

PROCEEDINGS OF THE 19TH INTERNATIONAL  
CONFERENCE

**WORK AND ORGANIZATIONAL PSYCHOLOGY 2020**

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**PSYCHOLÓGIA PRÁCE A ORGANIZÁCIE 2020**

ZBORNÍK PRÍSPEVKOV Z 19. MEDZINÁRODNEJ  
KONFERENCIE



**Ivana Piterová,  
Denisa Fedáková,  
Jozef Výrost (Eds.)**

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PSYCHOLÓGIA PRÁCE A ORGANIZÁCIE 2020**

**Institute of Social Sciences, CSPA SAS  
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## Introduction

Due to the COVID-19 pandemic the 19th International Conference Work and Organizational Psychology 2020 took place online between 20 and 21 May 2020.

Despite the unprecedented situation, over 35 participants took part in the Conference with 11 online presentations and 19 posters. The online presentations were divided into three sections: Psychology in Organisations; Diagnostics in Work Psychology, and the Social Context of Work.

In this book of conference proceedings, following a now over 20-year tradition, we present 23 selected studies, which have been presented in the form of a lecture or a poster at the conference and later submitted as written papers and peer reviewed. We would like to thank our colleagues from Charles University in Prague, Palacký University in Olomouc, Tomas Bata University in Zlín, Masaryk University in Brno, Constantine the Philosopher University in Nitra, P. J. Šafárik University in Košice and from the Centre of Social and Psychological Sciences in Košice for their valuable help with the organization of the conference and for their cooperation in the review process. We wish that the readers of the proceedings will find interesting information and inspiration for their own work tasks and practice.

This conference, organized by the team of the Centre of Social and Psychological Sciences in Košice, was a special one due to the global pandemic and consequently a time of physical and social distancing. However, it is worth emphasising that the organizers succeeded in keeping the conference continuity, and despite the online distancing the conference climate still enabled valuable and inspiring discussions between participants.

*Ivana Piterová, Denisa Fedáková & Jozef Výrost  
editors of the conference proceedings*

## Úvodné slovo

Kvôli celosvetovej pandémie COVID-19 sa 19. ročník medzinárodnej konferencie Psychológia práce a organizácie 2020 konal online, v dňoch 20. – 21. mája 2020.

Navzdory okolnostiam a neobvyklej situácii sa konferencie zúčastnilo viac ako 35 ľudí, s 11-timi online prezentáciami a 19-timi posterami. Online prezentácie boli rozdelené do troch sekcií: 1. Psychológia v prostredí organizácie; 2. Psychologická analýza pracovnej činnosti a psychodiagnostika v psychológii práce; a 3. Práca a jej sociálny kontext, jednotlivec v práci.

V tomto konferenčnom zborníku z konferencie, ktorá má viac ako 20 ročnú tradíciu, prezentujeme 23 príspevkov, ktoré boli na konferencii prezentované formou prednášky alebo posteru a neskôr boli v písomnej podobe zaradené do recenzného procesu. Radi by sme sa poďakovali našim kolegom z Karlovej univerzity v Prahe, Univerzity Palackého v Olomouci, Univerzity Tomáše Bati v Zlíne, Masarykovej univerzity v Brne, Univerzity Konštantína Filozofa v Nitre, Univerzity Pavla Jozefa Šafárika v Košiciach a z Centra spoločenských a psychologických vied SAV v Košiciach, za ich pomoc s organizáciou konferencie a ich spoluprácu na recenznom procese. Želáme čitateľom tohto zborníka, aby našli zaujímavé informácie a inšpiráciu pre ich vlastnú vedeckú prácu, aj odbornú prax.

Tohtoročná konferencia PPaO 2020, organizovaná tímom Centra spoločenských a psychologických vied SAV, bola kvôli globálnej pandémie a z toho vyplývajúcich fyzických odstupov realizovaná v netradičnej online podobe. Napriek tomu, stojí za to zdôrazniť, že organizátori uspeli v udržaní kontinuity konferencie a napriek fyzickej vzdialenosti, online podmienky konferencie umožnili hodnotné a inšpirujúce diskusie medzi jej účastníkmi a účastníčkami.

