

Alone together

*The workplace integration of Polish labour migrants doing production work
through a Dutch employment agency*

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Acknowledgements

This document is my master's thesis titled "*Alone together: The workplace integration of Polish labour migrants doing production work through a Dutch employment agency*". This research was done as part of the completion of the master's programme Human Geography, track Europe: Borders, Identity and Governance. The subject of this study originates from my personal and academic interests in migration and integration. Due to my prior education in anthropology I was used to adopting qualitative approaches, such as ethnographies and semi-structured interviews, when doing research. This thesis research, on the other hand, is done predominantly behind a desk, working on literature and a digital survey, which was very different from what I was used to. Nonetheless, it was interesting taking a different approach to research than what I am most familiar with.

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Abstract

This thesis explores the workplace integration of Polish labour migrants doing production work in the Netherlands through a Dutch employment agency. Despite being the largest labour migrant group and important to the Dutch labour market, their integration into the workplace community remains underexplored. The study aims to identify which factors influence migrants' motivation to integrate. A mixed methods approach was used, combining a literature review with quantitative survey data from 80 Polish labour migrants, working mostly in the food and meat processing sector in Gelderland.

The research focuses on three domains: personal and external factors, expectations, and workplace culture. Findings reveal that human-cultural capital increases over time and influences their willingness to stay. While most respondents identify primarily with their Polish background, it does not hinder satisfaction with life in the Netherlands. Positive expectations, such as learning new skills and job satisfaction, predicted an increased motivation to stay and integrate. Regarding workplace culture, positive relationships between employees and a sense of belonging were linked to more positive workplace experiences and willingness to integrate.

This study highlights the multidimensionality of migrant integration into the workplace as a result of interconnected factors, depending on the individual's efforts and the surrounding workplace environment.

Keywords: Polish labour migration, post-accession migration, workplace integration.

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1. Introduction

1.1 Context

In recent years, the Dutch population has been ageing rapidly. As a result, the *grijze druk*, the pressure of people over the age of 65 compared to people between the ages of 25 and 65, has risen significantly and is expected to continue to rise (CBS, 2024; SDO, 2024; Adviesraad Migratie, 2024). The current Dutch labour market is tight for a multitude of reasons, such as the *grijze druk*, part-time working, or the underutilisation of the current labour force (Sanders & Smits, 2024). Labour migration can play a role in combating the tight labour market by filling job vacancies that are not being filled by the domestic labour force (Quintano et al., 2020). Yet, the arrival of labour migrants remains controversial, with the current parliament debating about significantly reducing the majority of migration movements. Likewise, the *Staatscommissie Demografische Ontwikkelingen 2050* has advised decreasing migration, although only to a level that does not put a strain on the total population, while keeping enough migrants to ensure continuing economic stability (SDO, 2024). The Dutch labour market, like any other market, requires sufficient workers to fill all job vacancies, yet Dutch citizens are not always able or inclined to take on certain jobs. These jobs commonly include seasonal (agricultural) work or high-pressure, physically demanding jobs. As a result, labour migrants are essential to fill those vacancies. The labour shortage in the destination country significantly influences the motivation of labour migrants to migrate to that country (De Haas et al., 2020; Beckers et al., 2024). Which is essential, as labour migrants are needed to fill the aforementioned vacancies. This paradox accentuates the reliance of the Dutch labour market on labour migrants, regardless of the citizens' preferences (Eijgelshoven, 2024).

Currently, the largest labour migrant group in the Netherlands is the Polish (SDO, 2024). Researching the Polish labour migrant population thus gives an insight into the largest labour migrant nationality in the Netherlands. This study is based on surveys answered by Polish labour migrants, who are doing production work or logistics in the Dutch province of Gelderland through an employment agency. Most of these participants have a temporary contract and are recruited for seasonal work. Which is, as mentioned previously, one of the main areas in which labour migrants work.

