion than before enactment of federal and state laws governing employer hiring practices. This study was designed to measure the differences of employment opportunities for handicapped people by comparing the employment of handicapped persons during the years 1970-1975 with the years 1976-1980, which were the years after major legislation (both federal and state) was implemented.

### THE PURPOSE

The purpose of this study was to determine whether or not Calhoun County employers were affected by federal and state legislation regarding the hiring of handicappers; or, is Calhoun County much like the rest of the nation in facing this issue by either not employing or underemploying a significant proportion of our potential

working population. It was anticipated that this study would provide a basis for:

1. Determining the difference in the number of handicappers being hired in Calhoun County after 1976 when compared with those being hired during the period 1970-1975.
2. Determining the difference in hiring practices between employers who are federal contractors and those who are not federal contractors.
3. Determining the difference between the type of businesses that have hired handicappers and those that have not hired handicappers since 1976.
4. Determining the difference between the size of businesses that have hire handicappers and those that have not hired handicappers since 1976.
5. Determining the difference between employers who hire handicappers and provide personnel and supervisory training programs and those employers who do not provide training programs and do not hire handicappers.

It was believed that making these determinations would assist job placement counselors in developing job-seeking strategies for both placement counselors and handicappers seeking employment. Also, vocational education training programs, for youth and adults, ages 16-26, would be provided with data on which to match employment trends with vocational training, and would be able to develop employment strategies and training with those employers who are not hiring handicapped employees.

### LIMITATIONS OF THE STUDY

1. The study was limited to Calhoun County and those employers who had sixteen or more employees on their payroll during the years 1970-1980.
2. Employer records not, in many instances, available for the entire ten year span; and the information needed for this study had not been documented during the earlier years (1970-1975).
3. Some employers were not willing to open up their records for this type of study.
4. The economic conditions in Calhoun County created a 14 percent unemployment rate, and this may give a distorted view for the year 1980, in that many businesses had not hired back all those on lay-off during 1979-1980.
5. This study used inferential statistics to test the relationship between employer type and size of business in Calhoun County and may be generalized to other similar employers in Michigan or the nation.

### BASIC ASSUMPTIONS

For the purposes of this study, it was assumed that:

1. Businesses had employment records for the past ten years.
2. Most employers would be willing to share the employment data with an outside agent.
3. Businesses have kept the kind of information that was asked on the questionnaire.
4. The employers being interviewed were making efforts to be in compliance with the federal and state laws.

### RESEARCH PROCEDURES

The population for this study consisted of employers who employed at least 16 people or more during the years 1970-1980. The employers were classified as to the type of business in which they were engaged and then divided into four employment-size divisions: 16-49 employees; 50-100 employees; 101-499 employees; and 500 or more employees.

The sample population consisted of 269 employers who were selected, at random, using a stratified sampling procedure which allowed the sample to be representative of the Calhoun County employment community. The number of employers responding to the survey was 190.

The survey method, using a questionnaire and telephone interview procedure, was used to collect the data for this study. For data analysis, frequency and percent were used on all questions. Cross-tabulations were computed by comparing employer size and type of business, using eight pre-determined variables. Chi-square was used to determine the differences between the variables. Analysis of variance t-test, and critical ratio (z) were used for testing all hypotheses, and a significance of .05 was used for alpha.

### HYPOTHESES TO BE TESTED

Five hypotheses, stated in the null form, were tested to determine the effects of federal and state legislation

on Calhoun County employer's hiring practices of handicappers for the years 1970-1980:

Hypothesis 1: There is no significant difference in the number of handicappers being hired in Calhoun County since 1976, when compared to 1970-1975.

Hypothesis 2: There is no significant difference in hiring practices between employers who are federal contractors and those who are not federal contractors.

Hypothesis 3: There is no significant difference in the type of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those types of businesses that have not hired handicappers.

Hypothesis 4: There is no significant difference between the size of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those size businesses that have not hired handicappers.

Hypothesis 5: There is no significant difference between the number of employers who have personnel and supervisory training programs and hire handicappers, and employers who do not have personnel and supervisory training programs and do not hire handicappers in Calhoun County.

### FINDINGS AND DISCUSSION

The data presented in this study were compiled from the responses of the 190 Calhoun County employers who completed the telephone data collection procedure.

The findings of the study are based primarily on the acceptance or rejection of the previously stated hypotheses. In the discussion following each question, the researcher has attempted to express insights which are not necessarily apparent from the data.

Question 1: Is there a significant difference in the number of handicappers being hired in Calhoun County since 1976, when compared to 1970-1975?

### Findings

No significant difference was found in the numbers of handicappers being hired in Calhoun County since 1976. The t value was .82 with 91 degrees of freedom and a two-tail probability of .416. The probability of being hired, if you are handicapped, either before or after 1976 was .50.

