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**AN EXAMINATION OF THE RELATIONSHIP BETWEEN
JOB LOSS AND CHILD ABUSE: THE ROLE AND
RESPONSIBILITIES OF EMPLOYERS**

J. Patrick Monteleone, B.S.B.A, M.B.A.

**A Dissertation Presented to the Faculty of the Graduate School of
Saint Louis University in Partial Fulfillment of
the Requirements for the Degree of
Doctor of Philosophy**

2001

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DIGEST

The study examined 1074 cases of child maltreatment in the Saint Louis Metropolitan area for a relationship between types of child abuse and the employment classification of the primary perpetrator. The severity of child abuse and other mediating variables, such as the perpetrator's gender, family characteristics, race, marital status and personal characteristics was also tested. The perpetrators who have lost jobs were further studied for availability of outplacement services from the employer that terminated them. We looked at the type, duration of availability and utilization of outplacement assistance. It was expected that job loss would be correlated with physical abuse and that perpetrator(s) would not have had access to or have utilized outplacement services. It was discovered that job loss was most closely related to neglectful behavior by White female job losers. Contrary to previous research, physical abuse was associated with employed Black individuals. Additionally, sexual abuse was correlated with employed White males. Examination of outplacement services found fewer services available and less utilization by abuse perpetrators than anticipated. Discussion and proposed solutions are also presented.

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2001

iv

TABLE OF CONTENTS

List of Tables	ix
Chapter 1 INTRODUCTION	1
Background of the Research/Problem Statement	1
Need for the Research	9
The Employment Security System	13
Contributions of the Present Research	19
Chapter 2 LITERATURE	25
Definitions	26
Healthcare Literature	29
Social Work Literature	32
Business Literature	38
Management Literature	39
Economic Literature	42
Human Resource Management Literature	43
Organizational Studies	46
Companies Actively Involved	49
General Hypothesis	51

Chapter 3 METHODOLOGY	54
Description of Data	54
Variables	55
Dependent Variables	55
Independent Variables	57
Statistical Methods	62
Summary	64
Chapter 4 RESULTS AND FINDINGS	65
Descriptive Statistics (Dataset A)	65
Chi Square Results	70
Multivariate Statistical Results	72
Loglinear Model Selection	72
Ordinal Regression	76
Analysis of Questionnaire Results	78
Questionnaire Descriptive Statistics	80
Summary	81
Chapter 5 ANALYSIS AND DISCUSSION	83
Review of Methodological Issues	83
Review of the Findings	85
Intent of the Research	85
Hypotheses	87

General Hypothesis	87
Hypothesis 1	89
Hypothesis 2	95
Hypothesis 3	96
Hypothesis 4	102
Discussion of the Questionnaire Results	103
Availability Questions	104
Utilization Questions	107
Other Services	109
Overview of Outplacement	109
Suggestions for Changes in Outplacement	111
Chapter 6 SUMMARY AND CONCLUSIONS	118
Purpose of the Research	118
Results	120
Summary of Discussion	122
Implications of the Research	124
Limitations of the Research	124
Suggestions for Future research	129
Appendices	
Literature Structure (A)	133
List of Perpetrators Characteristics (B)	134

List of Family Characteristics (C)	135
Questionnaire (D)	136
Bibliography	137
Vita Auctoris	153

LIST OF TABLES

Table 1.	Summary of Descriptive Statistics	68
Table 2.	Chi-Square Test Summary of Results	71
Table 3.	Logit Regression Model	73
Table 4-A.	Ordinal Regression Results – Reduced Model	77
Table 4-B	Ordinal Regression Results – Full Model	77
Table 5.	Questionnaire Results	78

CHAPTER 1

INTRODUCTION

In the first chapter we will define the topic, justify the need for this research, outline the goals of the research and introduce the bodies of relevant research. We will also summarize the design of the research, discuss its contribution and, finally, outline the organization of the dissertation.

Background of the Research/Problem Statement

When a worker is terminated from a job involuntarily, what obligation does the company have to that worker? Many say that the company has no obligation to that worker (Freeman, 1994; Brenner, 1996). In states that have “employment at will” laws, once either party terminates the employment relationship, each can go their separate ways without compensation to the other. The employment-at-will concept defines the employer and employee as free agents, who, at any time, can terminate the employment relationship. The only exceptions would be if any of the following conditions exist in the relationship. (Fisher et al., 1993)

- **Employment Discrimination - Termination based on sex or age**
- **Union Contracts – Seniority-based terminations**

- **Public Policy Violations – Whistle blowers**
- **Express or Implied Guarantee of Employment – Verbal contracts, written policies in employee manuals.**
- **Good Faith and Fair Dealing – Firing to prevent receiving benefits**
- **Tortious Conduct – Interfering with a legitimate contract**

Many companies stipulate in policy manuals that termination can occur at any time for any reason and that there are no guarantees of continued employment.

Over time employers have become more aware of the fallout that individuals experience after job loss. There are four distinct emotional stages after job loss: denial, grief and depression, anger and, finally, acceptance. (Latack and Dozier, 1986) Several researchers have found a parallel between the emotions experienced by people who have experienced job loss and those who are terminally ill. These feelings certainly effect the victim the most, but also have a significant impact on those around the victim.

If a company terminates an employee and the employee, in turn, experiences some kind of hardship as a result of the termination, the unemployment security system steps in to provide income until the worker

obtains new employment. The system has also provided job search coaching and federally funded education or paid on-the-job training in many circumstances through the Worker Re-Entry Program. However, the system fails to provide the emotional aspect of the job that was lost. The employee loses part of his or her identity and esteem with the job loss. The literature suggests that the loss of self-esteem and identity contribute in a negative way to the wellness of the victim's family (Latack et al., 1995). Society lacks a comprehensive system to prevent domestic problems that result from the job loss. The unemployment security system funding is legally limited to *providing only benefits* to the unemployed. Financial support is certainly readily available through governmental sources and often through company outplacement programs in the event of downsizing. However companies may overlook the emotional needs of the victim.

Typical outplacement programs, that are the most effective, include psychological and emotional support for the victim as well as development of job search skills. Counseling helps the victim manage the emotional stages of job loss by reducing their impact. The support can be provided by the company itself or by an outside provider. Companies can also extend benefits such as an Employee Assistance Program (EAP) to the effected worker. Typical outplacement programs can include counseling,

training related to securing reemployment, severance pay, and job lead or job placement services.

During the “grief/depression” and “anger” emotional phases of job loss, what impact does the abrupt change in emotional state have on the victim’s “family” and immediate environment? We can consider family and immediate environment as spouses, children (biological and non-biological), parents, siblings, and significant others.

Cotton and Tuttle (1986) studied turnover and found negative correlations between turnover choice and both marital status (being married) and the number of dependents of the employee. This shows that an employee who is both married and has dependents is less likely to voluntarily terminate employment without continued employment with another employer. The study suggests that the same employee would experience greater emotional fallout than the employee with no spouse or dependents.

Job loss has a direct impact on the family of the dislocated worker. The most obvious effect is the loss of income, health care coverage and employer benefits. Due to the loss of compensation, families can experience considerable stress, tension in family relationships, and difficulty meeting their financial obligations. The stress associated with

job loss can weigh heavily on families with children. The effects of job loss on children are of particular interest and are the focus of this paper.

There is no system in place to address domestic problems until they reach critical mass. This paper will examine job-loss effects on specific types of child abuse and subsequently suggest solutions that business can implement with the intent to reduce the negative effects on the children in the effected household. This paper will also address the availability and degree of usage of outplacement programs for workers who have been impacted by job loss and who have been identified as child abusers by the state of Missouri.

Many believe that business functions as a corporate citizen and with the *rights* of a citizen added to the special classification society provides, the company has *responsibilities* to that community (Roddick, 1996; Richards, 1998). If a company's actions lead to consequences that have a detrimental effect on a terminated employee's children, the company is obligated to take preventative actions. Even if a company feels it is not legally obligated, corrective actions are in its best interest from a good corporate citizen perspective. The company should have a basic obligation for the employee as a reward for that employee's past work contribution. Just as the employee is expected to provide more than just quality work in return for compensation, so the company is obligated to

return more than just financial compensation to the employee. It's about more than simply a compensation-for-work (economic) contract.

Additionally, by having a detrimental effect on terminated employees, the company is contributing to a pool of "tainted" workers. Another company then hires these tainted workers after the damage has already been done. Companies that take corrective action early can demonstrate an enlightened self-interest and/or a commitment to the long-term best interests of society. Companies that attempt to control the social and emotional damage brought about by termination, may be practicing a form of social responsibility discussed in Integrated Social Contract Theory (ICST) (Donaldson and Dunfee, 1994). ICST helps business navigate through the ethical and social responsibility terrain in modern society.

A relatively new proactive, long-term relationship management technique is called the "New Social Contract." The contract has economic overtones in addition to the implied social overtones. Both employer and employee are in an agreement focused on *responsibilities* to the other (Ettorre, 1996; Mahoney et al., 1994). Many of these changes came about as a result of the changing nature of the working relationship. Historically, employees sought employment for life. In a rapidly changing global environment, companies are forced to make adjustments in their workforce often quickly, with dramatic results. The concept of

employment-for-life has rapidly become outdated in many industries and many countries.

As the assumptions change about working relationships, so must practices. Since the relationship is moving toward *responsibilities* and away from simple economic ties, there is a growing responsibility to manage the new relationship. As corporations take on new responsibilities to employees and expect fulfillment of the employees' responsibilities as well, there is increasing responsibility on the human resources department to manage the relationship.

When we consider job loss, we often view outplacement as the most common corporate system to reduce the impact of terminations. Human resources departments are best equipped to interface between business, employees and society in the capacity that addresses the problems outlined above. Outplacement services are typically handled by or contracted by the human resources department. This scenario increases the role of the human resources department. As the role of human resource departments now encompasses the role of strategic partner, it also extends their role well into the community.

During difficult financial times, companies may tend to act in their own self interest, by eliminating jobs, making cutbacks and decisions that increase

its survivability during the troubled times. Human resource strategists have evolved to view employees as assets that are treated as investments similar to capital investments. Often, it is forgotten that the employees are human beings first, company assets second. As corporate responsibility to society changes, the responsibilities to the individual need to be redefined.

This paper deals specifically with job loss. It will examine the consequences when an employee loses a job involuntarily. Involuntary job loss can be considered to be terminations that are initiated by the employer, not the employee. These terminations can be in the form of layoffs, selective termination, employee performance problems or company re-engineering. These workforce reductions have sharply increased in 1998. United States companies will eliminate approximately 400,000 jobs during 1998 – 40% more than 1997. (HR Magazine, 1998). As foreign economies struggle, more layoffs can be expected from companies that cannot sell the product in the effected countries. With no decrease in sight, workforce reductions will continue to plague the United States labor market.

Need for the research

Companies have always made decisions that have had significant influences on society; examples abound. The ethical, social, and political issues surrounding the aggressive marketing of Nestle Food's formula in developing countries with the subsequent results of intestinal and nutritional problems caused by contaminated water and improper use of directions created a firestorm of questions and condemnation. Ford Motor Company knowingly produced the Ford Pinto that was known to have a high likelihood of exploding on impact. Gallo Winemakers produce a line of economy wine beverages that are targeted at the very low-income buyer for the purpose of rapid consumption. Dow-Corning knowingly manufactured and sold breast implants that internal research found to be leak prone. Coal mining companies knowingly sent miners underground without regard for their physical safety and coal-related health problems. Pharmaceutical manufacturers are widely marketing products abroad such as Winstrol and Dipyron which have been banned or severely restricted in the United States because of the dangers associated with their use. Dumping of hazardous and toxic waste and the use of child labor abroad are not uncommon.

It is reasonable to expect careful consideration from a company that *knowingly* contributes negatively to a society or individual. A company that knows with great certainty that their actions cause a specific problem

✓

in a community cannot ignore the problem. If a company knows that its actions have a very high likelihood to cause identifiable problems, they must assume responsibility for those actions. The same holds true when it comes to their own employees.

As company business demands fluctuate, the demand for labor also fluctuates. If a company chooses to terminate the employment relationship with an individual, does the company have any obligation to that employee whether the company no longer needs the individual or has deemed the individual unsuitable for continued employment? When the employee is terminated, evidence exists to support the claim that others in the community are affected, including coworkers, family, friends, and children.

There are three major theories that are used to examine relationships between business and society: stakeholder theory, normative theory and social contract theory. Social contract theory serves as one justification to examine the problems presented in this study. Social contract theory has gained slightly wider empirical usage in the current literature and therefore is more applicable in this empirical problem.

Social contract theory is the understanding that society and business are engaged in an agreement that establishes a framework in which business

operates. Historically, the social contract was focused on the sole pursuit of economic growth by business. Over time, this single objective of economic success exacted social costs on the same society in which the business operated. The social contract evolved into a prescription for business to manage the social consequences of its activity. Evidence of this new contract is found in certain changes in the nation's legal system that reflect business's new obligations to society. Examples are legislation in the areas of affirmative action, environmental issues, downsizing issues (WARN Act), and disability issues.

Business today is expected to address a greater range of human issues. Society now expects business to contribute more to the quality of life in more meaningful ways than to simply provide us with just goods and services. This is the essence of the new social contract. Many companies define themselves as being "market driven." This means that the *market* drives the decisions of a company as to how it delivers its goods or services. The company relies on the customers to determine certain outputs. If the same company considers community input in determining product or service decisions, should it also consider that same input in its social impact decisions? We shall combine this element of company operations later in light of the unemployment security system limitations.

Social contract theory has rapidly become one of the most effective means of analyzing ethical issues in business. An expansion of social contract theory, *integrated* social contract theory (ISCT) (Dunfee and Donaldson, 1995) has established a conception of ethics that outlines an assumed hypothetical agreement among members of a society as a means of establishing political, social and moral obligations. The term “integrative” is used to explain that the hypothetical social contract has terms that allow for the generation of binding ethical obligations through the recognition of actual norms in social and economic communities. In other words, a hypothetical social contract is integrated into real social contracts. ISCT addresses the evolution of macrosocial contracts through the acceptance of microsocial contracts over time. Microsocial contracts are community-based contracts that, over time, gain broader acceptance. ISCT helps break down the business-society ethical relationship in order to understand what is expected from each in moral terms. Modern ethical problems in business are often evaluated by the shared convictions of people and these theoretical models often bear little relevance to practice.

Social contract theory has also been combined with a legal contract perspective to assess the viability and legitimacy of the “contract” between business and society (MacNeil, 1980). MacNeil points out that SCT falls short of a legal contract and therefore cannot be considered in the same way as a binding contract between parties. He goes on to say that SCT

highlights the interdependence between parties in typical exchange relationships.

The ethical obligations of business are thought to extend well into the community, as business is a part of the community. However, how much of a burden can society absorb for the sake of business success? In contrast, what are the limits of the additional burden that business can assume?

There are three limits to social responsibility (Post et al., 1996). The first limit is the *legitimacy* of the problem, as being one that should concern the corporation. Is the problem appropriate for undertaking by the company? The second limit is *cost*. Is the cost of action reasonable to the company? The third limit is *efficiency*. Will the costs of implementing an action, endanger the company? If the company's competitiveness or survivability is in danger, is it reasonable to expect the company to implement action? The fourth limit is *scope and complexity*. Is the problem within the realm of what the company can manage and have an impact on? Some problems are restrictive in that it is unreasonable to expect a company to have an impact acting as a single participant. Some problems are best dealt with in partnership with government and the community.

The Employment Security System

The employment security system is one such system that is a partnership between business and government. Companies pay into the unemployment tax system with the idea that tax paid will be available to the involuntarily unemployed for relief until they have found new employment. According to the Missouri Division of Employment Security, the system was established with specific goals:

The unemployment system was established as a provider or partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy during periods of economic recession by helping maintain the level of consumer purchasing power. (State of Missouri, Department of Labor and Industrial Relations, Statement of Purpose, 1999)

Additionally, the State of Missouri sets limitations on the usage of the unemployment funds and restates the intended purpose of the unemployment system:

Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this state resulting in a public calamity. The Legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under the police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons

unemployed through no fault of their own. (State of Missouri, Declaration of Purpose, Missouri Employment Security Law, Chapter 288, 1997).