*Ivana Piterová, Denisa Fedáková & Jozef Výrost*  
*editori konferenčného zborníka*

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### **Komparácia názorov na sociálnu a pracovnú integráciu migrantov v rámci krajín V4**

Miroslava Bozogánová<sup>1</sup> & Tatiana Pethő<sup>2</sup>

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#### **Abstract**

**Objective.** *The research study compares views on the social and labour integration of migrants from the V4. The concept of social integration is perceived through the optics of belonging to a given country and accepting values and standards within that country. Labour migration is related to the ability to find and find work in a country's labour market. The research study is exploratory in nature.*

**Method.** *The research sample consisted of 1080 respondents from the SR - 43.1% of men; The CR - 1027 respondents (40.5% men), HU - 1038 respondents (42.3% men) and PL - 1037 respondents (39.7% men). Research data were obtained by a probabilistic, multi-stage sample method in Eurobarometer 88.2 (2017). The social integration consisted of four items, as well as labour integration.*

**Results.** *The research data were statistically processed in the IBM SPSS 21 using a one-way ANOVA. The ability to speak a country's language and the migrant's sense of belonging to the country appear to be the most important factors for the successful social integration of migrants in the V4 countries. In the framework of labour migration, countries agree that the obstacles to successful migration are difficulties in finding a job. Respondents of the Slovak Republic and the Czech Republic consider education and the ability to find a job the most important.*

**Conclusions.** *The paper provides information on the opinions of V4 respondents on the social and labour integration of migrants.*

**Limitations.** *The limit of the study is the cross-sectional character of the data.*

**Keywords.** *social integration; labour integration; migrants; Visegrad Four*

## **Abstrakt**

**Cieľ.** *Výskumná štúdia sa zaoberá porovnaním názorov na sociálnu a pracovnú integráciu migrantov z krajín Vyšehradskej štvorky. Pojem sociálna integrácia migrantov je vnímaný cez optiku spolupatričnosti k danej krajine a prijatia hodnôt a noriem v rámci danej krajiny. Pracovná migrácia súvisí so schopnosťou nájsť a uplatniť sa na trhu práce v danej krajine. Výskumná štúdia má exploratívny charakter.*

**Metóda.** *Výskumný súbor tvorilo 1080 respondentov zo Slovenskej republiky – 43.1% mužov; Českej republiky – 1027 respondentov (40.5% mužov), Maďarska – 1038 respondentov (42.3% mužov) a Poľska – 1037 respondentov (39.7% mužov). Výskumné dáta boli získané probabilistickým, viacstupňovým výberom v rámci Eurobarometer 88.2 (2017). Sociálna integrácia migrantov bola tvorená štyrmi položkami a rovnako aj pracovná integrácia.*

**Zistenia.** *Získané výskumné údaje boli štatisticky spracované v programe IBM SPSS 21 použitím jednovchodovej analýzy rozptylu. Schopnosť hovoriť jazykom danej krajiny a pocit migranta, že do danej krajiny patrí, sa javia ako najdôležitejšie faktory pre úspešnú sociálnu integráciu migrantov v krajinách V4. V rámci pracovnej migrácie sa krajiny V4 zhodujú, že prekážkou pre úspešnú migráciu sú problémy pri hľadaní zamestnania. Respondenti SR a ČR pokladajú pri integrácii v rámci krajín V4 za najdôležitejšie vzdelanie a schopnosti hľadať si prácu.*

**Záver.** *Príspevok prináša informácie o názoroch respondentov krajín V4 na sociálnu a pracovnú integráciu migrantov.*

**Limity.** *Limitom štúdie je prierezový charakter dát.*

**Kľúčové slová.** *sociálna integrácia; pracovná integrácia; migranti; Vyšehradská štvorka*

## **Theoretical starting points**

The concept of social integration of migrants is perceived from the perspective of belonging to the particular country and accepting the values and norms of that country. Labour

migration is related to the ability to find a job and succeed in the labour market of a given country. For society, the integration of migrants is important because it may result in economic and cultural benefits and bring social stability (Chen & Wang, 2015).

Yang (2012) states that the successful integration means that migrants find stable jobs in the host country, obtain a decent income and the related basic social security to achieve adequate work integration. Research studies conducted in the field of labour and economic integration pay special attention to the migrants' income (Borjas, 1987). Factors such as unemployment, employment status or wealth in relation to the economic integration of migrants have received little attention (Kerr & Kerr, 2011). Due to this fact, it is necessary to examine the issue of labour integration in the context of assessing the opinion of individuals on migrants and their labour integration. The research study deals with the comparison of opinion on the social and labour integration of migrants in the context of V4 countries. The need to examine the differences in the integration of migrants in V4 countries is based on a comparison of the opinions of respondents in countries that have richer experience with migrants than Slovakia and are based on the same cultural, intellectual values and religious traditions.