### Discussion

It is apparent that the federal and state legislation has had little effect on the employer hiring practices of handicappers in Calhoun County. Other research, cited in Chapter II, indicates that the real problem with employer hiring practices is one of attitude.

If this is the real situation, then the laws governing the hiring of handicappers are similar to the old laws of prohibition. History tells us that it is extremely difficult to legislate the attitudes and morals of people. The exception of this statement is that of the federal government. As an employer, they are making strong efforts to comply with the purpose of the federal laws governing the recruitment and hiring of handicapped people.

A few employers do set up policies to correct imbalances within their business practices, i.e. Sears Roebuck and Company, AT&T, 3-M, and du Pont.

Looking at Calhoun County employment practices for hiring handicappers, it is interesting to note that their practices were better than those employers in the Kentucky study, which showed 11.6 percent of businesses hiring handicappers (Appendix D), while Calhoun County faired less favorable than Oregon or California.

In the Portland, Oregon study, 62 percent of the employers in the sample hired disabled people; and in San Francisco, California, 65 percent of the sample employer population had hired handicapped workers (Appendix E).

In the Kentucky study, employers who hired handicappers stated that approximately 59 percent of handcapped workers had been employed prior to 1973.

Question 2: Is there a significant difference in hiring practices between employers who are federal contractors and those who are not federal contractors?

### Findings

No significant difference was found in the hiring practices of federal contractors, and non-federal contractors in Calhoun County. The test was analysis of variance; the mean square was 2.337, with F being .283, and the significance of F being .596.



### Discussion

Federal contractors, depending upon the dollar size of the contract, have to file an affirmative action plan with the government and show that the effort was made to recruit and hire "qualified" handicappers. The reason most often cited during the telephone data collection phase by federal contractors for not hiring, was that they could not locate qualified people for the job openings. The intent of the law was basically met at this point. It would appear that federal contractors met the requirement of the law without having to hire handicapped people.

Question 3: Is there a significant difference in the type of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those types of businesses that have not hired handicappers?

### Findings

No significant difference was found in the types of businesses that employed handicappers, either prior to or following 1976. Analysis of variance was the test run and the significance of F, prior to 1976, was .633; after 1976 being .734; and for the total years,  $F=.899$ .

Multiple classification analysis results indicated that there was a slight positive movement in the service, retailing, and local government types of businesses toward the hiring of handicappers in Calhoun County since 1976.

### Discussion

The findings in this study were different than those reported in the Kentucky and Portland-San Francisco studies. The Kentucky study reported a "better than expected" opportunity for employment in the services, manufacturing, and transportation types of businesses (Appendix D). The Portland-San Francisco study reported that companies in educational services and social services hired a greater percentage of disabled people among all employers in the two cities (Appendix E).

Calhoun County reported no difference in hiring practices by business types, with only a slight positive movement being indicated toward different hiring practices in service, retailing, and local government business types. Also, a slight negative movement appeared in the utilities, education, insurance, and food processing types of businesses.

Question 4: Is there a significant difference between the size of businesses that have hired handicappers in Calhoun County prior to and following 1976, and those size businesses that have not hired handicappers?

### Findings

There was a significant difference in the size of businesses that employed handicappers in Calhoun County, both prior to and following 1976. Companies employing 500 or more people were the most likely to hire

handicappers, both before and after 1976. Companies employing 101-499 were next, followed by company size 50-100, and size 16-49 employees before 1976. After 1976, companies employing 101-499 reversed positions with companies employing 50-100 people.

Analysis of variance and multiple classification analysis were used to test the hypothesis, with the significance of F being .0000 before and after 1976, and F being .582 for the total years 1970-1980. The hiring practices for all size businesses were decreased after 1976, except for the 16-49 size companies. But, with the little hiring that was taking place, the larger companies, on the average, were hiring handicappers.

### Discussion

The findings for Calhoun County were similar to those found in Kentucky, Oregon, and California (Appendices D and E). Other studies also indicate that handicapped people have greater employment opportunities with larger companies; therefore, the Calhoun County findings do not indicate a trend but suggest a pattern of normal business operations for large size companies.

The reversal of order between the medium-size companies raise questions as to the kind of labor market activities taking place since 1976.

Question 5: Is there a significant difference between the number of employers who have personnel and supervisory training programs and hire handicappers, and employers who do not have personnel or supervisory training programs and do not hire handicappers in Calhoun County?

### Findings

A significant difference was found in the hiring practices of hiring handicappers by employers who provided personnel and supervisory training and those employers who do not provide the training.

The chi-square value was 10.99503 with two degrees of freedom and a significance level of .0041. A z test resulted in a 95 percent confidence interval.

### Discussion

The companies who consistently, or sometimes, provided personnel and supervisory training, were found to hire more handicapped people than those companies that did not offer training. Yet, only thirty companies out of one hundred thirty-eight responding to the question, had training programs; we do not know about fifty-two companies that did not respond to the questions at all. The employer training seems to be one positive factor in the employment of handicappers. The training programs most often provided were on the topics of stereotyping, legislation, job requirements, attitudes, and recruitment methods.