The Social Security Act of 1935 imposed the federal payroll tax on employers and within two years all states had unemployment compensation laws. When an employed worker becomes unemployed, through no fault of his/her own, the unemployment security system, at the state level, provides the worker with weekly benefits. The programs are administered and legislated by the state and follow federal guidelines. The state Department of Labor is the primary legislative body responsible for administration of the system.

The federal unemployment insurance taxes are used to pay for the administration of the state programs and to fund a reserve system that underfunded states can borrow from in time of need. The state unemployment insurance taxes are used exclusively to pay *only benefits* to effected workers.

If the unemployment system can be considered nothing more than a financial bridge until the unemployed can obtain employment again, perhaps workers should seek an alternative source for additional support. As previously discussed, we considered a market-driven company to be responsive to the demands of its community of customers. If the existing

unemployment security system does not completely fulfill the needs of the unemployed and the company is being asked by society to deliver more to the community, perhaps the company can deliver the needed services and support to affected employees the same way a market-driven company would. For example, one might deliver the services needed, but allow the community to participate financially through increased product cost. Business could supplement the existing unemployment security system in a step toward privatization of the system. There are benefits of collaboration among downsizing businesses, public sector organizations, and unions in helping terminated employees adjust to unemployment and obtain reemployment (Feldman and Leana, 1994).

In addition to paying the unemployment tax, business may have additional responsibilities to the community. If the unemployment tax is only allocated to pay benefits to the unemployed, and additional burdens are found, how can a community best deal with it? Unemployment tax is relief for the employee who is directly effected but it may fail to address collateral burden on the family or children in contact with the unemployed. If we measure the severity of the effects of job loss on the community, most research supports negative outcomes on the effected employees during the initial stage after termination. Previous research on job loss consistently shows four areas that are effected by job displacement: economic, physiological, psychological, and social (Latack et al., 1995).

The initial shock phase (Hill and Fannin, 1991) typically signals the start of the perceptual, emotional, and physiological changes that take place after the job loss (Leana and Feldman, 1988). The initial reaction to job loss is typically depression and anxiety (Leana and Feldman, 1988). Other researchers discovered parallels between job loss feelings and feelings that occur in persons with terminal illness (Juergens, 1992). Job loss is also consistently associated with stress and lowered self-esteem (Creed et al., 1998; Latack et al., 1995). Other studies have shown depression (Hamilton et al., 1993; Jahoda et al., 1933; Winefield & Tiggemann, 1990) reduced self-esteem (Feather, 1982; Leventman, 1981), emotional trauma (Folkman, 1968; Leana & Feldman, 1990), somatic health (Stokes & Cochrane, 1984), elevated blood pressure (Brenner, 1977; Cobb & Kasl, 1977), physical illness (Leana & Feldman, 1992; Cobb & Kasl, 1977; Jackson & Warr, 1984; Slote, 1969) and physiological manifestations of stress (anxiety) (Kinicki & Latack, 1990; Marsh, 1938). Job loss takes a toll on social connections as well (Fryer & Payne, 1986). Ironically, one author suggests that losing a job is as traumatic as the death of a child (Vannah, 1989).

We can conclude that the impact on the victim of job loss is well supported. We will also show the link between the above effects and its contribution to child abuse. What will be tested is whether the connection

between job loss and child abuse is a continuous link. Latack et al. (1995) looked at coping with job loss and concluded the following:

Given the preponderance of evidence linking involuntary job loss with individual consequences, research on reacting to job loss merits theoretical and managerial attention. Considering current and future economic pressures, we expect involuntary job loss to endure and to be an occupational fact of life for many workers during the 1990s. Our hope is that this study generates a sharpened understanding of how people cope with job loss. (Latack et al., 1995, p. 339)

This paper investigates evidence of consequential damage from job loss in the form of physical abuse to children. In terms of social contract theory, abuse resulting from the job loss would violate the social contract, if a causal relationship could be supported between job loss and violent behavior of the terminated employee. Business has the ability and the opportunity to reduce the negative consequences of termination and to take a step towards mollifying the impact of one of the most difficult decisions that business people must make--termination of the unwanted employee. Additionally, business would take another step towards reducing the negative and harmful impacts on the youngest members of our community. When children are asked for their "worst experience in life," the most common responses are "abuse" and "family break-up". (Ney et al., 1992).

The impact of unemployment on the family unit is clear and we will show it is well supported in the literature. This research proposes to identify the nature of the problem more exactly. This paper will also make proposals for changes in the nature of the business-society relationship. Finally, it will set the stage for further research.

Contributions of the Present Research

The two primary areas of this research are a) job loss leading to unemployment, and b) child abuse. Considering these two areas together, the majority of research conducted is found in three fields, healthcare, public policy/social sciences, and business. In dealing with this topic, business and healthcare are polarized in their understanding and approach. The conceptual link that bridges these disciplines is public policy/social sciences. Social sciences/public policy research confronts societal issues that interface with business through research addressing business from society's perspective. This research will not focus on public policy but will take a business perspective.

Healthcare has taken a clinical approach and is far beyond the scope of this research. It primarily deals with the child abuse from a detection and treatment point of view. This vein of research offers no solutions that are readily tangible to business. The treatment of the topic in healthcare is

not designed to interface with business. However, healthcare has some overlap with the social sciences through the work of social work research.

The other area where relevant research is found is in business. It can be found in the major fields of management and economics. The economic research deals with costs and economic implications of unemployment and takes a quantitative approach. The economic research deals with the impact of unemployment on our social support system. The second area in business where unemployment and child abuse are found is in management research. Within management, the veins of research are in human resource management (includes consequences and coping with job loss and survivor's syndrome), and ethics (includes social responsibility, social contract theory, stakeholder theory, and normative theories). These areas will be discussed in greater depth in the Literature Review, Chapter 2.

The existing business literature uses primarily cross-sectional data from surveys to examine effects on individuals experiencing job loss. The longitudinal study of the unemployed worker is the most common method of examining the relationship between unemployment and child abuse. The papers using time series data typically are found in the economics and public policy areas and do not address corporate social responsibility as deeply as this paper.

This paper intends to combine certain elements from the clinical perspective (from direct observation of an individual in a healthcare environment) and elements from the management perspective using case data to show specific outcomes from job loss and suggestions on how business can deal with this issue. The previous literature has dealt with unemployment, *in general*, and child abuse from a social perspective without defining points in time after job loss, when the effect is felt on the family. The primary shortcoming of the previous research using unemployment is that unemployment data has historically been estimated (by using household surveys) for use in research. This paper will examine case data that tracks individual abuse cases and more specific employment data for those cases. Previous research has not analyzed maltreatment cases categorized by abuse type and employment status at the level of detail that this paper will. This research will fill a second gap in prior research by more closely identifying and analyzing a specific consequence of job loss (child maltreatment) and by more closely illuminating the contribution that business makes, and by providing more meaningful recommendations of solutions.

The clinical literature discusses impact, detection and treatment issues without highlighting the corporate role in *prevention* of the problem. This paper will discuss the interface between business and society with greater clarity as to the effects business decisions have on the family and what

business can do to prevent or mollify the problem. This will be possible by identifying the point where the interface occurs and what business can do specifically to address this family-impact problem resulting from termination. Also, by breaking child abuse down categorically, we can highlight specifically where the impact of job loss occurs and can better provide business with more concrete identification of problems for discussion and resolution. These combined elements will provide a more meaningful scenario for discussion. It is felt that, with the preponderance of studies to support the negative contribution that job loss and subsequent unemployment have on child maltreatment, a study is necessary that addresses business' role. Business is continually accused of contributing to societal problems through the course of its decisions; decisions often questioned as profit-based. This research will focus on broader answers and solutions.

Finally, previous studies, to be discussed later, have clearly shown a strong relationship between unemployment and child abuse. One study steps further to show the relationship between types of abuse and unemployment levels in the community (Gillham et al., 1998). However, one shortcoming of these combined studies is that they have not attempted to support a causal relationship between unemployment and types of abuse. Nor have they distinguished between the state of

unemployment and the event of job loss. This study attempts to fill both of those gaps.

The study sample includes 1074 cases handled by the Missouri Department of Social Service, including type of abuse and detailed employment data. Additionally, the 1074 cases will be supplemented by a sample that examines the abuse perpetrators, who have been identified as unemployed, for availability, duration and usage of outplacement services. These elements combined will bring a new perspective to job loss effects and employer intervention.

Finally, from a methodological standpoint, the data set used in this research is cross-sectional case data and uses different variables than related literature. Previous literature used either more generalized cross sectional data (generalized child maltreatment instead of categories of abuse) in case studies or unemployment *estimates* for aggregate community studies.

The remainder of the dissertation will be organized as follows: Chapter 2 will present the review of the relevant literature. Chapter 3 will present the methodology to be used. Chapter 4 will detail the results and findings. Chapter 5 will present the analysis and discussion of the findings. Finally, Chapter 6 will present the summary and conclusions of the findings.

CHAPTER 2

LITERATURE REVIEW

The two primary areas of this research are a) involuntary job loss leading to unemployment, and b) child abuse. Considering these two areas together, the majority of research is found in three fields, healthcare, public policy/social sciences, and business. In dealing with this topic, business and healthcare are polarized in their understanding and approach to the issues surrounding this topic. The conceptual link that bridges these disciplines is public policy/social sciences. This research will take a business perspective.

In this literature review, we will discuss the relevant findings in the order the major fields are introduced above. First, we will discuss the relative studies and their respective findings as they appear in the healthcare research. Then we will discuss the findings as they appear in the social science literature. Finally, we will discuss the business literature and review how the job loss and child abuse findings are covered.

In all three fields, the social issue of child abuse has continued to attract ever-increasing research interest over the last 20 years. Healthcare has taken the perspective that child maltreatment can be treated in similar or

in the same way as a social epidemic. The growing body of literature has sought reasons for abuse in society and has identified many factors that appear to contribute significantly to abuse of children.

When investigating the effects of involuntary job loss and unemployment on individual families in an attempt to measure the relationship between the variables, we can choose between cross-sectional or longitudinal (time series) types of studies. A longitudinal or time series study is an appropriate model for establishing directionality or causal relationships. Cross-sectional studies are effective for measuring the strength of a relationship between variables but is less effective in determining the *direction* of the relationship.

Either model is reliant on effective data collection from the myriad of organizations and agencies that track data. In this study, we expect the data sets to be of outstanding quality, making the results from the models more meaningful.

Definitions

Throughout this paper, we will use terminology that has established meanings throughout the existing literature. This section will set forth the

meanings that will be used in this paper. We will be using the terms *job loss*, *unemployment* and *child abuse*.

According to Latack et al., (1995) job loss is a *life event* that removes the individual from paid employment involuntarily. Job loss is considered an event and is different from unemployment, which is considered a *state*. The key difference is in duration. If the individual fails to obtain a new job immediately, the job loss will lead to a period of unemployment. Job loss begins the period of unemployment. Long-term unemployment is considered chronic unemployment.

The term child abuse refers to a wide range of behaviors. It generally implies intentional injury or can include an act that stunts a child's development as an individual. The definition also includes the parent's intent (Monteleone et al., 1998). Child abuse, also referred to as child maltreatment, can be divided into a) physical abuse, b) sexual abuse (includes sexual exploitation), and c) neglect, (includes educational neglect). Physical abuse refers to physical harm to a child. Sexual abuse refers to three specific acts: sexual assault, incest and sexual exploitation. Neglect is defined as "reckless failure to provide, by those responsible for the care, custody, and control of the child, the proper or necessary support, education as required by law, nutrition or medical, surgical, or any other care necessary for his well-being; and food, clothing or shelter

sufficient for life or essential medical and surgical care.” (Monteleone et al., 1998).

Within child abuse research, three levels, based upon the treatment of the problem, can classify the research that specifically addresses issues surrounding child maltreatment. We call these *levels primary, secondary, and tertiary* (Agathonos-Georgopolou and Browne, 1997).

The primary prevention level deals with fundamental changes in society that may prevent the creation of the problem. Societal changes can include the elimination of cultural norms and media influences that glorify and legitimize violent behavior, the reduction of violent behavior – inducing stress such as poverty and inequality, the reduction of social isolation, the promotion of education which can change the character of society and break the cycle of family conflict.

Secondary prevention is the early prediction of abusive behavior toward children by measuring certain characteristics that predispose these individuals to child abuse. Identification of indicative characteristics may be a foundation for intervention with high-risk families. An understanding of the high-risk characteristics better allows involved parties to determine intervention strategies for effected individuals.

Tertiary prevention deals with child maltreatment after the abusive behavior has occurred (Agathonos-Georgopolou and Browne, 1997). The examination of the problem in this study is at the secondary level. We are attempting to identify life events in the life of the unemployed worker that predispose them to abusive behavior. We are also identifying business decisions that result in putting employees at risk for abusive behavior. The proposals set forth in this study are at the primary level. We will make recommendations for changes in the way that business manages job loss within the context of the community.

Having defined the relative terms fundamental to this study, we will now review the relevant literature.

Healthcare Literature

The healthcare literature deals with prevention, identification and treatment of child abuse in families and children in particular. For the purposes of this research, we will identify the studies that focused on a specific unemployment or job loss component.

The medical community has ready access to a stream of patients and the data tends to be cross-sectional or in groups of cases. Using a case-study method, Ney et al., (1992) found that generally child maltreatment

was associated with “poor care” from parents that was attributed primarily to unemployment history. Zlotnick (1992) also found that increasing unemployment has marked effects on health. Additionally, Zlotnick found that with job loss in the community comes increased child abuse.

Abel (1986) examined child homicide, also on a case-basis. Abel found that poverty and unemployment characterized areas where child homicide occurred most frequently.

Fitch (1983) looked at men who are considered physically abusive for major correlates of such individuals. He interviewed 188 men who sought counseling for their abusive behavior towards their mates. He identified 25% of them as unemployed.

Steinberg et al., (1981) examined time-series data similar to the methodology used in this study. In using time-series data, a correlational relationship of overall abuse levels and unemployment was found to have a high degree of co-variation. They concluded that the loss of jobs in a community may endanger the well being of children.

Catalano et al., (1993) examined data for 4000 persons who participated in initial and follow-up interviews as part of an epidemic survey. They studied pre and post job loss behaviors and found that the risk of violent

behavior of those laid off was six times higher than in people who were still employed. The risk of violent behavior was reduced among those who remained employed in industries where layoffs were occurring.

Another epidemiological case-study of 27 children who were certified physical abuse victims was found to all come from families who were multiproblematic (low socioeconomic status, poor living conditions, history of unemployment, unstable interpersonal relationships and atmospheres of violence) (Merrick and Michelsen, 1985). Additionally, the authors noted that

There is an urgent need for more coherent policies of child abuse and child welfare and for guidelines for interdisciplinary communication, research and treatment/prevention efforts. (Merrick and Michelsen, 1985, p. 182)

Contrary to the above findings, one study found the relationship between unemployment and child abuse to be non-existent. Taitz et al., (1987) found that no evidence existed that supported the belief that the loss of a job in otherwise stable families leads to an increase in child abuse.

Social Work Literature

Child abuse and unemployment are topics found in the healthcare literature under the subheading of public health. The topics are also dealt with in social work research. In the context of this literature, the topics are treated similarly. Therefore, the relevant research will be discussed under the broad heading of *social service* literature.

In order to gain a greater understanding of the problem of child maltreatment as it is discussed in the literature, we will briefly discuss the significant statistics behind the problem.

In 1994, 3,140,000 children were reported for child abuse or neglect to child protective service agencies in the United States. Throughout the 1990s, the number of children reported has increased between 4 to 5% each year. Experts attribute the increase in reporting to greater public awareness and willingness to report child abuse. (Wiese and Daro, 1995). From the same report, 1.6% of all children in the United States have been *substantiated* victims of child maltreatment. This translates to approximately just over 1,000,000 children.

Sedlak (1990) found in a case study that 2.2% of all children experienced some form of abuse or neglect in 1986. Only about half of these cases were reported to child protective services. In 1994, 1,271 cases of

confirmed abuse resulted in fatalities (Weise and Daro, 1995). Approximately 58% of those deaths were the result of physical abuse.