To analyse the experiences of Polish labour migrants, this study draws on workplace integration in the context of post-accession labour migration. Workplace integration is a central topic and explains how employees go beyond fulfilling their tasks and focus on adapting and connecting with their team. This is researched in the context of post-accession migration, which is explicitly defined due to its different nature from pre-accession migration concerning free movement and visa-free working. However, as this thesis research is done at one company and is focused on one

nationality, further research is needed at different companies and other nationalities to provide data on a broader scale. Thus, this study provides insufficient data for generalisations on a larger scale.

Overall, extensive research has been conducted on the integration of labour migrants in society (Quintano et al., 2020; Benedetti et al., 2021), but less on their integration into their workplace (Card, 2001). Similarly, motivation has been widely researched in the workplace (McAnally & Hagger, 2024) and in the context of integrating into the broader society (López & Williams, 2024), but not yet in the combination of motivation for integration into a workplace. Motivation to integrate into the workplace refers to the willingness of the migrant to become a part of the destination society, or workplace in this case (Cerdin et al., 2014). This motivation for workplace integration is the central theme of this study, the definition of workplace integration will be given in section 1.3 on the scientific relevance of this study, which addresses the aforementioned gaps further. Moreover, these gaps call for a more inclusive approach to the topic, which not only incorporates literature from both fields but also takes into account the lived experiences of the migrants. By examining the literature and Polish labour migrants' own lived experiences, this study aims to offer a perspective on how integration occurs in the workplace and what factors can motivate migrants to try to integrate. The research site of the workplace is a space where belonging and adaptation are negotiated daily. By doing research in the context of the workplace, this study aims to not only contribute to gaps in existing literature but also to address pressing societal concerns revolving around labour migration. The societal relevance and scientific relevance are further explained in sections 1.2 and 1.3 of this chapter, respectively.

1.2 Societal relevance

Labour migration is a pressing issue in present-day politics and media. For example, the Rijksoverheid site has a header specifically for foreign workers which shows a collection of reports and news on labour migration. One of these news articles was published on November 14th, 2024, regarding the Second Chamber's interests in improving the situation of the labour migrants in the Netherlands (Rijksoverheid, 14 November 2024). In this article it is made clear that the government wants to improve the situation of labour migrants while simultaneously strengthening the economy. The amount of articles on the site of the Rijksoverheid shows how pressing the issue is in contemporary political discourse.

Not only the government, but also the media sites play a role in shaping public discourse on the topic. For instance, the NOS often reports on labour migration and the living conditions of labour migrants (e.g., NOS 13 November 2024; NOS 7 February 2025). In an article discussing advice given by the *Adviesraad Migratie* on the topic of getting control back over labour migration in the Netherlands, it is suggested that the government can control back over intra-EU migration if they alter employment terms and conditions (NOS, 10 September 2024). They argued that increasing wages, decreasing temporary work, and having a less flexible labour market will decrease intra-EU labour migration, with the supposed result that more people already in the Netherlands will fill these vacancies (ibid.). In this article they close with announcing that the minister Van Hijum of Social Affairs is considering a ban on temporary workers in the meat sector, like they did in Germany (ibid.). The information given in this article demonstrates the countrywide focus on decreasing labour migration. This focus exists because, while providing necessary workers, it also brings challenges: labour migration can put a strain on social services, pressure on local housing markets, and sometimes lead to the exploitation of migrant workers (Adviesraad Migratie, 2024). Moreover, there are also concerns that the inflow of labour migrants to occupy mostly temporary, low-paying jobs does not contribute to the Dutch economy's goals (a high-quality, sustainable economy) (ibid.).

However, as the Dutch labour market is still tight, they cannot solely rely on domestic workers, which means labour migrants are still required. Overall, the problem for companies that employ labour migrants is that they are often unsure how to integrate them into the company's workplace. For this reason, organisations, such as the International Organization for Migration (IOM), composed guidelines for companies on how to work with migrant workers (IOM, n.d.). On top of that, lower-skilled migration is subject to political controversy and is often poorly understood in society (De Haas et al., 2020). As companies are unsure how to integrate labour migrants into the workplace, it is thus crucial that more research is done on what factors influence a labour migrants incentive to integrate into their workplace.