In reviewing the conclusions, based on the review of literature found at the end of Chapter II, and some of the findings found in this study, it appears that Calhoun County employers implement hiring practices similar to the rest of the employers throughout the nation. Federal contractors hire no more or no less than nonfederal contractors; after 1976, employers size 50-100 were second in numbers of handicappers being hired; and the slight movement in the types of companies hiring handicappers (services, clerical, and sales) parallel those business types throughout the nation.

#### FINDINGS

1. Federal and state legislation did not effect the hiring practices of Calhoun County private employers in the number of handicapped people hired after 1976.
2. Federal legislation had an impact on the federal government as an employer; since 1976, the federal branches and agencies in Calhoun County have hired 236 handicapped people.
3. The probability of handicappers being hired by either federal or nonfederal contractors during the years 1970-1980 was .50.

4. There was not a significant difference between the types of businesses that hired handicappers and those types that did not hire handicappers either before or after 1976.
5. The size of the business made a positive significant difference in the hiring of handicappers both prior to and following 1976.
6. Some form of social and/or economic pressures combined to cause businesses hiring 101-499 people to shift from second position to third, changing with businesses hiring 50-100 people after 1976, in the number of handicappers they employed.
7. Employers who provided training programs for personnel and supervisory people hired more handicappers than those employers who did not provide training programs.
8. Less than 25 percent of the employers responding to the question have training programs within their companies, or provide for specific kinds of training seminars.

9. The overall effects of the federal and state laws regarding the recruitment and hiring of handicapped people in Calhoun County has been minimal since 1976.
10. Employers who are familiar with the federal and state laws governing the hiring of handicappers represent approximately 50 percent of all employers in the study.
11. Less than 10 percent of all the employers in the sample had increased their overall recruitment efforts since 1976.
12. Approximately 50 percent of the employers in the study hired people using written job descriptions.

#### RECOMMENDATIONS

1. That Michigan legislators and federal legislators from Michigan investigate the awarding of contracts to federal and state contractors to determine the recruitment and hiring of handicappers by these companies doing business with the state and federal government.
2. That agencies responsible for the job placement of handicapped people monitor the hiring practices of service,

retailing, and local government businesses for further indications of possible employment trends for handicapped people.

3. That agencies responsible for the job placement of handicappers further explore the hiring practices of the utilities, education, insurance; and food processing types of companies to determine whether or not their hiring practices have become negative toward employing the handicapped.
4. That public relations programs be developed by agencies charged with the responsibility of job placement for handicappers to acquaint employers with the laws and financial benefits of hiring handicapped employees.
5. That further research be conducted to determine the cause, or causes, of shifts in hiring practices for those companies hiring 101-499, and 50-100 people.
6. That further studies be conducted on the effects of employer training programs regarding the training content and delivery, job classification that people hold who are being trained, and handicapper hiring as a result of the training.



7. That employer training programs, regarding the recruitment and hiring of handicappers, be developed and provided to those companies who hire 50-499 people.
8. That networking between vocational educational agencies responsible for rehabilitation services, unions, social service agencies, and employment agencies, be established so as to impact on the business community to open up opportunities for handicappers seeking jobs.
9. That further research be conducted to determine if hiring with written job descriptions provide more employment opportunities for disabled people.
10. That studies be conducted to determine the upward mobility of handicappers who are employed in Calhoun County.
11. That studies be conducted in Calhoun County to determine the types of jobs held by handicappers, and to what degree are handicappers employed in the secondary labor force.
12. That people who are charged with the responsibility of job development and placement services for handicappers

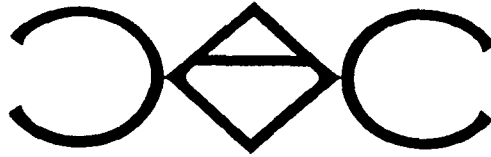
pursue all federal agencies in requesting job opportunities for handicappers.

13. That vocational education, special education and rehabilitation agencies work together to conduct the recommended studies.

## APPENDIX

APPENDIX A

Employer Cover Letter and Survey Questionnaire



December 6, 1982

Dear Employer:

We at the Calhoun Area Vocational Center know how busy you are, especially in the current economic circumstances, so what we are asking you to assist us with will take about twenty minutes of file and personnel referencing and a ten minute telephone conversation with Edna Falbe or myself.

The Vocational Center, the Council for Employment Needs and Training (CENT), and several other organizations will be involved with a training project to improve the employment and vocational success of handicappers through a training and placement network. We need to survey employers in Calhoun County to determine future potential employment opportunities for handicappers and present and future training needs of employers.