The above statistics are a poignant reminder that child maltreatment in the United States is a growing problem that results in more serious consequences for children every year. Child protective services have continued to reach to the community for answers. As the numbers of effected children grow, prevention becomes a priority for agencies on the front line. As we look at the factors that emerge as contributory factors to the problem, unemployment consistently is a suspect in many studies conducted in the field of social work and public health. Liddell (1989) even suggests the link that this research hopes to highlight: higher unemployment rates may possible contribute to the stress that leads to child abuse. Liddell goes on to suggest greater community awareness and timelier intervention to prevent child maltreatment.

The stress-culprit is accused frequently in the literature. Ryterska (1993) notes that the use of children as objects to vent frustration frequently is a companion of family unemployment. Ryterska adds that prophylactic measures, (eg, identifying abusive adults before situations become critical) are an important step toward prevention. Adults in high-risk groups (eg, the unemployed) would be reasonable candidates for preventative measures.

Fuchsova (1997) established a typology of family violence that included abused children and spouses in Slovakia, with the intent of identifying the factors responsible for the abuse. The principal causes included economic pressures (unemployment, low living standard) and social isolation and lack of social control. (Note that social isolation was collateral damage to the individual effected by job loss.) Fuchsova stresses that an intervention network consisting of multiple parties could be effective in development of prevention measures.

Pelton et al. (1994) identifies material factors that may contribute to child abuse in families. He suggests public assistance and food stamps, housing, food, health, race/ethnicity and unemployment as the significant factors.

Jones (1990) reviews the research that links the two areas, unemployment and child abuse, and provides some possible explanations for the relationship. The explanations include economic stress, deterioration in the psychological state of the unemployed, a loss of the breadwinner's status resulting in an increase in alcohol and substance abuse, all as outcomes of job loss. Increased family isolation was also suggested as a significant factor (Note that family isolation was suggested as a consequence of job loss in Fuchsova's study). During

times of elevated unemployment, higher reporting of child abuse tends to occur in a community.

Another case study by Justice and Duncan (1976), also linked unemployment with a greater probability of abuse presence. Among the suggested solutions are prevention strategies aimed at reducing change and stress which might include better provision of crisis-intervention services, measures aimed at reducing unemployment or lack of opportunity, effective health maintenance services, and greater provision of counseling and mental health services. The authors also offer an instrument (Social Readjustment Rating Scale) as a predictive measure of abusive behavior. This scale is a clear example of secondary prevention discussed above.

Sariola and Uutela (1992) found that unemployment in a family tended to increase both mild and severe violence. Their study surveyed 9,000 adolescents in Finland. Using a similar methodology to that used by Sariola and Uutela, Wolfner and Gelles (1993) surveyed 6,002 households and found that minor violence was most common in households where the father was unemployed. Additionally, families where the father was unemployed and where children ages 3 to 6 were present, had the highest rate of abusive violence.

Another survey of abused children identified 200 children who were registered as victims of abuse with a regional child protective service. Agathonos-Georgopoulou and Browne (1997) included children living in the Athens, Greece area, 0-17 years old, with non-accidental physical injuries, and a history of inflicted injuries and/or emotional abuse within the last year who were referred to the regional child protective service in Athens. They identified 20 variables as potential predictors of abuse being present in the child's life. Using logistic regression, the researchers found six variables that had positive correlation with abuse. The third and fourth most important variables were 1) stressful life events for parents within the last year and 2) father with unsteady employment or unemployment. Note that involuntary job loss has been previously shown to be a stressful life event.

One doctoral dissertation addresses the risk for child abuse using cross sectional data. Spence (1984) studies 254 Texas counties in 1980 and measured the unemployment level and the number of reported child maltreatment cases in each county and found unemployment to be the second most important risk variable of child maltreatment.

A similar study conducted in Glasgow Scotland, (Gillham et al. 1998) used archival data from a two-year period in 22 social work areas of Glasgow. The authors asked two main research questions: First, is there a

relationship between rates of abuse and levels of unemployment, single-parent density and child poverty in the immediately local area; and second is this relationship different for different categories of abuse and neglect and different categories of deprivation? Estimated unemployment rates in the adult population and neglect rates in the child population were examined in the 22 social work areas using multiple correlational analysis. The study found that male unemployment and single-parent measures tended to have the highest correlation with abuse. Not considering methodology, this study most resembles the hypotheses that will be set forth in this research.

Gelles and Straus (1979) conducted a nationally representative sample of families in the United States and found the presence of unemployment to be consistently higher in families with histories of abuse.

In contrast to the above studies which all find unemployment to be contributors to child abuse, two studies found that the relationship was not present. McNicoll (1989) studied child abuse reports in Washington State and found that employment rates, contrary to expectation, were either insignificant or negatively correlated to child abuse. Interestingly, McNicoll recommends the spreading of the financial burden of parenthood among all taxpayers as a step towards addressing the growing problem of child maltreatment. In the second study, Catalano (1991) also finds that

evidence for the unemployment effects on child abuse is weak or sufficiently controversial to warrant skepticism. Note that both of these studies used unemployment estimates, which were suggested as research flaws that this study hopes to overcome.

Business Literature

Just as the growing awareness of child abuse has fueled a greater awareness of child welfare in the United States in the past 20 years, we have also seen a shift in the view of business' moral responsibility as well. The responsibility or moral obligations of business has shifted from stockholder-related concerns in the 1950s, limited social awareness in the 1960s, an increase in "human community" in the 1970s and finally to the overall moral responsibility of business in the 1980s. (Feldmann and Brown, 1986)

Businesses that feel compelled to become more involved in their community have an abundance of social issues to choose from. Additionally, the power that business has draws attention from prospective groups seeking business involvement. Responses to End Child Abuse Incorporated (Minneapolis, Minnesota) is trying to create a program to reduce child abuse and neglect. Businesses are taking a more active role in finding solutions to community problems, as it becomes evident that

government cannot work alone in dealing effectively with these issues. Business has become acutely aware that family violence has a significant impact on workplace productivity (Anderson and Pearson, 1988). This is another example of enlightened self-interest.

It has become apparent that business has accepted the fact that there are areas outside the company where we can learn about the effects of business decisions. The business literature takes several perspectives on unemployment effects on society. The topics are grouped into the management literature, the economic literature, the human resource management literature, the organizational studies literature and finally articles that highlight companies that directly address the problem of child abuse through their operations and business activities.

Management Literature

In light of the “popularity” of downsizing in recent years, business has taken a more careful look at the effects that job loss takes on employees, partly because of long-term effects on the company itself. A 1995 Journal of Management study dealt specifically with how employees cope as victims of layoffs. Employees were asked about the perceived fairness of layoff procedures and corporate and government assistance programs. The main thrust was that companies’ handling of layoff victims directly

effected the company after the layoff through its effects on the survivors. Companies may take many years to correct negative feelings in layoff survivors caused by mishandling of victims (Bennett et al., 1995). Companies can face significant reparation of survivors of layoffs.

We have also seen a shift in the views of managers toward greater moral responsibility. Executives have accepted that they have greater moral accountability for their decisions than they have in the past (Feldman et al., 1986). This increase in responsibility manifests itself in situations similar to layoffs and poor economic environments. Communities have also increased expectations on executive accountability. The pressure builds on business when the economy is good yet downsizing remains popular. Employers are now even more aware of stress. They are aware that job loss strips away the value that employment gives the employee (Remly, 1991). Remly showed that the involuntarily unemployed are prime candidates for physical and mental health problems. She also says that the United States needs to be more aware of the problems that this type of unemployment causes and how to mitigate its effects. She adds that many feel it is time for employers to accept responsibility for the adverse effects of unemployment and to change themselves. Remly's position may not have been a popular one in the past and may still not be among corporate executives. Remly further argues that suicide and murder rates are increased when unemployment increases and that

stress is a given when people are terminated. She specifically mentions child maltreatment as a result of unemployment.

Other authors blame the 1980s for the attitudes that we have now. Galbraith (1992) suggests in Business and Society Review that unemployment compensation be continued for the duration of a recession and that some of the costs be covered by the affluent. Would business be considered to be one of the affluent? Why would we not seek to enlist business as a potential contributor to the solution. Bandyopadhyay (1992) argues that child abuse is a problem for the entire community and that business organizations must realize the responsibility that they have for families and youth.

Not only have business undertaken corrective efforts themselves but they might also hear the public demands for action as well. Outplacement services have emerged as critical elements of a company's total compensation package. Soukup et al., (1987) suggest that in addition to employee expectations, increased litigation has spurred the growth of enhanced outplacement packages.

Unemployment causes social and political upheaval, forcing business' hand to act (Slabbert, 1997). Slabbert argues that managers need to be aware of the long-term ramifications on business. He suggests greater

business involvement through exploration of alternative markets, involvement in politics and the maintenance of surplus staff on payrolls. This combines two ideologies, capitalism and socialism to present a radical proposal to stimulate alternatives and exhibits a radical move from traditional capitalist thought. It shows how extreme economic problems stimulate extreme proposals from the business community.

Economic Literature

The economic literature has taken a closer look at impacts as well from an economic policy perspective. The literature examines unemployment and stress on families in several studies. Ards (1992) conducted a cross-sectional study in 26 counties in the United States to measure the correlates of child maltreatment in those counties. Using 1980 survey data, she found that unemployment was a significant predictor of overall child maltreatment levels. Ards argues that financial stress on the family could explain the increased number of child abuse reports over the last decade. Other previously cited studies contest that claim.

Silverstein (1994) introduces unemployment as a contributor to family violence, which can lead to the even greater problem of homelessness. Some studies argue that homelessness is classified as child neglect (Vostanis et al., 1997).

Further adding to the studies on family impact of unemployment, Miller (1997) shows that the burden of unemployment on the family was clear. The characteristics of the family can also play a part. Most importantly, the effects of joblessness are particularly intense in families where young children are present.

The American Catholic Bishops in the Pastoral Letter on Catholic Social Teaching in the US Economy, make unemployment and the inequality in the distribution of income a major part of their critique of the United States capitalistic system. They argue that it is the duty of all members of society to ensure the minimum material well being of everyone. In the Pastoral Letter, the Bishops propose replacing the existing adversarial relationship between management and labor with a more democratic system that improves economic planning (Peterson, 1988). The economic planning would directly benefit the workers who are displaced by some economic fluctuation.

Human Resource Management Literature

When child abuse enters the corporate world, often it is dealt with by rule of exception. We, as a society, place a high value on our children. Ince (1992) evidences this in her article that highlights the benefits of an employee assistance plan. She feels that employers will be willing to pay

to address employees' personal problems that effect productivity, safety and absenteeism. The two problems that appear to be increasing the most are fertility issues and trouble with prior sexual abuse of the employee. Both of these problems are centered on the value of the child. Interestingly, employees who use the assistance plan are protected through the confidentiality policy, unless there is suspected child abuse on the part of the employee. In that case, the company is obligated to report the incident in order to protect the affected child (Ince, 1992). This policy variance underscores the value that we, as a society, place on our children.

Employers have become more interested in family violence issues because of its effect on victims (Droste, 1988). Some employers are providing assistance to employees who have either been victims of child or spousal abuse, or who have been perpetrators of child abuse. (The Missouri Division of Family Services defines clients, who have been identified as child abusers, as *perpetrators*.) The effects on the company as a result of these problems include absenteeism, lowered productivity, and an increase in the use of medical benefits (Droste, 1988).

Bartlett and Rivers (1992) suggest that the increase in stress in the workplace will damage companies and their productivity in the United States economy. Work and career, in particular, are also significant

contributors to the self-esteem and enhanced mental and physical health of women in the workforce. In a time where more single mothers are in the workforce, unemployment is a major risk factor for depression in women. Note that previous studies show depression as a correlate to abusive behavior.

Anonymous (1996) in HR Focus, found in a survey that unemployment levels and corporate downsizing were two reasons why 79% of respondents said that 1995 was one of their most stressful years ever. Again, the *importance of family* was the respondents' optimistic hopes for the following year. Respondents hoped to spend more time with their family without discontinuing work. O'Callaghan and Pickard (1995) explore some of the important stressors of the unemployed. Experience of loss, loss of control, loss of status and, threat of what may happen all are identified as stressors of employees who have lost jobs.

Chervinski (1994) identified violence as another result of unemployment. She identifies workplace and family violence as outcomes of unemployment in the community. Among other solutions, Chervinski suggests post-trauma (e.g. layoffs) counseling for employees who could be prone to violence.

Employee assistance experts estimate that at least 25%-50% of workplace performance problems stem from family violence (Anderson and Pearson, 1988) Business is taking an even more active role in searching for solutions as it becomes clearer that government and the community alone cannot solve the problem by themselves. With the continued growth of outplacement benefits as a part of a company's total compensation package, business shows its awareness of the need for a "ramp-out" as a complement to "ramp-up" for its employees.¹ A rapid increase in litigation has also created a need for this kind of outplacement service (Soukup et al., 1987). Additionally, higher expectations as codified by Integrated Social Contract Theory (ISCT) and changing employee expectations, have increased awareness of exit programs.

Organizational Studies

When we discuss job loss in the context of human resource management, we frequently come across counseling and coping studies. With the continually rising rates of corporate downsizing and restructuring, companies are showing more concern as to how employees cope with job loss and how companies are effected in the long term.

¹ Ramp-up is defined as the necessary preparation to prepare a new employee for work at a new employer or a new job. Ramp-up can be considered training, development, acclimation or any other preparatory activities related to the new job. Ramp-out can be considered training, education or any preparation for exit from the company or employment in general.

Unemployment research has included partner support and gender as mediators in active coping individuals (Walsh and Jackson, 1995). They surveyed 75 unemployed men and women with dependent children and found that supportive partners lowered the severity of problems and lessened reliance on professional help.

Payne and Hartley (1987) developed a model that predicts that strain is related to perceived problems, support and, opportunities. Demanding environments tend to exacerbate the overall strain given the presence of the above variables. Children are demanding and can contribute to such an environment significantly.

The stress of coping with job loss can also manifest itself in the personal habits of effected workers. Ames (1987) noted that researchers at the prevention research center found a sharp increase in the rates of alcohol consumption among 207 assembly-line workers who were laid off from a manufacturing plant in California. Some studies such as Bethea (1999); Frias-Armenta & McCloskey (1998); and Hohman (1998) note that alcohol use can contribute negatively to abusive behavior toward children.

Theodossiou (1998) found that unemployed individuals show an increased likelihood of experiencing a rise in anxiety, depression and loss of confidence and a reduction in self-esteem and the level of general

happiness even when compared to individuals with low-paid employment. These findings highlight the problems associated with the involuntary nature of unemployment.

Chilcott (1993) notes that moderate amounts of stress can be helpful for a satisfying life. Too little stress causes individuals to “rust out.” However, some factors induce stress: unemployment, personal relationships, family and, violence, among others. Chilcott also argues that research on stress shows it made significant contribution to lowered revenue and profits of British businesses. She suggests that employers provide in-house or external counseling to employees as a way to combat the effects of stress on the company.

Rowley and Feather (1987) studied the length of unemployment in two groups of unemployed men in Australia. They found that psychological distress was positively correlated with the length of unemployment. The longer one is unemployed, the greater stress that the individual feels.

A partial list of significant and relevant literature organized by ‘discipline’ and ‘research interest factors’ is found in the Appendix.

The remaining research reviewed for this chapter investigated a number of additional studies, peripheral in nature but did not investigate in a substantial way, the issues in this paper.

Companies Actively Involved

How can an interested company become more involved in reducing the negative effects of job loss and its effects on families?

Key (1988) suggests that child abuse is a problem that is dealt with by groups or organizations working by themselves. He suggests that a system of multiple agents cooperating would contribute in a meaningful way to the goal of helping individuals and organizations to create improved, harmonious and comfortable living conditions.

Xerox has made a greater commitment to the community by spending \$300,000 to \$350,000 per year on a program that supports child abuse prevention programs, among others. Xerox allows employees paid leaves of absence for up to 12 months so they can lend their expertise to the program (Halcrow, 1987)

Most managers agree that community involvement is an essential part of good corporate citizenship. Providence Savings in Vienna, Virginia

considers that anything it can do to strengthen families is an appropriate community endeavor. It participated in a child abuse prevention program in its hometown (Spooner, 1986).

Eastman Kodak Company maintains an active philanthropic presence in its community with a type of strategic philanthropy. The company divides its targeted giving into prioritized categories and employee committees evaluate gift requests. One program involves employees teaching math and sciences in the Rochester area school district. The result is a real partnership between Kodak and the school district.