Slovakia (SK) is a culturally homogeneous country, which was not affected by the dramatic increase of migration during the twentieth century (Bozogánová, 2020). Silasi a Simina (2008) stated the more advanced countries Czech Republic (CZ) and Hungary (HU) show in most of the years rather positive net international migration resulting in growth of number foreigners within their population. Although SK shows positive net migration, the migration crisis is not directly linked to the CZ; however, this issue has been an area that has shaped political debate and public opinion (Bozogánová, 2020). CZ has supported the SK proposal of flexible solidarity; nonetheless, in practice it gives preference to financial or technical support in regions migrants are arriving from and engagement in special EU agencies (Bauerová, 2018). Unlike SK, CZ is a country that has been dealing with the issue of integration of migrants for a longer period, specifically since 1999 (Sekulová & Gyarfášová, 2009). It is possible to assume that CZ will differ in terms of social and labour integration of migrants from SK. Compared to HU, SK does not have so many negative experiences with migrants (Bozogánová, 2020), and given this fact, it is possible to predict that the opinions of the citizens of V4 countries will also differ in the level of social and labour integration.

HU is an ethnically homogeneous country, last years was a wave of demonstrations for strengthening the rights of asylum seekers took place (the main reservation included e.g.

guaranteeing the right to medical care, the right to learn Hungarian, and the need to create rules for the integration of migrants into Hungarian society) (Bauerová, 2018).

The lack of Polish tradition as a host country, systemic transformation, and generally low living standards of Poles just several years ago, affect today's problems with establishing a specific and long-term migration and integration policy in Poland. Analysis of integration of foreigners in Poland should emphasize that legal provisions creating elements of integration policy refer almost exclusively to the beneficiaries of international protection. As a result of the change on the Polish political scene, after which the anti-immigrant party 'Law and Justice' came to power, this strategy was officially cancelled. A few months later, the new government announced that it is working on a new migration strategy. However, the latest reports say that the government may return to the cancelled strategy, with some modifications (Domalewska & Zakowska, 2019).

Slovak population has relatively little personal experience and knowledge of migrants. It typically creates its opinions based on media reports (Vašečka, 2009). The integration of migrants in the social and labour context is associated with opinions of citizens of the host country, who significantly contribute to successful or unsuccessful adaptation of migrants in a given country. As stated in Sekulová and Gyarfášová (2009), qualitative indicators of migrant integration provide opinions gathered from individuals, which relate to beliefs, evaluations and are an important part of the integration process. The main benefit of the research study is the knowledge of the state of opinion on the social and labour integration of migrants, while the population decides whether the migrant successfully integrates in the host country. The research study is exploratory in nature. The perspective of successful integration of migrants is the main reason for describing and comparing the opinions of the V4 countries.

## **Objective**

The main goal of the paper is to describe and compare opinions on the social and labour integration of migrants of respondents of the V4 countries.

## **Methods**

### **Research sample**

The research sample consisted of 1080 respondents (Eurobarometer 88.2, 2017) from the Slovak Republic – 43.1% men, aged 15–93 ( $M=49.45$ ,  $SD=16.83$ ); Czech Republic – 1027

respondents (40.5% men), aged 15–91 ( $M=47.08$ ;  $SD=16.41$ ); Hungary – 1038 respondents (42.3% men), aged 15–99 ( $M=51.69$ ;  $SD=16.73$ ); and Poland – 1037 respondents (39.7% men), aged 15–99 ( $M=48.94$ ;  $SD=17.89$ ). For these purposes we used data from the then newly introduced “Integration of immigrants in the European Union” module of Eurobarometer 88.2 (2017). Data collection took place in October 2017 in the form of a face-to-face interview as part of the Eurobarometer 88.2 survey (2017), in the form of a multi-level probabilistic selection. The full text of the module and data are freely available on the site of the survey.

## Measures

Both social and labour integration of migrants were examined from four aspects (Eurobarometer 88.2, 2017). Below, the authors present the findings using the Slovak version of the questionnaire.

**Social integration:** *People have different views about what it means to be well-integrated into the Slovak society. How important is each of the following for the successful integration of immigrants in Slovakia?* (1 = very important, 4 = not at all important) – Sharing Slovak cultural traditions; Feeling like a member of Slovak society; Being able to speak Slovak; Being committed to the way of life in Slovakia by accepting the values and norms of society.