The benefits to you and your firm for participating are:

- better trained employees from the Vocational Center
- training programs for supervisors and managers made available to you through CENT
- a copy of the summary report to inform you of the overall findings regarding employment of handicappers and training needs of employers in Calhoun County

Please complete the enclosed questionnaire. Sometime during the week of December 13th Edna or myself will call to collect the information over the phone. This should take no more than ten minutes of your time. The information from this questionnaire will be kept STRICTLY CONFIDENTIAL.

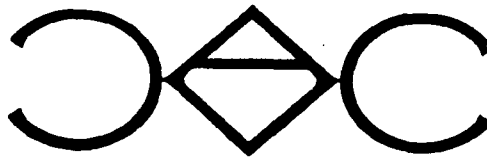
We want to thank you in advance for assisting us with our new training project, and remind you that we will be calling you during the week of December 13th.

Respectfully,

Barbara A. Rupp  
Special Projects Coordinator

:bc

Enclosure



CALHOUN AREA VOCATIONAL CENTER  
CALHOUN COUNTY EMPLOYER QUESTIONNAIRE

Regarding Handicapper Employment and an Employer Training Program

The information obtained from this questionnaire will be kept STRICTLY CONFIDENTIAL and the results of the survey will be used to:

1. Provide vocational administrators, teachers, and counselors with information to help in planning vocational programs for handicappers, make more appropriate placements of handicappers in vocational programs and into jobs after graduation.
2. Assist in the planning of training for employers for hiring handicappers and give direction for the development of strategies for working with employers who are not hiring handicappers. This training would be available to employers through the Council for Employment Needs and Training (CENT).
3. Compare Calhoun County with State and Federal statistics on handicapper employment for dissertation purposes at Michigan State University.

In the summary of the data, no company will be identified by name or names of individual people.

Please place a check in the appropriate blanks below. The data will be summarized by size of business/industry and the type of business/industry as identified below:

Employment Size:	A. _____ 16 -- 49	C. _____ 101 -- 500
	B. _____ 50 -- 100	D. _____ over 500
Type of Business:	A. _____ Service	H. _____ Food Processing
	B. _____ Banking	I. _____ Federal Gov't/Agency
	C. _____ Utilities	J. _____ State Gov't/Agency
	D. _____ Education	K. _____ Other: _____
	E. _____ Retailing	_____
	F. _____ Insurance	_____
	G. _____ Manufacturing	

The definition of "handicapped" or "handicapper" to be used when completing this questionnaire is:

Any person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; (3) is regarded as having such an impairment.

Please place a check in the blank or blanks next to the appropriate responses for the following questions:

1. Are you familiar with the Federal and State laws that govern the employment of handicappers?
  - A. ☐ Yes
  - B. ☐ No
2. If the answer to #1 was yes, which of the following laws directly affect you?
  - A. ☐ The Rehabilitation Act of 1973 (Title V, Section 503 and 504)
  - B. ☐ The 1974 Vietnam Era Veterans Readjustment Assistance Act (Section 402)
  - C. ☐ Rehabilitation Act Amendments of 1974 (outlines procedures for federal contractor's affirmative action plans)
  - D. ☐ Revenue Act of 1978 (Targeted Jobs Tax Credit)
  - E. ☐ Michigan Act 220 of the Public Acts of 1976 (Michigan Handicapper's Civil Rights Act)
  - F. ☐ Michigan Act 183 of the Public Acts of 1977 (Second Injury Certification)
  - G. ☐ All of the above
  - H. ☐ None of the above
  - I. ☐ I'm not sure
  - J. ☐ I would like more information regarding the above laws
3. Has your company hired people with a physical or mental impairment?
  - A. ☐ Yes
  - B. ☐ No
4. If your answer to question #3 was "yes", were they hired prior to 1976?
  - A. ☐ Yes (Approximate number hired )
  - B. ☐ No (Figures are not available )

Were they hired since 1976?

  - C. ☐ Yes (Approximate number hired )
  - D. ☐ No (Figures are not available )
5. Have your recruitment efforts for hiring handicappers increased since 1976?
  - A. ☐ Yes
  - B. ☐ No
  - C. ☐ Stayed about the same

6. If you answered "yes" to question #5, what types of activities have you tended to emphasize?
- A. ☐ Recruitment
  - B. ☐ Improvement of the interview process
  - C. ☐ Improvement of the selection process
  - D. ☐ Improvement of the written job description
  - E. ☐ Other activities such as: \_\_\_\_\_
- 
7. Are you aware that there are certain handicaps which can be medically certified, and will limit your liability as an employer?
- A. ☐ Yes
  - B. ☐ No
  - C. ☐ Would like more information
8. When hiring for any job opening, do you post or have available written job descriptions with major tasks identified?
- A. ☐ Yes
  - B. ☐ No
  - C. ☐ Sometimes
9. Were you ever a federal contractor or sub-contractor for a program or project?
- A. ☐ Yes (If yes, the years: \_\_\_\_\_)
  - B. ☐ No
10. Within your company, do you provide training for supervisors, managers, and/or foreman regarding the interviewing, hiring, placement and supervision of handicappers?
- A. ☐ Yes
  - B. ☐ No
  - C. ☐ Sometimes
11. If you answered "yes" or "sometimes" to question #10, please check each item below that you have provided training on during the last five years:
- A. ☐ Discrimination and stereotyping
  - B. ☐ Legislation and employer benefits
  - C. ☐ Unique characteristics of handicappers
  - D. ☐ Community and state support services available in Calhoun County
  - E. ☐ Employer/Employee attitudes regarding hiring of handicappers
  - F. ☐ Effective communication strategies when working with handicappers
  - G. ☐ Job requirements and employee capabilities
  - H. ☐ Supervision and evaluation of handicappers
  - I. ☐ Recruitment and interviewing
  - J. ☐ Other areas: \_\_\_\_\_
- 
-