In an interview (Anonymous, 1995), William C. Brooks, vice president of General Motors, argues that it makes good business sense that employers contribute to a community with the objective of improving the overall health of that community. A healthy community must involve business. He also believes that social problems drive health problems. He stresses that a healthy community means a more competitive business.

Thornberg (1993) argues that companies that ignore health and human feelings may pay a price for years to come. These feelings are the result of corporate changes, mergers and layoffs. Employee stress effects performance and it is the role of the human resource department to get

involved. Quoted in the same citation, Joseph Kinney, of the National Safe Workplace in Chicago, believes that human resources professionals should focus on two issues: 1) encouraging employees to get mental health services that they require, and 2) working to ensure that downsizings and layoffs are handled appropriately. The events above can cost employers untold costs. They also impose large social and human costs if not faced head-on by business.

General Hypothesis

The general hypothesis that this study will test is whether the employment status of a perpetrator is correlated with the type of abuse as determined by the Division of Family Services. Additionally, a survey will be administered to perpetrators who have been classified as unemployed at the time child abuse was determined to have occurred. The survey will assess the availability and utilization of outplacement services provided by the employer where the perpetrator had most recently been employed. We then will compare the availability and utilization of outplacement services to perpetrators to that found in the general population. We expect that outplacement services in this study will less likely be available and utilized among perpetrators than that found in the general population.

Following are the hypothesis statements that will be tested:

Hypothesis 1:

There is no relationship between type of child abuse and the employment status of the perpetrator. (Using data set A)

Hypothesis 2:

There is no relationship between severity of child abuse and the employment status of the perpetrator. (Using data set A)

Hypothesis 3:

There is no relationship between the type of child abuse and the other mediating variables such as perpetrator's gender, family characteristics, race, marital status, and perpetrator's characteristics as observed by the caseworker. (Using data set A)

A fourth hypothesis will also be tested but not by use of statistical methods. A questionnaire instrument will be used to examine perpetrators who have been classified as unemployed. Aggregate

proportions of availability and utilization of outplacement services will be compared to availability and utilization in the general population. The hypothesis is as follows:

Hypothesis 4:

There is no relationship between the national average of outplacement availability and utilization and its availability and utilization among perpetrators of child abuse. (Data set B)

Chapter 3 will detail the research methodology that will be used in this study.

CHAPTER 3

METHODOLOGY

The main purpose of this research, as described in Chapter 1, is to investigate the relationship between job loss and the type of child abuse by the displaced worker with an examination of availability and utilization of outplacement services among DFS clients. We set forth the general hypotheses in Chapter 2 and will now discuss our methodology for testing the hypotheses.

Description of Data

The data set (Data set A) consists of 1074 cases of substantiated child abuse from the Missouri Division of Family Services (DFS) in St. Louis City and St. Louis County from 1997 through 1999. Child abuse reports are broken down by type of abuse (sexual abuse, educational neglect, physical abuse and neglect). The data was collected by professional caseworkers who interview and work with the family of the abused children. DFS uses the term *perpetrator* to describe individuals who have been determined to have committed child abuse. In cases where DFS has identified a perpetrator, child abuse is considered *substantiated*. We will use the same terminology in this study to maintain consistency.

A second data set (Data set B) was collected by the same caseworkers. The second set are a non-random sampling of our population using a questionnaire administered to 101 clients of DFS to examine the availability and utilization of outplacement services that were offered by the employers of perpetrators who are classified as unemployed. The survey respondents would be from the cases of substantiated child abuse described in the previous paragraph.

Variables

Dependent Variables

This study will use two dependent variables: type of child abuse and severity of abuse.

1. **Type of child abuse:** This study will use the standard classification of child maltreatment as used by the Missouri Division of Family Services (DFS). These caseworkers investigate and classify the maltreatment cases as they interview families. The categories of abuse will be physical abuse, neglect (includes emotional maltreatment, medical neglect, and educational neglect) and sexual abuse.

Ney et al., (1992) used the same type of cross-sectional data that we propose. Using a case-study method, Ney et al., identified factors that

were associated with child maltreatment in the aggregate. Steinberg et al., (1981) used time-series child maltreatment data within a community to investigate its relationship with other variables such as unemployment levels and economic variables. Merrick and Michelsen (1985) conducted an epidemiological study of 27 children who were certified abuse victims and determined what family histories the 27 children had in common. Also using case-history child abuse data, Taitz et al (1987) investigated job loss and its implications to families.

2. Severity of child abuse: DFS caseworkers classify each case in terms of the severity of the abuse. The classifications are mild, moderate, serious/severe, permanent damage, and fatal.

Sariola and Uutela (1992) surveyed 9,000 adolescents in Finland and included a family-violence variable accompanied by a severity variable. Wolfner and Gelles (1993) also studied family violence and included a severity variable. Both of the above studies were examining family violence correlates. Bethea (1999) and Frias-Armenta and McCloskey (1998) both examined unemployed individuals and measured the severity of their abusive behavior in the context of coping behaviors.

Independent Variables

The independent variables that will be used include the employment status of the perpetrator, certain characteristics of the perpetrator, and data collected from a survey of perpetrators assessing the availability and utilization of outplacement services.

1. **Employment status of perpetrator:** The caseworkers determine the employment status of the perpetrator during the investigation. The classification is unemployed, employed full-time, and employed less than full time.

Employment status historically has been a dominant variable in a variety of studies (Fitch, (1983); Michelsen, (1985); Abel, (1986); Merrick and Taitz et al., (1987); Ney et al., (1992); Catalano et al., (1993); Zlotnick, (1992); and Pelton et al., (1994)). All of the above researchers were using unemployment as an independent variable or as another factor that contributes to the child abuse variables being studied.

The studies that use an employment status variable most similar to our study are as follows:

Sariola and Uutela (1992) studied the presence of unemployment in a family as a contributor to family violence. Wolfner and Gelles (1993) also

investigated types of violence and unemployment in the families studied. Wolfner and Gelles examined unemployment and the presence of children in the household. Agathonos-Georgopoulou and Browne (1997) studied predictors of child abuse and used the father's employment status as an independent variable. Spence (1984) studied unemployment levels in 254 Texas counties in a paper examining child maltreatment factors. Spence's paper used time-series data from the Texas counties. Gelles and Straus (1979) conducted a nationally representative sample of families in the United States and included an employment history variable. A variety of studies use unemployment as a variable related to stress and employees' coping with job loss. Ames (1987), Rowley and Feather (1987), Ards (1992), Silverstein (1994), Chervinski (1994), Walsh and Jackson (1995), Anonymous (1996), Miller (1997), and Theodossiou (1998), all investigated unemployment as it related to coping strategies, behaviors and job-loss outcomes.

2. Characteristics of Perpetrators: The characteristics that are considered independent variables are gender, family characteristics, perpetrator's race, marital status of perpetrator, and perpetrators' characteristics observed by caseworker (i.e., low self esteem, unemployed, amenable to services offered).

Pertaining to the perpetrator, variables such as gender, race, and marital status are primary variables that will be included in our study to investigate the demographic information on perpetrator behavior. The identification of demographic variables would provide a stronger profile of the type of individual who might have a greater likelihood of becoming a perpetrator.

With each case investigated, the caseworker notes observed characteristics of the family and the perpetrator that might have exacerbated the perpetrator's abusive behavior (i.e., loss of employment, single parent household, marital problems). In each case, the caseworker will make notes on each family and perpetrator based on the investigation procedure and observations. These two variables will be called family characteristics and perpetrator characteristics. The characteristics can be either positive or negative in nature. (Merrick and Michelsen, 1985, Taitz et al., 1987 ; Ney et al., 1992, all examined family characteristics as correlates of child maltreatment.)

3. **Availability and utilization of outplacement services:** A questionnaire was administered to perpetrators who have been classified as unemployed by the caseworkers. We believe that the availability and utilization of outplacement services is a mitigating factor in the relationship between job loss and child maltreatment. As stated in Hypothesis 4, we expect perpetrators will have had less availability and

utilization of outplacement services than the general population of individuals experiencing job loss.

If we expect that the availability of outplacement services would have a positive effect on the well-being of the dislocated employee, we should also expect that outplacement services will ultimately reduce the likelihood of child abuse occurring in the home after job separation. Emphasizing the stress of job-loss, Galbraith (1992) suggests that unemployment compensation be continued for the duration of a recession in order to reduce the burden carried by the unemployed. Outplacement services have emerged as critical elements of a company's total compensation package and the services are considered valuable aids to the unemployed.

Soukup et al., (1987) suggested that the need for outplacement services has emerged in light of the expectations placed on business. Social contract theory has also highlighted the new expectations placed on business and its actions.

When one investigates the impact of outplacement services on the displaced worker, he/she first examines the outcomes of successful coping behaviors. Walsh and Jackson (1995) included partner support as a mediator in coping individuals. Supportive partners lowered the severity

of problems and lessened reliance on professional help. Payne and Hartley (1987) developed a model showing that strain is related to perceived problems, support and opportunities. A perception of few problems, greater support and many opportunities would make for the lowest amount of strain on the coping individual. Theodossiou (1988) found that unemployed individuals show an increased likelihood of experiencing an increase in anxiety, depression, a loss of confidence, and a reduction in self-esteem and the level of general happiness when compared to individuals with employment. Counseling, as one outplacement service, would be one such intervention that would address the strain on the unemployed worker.

Thornberg (1993) argues that companies that ignore health and human feelings may pay a price for years to come. He suggests that companies work to ensure that layoffs and downsizings are handled with the health and welfare of the effected employees in mind. Addressing employee needs after the layoff is one such way of reducing the long-term costs of terminating employees. The researchers studying outplacement all highlighted the positive effect outplacement can have on individuals and their families.

Statistical Methods

Loglinear analysis will be used to test the relationships in Hypotheses 1, 2, and 3. Loglinear analysis examines multiway crosstabulation tables. It fits loglinear models to the multidimensional crosstabulations using an iterative method to fit proportions. It identifies which categorical variables are related. The primary benefit of the loglinear model is that it is able to provide odds of dependent variable occurrence in cases where the data are nominal. When examining the relationship between nominal variables, the simple approach is to construct a crosstabulation table and compute the chi-square statistic to test the hypothesis of independence. The loglinear model forecasts cell frequencies based on values of the nominal values in the model. Model selection is used first to explore the many possible models to determine the best model given the data. General loglinear analysis is then used to test the specific model with specific effects. Logit linear analysis is used only when one dependent variable is defined and if it is desirable to predict values of the dependent variable based on values of the independent variables.

In addition to loglinear regression analysis, an ordinal regression model will be used to evaluate the relationship between the severity of child abuse and the independent variables stated in Hypothesis 2. The ordinal regression model is used in this study due to the fact that severity of abuse is ordinal scale and all of the independent variables are nominal

scale. Ordinal regression provides similar statistics to ordinary least squares except that the independent variables are nominal scale. Ordinal regression allows modeling a polytomous dependent variable based on a set of predictors, which can be covariates or factors.

As discussed above, chi-square analysis is often a primary statistical testing method. When data involve two or more nominal-scale variables, chi-square analysis can be used to test whether a relationship exists between the variables. The purpose is to determine whether the variables are independent of each other. Chi-square analysis will be used as an initial tool to test the independence between the variables in data set A as they are outlined in the hypotheses.

Since we cannot link the sample questionnaire (data set B) with corresponding cases from data set A due to legal (privacy) constraints, descriptive statistics will be used to evaluate the relationship between the availability and utilization of outplacement services among abuse perpetrators and that which is available and utilized in the greater population. This evaluation will address Hypothesis 4.

Summary

Chapter 3 outlined our methodology, the data set, the inclusion of variables, and the statistical models that will be used to examine the relationship between job loss and child abuse. The presence of outplacement services was also discussed and supported as a mitigating factor in the job loss/child abuse relationship. The proposed statistical methods were also outlined. Chapter 4 will present the results and findings of the study.

Chapter 4

RESULTS AND FINDINGS

Chapter 4 will present an overview of two datasets that were collected. Recalling, the first dataset was collected from DFS and contained 1074 cases of cross-sectional variables and the second dataset contained 101 completed questionnaires from the client cases in the first dataset. This chapter will contain a discussion of the questionnaire that was administered, a discussion of the descriptive statistics, the chi-square test results as they relate to the dependent variables, discussion of the multivariate statistical results and finally, a chapter summary.

Descriptive Statistics (Dataset A)

As discussed in Chapter 3, the Missouri Division of Family Services provided dataset A which occurred during 1999. In order to test the Hypotheses, different combinations of variables were used. When variables were combined, the result was a reduction of usable cases due to missing values and coding issues. Valid cases also varied depending on the variables used in the models.

A total of 549 valid cases, out of 1074 total cases, were used in Table 1-A.

The type of abuse found in the dataset was divided among physical

abuse, neglect, and sexual abuse. Physical abuse represented 38.8% of the cases (213 cases), neglect represented 44.1% of the cases (242 cases) and finally, sexual abuse represented 17.1% of the cases (94).

Among the 549 cases, 251 cases (45.7%) were classified as unemployed and 298 cases (54.3%) as employed as shown in Table 1-B.

Among 549 valid cases, 182 perpetrators were classified as White (33.2%) and 367 were classified as Black (66.8%) as shown in Table 1-C. (DFS uses the term "White" to describe individuals classified as Caucasian and the term "Black" to describe individuals classified as African American.) The cases were weighed more heavily toward Black perpetrators.

Among 549 valid cases, 208 cases were classified as having a male perpetrator (37.9%), while 341 cases were classified as having a female perpetrator (62.1%) as shown in Table 1-D. The case distribution was slightly skewed toward female perpetrators.

Among the 546 valid cases, 76 cases were classified as mild (13.9%), 312 cases were classified as moderate (57.1%), 153 cases were classified as serious/severe (28.0%), 3 cases were classified as permanent damage (0.5%), and finally, 2 cases were classified as fatal (0.4%). Moderate

abuse appeared most frequently and serious/severe was the second most common type of abuse. A total of 85% of the cases reported were either moderate or serious/severe in nature as shown in Table 1-E.

Among 520 valid cases, 132 cases were classified as married (25.4%) and 388 cases were classified as not married (74.6%) as indicated in Table 1-F. The distribution was weighted toward not married and was a higher proportion than expected. 'Not married' contained possible values such as widowed, consensual union, single, separated, and divorced. It was desirable to make a distinction between a typical and traditional marriage in the household and other forms of partnership and marital status. Perhaps the recoding procedure was partly responsible for the skew of the marital status values due to a greater number of cases classified as marital status other than a "traditional" marriage.

Among 540 valid cases of observed perpetrator's characteristics, 219 cases contained positive observed characteristics (40.5%) while 321 cases contained negative observed characteristics (59.4%) as shown in Table 1-G. (The positive and negative characteristics were discussed in Chapter 3 in the Independent Variables section, part 2 and are listed in their entirety in the Appendix). The distribution was approximately even between positive and negative characteristics.

Among 542 valid cases of observed family characteristics, 305 cases contained positive observed family characteristics (56.2%) while 237 of the cases contained negative observed family characteristics (43.7%) as shown in Table 1-H. The distribution was approximately even between positive and negative characteristics.

Table 1

Summary of Descriptive Statistics

A			
Type of Abuse			
Variables	Frequency	Percent	
Physical	213	38.8%	
Neglect	242	44.1%	
Sexual Abuse	94	17.1%	
Total	549	100.0%	

B			
Employment Status			
Variables	Frequency	Percent	
Unemployed	251	45.7%	
Employed	298	54.3%	
Total	549	100.0%	

C			
Perpetrator's Race			
Variables	Frequency	Percent	
White	182	33.2%	
Black	367	66.8%	
Total	549	100.0%	

D			
Perpetrator's Sex			
Variables	Frequency	Percent	
Male	208	37.9%	
Female	341	62.1%	
Total	549	100.0%	

Table 1 (continued)

Summary of Descriptive Statistics

E	Severity of Abuse		
	Variables	Frequency	Percent
	Mild	76	13.9%
	Moderate	312	57.1%
	Serious/Severe	153	28.0%
	Permanent Damage	3	0.5%
	Fatal	2	0.4%
	Total	546	100.0%

F	Marital Status of Perpetrator		
	Variables	Frequency	Percent
	Married	132	25.4%
	Not Married	388	74.6%
	Total	520	100.0%

G	Observed Perpetrator's Characteristics		
	Variables	Frequency	Percent
	Negative Observations	321	59.4%
	Positive Observations	219	40.5%
	Total	540	100.0%

H	Observed Family Characteristics		
	Variables	Frequency	Percent
	Negative Observations	237	43.7%
	Positive Observations	305	56.2%
	Total	542	100.0%

Chi-Square Results

Using 'type of abuse' and 'severity of abuse' as the dependent variables, chi-square tests were performed on the variables. A summary table of results is provided following the discussion. The hypotheses being tested are:

Ho: Severity of abuse (Category of abuse) is independent of the mediating variables: family characteristics, category of abuse, employment status, perpetrator's race, perpetrator's sex, and perpetrator's marital status.