**Labour integration:** as it was stated above: Having sufficient qualification and skills to find a job (1 - very important, 4 - not at all important); *Please tell me for each of the following issues if they could be a major obstacle, a minor obstacle or not a obstacle at all for the successful integration of immigrants in Slovakia?;* Difficulties in finding a job (1 - a major obstacle; 3 - no obstacle at all); *To what extent do you agree or disagree that each of the following measures would support integration of immigrants?;* Introducing or improving integration programs for immigrants upon arrival (orientation courses, providing basic information on the way of life, values and norms of the society or various forms of training); Providing measures for job finding (training, job matching, guidance, recognition of qualifications etc.) (1 - totally agree, 4 - totally disagree).

## Results

### Social integration

To compare the V4 countries in terms of views on the social integration of migrants, we used a one-way analysis of variance. The results are shown in Table 1.



**Table 1. Social integration**

<b>Social integration</b>	<b>Country</b>	<b>Mean</b>	<b>Standard deviation</b>	<b>F</b>	<b>p</b>	<b>Eta</b>
Sharing <country> cultural traditions	CZ	2.00	0.84	5.984	p<0.01	0.005
	HU	2.16	0.92			
	PL	2.02	0.79			
	SK	2.17	0.86			
Feeling like a member of <country> society;	CZ	1.86	0.75	4.547	p<0.01	0.004
	HU	1.92	0.89			
	PL	1.81	0.67			
	SK	1.79	0.74			
Being able to speak <country language>	CZ	1.40	0.64	28.153	p<0.01	0.023
	HU	1.57	0.77			
	PL	1.66	0.66			
	SK	1.25	0.64			
Being committed to the way of life in <Country> by accepting the values and norms of society	CZ	1.65	0.75	19.122	p<0.01	0.016
	HU	1.61	0.78			
	PL	1.81	0.68			
	SK	1.60	0.74			

Note. df = 3

The results showed certain differences between the countries ( $p < 0.01$ ) having a small effect ( $\eta < 0.023$ ). The following are the results based on the Tukey post-hoc test (for numerical values, see Table 1). For the interpretation of the results, it is necessary to look at the negligible size of the differences between countries. Within the views on the importance of common cultural traditions, Hungary (HU) differs significantly (albeit marginally) from the Czech Republic (CZ) and Poland (PL). HU respondents consider common cultural traditions to

be less important in the integration of migrants than CZ and PL respondents. PL respondents consider feeling like a member of their society to be more important than HU respondents. In the examined countries, being able to speak the language of the country proved to be the most important in Slovakia. The views of the Slovak respondents differed significantly from those of PL and CZ respondents. PL respondents described it as less important than those of the other V4 countries. Finally, accepting the values and norms of society proved to be less important in PL than in CZ and HU.

### Labour integration

To compare the V4 countries in terms of views on the Labour integration of migrants, we used a one-way analysis of variance. The results are shown in Table 2.

*Table 2. Labour integration*

Labour integration	Country	Mean	Standard deviation	F	p	Eta
Sufficient qualification and skills to find a job	CZ	1.53	0.74	25.257	p<0.01	0.022
	HU	1.76	0.83			
	PL	1.81	0.69			
	SK	1.56	0.71			
Obstacles to integration - Difficulties in finding a job	CZ	1.58	0.69	4.964	p<0.01	0.004
	HU	1.65	0.70			
	PL	1.54	0.66			
	SK	1.65	0.70			
Integration support - Introducing or improving integration programmes	CZ	1.77	0.84	5.512	p<0.01	0.005
	HU	1.92	0.91			
	PL	1.90	0.73			
	SK	1.73	0.76			

	CZ	1.89	0.87			
Integration support -	HU	2.03	0.89			
Providing measures for				4.979	p<0.01	0.004
job finding	PL	1.97	0.76			
	SK	1.73	0.68			

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Note. df = 3

The results showed certain differences between the countries ( $p < 0.01$ ) having a small effect ( $\eta^2 < 0.022$ ). The following are the results based on the Tukey post-hoc test (for numerical values, see Table 2). CZ respondents consider sufficient qualification and skills to find a job to be more important than HU and PL respondents. Difficulties in finding a job are considered to be a bigger obstacle to the integration of migrants in PL than in HU. In CZ, respondents agree more with the statement that introducing or improving integration programs will support integration than in HU and in PL. Similarly, in CZ, rather than in HU, respondents agree to provide measures for job finding for the purposes of integration.

### Discussion and conclusion

The objective of this paper was to describe and compare opinions on social and labour integration of migrants from the Visegrad Four countries. Comparison V4 countries is the main subject of the research into several studies at the level of migration policy and migration crisis issues (Bauerová, 2018; Fawn, 2018; Nič, 2016). The area of opinions of migrants in the conditions of the V4 countries is researched by Bozogáňová (2020) and Bozogáňová, et al. (2020). The need to compare V4 countries is important given the differences in attitudes towards migrants due to migration before (2012) and after (2018) the migration crisis. Furthermore, it can be stated that migration is a dynamic process and therefore attitudes in individual countries are changing (UN, 2019).