12. General Comments/Suggestions:

\_\_\_\_\_ Please check here if you would like a copy of the final summary report.

Thank you for taking your valuable time to complete this questionnaire. Your efforts will help us to do a better job of planning, training, and placement.

Barbara Rupp  
Calhoun Area Vocational Center  
475 E. Roosevelt Avenue  
Battle Creek, MI 49017  
Phone: (616) 968-2271

APPENDIX B

Telephone Procedure Training

## TELEPHONE PROCEDURE TRAINING

The telephone interviewer was trained by this researcher. The procedure used was to go over the entire questionnaire, item by item, discuss the nature and purpose of each question, and answer any questions the interviewer might have. Based on the discussion, a telephone interview format was developed (see the following page) for use in all interview calls for data collection purposes. The first seven calls that the interviewer made were monitored by this researcher, minor modifications were made and then the interviewer was given the responsibility to continue the telephone interviews. Weekly meetings were held to check progress and discuss any unusual problems or concerns that had arisen during the preceding week.

## Telephone Procedure Format

Good morning/afternoon, may I speak with \_\_\_\_\_  
 person's name and title

(to be written on the back of  
 the questionnaire being filled  
 out)

This is Edna Falbe calling for Barbara Rupp and the Calhoun Area Vocational Center, regarding the questionnaire on Handicapper Employment and Employer Training. You should have received the questionnaire in the mail sometime during the week of November 18 through November 26th.

(They may have to locate the person who is completing the form. Be sure to get this person's name and title).

Your cover letter indicated that I would be calling sometime this week. Would it be possible now to take just a few minutes of your time to collect this data over the phone?

If NO: Establish a call-back date and time.  
Enter it in the call-back log.

If YES: Do you have your copy in front of you?  
(If they do not, wait while they get their copy).

I would like to verify your employment size. Approximately how many people do you employ?

What type of business are you? (discuss the choices on the front page)

Let's begin with question one . . .

and continue through question twelve.

To end the interview, ask them if they would like a copy of the final summary report and thank them for their efforts and support with this project.

APPENDIX C

Interviews with Employers  
from the  
Survey Pilot Group

## INTERVIEW WITH PERSONNEL DIRECTOR<sup>A</sup>

- Interviewer: In your opinion, have affirmative action laws been effective in encouraging handicappers to enter the labor force and in encouraging employers to make more jobs available to them?
- Interviewee: No. Let me qualify that. Government agencies conserted efforts towards hiring the handicapped. I don't feel it has had that much effect on the private sector. There are no quotas as there are with many minorities.
- Interviewer: If any, what costs has your company incurred in making accommodations for the handicapped employees?
- Interviewee: In dollars and cents, I really don't know. I would have to go through my records to determine that.
- Interviewer: Have you attended any workshops or received any type of training dealing with the hiring and employment of the handicapped?
- Interviewee: I haven't attended any programs specifically for hiring handicapped, but I've attended programs that deal with hiring minorities, women, and the handicapped.
- Interviewer: Who sponsored or was in charge of the workshop?
- Interviewee: Baton, Baton, and Hughes, Michigan State University, and a number of others.
- Interviewer: Off hand, would you say that there has been an increase in handicapped applicants at your company since 1976?
- Interviewee: No.
- Interviewer: In general, what do you feel are some barriers to hiring the handicapped from the employers point of view?

---

<sup>A</sup>Interview with personnel director, a Battle Creek Bank, Battle Creek, Michigan, October 14, 1982.

Interviewee: Boy, that's a tough question for me since I have no problem with that area. I think that the only problem I might be wary of is how the present staff would accept them. The employees here are great. They may try to help the person and most of the handicapped I've been in contact with tend to be quite self-sufficient. The staff would probably need to be trained as to how to work with the handicapped.

Interviewee: Another problem develops when the applicant's handicap prohibits him or her from doing a major part of the job. For example, a blind person couldn't be employed in a job that involved reading microfiche and computer screens, because to my knowledge, there is not a method of making this available in brail in an efficient manner.

Interviewer: What method, if any, is used in monitoring compliance in your company?