H1: Severity of abuse (Category of abuse) is not independent of the mediating variables: family characteristics, employment status, perpetrator's race, perpetrator's sex, and perpetrator's marital status.

**Tables 2-A and 2-B
Chi-Square Test Summary of Results**

Table 2-A

Severity*	Pearson Chi-square value	p-value
Family Characteristics	13.18	0.022
Category of Abuse	16.86	0.078
Employment Status	8.15	0.148
Perpetrator's Race	3.93	0.559
Perpetrator's Sex	2.46	0.782
Perpetrator's Marital Status	2.04	0.844

Table 2-B

Category of Abuse*	Pearson Chi-square value	p-value
Perpetrator's Sex	143.69	0.000
Employment Status	53.98	0.000
Family Characteristics	18.17	0.000
Perpetrator's Race	17.28	0.000
Perpetrator's Marital Status	10.17	0.006

The severity variable was tested as a dependent variable against employment status, perpetrator's gender, observed family characteristics, perpetrator's race, perpetrator's marital status, and observed perpetrator's characteristics. Employment status, perpetrator's race, perpetrator's sex, and perpetrator's marital status were not related to severity of abuse ($p > 0.05$) as shown in Table 2-A. The category of abuse was inconclusive as an independent variable with a p-value of 0.07. The results, shown in Table 2-A, show that severity of abuse is dependent on family characteristics. (Depending on whether family characteristics are positive or negative, the severity of the abuse was found to vary based on those characteristics.)

The category of abuse was tested against the independent variables: employment status, perpetrator's gender, observed family characteristics, perpetrator's race, perpetrator's marital status, and observed perpetrator's characteristics as shown in Table 2-B. Each of the independent variables' chi-squared test statistics had p-values less than the critical value of 0.05. For each of the independent variables indicated, the category of abuse is related to the independent variables.

Multivariate Statistical Results

The results of the multivariate statistical analysis will be presented in three parts. Model selection will be presented first, followed by logit regression results, and finally ordinal regression analysis. Recalling, model selection is first used to examine all the variables in the equation, followed by logit regression which provides odds of a given dependent variable occurring based on values of the dependent variables. Table 3 summarizes the findings of both model selection and logit regression.

Loglinear Model Selection

Each of the variables was included in the general loglinear model to assess the degree of relationships between all of the variables without consideration of the dependent or independent nature of those variables.

Loglinear regression requires dichotomous values of all the variables used in the model. In order to achieve dichotomous values for several of the variables recoding of the variables was required. For example, 'type of abuse' was originally classified into three values (physical abuse, neglect, and sexual abuse). This variable was recoded into a dummy variable as "physical abuse or other," "neglect or other" or "sexual abuse or other." Severity was recoded into two new variables as well. Severity of abuse was originally coded as mild, moderate, serious/severe, permanent damage, and fatal. This variable was recoded into two dummy variables. The first dummy variable is coded as (mild, moderate and serious/severe)

Table 3
Logit Regression Model
**Logit (Dependent variable*Independent variable)*

Parameter*	Estimate	Z-value	95% CI		Odds (e ^{estimate})
			Lower	Upper	

Table 3-A

<i>Sex Abuse or other*sex, emp, race</i>					
Sexual Abuse*Emp	0.8645	-1.05	0.2047	0.74	2.3738
Sexual Abuse*White	0.9359	-1.41	-2.24	0.37	2.5495
Sexual Abuse*Male	1.8675	3.37	0.78	2.96	6.4721

Table 3-B

<i>Physical Abuse or other*sex, emp, race</i>					
Phy Abuse*Male	-0.01	-0.03	-0.59	0.57	0.9900
Phy Abuse*Emp	1.1956	-4.5	-1.72	-0.67	3.3055
Phy Abuse*Black	0.8492	-2.2	-1.61	-0.09	2.3378

Table 3-C

<i>Neglect or other*sex, emp, race</i>					
Neglect*Unemp	1.2748	4.82	0.76	1.79	3.5780
Neglect*White	0.6003	1.6	-0.13	1.33	1.8227
Neglect*Female	1.5956	-4.03	-2.37	-0.82	4.9313

Table 3-D

<i>Sex Abuse*Gender (Only 2 variables)</i>					
Sexual Abuse*Male	2.6497	8.73	2.05	3.24	14.1498

or (permanent damage and fatal). The second dummy variable was coded as (mild and moderate) or (serious/severe, permanent damage, and fatal). In the new variables, one included serious/severe with mild and moderate, and the other variable included serious/severe with permanent damage and fatal. The result was to create two new variables, each of which was dichotomous.

The dummy variable 'sexual abuse' had significant relationships with employment status, perpetrator's race, and perpetrator's gender only. 'Physical abuse' had significant relationships with perpetrator's gender, perpetrator's race and employment status. 'Neglect' also had significant relationships with employment status, perpetrator's gender, and perpetrator's race.

Logit results will be discussed in the following section. For a given value of the dependent dichotomous variable, odds of the value occurring are provided based on values of the independent variables. For example (from Table 3-A), the occurrence of sexual abuse is 2.37 times more likely if the perpetrator is classified as employed. Following is a discussion and summary of the relationships that were significant. The odds of the dependent variable values occurring, given values of the independent variable, are also provided.

Logit regression allows analysis of the relationship between dependent and independent variables because the results provide odds ratios in the dependent variable given values of the independent variable. The two dependent variables, type of abuse and severity of abuse, were each entered into the logit regression model. The remaining variables, employment status, perpetrator's gender, observed family characteristics, observed perpetrator's characteristics, perpetrator's gender, perpetrator's race, and perpetrator's marital status were entered as independent variables.

For 'sexual abuse', it is 2.37 times more likely that the perpetrator is employed, 2.55 times more likely that the perpetrator is White, and 6.47 times more likely that the perpetrator is male, as shown in Table 3-A.

For 'physical abuse', it is 3.3 times more likely that the perpetrator is employed, 2.33 times more likely that the perpetrator is Black, and inconclusive regarding the perpetrator's gender, as shown in Table 3-B.

In a case where the abuse is classified as neglect, it is 3.57 times more likely that the perpetrator is unemployed, almost 2 times more likely that the perpetrator is White, and almost 5 times more likely that the perpetrator is female, as shown in Table 3-C.

It should be noted that with respect to sexual abuse, it is 14.14 times more likely that the perpetrator is male, as shown in Table 3-D.

The severity variable was not found to have had any relationships with the independent variables using the logit model and were subsequently excluded from the logit results in Table 3.

Ordinal Regression

Ordinal regression was used where variables were of ordinal scale. All of the variables used in this study were nominal except the severity variable. Ordinal regression was used in reduced and full models to determine the degree of relationship between independent variables and the severity of abuse. The reduced model examined the relationship between 'severity of abuse' (dependent variable) and "employment status' (independent variable) as shown in Table 4-A. The dependent variable, severity of abuse, had approximately a normal distribution and therefore, the probit link function was used. The results were insignificant at the 0.05 level. No relationship between 'severity of abuse' and 'employment status' was found to exist. Additionally, with a p-value of 0.991, the model exhibits strong adequacy.

The full model was then used which included 'perpetrator's gender' and perpetrator's race' added to the 'employment status' variable. The results were also insignificant at the 0.05 level. It was concluded that there is no relationship between the 'severity of abuse' and the independent variables. With Chi-square and Goodness-of-fit p-values of 0.494 and 0.602 respectively, the model shows adequacy and is validated.

Table 4-A
Ordinal Regression Results-Reduced Model

		Estimate	Wald	P-value	95% CI	
					Lower B	Upper B
Threshold	Fatal	-2.682	124.888	0.000	-3.153	-2.212
	Perm Damage	-2.36	191.045	0.000	-2.695	-2.025
	Serious/severe	-0.558	60.914	0.000	-0.698	-0.418
	Moderate	1.07	182.015	0.000	0.915	1.226
	Mild	2.683	124.943	0.000	2.213	3.154
Location	Unemployed	0.001107	0.000	0.991	-0.185	0.187
	Employed	0				

a. Link function: Probit

-2 Log Likelihood for intercept = 42.299.

-2 Log Likelihood for final = 42.299.

Chi-square = 0.000, P = 0.991.

Goodness-of-fit, Pearson chi-square = 8.145, P = 0.086

Nagelkerke R-square = 0.000.

Table 4-B
Ordinal Regression Results-Full Model

		Estimate	Wald	P-value	95% CI	
					Lower B	Upper B
Threshold	Fatal	-2.585	106.720	0.000	-3.076	-2.095
	Perm Damage	-2.259	151.835	0.000	-2.618	-1.9
	Serious/severe	-0.451	20.500	0.000	-0.646	-0.256
	Moderate	1.182	120.607	0.000	0.971	1.393
	Mild	2.799	123.157	0.000	2.305	3.293
Location	Unemployed	-0.025	0.064	0.800	-0.218	0.168
	Employed	0	.	.	.	.
	SEX=Female	0.13	1.570	0.210	-0.07345	0.334
	SEX=Male	0	.	.	.	.
	RACE=White	0.12	1.347	0.246	-0.08277	0.323
	RACE=Black	0	.	.	.	.

a. Link function: Probit

-2 Log Likelihood for intercept = 106.255.

-2 Log Likelihood for final = 103.858.

Chi-square = 2.397, P = 0.494.

Goodness-of-fit, Pearson chi-square = 29.346, P = .602

Nagelkerke R-square = 0.005.

Analysis of Questionnaire Results (Dataset B)

The questionnaire was administered to 101 client families as previously discussed in Chapter 3. The Missouri Division of Family Services (DFS) provided a second dataset that was collected by caseworkers. DFS selected, interviewed, and administered the questionnaire, and provided a complete dataset as a cohort to Dataset A. The descriptive statistics will be presented first and followed by a discussion of the findings of the questionnaire.

Tables of Questionnaire Results

Table 5-A

What help was available from your employer?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Counseling	7	6.9	6.9	6.9
Training	2	2.0	2.0	8.9
Severance pay	14	13.9	13.9	22.8
Job book/Job leads	4	4.0	4.0	26.7
Other	2	2.0	2.0	28.7
None	48	47.5	47.5	76.2
I don't know	24	23.8	23.8	100.0
Total	101	100.0	100.0	

Table 5-B

Which services did you use?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Counseling	6	5.9	5.9	5.9
Training	3	3.0	3.0	8.9
Severance pay	14	13.9	13.9	22.8
Job Book/Job Leads	2	2.0	2.0	24.8
Other	2	2.0	2.0	26.7
None	2	2.0	2.0	28.7
Not available	72	71.3	71.3	100.0
Total	101	100.0	100.0	

Table 5-C

How many months was the help available?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid None	1	1.0	1.0	1.0
<1 month	10	9.9	10.0	11.0
1 month	12	11.9	12.0	23.0
2-3 months	4	4.0	4.0	27.0
4-6 months	1	1.0	1.0	28.0
Not available	72	71.3	72.0	100.0
Total	100	99.0	100.0	
Missing 0	1	1.0		
Total	101	100.0		

Table 5-D

How many months did you use the help?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	11	10.9	11.0	11.0
	< 1 month	6	5.9	6.0	17.0
	1 month	8	7.9	8.0	25.0
	2-3 months	2	2.0	2.0	27.0
	4-6 months	1	1.0	1.0	28.0
	Not available	72	71.3	72.0	100.0
	Total	100	99.0	100.0	
Missing	0	1	1.0		
Total		101	100.0		

Table 5-E

Help available from someone other than employer?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	19	18.8	18.8	18.8
	No	49	48.5	48.5	67.3
	I don't know	33	32.7	32.7	100.0
	Total	101	100.0	100.0	

Questionnaire Descriptive Statistics

Of the clients interviewed, only 28.7% had any type of outplacement service available. The breakdown of services available was: 6.9% counseling, 2.0% training, 13.9% severance pay, 4.0% a job book or job leads, and 2.0% identified some other type of service. Almost 48% appear to have no outplacement services available. Interestingly, 23.8% did not know whether any services were available to them.

The second question asked the client which services they used. Of those who had outplacement services available, almost 27% used at least one of the services that were available at the time of displacement. Only 2.0% failed to use any services that were available. The remaining 71.3% reported that they had no services available.

The third question assessed the length of time that the services were available. 1.0% indicated that services were not available for any length of time. 10.0% indicated that services were available for less than one month, 12.0% indicated that services were available for one month, 4.0% indicated that services were available two to three months, and 1.0% indicated that services were available four to six months. The remaining 72% indicated that they had no services available.

The fourth question asked how many months the client used the outplacement services. Seventy-two percent responded they had no services available and 11% did not use the help for any length of time. Of the remaining 17% of the respondents, 6.0% used the services less than one month, 6.0% used the services one month, 2.0% used the services two to three months, and 1.0% used the services four to six months.

The final question examined the employees' perceptions of other services available from a source other than the employer. Nineteen percent

identified an additional source of help other than their employer. In many cases, DFS and Employment Security were identified as two additional sources of support. The remaining 81% answered 'No' or 'I don't know.'

Summary

Chapter 4 presented the relevant findings of the two datasets used in this study. Recapping, Chi-square tests were performed and differences were found in the independent variables using 'severity of abuse' and 'employment status' as dependent variables. Sexual abuse is more likely to be present when the perpetrators are employed, White, and male. Physical abuse is more likely to be present when the perpetrators are male, employed, and Black. Finally, neglect is more likely to be present when the perpetrators are unemployed, White, and female. The results concluded that severity could not be explained by employment status, perpetrator's sex or perpetrator's race using both logit regression and ordinal regression. Finally, the questionnaire results were presented.

Chapter 5 will discuss and analyze the results presented in Chapter 4. The hypotheses will be tested and the analysis of the results and discussion will follow.

Chapter 5

Analysis and Discussion

In Chapter 5 the discussion of the results from Chapter 4 will be presented. First, a brief review of the methodological issues will be outlined, followed by a review of the findings. The intent of the research will be outlined along with the context in which the study has been performed. The findings will then be discussed in the order of the hypotheses outlined at the end of Chapter 2. (The questionnaire from the second dataset will be re-introduced and discussed in the context of the findings from the first dataset.) Next, a recap of outplacement and related recommendations will be introduced and explored.

Review of Methodological Issues

Two sets of data were collected. The first dataset was a set of variables from the Missouri Division of Family Services that tracked data from 1074 cases of substantiated child maltreatment in the St. Louis Metropolitan area during calendar year 1999. Variables included were the type of abuse, the employment status of the perpetrator, the gender and race of the perpetrator, the marital status of the perpetrator, the severity of the committed abuse, and two variables of observations of the perpetrator and

the family made by the social workers involved in the case. The data were collected directly from the Missouri Division of Family Services.

The second dataset came from a questionnaire administered to clients during the initial work-up by social workers. The social workers asked five questions pertaining to the availability and utilization of outplacement services available to the client if recent job displacement was detected. Services availability and duration of availability were tracked as was services utilization and duration of utilization. One hundred and one (101) completed questionnaires were collected from the clients and results were presented in Chapter 4. The intent of the questionnaire was to investigate the availability and utilization of outplacement services among perpetrators of child abuse and to then compare the findings to those found in the United States population. It was expected that the availability and utilization of outplacement services would be less than those found in the general population of the United States. The questionnaires were collected during the same time period that the first dataset was collected. Due to client confidentiality issues, identifying information was not available for the questionnaire respondents, but it is certain that the clients interviewed were included in the first dataset, making them cohort datasets.

Both sets of data were collected at DFS facilities by trained social workers. The questionnaires were completed by the social workers upon interviewing their clients.