HU and SK significantly differ from CZ and PL in the opinion on the importance of common cultural traditions. HU and SK respondents consider common cultural traditions to be less important in the integration of migrants than CZ and PL respondents do. PL respondents consider feeling like a member of their society to be more important than HU respondents. Finally, accepting the values and norms of society proved to be less important in PL than in CZ and HU. The statistical significance of the results is related to the size of the research sample.

The comparison of respondents' opinions on sharing cultural traditions and feeling like a member society was statistically significant, but the differences between V4 countries are negligible in terms of average values and it can be considered that countries do not differ in common cultural traditions and member of the society as the part of social integration of migrants. The alliance of V4 countries was formed on the basis of the same cultural, intellectual values and religious traditions that are related to interpretation of research results. Another potential explanation for the findings may be the fatigue from the topic of respondents in V4 countries with regard to the long-discussed topic. It should be noted that the Slovak and Czech respondents reported slightly lower average values in the answers to all questions compared to the Polish and Hungarian respondents. This phenomenon can be explained by different attitudes towards migrants in the V4 countries, where Polish respondents appear to be "the most receptive" in the perception of migrants (see Bozogáňová et al. 2020).

Being able to speak the language of the country proved to be the most important in SK and least important in PL. The statistically significant results can be explained by Vašečka's postulate (2009) about ethnic group of Slovaks who are subject to a number of self- stereotypes and self-deceptions when evaluating themselves and SK, which reduce the integration potential in the form of national myths (e.g., "*Speak Slovak when in Slovakia*").

CZ respondents consider sufficient qualification and skills to find a job to be more important than HU and PL respondents. Difficulties in finding a job are considered to be a bigger obstacle to the integration of migrants in PL than in HU. In CZ, respondents agree more with the statement that introducing or improving integration programs will support integration than in HU and in PL. The statistical significance of the results is related to the size of the research sample. The comparison of respondents' opinions was statistically significant, but the differences between V4 countries are negligible with respect to the average values. Small statistically significant differences can also be explained by the effect of situational factors at the time of data collection (negative image of migrants, which was presented at the time of migration crisis in media).

The opinions of SK respondents in the area of ability to speak country language and Labour integration support were statistically significantly more negative in comparison with other V4 countries, which can be considered potentially the most important finding, which is in line with Vašečka's research (2009). SK respondents tend to restrict measures on the Labour market. In this context, it is possible to consider a long- term predominantly negative opinion on the topic of integration, which may also be related to contact theory (Bozogáňová et al.,

2020; Himmelroos & Leino, 2016). This means that SK respondents do not dispose with much personal experience with migrants, because SK is not an attractive country for migrants, which is in line with Bauerova's statement (2018) that SK was not a target or transit country during the migration crisis.

The long- discussed topic of migration and integration has its justification and the need for further research. The focus of future research is related to the opinions of respondents of SK, while it is important to focus on examining causes and consequences of social and Labour integration of migrants from the perspective of Slovak inhabitants. Previous studies (Facchini & Mayda, 2009; Kessler, 2001; Scheve & Slaughter, 2001) have shown that economic factors systematically influence the preferences of the host country's population considering the migrants' success in the labour market.

The present study has several limitations. This is an exploratory study where the validity of the results needs to be verified in further research. The assumption is that these opinions of V4 respondents are not always the same in time and change in connection with the changing situation (political, social and other). The differences between the respondents' opinions in the V4 countries are negligible (small strength of the effects). Eurobarometer 88.2 (2017) provided the opportunity to examine such constructs on quality data from different countries. It should be noted that these data provide information about the respondents' opinions and we perceive them as a topic for further and more targeted study using other tools.

Raising the awareness of migrants among the population of the V4 host country is a frequent topic and a subject of psychological, cultural and political issues. We see this contribution as a stimulus for further in-depth research into the psychological, cultural and social factors influencing opinions on social and labor integrations of migrants in neighboring countries. It is important, especially for planning and promoting a pan-European migration and integration policy, to know citizens' opinions on migration and the integration of migrants. It also makes sense to focus on the V4 region, where there are not many migrants, but there is the strongest resistance to a common European policy. The contribution could also be a stimulus to consider adjusting the communication of the EU's common policy in the V4 countries.

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