Interviewee: There is really not anything that monitors our compliance. With minorities and women we have quotas to meet, but they don't require quotas for handicapped. We do have to make up an affirmative action plan and tell what we are doing and plan to do.

## INTERVIEW WITH PERSONNEL DIRECTOR<sup>B</sup>

Interviewer: Does your company employ any handicappers?

Interviewee: Yes.

Interviewer: How would you rate the performance of the handicapped compared to other workers?

Interviewee: I would say that their performance is par with others. Some are outstanding, as some of the non-handicapped are. In general, their performance equals that of the non-handicapped.

Interviewer: What accommodations has your firm made in facilities, job duties, and/or machinery for the handicapped?

Interviewee: The facilities are all accessible to the handicapped. The walks are curbless, the elevators have brail numbers, the drinking fountains have been lowered, and the elevator buttons are all low enough for those in wheelchairs to reach.

As far as changing the job duties is concerned, we here at our company, have over 400 different types of jobs. We usually place handicapped in jobs that do not need to be altered. We have, however, hired readers for those employees in office positions who are visually impaired.

Interviewer: What do you feel barriers to employment of the handicapped are from the employers point of view?

Interviewee: I think the major barrier is the misconception the employers have of the handicapped. Many of them feel that because of the handicap they can not function productively on the job. The lack of experience of dealing with handicapped persons also leads to uncertainty and employers avoid the unknown.

---

<sup>B</sup>Interview with personnel director, Food Processing Company, Battle Creek, Michigan, October 13, 1983.



## INTERVIEW WITH PERSONNEL DIRECTOR<sup>C</sup>

- Interviewer: Do you feel affirmative action laws have been effective in encouraging handicapped persons to enter the labor force and in making more jobs available to them?
- Interviewee: I really, I guess in all honesty, I don't know. The laws were in effect when I took my current position. I don't think it's made any difference in the people that I come in contact with.
- Interviewer: How would you rate your handicapped employee's performance on the job?
- Interviewee: Comparable to the non-handicapped.
- Interviewer: What types of jobs do they hold?
- Interviewee: A variety. We have some clerical, some in management, and some are agents. We don't get into setting numbers for any of the categories. We just take them as they come.
- Interviewer: What do you feel are some barriers to employment of the handicapped from the employer's point of view?
- Interviewee: I think the main thing is their attitudes. They feel handicapped must be treated differently than the average employee in the run of the mill program. Another thing is that they will disrupt others. For example, a person will be sitting at their desk and say, 'I can't see two inches in front of me,' meanwhile there is a blind person sitting right next to them that can't see at all. I think this makes people uncomfortable. I feel the major problem is attitudes. Have to get people to accept the handicapped as people.
- Another problem is that of accommodation. Many employers have a nightmare of spending all sorts of money to change things and wonder if it's really worth it to them.

---

<sup>C</sup>Interview with personnel director, an insurance company, Marshall, Michigan, October 13, 1982.

Interviewer: What type of training have you had in hiring and the employment of the handicapped?

Interviewee: We took part in the Project MOVE. We get all kinds of information out of our corporate office to read and that pertains to the overall employment position of our company. We are a large company, so we have a lot of resources at our fingertips.

We like to make people feel the same; that's the only way you can break down the barriers. When you have to set up special groups for every little thing, it defeats the purpose of what it is you're trying to accomplish because you never get outside that barrier. You're always a handicapper, or you're always a woman, or you're always black.

## INTERVIEW WITH PERSONNEL DIRECTOR<sup>D</sup>

Interviewer: In your opinion, have affirmative action laws been effective in encouraging handicappers to enter the labor force and in encouraging employers to make more jobs available to them?

Interviewee: I think so.

Interviewer: If any, what costs have your company incurred in making accommodations for the handicapped employees?

Interviewee: We really haven't had to spend any money in changing the facilities. As far as changing job duties, we haven't done that either. We have created new jobs that the duties could be performed by the handicapped. I have had supervisors specifically ask for handicapped persons to fill job openings.

Interviewer: Why do you think they would make such a request?

Interviewee: Most handicapped workers try harder and do a better job, at least when they first begin.

Interviewer: Have you attended any workshops or received any type of training dealing with the hiring and employment of the handicapped?

Interviewee: I attended a workshop, seminar type program. I believe it was called MOVE.

Interviewer: Off hand, would you say that there has been an increase in handicapped applicants at your company since 1976?

Interviewee: There has been a slight increase, but not really any significant number.

Interviewer: In general, what do you feel some of the barriers to hiring handicapped are from the employer's point of view.

---

<sup>D</sup>Interview with personnel director, Manufacturing Company, Battle Creek, Michigan, October 15, 1982.

Interviewee: The added risks of hiring the handicapped, along with higher insurance. They're afraid they will have to make too many concessions.

Interviewer: What method, if any, is used in monitoring compliance in your company.

