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Title: Perceived Immigrant Contribution (PIC): Conceptualization, Scale Development, and Organizational Implications

Abstract:

The literature on immigrant perceptions has predominantly focused on the effects of perceived threat on attitudinal and behavioral outcomes towards immigrant groups. Although this threat perspective is useful, it is mismatched with many public opinions that immigrants are vital contributors to organizational and societal well-being and growth. The implications of the perceptions of immigrant contributions are still largely unknown. Building on a dual-dimension framework, this paper explores and presents the perceived immigrant contribution (PIC) construct and develops a scale as a tool to measure perceptions of realistic (i.e., physical or economic resources) and symbolic (i.e., cultural or value-based resources) immigrant contributions. Four studies provide evidence for the scale and construct validity both generally and in the workplace-specific context. The inclusion of this construct may allow future scholars to capture an alternative perspective and gain additional insights into immigrant-directed attitudes and treatment, guiding future research towards a more positive psychology approach to studying immigrant perceptions and its organizational implications for workplace well-being, treatment, and integration.