Review of the findings

Chapter 4 presented the relevant findings of the analysis of the two datasets used in this study. Recapping, chi-square tests were performed and differences were found in the independent variables using 'severity of abuse' and 'employment status' as dependent variables. Sexual abuse is more likely to be present when the perpetrators are employed, White, males. Physical abuse is more likely to be present when the perpetrators are employed, Black males. Finally, neglect is more likely to be present when the perpetrators are unemployed, White, and female. The results concluded that variation in employment status, perpetrator's sex or perpetrator's race using both logit regression and ordinal regression could not explain variation in severity. Finally, the questionnaire results were presented along with the findings of a variety of national outplacement benchmarking studies. In general, outplacement services appeared to be available to a lesser degree to DFS clients than what is typically available in the general U.S. population.

Intent of the research

Previous research presented in the literature review identified job displacement as a major contributor to self-esteem problems, family tension and related stress in individuals affected by involuntary job loss. While the studies presented causation and identification of job loss outcomes, employer responsibilities and preventative actions were not stated objectives of these studies. The intent of this research study is to present additional evidence of the negative impacts of involuntary job loss and to address further actions that can have a positive affect on the individuals and families effected by involuntary job loss. Specifically, this research examines the availability and utilization of outplacement services to the perpetrators of child abuse. Recommendations will be made for enhancements to outplacement programs so that child maltreatment can be addressed more effectively. In Chapter 4, it was found that unemployment was correlated most strongly with White females. Given that the intent of this research was to provide insight into the relationship between job loss and child abuse, the findings that showed correlation between sexual abuse and employed White males and also between physical abuse and employed Black males will not be addressed. Both of these discoveries are beyond the scope of this study and the recommendations set forth in this Chapter will not consider the above relationship.

During the time this study was conducted, the United States was experiencing a strong economic climate while layoffs and workforce reductions were continuing to increase. This particular situation created a climate where outplacement services and the companies that provided them grew. As a business community, we are learning a great deal about the impacts on the worker and how to address the needs of the displaced worker through outplacement services. While companies prosper and yet continue to release employees, society has begun to expect that those companies consider the needs of those workers and provide greater assistance in the form of severance pay and outplacement services.

Hypotheses

Each of the hypotheses introduced in Chapter 2 will be discussed. A brief review of the general hypothesis will be included followed by restatement and discussion of the four individual hypotheses.

General Hypothesis

The general hypothesis that this study will test is whether the employment status of a perpetrator is correlated with the type of abuse as determined by the Missouri Division of Family Services. Additionally, a questionnaire was administered to perpetrators who were classified as unemployed at

the time child abuse occurred. The survey assesses the availability and utilization of outplacement services provided by the employer by whom the perpetrator had most recently been employed. The availability and utilization of outplacement services amongst perpetrators was compared to that found in the general U.S. population. It is hypothesized that outplacement services in this study's sample will be less likely available to and utilized by the perpetrators.

Following are the four hypothesis statements that will be tested:

Hypothesis 1:

There is no relationship between type of child abuse and the employment status of the perpetrator. (Using data set A)

Hypothesis 2:

There is no relationship between severity of child abuse and the employment status of the perpetrator. (Using data set A)

Hypothesis 3:

There is no relationship between the type of child abuse and the other mediating variables such as perpetrator's gender, family characteristics, race, marital status, and perpetrator's characteristics as observed by the caseworker. (Using data set A)

A fourth hypothesis will also be tested but not by use of statistical methods. A questionnaire instrument will be used to examine perpetrators who have been classified as unemployed. Proportions of availability and utilization of outplacement services will be discussed as to how they compare to availability and utilization in the general U.S. population. The Hypothesis is as follows:

Hypothesis 4:

There is no relationship between the national average of outplacement availability and utilization and its availability and utilization among perpetrators of child abuse. (Data set B)

Now, the findings relative to each hypothesis will be examined and discussed.

Hypothesis 1

There is no relationship between type of child abuse and the employment status of the perpetrator. (Using data set A)

The employment status was established at the time the perpetrator was determined to have committed the child abuse. Recapping, the employment status was classified as 'employed' or 'unemployed.' This coding allowed the use of loglinear regression so that appropriate odds would be calculated given the value of the perpetrator's employment status. Hypothesis 1 was rejected. The child abuse classification was coded as sexual abuse and all others (physical abuse and neglect), physical abuse and all others (sexual abuse and neglect) and neglect and all others (physical abuse and sexual abuse). Sexual abuse is 2.37 times more likely to be present when the perpetrator is employed. Physical abuse is 3.30 times more likely to be present when the perpetrator is employed and neglect is 3.57 times more likely to be present when the perpetrator is unemployed.

These results are significantly different than what was expected, based on previous research. Recalling from the literature review, employment status historically has been included as a variable in a variety of studies (Fitch, 1983; Michelsen, 1985; Abel, 1986; Merrick and Taitz et al., 1987; Ney et al., 1992; Catalano et al., 1993; Zlotnick, 1992; and Pelton et al., 1994). All of the above researchers were using unemployment as an independent variable or as another factor that positively correlates to the child abuse variables studied. This study showed correlations of the unemployment variable different from previous studies.

A variety of studies use unemployment as a variable related to stress and employees' coping with job loss. Ames (1987), Rowley and Feather (1987), Ards (1992), Silverstein (1994), Chervinski (1994), Walsh and Jackson (1995), Anonymous (1996), Miller (1997), and Theodossiou (1998), all investigated unemployment as it related to coping strategies, behaviors and job-loss outcomes. Considering these studies, it was expected that unemployment would have a positive correlation with one or more of the types of abuse that are identified in this study.

The stress of job loss would theoretically lead to loss of self-esteem and identity, which would lead to abusive behavior by the job loser. It was expected that these results would echo previous findings in the relationship between unemployment and physical abuse. They did not.

These findings show the strongest relationship exists between unemployment and neglect. These results support the findings of Ney et al., (1992) that generally child abuse was associated with “poor care” from parents that was attributed primarily to unemployment history. Zlotnick (1992) also found that increasing unemployment has negative effects on the health of children in the community. As neglect shows a strong tendency to be correlated with unemployment, Zlotnick’s findings are echoed in this research. For coding purposes, neglect was the general classification for medical, educational, and general neglect. “Poor care” would be a probable inclusion in the definition of neglect as it was used as a variable in this research. Zlotnick also found increased levels of child abuse in the community as joblessness increased. Again, this relationship seems rational because neglect is one of the three major classification types of child maltreatment. As neglect increases, overall abuse levels would increase accordingly.

Fitch (1983) found that men who sought counseling for abusive behavior toward their mates had a higher-than-average unemployment rate. This suggests that abusive behavior is an expected correlate of job loss. The findings in the present study suggest that physical abuse is correlated with employment rather than unemployment. If stress and self-esteem are possible drivers of abusive behavior, stress can be felt from lack of employment or from the employment itself. Given that this study was

conducted during a time of great economic growth in the United States, perhaps workers experience stress when their jobs have not kept pace with the expected financial rewards that accompany a strong economy. Jones (1990) links child abuse and unemployment and attempts to explain how unemployment contributes to child abuse. His explanations include economic stress, deterioration in the psychological state of the unemployed, a loss of the breadwinner's status resulting in an increase in alcohol and substance abuse, as outcomes of job loss. The proposal is made above that, perhaps, the individual's perception of their own employment status is more important than the employment status itself when investigating the relationship between unemployment and child abuse. This proposal will be discussed in greater depth later in this Chapter.

The findings of this study conflict with those of Abel (1986) that examined child homicide. Abel found that poverty and unemployment characterized areas where child homicide occurred most frequently. Homicide can be viewed as an extreme outcome of physically abusive behavior. The findings in the present study suggest that physical abuse is accompanied by employment of the perpetrator.

The present research also contradicts the findings of Catalano et al. (1993) who found that the risk of violent behavior of those laid off was six

times higher than in people who were employed. Recall that in 1993 employment levels were increasing from the poor economic conditions that characterized the early 1990s. It can be suggested that employees felt that any employment was positive given the harsh employment and economic conditions of the time. Those who lost jobs had considerable difficulty finding employment because of the poor economy and labor outlook.

As others found that physical abuse tends to be accompanied by a history of unemployment within the family, the findings in the present study suggest the opposite. Merrick and Michelsen (1985) found that children who were substantiated as physical abuse victims had a greater likelihood of coming from families who were multiproblematic (low socioeconomic status, poor living conditions, history of unemployment, unstable personal relationships and atmospheres of violence).

In partial support of the findings of Taitz et al. (1987), the present study supports that lack of a relationship that Taitz found between unemployment and child abuse. Taitz found that job loss in an otherwise stable family does not lead to an increase in child abuse. This study supports the lack of correlation between physical abuse and unemployment but shows a greater likelihood of the presence of neglect when unemployment is present in the family. This finding leads to the

assumption that when a family unit experiences a reduction in financial resources, the achievable level of childcare is effectively reduced as well. The lack of financial resources reduces that family's perceived ability to obtain medical care and basic necessities of childcare.

The correlates of sexual abuse were not investigated for this research because it was determined that sexual abuse was driven by factors other than employment. The findings in this study show that sexual abuse perpetrators are 2.37 times more likely to be employed than unemployed. Although remarkable, this finding will not be addressed in the context of this research because of a lack of literature support as presented in Chapter 2 and because it falls beyond the scope of this study.

Hypothesis 2

There is no relationship between severity of child abuse and the employment status of the perpetrator. (Using data set A)

The findings using both loglinear regression and ordinal regression found no relationship between the severity of the abuse and the employment status of the perpetrator. Hypothesis 2 is accepted. Previous studies suggested that with unemployment, violence was more likely to be present within the home. Merrick and Michelsen (1985) found that homes with

certified physical abuse were more likely to have “atmospheres of violence.” It was expected that severity would be greater in homes where unemployment was present. Additionally, the longer the job seeker is unemployed, the greater the amount of stress on the family. Considering Hypotheses 1 and 2 together, we begin to see neglectful environments within the homes of the displaced, but not necessarily homes that are more violent than homes where unemployment is not present.

Ryterska (1993) notes that the use of children as objects to vent frustration frequently is a companion of family unemployment. The results from Chapter 4 and the subsequent acceptance of Hypothesis 2 fails to support Ryterska's conclusions. Even with a direct measure of the severity of abuse, it cannot be concluded that unemployment leads to more severe abuse.

A proposal is made in the discussion of Hypothesis 1 that the perception of employment status may be a greater factor in the individual's own perception of his or her employment status than the employment status itself. In the case of the role of unemployment and the severity of child abuse, let us revisit the proposal made earlier that perception of one's employment status may hold some explanatory power when examining the impact of unemployment and child abuse. Again, this proposal will be addressed in greater depth in Chapter 5.

Hypothesis 3

There is no relationship between the type of child abuse and the other mediating variables such as perpetrator's gender, family characteristics, race, marital status, and perpetrator's characteristics as observed by the caseworker. (Using data set A)

Hypothesis 3 was partially rejected. The significant relationships found were correlations between the dependent variable, type of child abuse, and the independent variables perpetrator's gender and perpetrator's race. In cases of neglect, perpetrators are more likely to be White females. In cases of physical abuse, perpetrators are more likely to be Black males. No significant relationships were found between the dependent variable type of abuse and the independent variables family characteristics, perpetrator's marital status, and the perpetrator's individual characteristics as observed by the caseworker.

As previously stated, three types of abuse (sexual abuse and all others; physical abuse and all others; neglect and all others) were used separately as dependent variables in logit regression, yielding different results when adding the independent variables to the model. The independent variables tested in Hypothesis 3 are perpetrator's gender, observed family characteristics, perpetrator's race, perpetrator's marital status, and observed perpetrator's characteristics. The perpetrator's

gender was classified as male and female. The perpetrator's race was classified as either Black or White. The perpetrator's marital status was classified as either married or not married. The observed perpetrator's characteristics and observed family characteristics had numerous possible values and were pared down to two possible values, positive observations and negative observations.

The analysis will be presented in three parts, based on the type of abuse. Sexual abuse and all others, physical abuse and all others, and neglect and all others will be the three parts addressed.

When sexual abuse is present, the perpetrator is 2.54 times more likely to be White. When sexual abuse is present, the perpetrator is 14.14 times more likely to be male. In the literature review, sexual abuse was not specifically addressed as an outcome of unemployment, and therefore not considered in this study. Although the results are significant statistically, sexual abuse as a type of maltreatment is beyond the scope of this research. The strongest statement that can be made is that when sexual abuse is present, the perpetrator is 2.54 times more likely to be White and 14.14 times more likely to be a male.

When physical abuse is present, gender is a non-issue. The results show an equal chance of the perpetrator being either male or female. When

physical abuse is present, the odds of the perpetrator being Black are 2.33 times that of there being a White perpetrator. This outcome is of particular note due to the statistical breakdown of perpetrators by race. Recalling from Chapter 3, approximately 66% of all perpetrators in the dataset used were Black, with approximately 33% of all perpetrators being White. The logit odds of 2.33:1 that the perpetrator is Black cannot be considered conclusive evidence of a stronger probability of physical abuse being committed by a Black perpetrator. Therefore it can be concluded that when physical abuse is present, the perpetrator is 2.33 times more likely to be Black, with no expectation of gender. Pelton (1994) suggests that race and ethnicity, amongst unemployment and other factors are contributors to child abuse in families. Despite support from Pelton, the results presented here are inconclusive.

When neglect is present, it is 1.82 times more likely that the perpetrator is White and 4.93 times more likely that the perpetrator is female. Given that the overall probability of female perpetrators began at 62% and the probability of male perpetrators at 38%, this result is a strong indicator of a female propensity towards neglect. As opposed to the inconclusive results of race in physical abuse, these results suggest a stronger tendency of female perpetrators to neglect children.

Considering Hypotheses 1 and 2 together, an indication is seen that White females are the most probable perpetrators of neglect when unemployment is present. When the perpetrator is employed, the most significant problem is a greater tendency towards sexual abuse committed by White males and physical abuse committed by Black perpetrators. This study does not address the outcomes of employment and employer obligation when abuse is detected. The results suggest that the nature of abuse is different when the individual is employed, but is not within the scope of this study. The importance of this aspect of the abuse problem is not being discounted, but simply out of the context of this research. The unemployment condition will be the primary driver of the continued discussion in this study.

Many previous studies focus on male unemployment within the household. It was expected that male unemployment would be a strong correlate of physical abuse in the dataset used in this study. It is not possible to conclude that males have a tendency to commit physical abuse when faced with job loss. Studies such as Wolfner and Gelles (1993) surveyed 6002 households and found that minor violence was most common in households where the father was unemployed. Additionally, families in which the father was unemployed and in which children ages 3 to 6 were present, had the highest rate of abusive violence. The results presented in this study do not support greater likelihood of physical abuse by a male

who is classified as unemployed. The results concluded that the probability of a male perpetrator versus a female perpetrator is equal for physical abuse. Agathonos-Georgopoulou and Browne (1997) isolated six variables that had a positive correlation with abuse. The third and fourth most important variables were: stressful life events for parents within the last year and father with unsteady employment or unemployment. A possible relationship between the father's joblessness could suggest collateral stress on the mother, which in turn increases the likelihood that the mother may become the perpetrator of abuse. Several of the studies cited show a relationship between family stress from job stress and abuse levels. Any parental unemployment could cause stress on the family unit. In many communities with stay-at-home mothers, fathers might be sole wage earners making the father's employment status the critical factor.

A study conducted in Glasgow, Scotland, (Gillham et al. 1998) found that male unemployment and single-parent measures tended to have the highest correlation with abuse levels. Again, the male employment status is isolated. However, the single-parent is also highlighted as an important contributor to abuse. Considering that the percentage of single parents in the United States weighs towards female parents, Gillham's results and the results presented in this study offer a possible explanation why unemployed females are more likely perpetrators of neglect. The St. Louis Metropolitan area where the clients were primarily located also

shows females as the dominant single parent gender. In cases where single female parents involuntarily lose a job, sacrifices may be made to obtain a balance between child care responsibilities and job search process, ultimately producing suboptimal results in each area. With a reduction of financial resources, females may reduce the amount of care provided to children so that they can conserve resources when faced with unemployment for an indeterminate period of time.