Interviewee: There are no quotas. About the only thing we use is a visual survey,

## INTERVIEW WITH PERSONNEL DIRECTOR<sup>E</sup>

Interviewer: In general, how would you rate your handicapped employees' performance on the job?

Interviewee: Oh, I think overall I would rate them a little above average.

Interviewer: Do most of them hold entry level jobs?

Interviewee: Some do, but we do have a department chair that is handicapped. My secretary is also handicapped, but she does not declare it.

Interviewer: What type of accommodations have you made? Such as facilities, job duties and machinery.

Interviewee: The main thing we've done is made the facilities accessible to the handicapped. As far as machinery and duties, very little needs to be done.

The handicapped that we have hired don't want any type of special treatment. I mentioned the department chairman before. He doesn't like to think of himself as handicapped. He prefers that we don't make modifications.

Interviewer: If the disabled applicant was more qualified than other applicants, would you hire him or her in preference to the others?

Interviewee: Definitely.

Interviewer: If two applicants had the same qualifications, would you hire the handicapped or the non-handicapped?

Interviewee: Frankly, I don't know. Roughly we try to look at the qualifications. If they're exactly the same, we might or might not hire the handicapped.

---

<sup>E</sup>Interview with personnel director, Educational Institution, Battle Creek, Michigan, October 13, 1982.

APPENDIX D

University of Kentucky Research Report  
by  
Elaine F. Uthe

Conducted in Conjunction with the  
Kentucky Department of Education,  
Bureau of Vocational Education

University of Kentucky  
College of Education  
Department of Vocational Education  
Business Education  
Lexington, Kentucky

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APPENDIX E

A Research Project  
Conducted in  
Portland, Oregon and San Francisco, California

"Employer Reactions to Efforts to Place  
Disabled and Disadvantaged Workers"

by

Jerry J. Zadny

Regional Rehabilitation Research Institute  
Portland State University  
P.O. Box 751  
Portland, Oregon 97207



APPENDIX F

Summary of Employer Comments  
by Company Size

CALHOUN COUNTY EMPLOYER QUESTIONNAIRE  
REGARDING HANDICAPPER EMPLOYMENT AND AN EMPLOYER TRAINING PROGRAM

Summary Comment Sheet

General Comments/Suggestions:

Company size 16-49 employees: Comments . . .

1. In general, having only 27 people and specific jobs which include medium and heavy manual labor, the nature of the questions tend to eliminate us from being a good sampling.
2. We have had very few handicaps apply for work, but are aware there is a need for their employment. We certainly would, at no time, discriminate in hiring.
3. Would like more information about programs. Would be happy to try hiring when we need someone in the office.
4. All hiring is done in Toledo.
5. You have to phone people and have to be able to work the ambulance.
6. In my opinion, at this restaurant, a handicap person would not work, as dishwashers have several responsibilities. Salad people work and clean around electric devices, etc. If our operation was larger and someone worked as supervisor only and could watch closely, we might be interested, but not at this time.
7. Personnel must have OK from home office.
8. Send lists of different people available, with type of job to employer.
9. Would like to see one service - not so many duplications of services.
10. Hiring done through union, most of questionnaire not applicable because of this. If union employee is a handicapper, then they hire them.
11. Small business; all employees have been here for years.
12. This program is something that is needed. Hope it works well.
13. More information to employers about handicappers will be very good.
14. Would be interested in seminars. Also what qualifications the handicappers will have to offer.
15. In our small business it is necessary for everyone who works here to be in reasonably good health. There are many times when employees, other than designated sales clerks, are required to assist our customers which includes going up and down stairs, lifting packages and boxes, running a cash register, writing invoices and solving customer problems. Therefore, some of your categories of the handicapped would not be suitable to solve the problems of our business. We do have one employee who has worked for us for over 14 years who only has one lung and has done fine.

I don't think my response has been too helpful to you, but truthfully speaking, we have never gone looking for handicapped employees and until we grow and add a few more job descriptions, I seriously doubt if there will be much chance of hiring a person with a serious physical or mental handicap.

16. We have not had specifically handicapped people apply.
17. Not aware of the handicapper programs.
18. Never have to employ by advertising or using an agency. Need to train new employees myself.
19. Union contract requires that we hire through the union hall.
20. If qualified, no problem. Hard to find handicappers in this field of business (litho, printing).
21. We have part-time employees who work 2 or 3 days at a time.
22. No handicapped employed. Out of sight, out of mind.

Company size 50-100 employees: Comments . . .

