

Miller's Employment Study in a Community Center

Purpose/question: Can we improve job placement rates in disadvantaged workforce?

Background

1. Poor urban neighborhood, high unemployment, most residents are ethnic minorities. Community center offers assistance in employment process. Goal is to increase employment (jobs offered and taken).
2. Literature on interviewing and interview skills. Behavioral modeling & videotape.
3. Literature on self-monitoring.

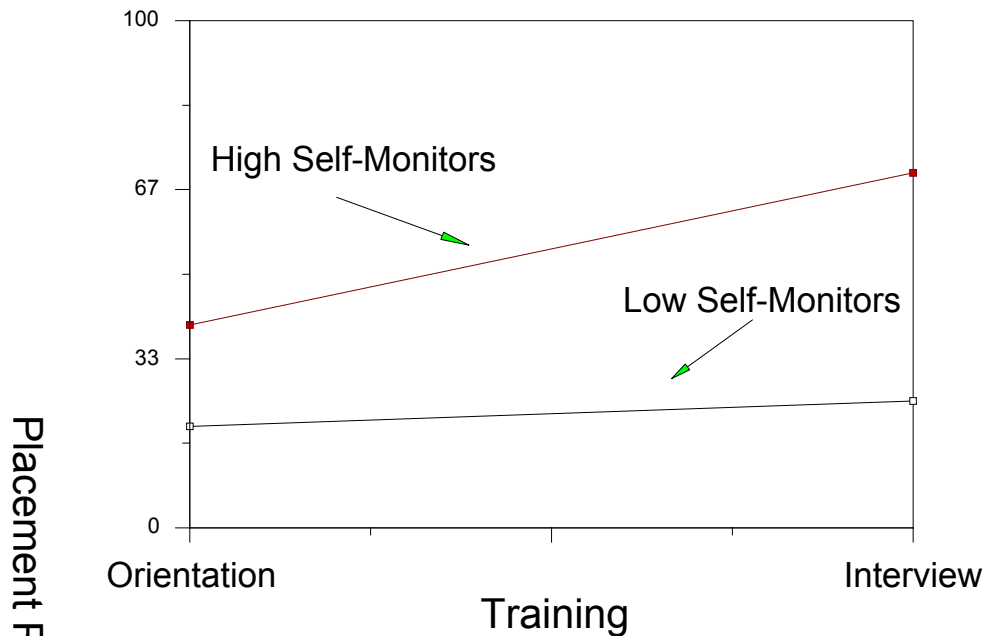
Hypotheses

H1: Interview training will result in a higher percentage of participants being offered jobs.

H2: High self-monitors will achieve a higher rate of employment than low self-monitors. There will be an interaction between self-monitoring and training such that the high self-monitors will receive more benefit from interview training than will low self-monitors.

Predicted results:

Predicted Results



Design

Participants

Community Center, Single Job Coach

Training (IV 1)

Orientation

Interview

Timing & assignment of training

Self-monitoring scale (IV 2)

Phone follow-up (DV)

Analyses & Results

Descriptive Statistics

Variable	N	M	SD
Sex	176	42% Male	
Self Monitor	177	8.28	2.49
Salary	40	\$6.67	\$1.22
Hired Rate	108	39 %	.49
Education	1345	11.69	1.48
Months worked/yr	133	5.58	4.72
Months worked/ 2yrs	133	10.50	8.76
Age	144	29.53	10.03
Car ownership	129	49 %	.50
Percent receiving some public assistance	106	43 %	
Percent with criminal record	108	38 %	

Inferential Statistics Used

1. Correlation of Self-monitoring (continuous) with being employed (1, 0): $r = .01$, $p = .91$. n.s.
2. Correlation of training type (1, 0) with being employed (1, 0): $r = -.08$, $p = .41$. n.s.
3. Interaction between training type and self-monitoring: (tested with a regression model we have not studied), n.s.

Inferential Stats that could have been used:

Training type by being employed: Chi-square.

4. Pre-versus post training(0,1) with being employed (0, 1): significant results by t-test. Could /should have used chi-square.

Placement rate before study about 14 percent; after study about 45 percent.

observed	pre	post	Total
hire	3	39	42
not	19	47	66
total	22	86	108

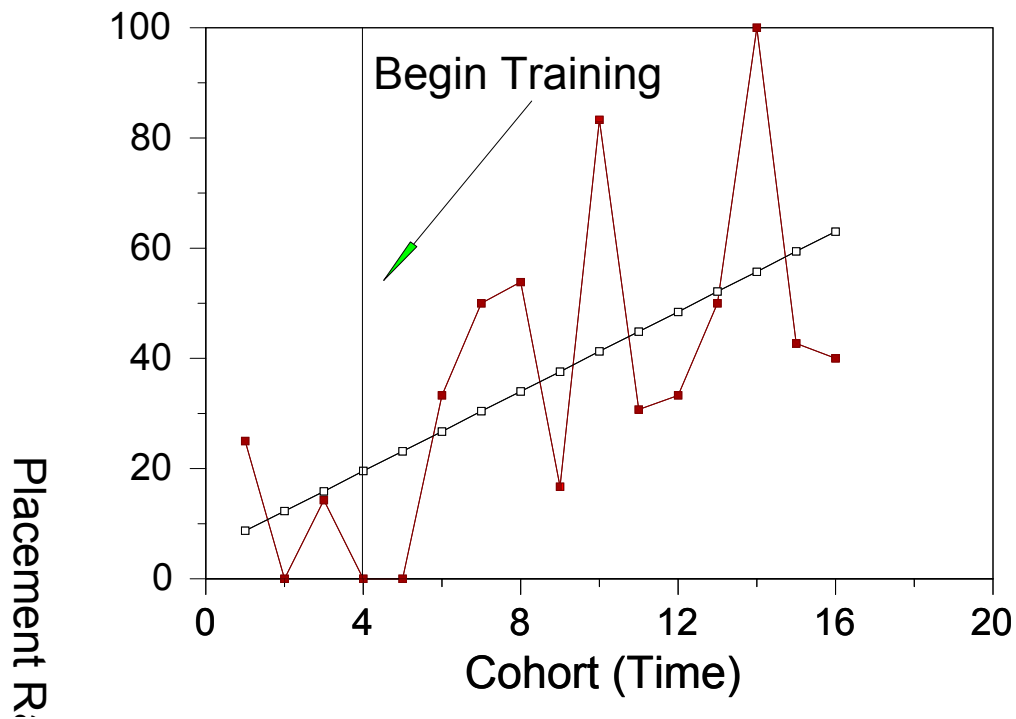
expected	8.555	33.444
	13.444	28.722

(O-E)/E	3.607	0.923
	1.882	11.631

Chi-sq 18.045

Df = 1, critical value = 3.84, result is significant

Placement Rate Over Time



Miller's Inferences

1. No difference between orientation group and interview group.
2. No effects of self monitoring.
3. Was an effect of training, because of pre-post difference.

Issues Regarding Internal Validity

1. History? .
2. Maturation?

3. Testing?
4. Instrumentation?
5. Regression?
6. Selection?
7. Mortality?
8. Diffusion of Treatments?
9. Assignment to groups?
10. Type of design (pre-post, Solomon 4 group, post-test only)

Issues Regarding External Validity

1. Population generalization
2. Environmental generalization
3. Temporal generalization