Included in the neglect classification of abuse in this study were medical, educational and general emotional neglect. The lack of employment appears to show a withdrawal of female job losers from their responsibilities of caring for children living in the household. It is noted that this study shows no support for physically abusive behavior from a female job loser as has been suggested in male job losers.

Hypothesis 4

There is no relationship between the national average of outplacement availability and utilization and its availability and utilization among perpetrators of child abuse. (Data set B)

Hypothesis 4 was inconclusive. Differences in outplacement availability and utilization were found among the 101 cases examined. In general,

clients of the Missouri Division of Family Services (DFS) had fewer services available to them than which was found in the general U.S. population. Although they tended to use the services when made available to them, the duration of the availability was shorter. The results of the clients' responses to the questionnaire will now be discussed.

Discussion of Questionnaire Results

The intent of the questionnaire was to determine whether a meaningful difference existed between the availability and utilization of outplacement services among child abusers and the availability and utilization of outplacement services in the general U.S. population. Chapter 2 discussed outplacement as the most likely form in which employers would provide help to displaced employees. Therefore, it is assumed a) that outplacement is the most appropriate arena where employers can provide the assistance that would aid displaced employees in their transition to re-employment and b) it is assumed that if no outplacement is available to the employee, then the employee has no access to transitional assistance from the employer. The importance of outplacement is considered with these two assumptions.

Questions 1 and 3 addressed services available and duration, while Questions 2 and 4 addressed services utilized and length of utilization.

Question 5 was an open-ended question that probed for additional services that were available which were not addressed by the previous four questions. The availability questions will be discussed first followed by the utilization questions and ending with discussion of the open-ended question.

Availability questions

The results of Question 1 regarding outplacement availability appeared to show a lower availability of services to child abuse perpetrators than that found in other studies conducted by firms specializing in outplacement services. A study by Manchester Associates (1998) showed rates as high as 50% for all types of outplacement considered together for non-exempt employees and 70% for exempt managers. The results of the questionnaires showed considerably less outplacement availability with 28.7% of the respondents having some form of outplacement service available to them. Severance pay is the most common form of separation benefit typically available to displaced employees. Only 14% of the respondents indicated the availability of severance pay after they were displaced. Other studies showed considerably higher availability. The American Management Association (1996) showed that 39% of all separated employees had some form of salary continuation after job loss. Lee Hecht Harrison, a nationwide human resource outplacement and

development firm, surveyed over 2000 human resource executives in 1998 and found that 48% of all displaced employees received severance pay. In a similar study of separation benefits, the United States Bureau of Labor Statistics estimated in 1997 that 36% of all employees received salary continuation after job separation. The seemingly low 14% that was available to the child abusers raises questions about the availability of salary continuation to this group. Severance benefits already tend to be lower in non-exempt employees according to all of the national studies cited. However, due to a lack of salary and occupation variables in this Missouri Division of Family Services (DFS) dataset, no conclusions can be reached about the type of occupations found among DFS clients. It does appear that the availability of severance pay, specifically, is less available to DFS clients than in the general U.S. population.

Manchester Associates, an outplacement consulting firm, found in their 1998 study that 40% of displaced employees had access to employee assistance plans after job separation compared to only 7% of DFS clients who had access to counseling services. Since counseling services are typically included in either a company employee assistance plan or from an outplacement firm, it was concluded that continuation of an employee assistance plan and counseling services would be approximately the same. The assumption is made that most employee assistance plans include counseling. Counseling is considered a component of most

employee assistance plans and was not identified separately in the Manchester Associates study. One additional consideration would be the perception of what an employee assistance plan might offer to the DFS client. Clients might not be aware that counseling is available or that seeking counseling is perceived in a negative way. Manchester Associates also discovered that 60% of all companies paid for continued health insurance coverage for displaced employees after job separation. Health coverage was not specifically identified as a benefit on the questionnaire used in this study, but no respondent identified health insurance benefits in the open-ended Question 5 of the survey.

Question 3 addresses the length of time that outplacement services were available to the employee. Typical outplacement service duration lasts one month or less among DFS clients. In the 1998 separation benefit survey conducted by Lee Hecht Harrison, the following outplacement duration results were found: 31% of companies provided services for less than 3 months, 17% provided services for up to 3 months, 7% provided services for up to 6 months, 2% provided services for up to 12 months, 1% provided services for an unlimited period of time, and 44% provided services in a group setting, which typically lasted from 1 to 3 sessions. The outplacement services investigated above include all services available, including severance pay.

It appears that the length of time that services are available to DFS clients is for a shorter period of time than found in the general U.S. population. One possible flaw in the questionnaire is the indication of brief group sessions that typically last but a few weeks. The respondents might have had access to these group outplacement sessions and indicated this on the response form as "less than one month" or "1 month" which would be accurate but slightly misrepresentative. It is suspected that the cases where respondents indicated shorter periods of available time, that the outplacement available was likely to be group outplacement sessions that were of shorter duration. In general, it appears that outplacement services were available for a shorter time period among DFS clients than in the general U.S. population.

Utilization questions

Questions 2 and 4 addressed utilization of services offered by the employer. In an attempt to establish national benchmarks for these two questions, it was found that displaced employees almost always use the services that are offered to them. Utilization data were not readily available for the purpose of this study due to the competitive nature of the outplacement business. All of the companies, whose availability statistics were cited for this paper, were contacted for accompanying utilization statistics, and all declined to disclose that information. However, when

pressed for an estimate, all respondents reported estimates in the 90-95% range of employees who actually use one or more of the outplacement services that are made available to them. The results of this questionnaire reflected similar results. When services were available, employees used the services most of the time. When employees are faced with a critical situation of impending job loss, it can be concluded that the vast majority of displaced employees will use one or more of the assistance services that are available to them. It would seem unusual if a displaced employee would decline services such as severance pay and employer-paid continued health insurance coverage when facing job loss. Therefore, it can be concluded that the utilization found in the questionnaire respondents approximates that found in the general U.S. population.

The question that dealt with the time span that employees used the available services showed some difference from the amount of time that the services were available. It is difficult to establish a national standard of length of time that services are used, due to the varying times that workers take to obtain reemployment. Additionally, outplacement firms indicated that it is difficult to estimate the length of time that workers will use outplacement services. Depending on the types of jobs held by the workers and the types of industries in which these workers are employed, the time necessary to obtain re-employment can vary significantly. The economic conditions also play an important role in the length of time

necessary to obtain new employment. Approximately 10% of workers studied failed to use any of the services available. Of those who indicated that they used the program, most used the services a month or less. Since the questionnaire was conducted during 1999, the total number of displaced workers was high in the St. Louis Metropolitan area. This was due to a large number of layoffs that took place during 1999. However, due to a strong economic environment, displaced workers obtained more rapid re-employment, effectively reducing the time workers spend using outplacement services.

Other services

Question 5, asked on the questionnaire, was an open-ended question asking if any other services were available to the displaced employee. The question allowed for the respondent to include any services that were not possible answers on the previous questions. In the State of Missouri, when a worker is displaced, he/she may use the Worker Re-entry Program that is a State administered program available to the displaced worker. Funded by the Federal Government, the program provides job training and other typical outplacement services to the displaced worker. The program is available to all workers affected by layoffs. This question was designed to test the perpetrators' knowledge and awareness of the State program and sources of other assistance. Another source of

assistance would be Missouri Job Service, which is the state agency that is responsible for unemployment pay management. This agency is a source of financial support for displaced workers. Respondents failed to identify the Worker Re-entry Program or Missouri Job Service on any questionnaire. The only response indicated by the open-ended questionnaire was identifying "DFS" as a perceived provider of service after job loss. This response appeared on less than 10 of the 101 questionnaires. These results suggest that the State agencies could benefit from self-promotion of their programs.

Overview of outplacement

Outplacement is typically regarded as a compilation of services that a company offers to displaced workers and which are intended to aid the displaced worker in obtaining reemployment. The services typically include, but are not limited to, counseling, training related to securing reemployment, severance pay, and job lead or job placement services. Outplacement services have also been referred to as separation benefits. These outplacement services continue to be of concern for businesses in the United States. Despite lower unemployment levels, employees seek companies that are competitive with peer companies. Lee Hecht Harrison (1998) reports that outplacement programs have not changed in recent years. The report indicates that 63% of organizations surveyed have not

made any significant changes to their severance programs in the last 3 years. Eighty percent reported that the types of programs have also stayed the same. The most meaningful difference reported is that 29% of respondents report that they now offer outplacement to more levels of employees. Outplacement programs appear to not have changed significantly over the last few years, but remain an important consideration for business.

Suggestions for changes in outplacement

The objective of corporate outplacement is to obtain comparable re-employment for the displaced worker as quickly as possible. However, the time between job loss and re-employment is not considered. Companies should consider the time period between those events as a critical time period for the job seeker. As has been seen in previous research and in this study, often irreversible damage can occur within the family. Companies consider the professional well being of the job loser, but fail to address the implications of job loss on the family. Employers offer a myriad of services that are designed to re-employ the job loser. However, these services were not intended to address the domestic problems that arise with job loss. Outplacement services, as they currently exist, could be shaped to lessen the negative impact on the entire family unit affected by job loss. As many employers in the present

business era have begun to address the issue of work and life balance, when involuntary separation occurs, employers need to continue to address the “life” side of the work and life balance. It appears that only the “work” side is addressed by the current set of outplacement services typically available to the job loser. The concept of “ramp out” was introduced in Chapter 1 and explains the transitional nature of reemployment. Workers are transitioned from an employed state to a state of unemployment with the stress of job and financial loss. These new expectations placed on the employer can be explained by Social Contract Theory. Workers and the community they live in feel that they have the right to demand the transitional benefits found in outplacement services.

Specifically, the needs of the job loser and the impacted family need to be addressed. The job loser needs to have access to counseling with the intent of increasing the awareness of the emotional outcomes of job loss. Counseling is typically available through either extended access to the company’s employee assistance plan or by an outside outplacement vendor.

Additionally, some support system should be made available to family members whereby they would have access to paid healthcare coverage and support in the areas that would be indicators of medical neglect.

Recalling that it was discovered that females would be more likely to be involved in neglectful behavior when faced with job loss, addressing the issues of medical neglect, emotional neglect and child abandonment would be paramount. Since many companies offer continued services through employee assistance plans, employee counselors should receive additional training on job loss counseling as it relates to the family and the issue of child abuse. Companies should more assertively assign counselors to displaced workers' families. Counselors should follow-up with displaced workers to ensure the well being of the entire family. The worker would have the option of refusing service and simply indicate that intent to the counselor. As was suggested in Chapter 4, many workers may simply be unaware of the services that are available to them. As counselors make contact with the displaced worker, companies may effectively increase the worker awareness of what services are available to the displaced worker.

The company would be "walking a fine line" by providing family support and becoming intrusive. It would be necessary to exercise caution when implementing such a procedure to avoid an invasive appearance of outplacement. One consideration might be to increase public awareness of the problem. A similar community problem is with the care of the elderly. Some elderly can spend lengthy periods of time alone and tragedy can result from the lack of contact with others. Some

communities, St. Louis included, have attempted to increase awareness of the problem with elder care by educating the public through community service ads that encourage people to check up on the elderly in their neighborhood. With an increased awareness of the problems that the elderly may experience while living alone, perhaps more individuals will make the effort to regularly check on the elderly in their neighborhoods. In the case of neglect of children during parental job loss, perhaps the awareness of this problem could be increased with the intent of educating the public in the outcomes of job loss. The education would encourage displaced workers to seek help when experiencing the negative emotional outcomes of job loss. One additional means of increasing awareness is to encourage displaced workers to involve family members (grandparents, spouses, siblings, aunts and uncles) in the creation of a family support network during these difficult transitional periods. Displaced workers may be more cognizant of their behavior knowing that public and family awareness of child abuse is increasing. Awareness is the first step towards addressing any community problem. By increasing the awareness of the problem, communities can better define the areas where the solution lies.

It was shown that, often, displaced workers fail to use more than 1 or 2 services that were available to them. A stigma may exist that prevents displaced workers from admitting that they have a need for support

services such as counseling. Making services more appealing and eliminating negative employee perceptions would be another method of increasing usage of outplacement services. Displaced employees experience devastating feelings of "hurt" from the entities that displaced them. Employees might refuse employer aid simply because this source of assistance is that same source that just terminated them.

Outplacement encompasses a variety of services that are available to displaced employees. Of the results presented the increased likelihood of females being involved in neglectful behavior when facing involuntary job loss is the relationship where outplacement can have the greatest benefit.

Companies could also provide assistance and a list of community resources for displaced workers with childcare needs. Lee Hecht Harrison reports that overall, only 8% of companies surveyed provided continued access to company day care for non-exempt employees and only 8% provided access to company day care for exempt employees. Employers or outplacement firms could provide displaced workers with a list of community resources such as family crisis centers which would be equipped to provide the family with immediate short-term assistance involving child-related issues. Outplacement programs could also provide reimbursement specifically for childcare so that displaced parents would not have to make the choice between caring for children and seeking

reemployment. If employers offer displaced workers salary continuance at a significantly reduced rate, parents may have to make compromises in what choices they make for child care, health insurance, and care-related services for their families. By providing these services to the displaced worker entirely or at discount, the parent does not have to choose between financially conflicting expenses. This concept supports the theme of work and life balance that companies strive for while the individual is an employee of the company. As this study has discovered, neglect is possible among displaced workers. By directly addressing the neglected child, companies who displace employees take a critical first step toward reducing the long-term impact of job loss on the entire family unit. Training counselors to recognize the warning signs of family stress and diminished care levels would be a first step towards creating a dialog between outplacement firms and the Division of Family Services.

Another consideration may be significant differences in the outplacement services provided to females versus those provided to males. The area that warrants further consideration is an investigation of communities where female populations are higher or occupations that are dominated by female workers. This study has provided insight into the availability and utilization of outplacement services to the perpetrators of child abuse. However, if a significant difference can be established showing the differences between typical female and male occupations, there might be

reason to investigate the implications of such outplacement services. If there are significant differences between male and female occupations, the level of outplacement services might be different as well. This difference in outplacement may provide an explanation for the differences in the types of child abuse correlated with job loss. The occupations that females show a tendency toward may have outplacement services provided to them to a lesser degree than the occupations would that males show a tendency toward. Perhaps an evaluation of available outplacement services in occupations that are male dominated versus those that are female dominated would be an appropriate test. Should a difference be discovered, it would be a step towards understanding why females and males are associated with different types of abuse.

Chapter 6 will outline the summary and conclusions after a brief review of the findings.

Chapter 6

Summary and Conclusions

In Chapter 6 a summary of the purpose of the research and findings will be presented. This will be followed by a brief discussion of the research and findings, followed by an evaluation of the implications of this research and concluding with a look at the limitations and suggestions for future research.

Purpose of the research

The purpose of this research is to investigate the relationship between job loss and the type of child abuse. The severity of the abuse was also investigated along with mediating variables such as, perpetrator's gender, race, marital status, employment status, family characteristics, and individual characteristics. Additionally, a questionnaire was administered to job-displaced clients of the Missouri Division of Family Services (DFS) to determine the availability and degree of utilization of outplacement services from their employer. After performing a literature search, the following hypotheses were proposed and tested:

Hypothesis 1:

There is no relationship between type of child abuse and the employment status of the perpetrator. (Using data set A)

Hypothesis 2:

There is no relationship between severity of child abuse and the employment status of the perpetrator. (Using data set A)

Hypothesis 3:

There is no relationship between the type of child abuse and the other mediating variables such as perpetrator's gender, family characteristics, race, marital status, and perpetrator's characteristics as observed by the caseworker. (Using data set A)

A fourth hypothesis was also tested, but not by use of statistical methods. A questionnaire instrument was used to examine perpetrators who had been classified as unemployed. Aggregate proportions of availability and utilization of outplacement services among DFS abuse perpetrators were

compared to the availability and utilization findings from studies conducted by national outplacement firms. The hypothesis is as follows:

Hypothesis 4:

There is no relationship between the national average of outplacement availability and utilization and its availability and utilization among perpetrators of child abuse. (Data set B)

Results

The Missouri Division of Family Services (DFS) provided 1074 cases of substantiated child abuse and 101 completed outplacement questionnaires for the period January 1999 to December 1999 . After statistical testing of the datasets, the results are as follows.