1. In the fast food business, handicappers get very distressed and frustrated.
2. Company working at 30% for the past 3 years. It is very hard to visualize something new, when there are so many requirements we need to abide by now.
3. Hire mostly highly trained people and would consider anyone if qualified. We could use help later on the computer.
4. If we need help, we'd be more than happy to consider a handicapper.
5. More information I can share with the comptroller. Very interested for the future.
6. Sounds like a great beginning. Sorry we couldn't be more helpful with the questionnaire.
7. As a nursing home with only one person in the office, the only other thing I can see would be kitchen help. Also, we are a union shop and all openings have to be posted. It is hard for me to see how a handicapped person could take full care of 10 patients.
8. Small company. When we hire everyone starts at the bottom. It would be difficult for a handicapper.
9. Get some input from unions.
10. The nature of the operation of the road commission is such that it involves mostly truck driving, lots of physical work with heavy lifting or operation of heavy equipment - along with being outdoors in all kinds of weather. It is felt to be not very conducive work for handicapped individuals.

Company size 101-500 employees: Comments . . .

1. I cannot adequately answer without knowing extent of handicap under consideration.
2. This survey is not appropriate for most educational institutions. The hiring of a handicapped person would have to be evaluated on an individual basis dependent upon the specific job(s) the person had applied for. The questions could better be answered if allowed more flexibility in terms of the answers.
3. In past years, 116 to 110 employees. Little or no turn-over.
4. All of the people that we have hired that are handicapped have simply been walk-ins off the street who applied for a job like anyone else would. We do have certain jobs that can be performed by handicappers.
5. When in a hiring mode - one or two years -- would like someone to analyze work site and help identify jobs handicappers can do.
6. If the expertise was available, it would be good for all nursing homes.
7. I think it is great that you work on these kinds of programs.
8. Step in the right direction - preparing for the future.
9. New company. Have many people laid-off, but in the future, might be interested when we know what our needs are.
10. I think the program is a good idea.
11. We are not hiring - have people on lay-off.

Company size over 500 employees: Comments . . .

1. Questionnaire turned out quite well!!
2. Questionnaire is too long.
3. Un-stereotype people. Problems are attitudinal.
4. MESC is not referring handicappers.
5. I would like to compliment you on your work with the handicapped. Through it I can foresee a useful organization to aid employers in their recruitment efforts. Unfortunately, the information I can offer at this time is rather limited. \_\_\_\_\_ finds itself in a crippling economic environment. As a result, our recruitment efforts since 1976 and beyond have been virtually non-existent. Looking into the future, it appears that, due to the present number of lay-offs, our recruitment of new applicants will continue to be very limited. Once again, I commend you on your work.

APPENDIX G

Calhoun County Employment Profile  
1970-1980

Figures taken from the 1970 and 1980 census data and obtained through the Michigan Department of Rehabilitation and the Michigan Employment Security Commission Statistical Department.

CALHOUN COUNTY EMPLOYMENT PROFILE  
1970-80

1970 POPULATION, CIVILIAN LABOR FORCE  
TOTAL EMPLOYMENT AND UNEMPLOYMENT DATA

DESCRIPTION	NUMBER	PERCENT
Total Calhoun County area census for 1970	180,129	
Total population between ages 16-64	123,148	
Total population rate, ages 16-64		68.36%
Total civilian labor force, ages 16-64	72,898	
Total labor force participation rate		59.4%
Total employment	69,086	
Unemployment	3,812	
Unemployment rate		5.2%

Data taken from the Affirmative Action Information Report, Spring, 1981, prepared by the Michigan Employment Security Commission, Statistical Division, Detroit, Michigan.

1970 CENSUS OF POPULATION STATUS  
OF  
DISABLED OR HANDICAPPED PERSONS 16 TO 64 YEARS OF AGE  
(N=12,650)

DESCRIPTION	NUMBER	PERCENT
Total population, ages 16-64	123,148	
Total population disabled, ages 16-64	12,650	10.27%
Total population employed, ages 16-64	5,834	46.1%
Total population unemployed, ages 16-64	490	20.02%
Population not in the labor force, but able to work	2,043	
Population not in the labor force, and unable to work	4,283	33.85%
Total Job Service (Battle Creek) applicants on file for Handicapped, as of January, 1981	467	

To determine the unemployment rate for the disabled population, it is necessary to subtract the population not in the labor force and unable to work (4,283) from the total disabled population, ages 16-64 (12,650), leaving a potential labor force of 8,367 people able to work. The actual employment rate becomes 69.7 percent, leaving an unemployment rate of 30.3 percent.

The unemployment rate for nondisabled people in the work force was 5.2 percent; for the disabled people in the work force it was 30.3 percent.

1970 ADJUSTED STATUS OF  
DISABLED OR HANDICAPPED PERSONS  
16-64 YEARS OF AGE  
(N=12,650)

DESCRIPTION	NUMBER	PERCENT
Total disabled population, ages 16-64	12,650	
Disabled population unable to work and not in the labor force	4,283	
Total non-participation in labor force		33.85%
Total disabled population, ages 16-64 employed	5,834	
Total disabled population unemployed and not in labor force but able to work	2,533	
Total disabled population able to work	8,367	
Total disabled employment rate		69.7%
Disabled unemployment rate		30.3%

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