Hypothesis 1 was rejected. A positive correlation was found between the dependent variable, type of abuse, and the independent variable, employment status. In cases of neglect, the perpetrator was most likely to be unemployed. In cases of sexual and physical abuse, the perpetrator was most likely to be employed.

Hypothesis 2 was accepted after using both ordinal regression and general loglinear analysis. There was no relationship found between the dependent variable severity of child abuse and the independent variable perpetrator's employment status.

Hypothesis 3 was partially rejected. Significant relationships were found between the dependent variable, type of child abuse, and the independent variables, perpetrator's gender, and perpetrator's race. In cases of neglect, perpetrators are more likely to be White females. In cases of physical abuse, perpetrators are more likely to be Black males. No significant relationships were found between the dependent variable, type of abuse, and the independent variables, family characteristics, perpetrator's marital status, and the perpetrator's individual characteristics as observed by the caseworker.

Hypothesis 4 was inconclusive. Differences in outplacement availability and utilization were found among the 101 cases examined. In general, clients of DFS had fewer services available to them than found in the general U.S. population. Although they tended to use the services when made available to them, the duration of the availability was shorter.

Summary of discussion

This study discovered a relationship between unemployed females and increased likelihood of neglectful behavior by those females. Where job loss occurs, females appear to have a greater chance of neglecting their children. Companies that displace workers need to be aware of the increased chance of hardship placed on the family of the displaced worker, particularly females with children. Outplacement is the most appropriate format for providing assistance to displaced workers and their families. The assistance provided through outplacement should consist of counseling for displaced workers to increase their awareness and coping skills when faced with job loss. The coping skills addressed would be in the areas of stress management as it applies to children and counseling regarding what job losers should expect from the job loss experience. By simply making workers aware of the outcomes of job loss, companies are aiding the worker's ability to handle both the separation and the reemployment experience. Additionally, the worker is then better equipped emotionally for the next company that employs him or her.

A relationship has also been discovered between female job losers and an increased likelihood of neglect in the home. Companies could offer childcare reimbursement as an additional service at the time of layoff to allow the females time to obtain re-employment. Many studies identified stress patterns when faced with job loss, but were not strong in identifying

the differences between males and females when each is displaced. Males show more aggressive tendencies when faced with stressful life events, but females may show different outward tendencies. As a society, perhaps we tend to address the more violent and destructive phenomena in our environment, but see less danger in the more subtle threats to our children. The recommendations that are included with the results of this study are primarily adjustments to the current delivery of outplacement services.

First, it is recommended that employers, employee assistance providers, and outplacement service firms make changes to their counseling programs that specifically address the outcomes of job loss that have been revealed in this study. These counseling programs should consider the tendency for females to neglect their children when faced with job loss. Despite the presence of counseling programs, they are apparently not effective in addressing the impact on children in households that experience job loss. Counselors could specifically address childcare issues with female job losers.

Second, outplacement is designed to obtain re-employment as rapidly as possible for displaced workers. The journey from job loss to re-employment also has struggles that should be addressed. Companies should address the needs of both the professional and the personal sides

of each displaced worker. Outplacement seems to address primarily the needs of the employee side with lesser consideration to the personal side. There are business realities that dictate swift decisive separation of unneeded employees and that is clearly understood. However, business needs that fail to address the family health of the displaced workers are not as clearly understood. Corporations strive to act as good corporate citizens. Prior to job separation, employees are treated as valuable human resources. The failure to assist those same employees at separation seems unusual considering the value of those employees shortly before the need for job elimination.

Third, increasing public awareness of the outcomes of job loss are necessary to encourage public discussion of solutions. Just as society has created public awareness for the elderly, we must encourage public awareness of the problems faced by families impacted by job loss. Considering that companies' business needs create the problem of job loss, the same companies must make an effort towards finding better solutions and support for displaced workers and their families.

Implications of the research

The results discovered in our research indicated a tendency for neglectful behavior after job loss, but not necessarily violence. Although previous

studies identified violent behavior mainly from displaced males, this study discovered neglectful behavior more likely from females. This discovery implies that changes might be necessary in outplacement counseling provided to job losers. Perhaps less violent, but equally dangerous behaviors are not considered as significant of a threat as the more violent behaviors addressed in previous studies.

Even though no correlation existed between physical abuse and unemployment, our study showed a significant relationship between neglect and unemployment. The type of abuse (physical, sexual, neglect) correlated with job loss may change over time depending on the existing economic conditions. Physical abuse may tend to occur during poor economic times while neglect may tend to be correlated with favorable economic times. Outplacement services could be adjusted accordingly if a good database exists and is shared with the appropriate parties.

It must be determined if companies are exclusively responsible for the behavior of the worker after job loss. As a community trustee, business tends to be held responsible for many issues in our society. As a society we believe that companies have an obligation to "let us down easy" after job displacement and that they bear the responsibility of helping the employee obtain a new job after they decide that the employee is no longer needed. How does the obligation of business stretch into the

personal lives of displaced employees? As a society, we protect employees from privacy invasion and the peering eyes of the employer and the government. Personal lives, families, and children are among the banned topics at the job interview. However, when these same sacred life issues are affected by job loss, employees are quick to hold the employer responsible for their care. Sometimes it appears that society holds a double standard for protection and care of our private lives. A fair solution would be for employers to simply make certain services available to the employee after job loss, so that the assistance is available but not in an invasive or intrusive way.

Another implication of the results of this study might be the relative importance of the job. Jobs define the identity of the individual and accompany the financial needs and support the security needs that the job also provides. Severance pay alone does not completely satisfy the security need. Perhaps the workers' understanding and perception of employment is also relative to the economic and social conditions of the time. In a poor economy, employment is evaluated using lower standards and in a strong economy employment is evaluated as "less-than" what others are achieving or what the worker is capable of achieving. During a recession, almost any job is viewed in a favorable light. But in a thriving economy, lower paying jobs might be viewed in a less favorable way. Employees who read about a thriving economy and who see constant

news coverage of a strong economy might fail to experience that success first hand. The displaced individual may also experience a sense of hopelessness when faced with job loss due to their missing out on the success others have experienced. The stress of job loss and the financial hardship that accompanies job loss may take a toll on the worker while the job's relative importance may act as a multiplier. When this situation occurs, the typical nature of the relationship between employment status and child abuse variables may reverse because of the new perception of employment.

Limitations of the research

The limitations of this study lie primarily in the unemployment variable and in the confidentiality of the sample. In coding, there was a distinction between unemployed and seeking a job and unemployed and not seeking a job. However, two related areas, income and financial condition data, were not available and would have provided more information as to the economic health of the family. One improvement to the study would have been to examine correlation between economic health variables and type of child abuse to assess the value that a job brings to the family. The employment status of an individual makes a strong statement about the economic health of the family, but additional economic information can provide further explanation and understanding. Additionally, DFS could possibly examine the mental health of the clients to assess their emotional

condition during the time that child abuse was alleged to have occurred. By investigating the relationship between financial health and emotional health, one can better explore the perceived value of a job and the impact of job loss on everybody. The loss experienced after job separation could be better ascertained. Subsequently, it would enable a better determination between the abuse type and the impact of job loss on the emotional health of the individual. By investigating the type of abuse and the financial health of the individual and the emotional health of the individual, the aspect of employment that has the greatest impact on child abuse when it disappears as a result of job loss could be identified. Closely related to the above limitation is the impact of job loss on sexual abuse. Sexual abuse was defined but not discussed in depth in the literature review because sexual abuse theoretically has no connection with job loss and was not a likely outcome of job loss.

Introduced previously, the relative importance of employment status was described as an additional consideration. Additional data on the individual's definition of acceptable employment and the feeling of being economically left behind in a thriving economy would aid the relative importance of employment with respect to child abuse. Workers who share the success of a thriving economy may experience a greater sense of achievement than those who do not feel a sense of sharing in that

economic success. The worker's perception of his or her employment as compared to others may play a role that is not a factor in this study.

It would have also been preferable to be able to link the 1074 cases with the 101 questionnaires. Recalling, the Division of Family Services gave directions for anonymity and confidentiality and would not allow any identifying information to enter the datasets collected. Therefore, it was not possible to link the cases with the questionnaires. The only link possible was the knowledge that that the questionnaire respondents were cohorts to the 1074 cases in dataset A. It would also been desirable to have had more questionnaires than the 101 that were collected. However, clients are usually unwilling to give additional information to caseworkers because of the intense situation of a child abuse investigation and because of privacy issues. As a result, questionnaires were difficult to collect.

Suggestions for future research

This research contradicted some of the previous research and extensions to this research would improve the support for the claims made in this study. Multi-state comparisons using comparable datasets would allow investigation of other cities and states. Another means of validating the results of this study would be to investigate the correlation between

unemployment variables and the caseload of DFS in the types of child abuse. This additional method would show movement of these variables and test the correlation between them. Another area that merits further investigation would be the linking of outplacement interviews (dataset B) with the cases of child abuse (dataset A).

There are other areas of emotional health that could yield interesting results as well. The study has suggested that outplacement could have a positive impact on the well being of displaced workers by directly addressing the negative outcomes of job displacement. To support that assumption, it would be beneficial to show what improvement outplacement makes on the displaced worker. This could be achieved by testing levels of stress and emotional health in perpetrators of child abuse who have had outplacement compared to those who have not.

Another area meriting further investigation would be the examination of childrens' individual characteristics, their ages, and the type of abuse discovered and, in turn, appending this information to the cross sectional data to look at children's odds of being abused. Depending on the employment status of the parent, for example, children of certain ages might tend to increase the stress of job loss when they are present.

Recalling the concept of job value and the feeling of being "less-employed" previously discussed, job satisfaction perceptions could be compared during good and bad economic conditions. Workers who held the same jobs during good and poor economic conditions would be compared to see how if that job was viewed differently during two time periods. The discovery of a difference would lend support to the possibility of a worker placing less value on a job during good economic times. It is possible that both job stress and job-loss stress can both contribute to *job stress*. Either type of stress can lead to abusive behavior.

Additionally, the possibility of there being a difference in outplacement services available to females and males due to differences in career choice, warrants further investigation as to whether females could have less access to outplacement services due to the occupations and industries in which they tend to be. If it is assumed that outplacement services are the most appropriate place to address the problem of child abuse associated with job loss, a difference in service availability between males and females could provide greater explanatory power. The occupations that females choose may provide outplacement services to a lesser degree than the occupations toward which males show a tendency.

Appendix

Literature Structure Partial List of Significant and Relevant Literature

	Healthcare Literature	Public Pol/Soc Ser	Business
Job Loss	Taitz (1987) no relationship between unemp and child abuse	Liddell (1989) job loss contrib. to stress which contrib. to child abuse.	Leana & Feldman (1995) Finding new jobs. Occurance and quality of re-employment
Downs'ing/Soc Resp	Zlotnick (1992) increase in child abuse & community unemployment	Jahoda (1982) business' reason for being, obligation to employ.	Remly (1991) job loss-problems-time for emps to address Slabbert (1997) unemp causes social/polit upheaval forcing bus. to act.
Coping Strategies	Catalano (1993) job loss leads to violent behav. (6x)	Justice & Duncan (1976) prevention strategies	Leana & Feldman (1988) Latack (1995) how individs. cope with job loss.
Emotional Impact	Fitch (1983) corellates of abusive behavior	Ryterska (1993) stress leads to abusive behavior (unemp.)	O'Callaghan & Pickard (95) loss, loss of control/status threat of what may happen Theodossiou (1998) anxiety, depression, lower

Downs'ing/Soc Resp	Zlotnick (1992) increase in child abuse & community unemployment	Jahoda (1982) business' reason for being, obligation to employ.	Remly (1991) job loss-problems-time for emps to address
			Slabbert (1997) unemp causes social/polit upheaval
			forcing bus. to act.
Coping Strategies	Catalano (1993) job loss leads to violent behav. (6x)	Justice & Duncan (1976) prevention strategies	Leana & Feldman (1988) Latack (1995) how individ. cope with job loss.
Emotional Impact	Fitch (1983) corellates of abusive behavior	Ryterska (1993) stress leads to abusive behavior (unemp.)	O'Callaghan & Pickard (95) loss, loss of control/status threat of what may happen
			Theodossiou (1998) anxiety, depression, lower confidence/self-esteem
Family Violence	Ney et al. (1992) "poor" of children from unemp.	Sariola & Uutela (1992) unemp leads to family violence, higher when children 3-6 are present.	Silverstein (1994) job loss leads to fam violence
Child Maltreatment	Steinberg et al. (1981) time series-abuse levels and unemployment	Jones (1990) unemp in a comm. brings higher levels of child maltreatment	Miller (97) job loss' impact on families with young children
	Taitz (1987) no relationship between unemp and child abuse.		
Outplacement	Dooley et al. (1996) Few studies have studied interventions to reduce adverse health effects of job loss.	Shaughnessy (1986) outplacement is ineffective	Galbraith (1992) unemp comp thru recession.
		Strasburger (1991) Outplacement helps reduce the negativity/morale in displaced employees.	Soukup et al. (1987) Outplacement is critical part of compensation pkg.

Appendix B

Observed Perpetrator Characteristics

Loss of control during discipline
Unrealistic expectations of child
Low self-esteem
No one to call on during time of crisis
Immaturity
Alcohol-related problem(s)
Other drug-related problem(s)
Mental/emotional disturbance
Illness
Incapacity due to physical handicap
Mental retardation
Unemployed
Less than high school education
Parental history of abuse/neglect as a child
Pattern of violent behavior
History of criminal activity
High school education/higher
Amenable to services
Adequate support system
No apparent mental/emotional disturbance
Institutional report/unknown perpetrator

Appendix C

Observed Family Characteristics

Amenable to services
Stable family relationships/household
Appropriate parenting skills
Adequate living conditions
Single –parent household
Teen parent(s)
Lack of parenting skills
Role reversal,
Recent loss/addition to household members,
Domestic violence
New baby in home/pregnancy
Heavy continuous
Child-care responsibility
Marital problems
Loss of employment
Insufficient/misuse of income
Social isolation
Recent/frequent relocation
Crowded living conditions
Lack of utilities
Homeless
Incapacity due to physical handicap
Illness
Mental retardation
Alcohol-related problems
Other drug-related problem (s)
Dangerous living conditions
Manages finances well
No history of violence
Appropriate child development knowledge
Stable marriage
Community/cultural support
Good physical/mental health
Positive childhood experiences
Extended family support system
Problem-solving skills

Please ask the following questions to clients who have been classified as **unemployed**. Do not include any identifying information on this sheet.

1) What help was **available** from your employer (on-going Employee Assistance Program (EAP) or outplacement services) when you lost your job? Include **ALL** that were available.

- counseling [1]
- training (help with job-search skills, job-search library, help with resume, skill training, interviewing skills) [2]
- severance pay [3]
- a "Job book" or job leads [4]
- other _____ [5]
- none [6]
- I don't know [7]

2) If any services were available, **which one(s) did you use?** Include **ALL** that were used.

- counseling [1]
- training (help with job-search skills, job-search library, help with resume, skill training, interviewing skills) [2]
- severance pay [3]
- a "Job book" or job leads [4]
- other _____ [5]
- none [6]

3) For how many months was the help **available** to you?

(EAP) or outplacement services) when you lost your job? Include ALL that were available.

- counseling [1]
- training (help with job-search skills, job-search library, help with resume, skill training, interviewing skills) [2]
- severance pay [3]
- a "Job book" or job leads [4]
- other _____ [5]
- none [6]
- I don't know [7]

2) If any services were available, which one(s) did you use? Include ALL that were used.

- counseling [1]
- training (help with job-search skills, job-search library, help with resume, skill training, interviewing skills) [2]
- severance pay [3]
- a "Job book" or job leads [4]
- other _____ [5]
- none [6]

3) For how many months was the help available to you?

- none [1]
- less than 1 month [2]
- 1 month [3]
- 2-3 months [4]
- 4-6 months [5]
- 7-9 months [6]
- 10-12 months [7]
- other _____ [8]

4) If you used the help, for how many months did you use it?

- none [1]
- less than 1 month [2]
- 1 month [3]
- 2-3 months [4]
- 4-6 months [5]
- 7-9 months [6]
- 10-12 months [7]
- other _____ [8]

5) Was help available from someone other than your employer? (Example: social service agencies, employment security or worker re-entry program)

- Yes. Where? _____ [1]
- No [2]
- I don't know [3]

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