Furthermore, the integration of migrants into their workplace is important as it benefits both the company and the team by making them function more effectively in the team and broader

workplace setting (Rajendran et al., 2017). For employers, workplace integration improves not only productivity but also reduces turnover and nurtures a cohesive workforce, all while getting access to a new way of thinking and new knowledge (Vasić, 2023). Hence why labour migrants' workplace integration is interesting from a company perspective. Fortunately, the labour migrants themselves likewise profit from their workplace integration, as this typically aids in their integration into the broader society, improves their well-being, and can help them obtain opportunities and social connections inside as well as outside the workplace (ibid.). For these given reasons, it is of societal relevance to gain more insight into what can influence labour migrants' ambition to try and integrate into their workplace community.

1.3 Scientific relevance

The scientific relevance of this study revolves around the gap in current literature on labour migrants in the Netherlands and the relation between motivation and integration into the workplace. To determine what constitutes these gaps, it is necessary to first look at what is currently known about labour migrants. Quintano, Mazzocchi, and Rocca (2020, 69) highlight in their article that labour migrant integration in society is a highly complex framework due to the “high heterogeneity of immigrants’ characteristics and labour market capacities to integrate migrants”, among others. Similarly, Card (2001) argues that this heterogeneity of migrant populations is the main reason for the complexity of researching integration of migrants into the workplace. Heterogeneity in this case refers to the differing characteristics and backgrounds of labour migrants. Researching migrant integration into the workplace is often difficult not only because of this heterogeneity between migrants but especially considering their differences from domestic workers. On top of that, the integration of migrants into the workplace has often been researched in regard to their economic integration, instead of their social integration, which is the focus of this study. Workplace integration is scientifically relevant because it sits at the intersection of the individual, team, and broader organisation. It offers not only insights into labour market outcomes but also on broader questions of migrant belonging, identity, and cross-cultural interaction. This intersection makes the focus of the study particularly relevant, as it bridges the fields of migration, integration, and organisational studies, which aids in deepening our understanding of integration into a workplace.

Furthermore, prior studies on this topic have identified possible indicators for workplace integration, such as job satisfaction (Benedetti et al., 2021), the height of human and cultural capital (Lai et al., 2017; Rajendran et al., 2017; Ertorer et al., 2020), and identification with the host country (Carillo et al., 2023), among others. Even with a multitude of identified indicators for workplace integration, there is not a set definition for the concept. This theoretical ambiguity underlines the need for research on refining how workplace integration is conceptualised and measured. Which is why this research utilises a definition derived from Holmes’ (2013) definition of workplace integration for refugees, adjusted to fit the broader category of migrants within a workplace. The definition of workplace integration thus used in this study is: The adaptation process of individuals concerning their language, communication, and other cultural behaviours to align with their new workplace in order to make meaningful contributions and foster positive relationships and cohesion within the team. A more thorough investigation of workplace integration and related literature is done in section 2.3, the literature review.

In the Dutch context, there is little literature to be found on the workplace integration of labour migrants. The most relevant thing is a literature study done by the *Researchcentrum voor Onderwijs en Arbeidsmarkt* (ROA) in 2021 where they investigated the possibilities and limitations of employing migrants in Dutch companies. In this report it was proposed that further research should be

done on the possibilities of recruiting medium-skilled migrants via intermediary or temporary work agencies (Cörvers et al., 2021). It is therefore interesting in relation to this research, as it is done in relation to a work agency employing Polish migrants; these people often have obtained education in Poland but do precarious work in the Netherlands. On top of that, the ROA argued that in the Dutch context there is little qualitative data compared to quantitative data, while migrants' lived experiences are important as well (2021). Not only is this a practical gap, it is a scientific one as well. The lack of data on lived experiences and perceptions limits understanding about labour migrants workplace integration.

As scholars outside the Netherlands too have argued, research on migrant integration is often overly reliant on 'objective' economic measures and overlooks how migrants themselves experience and navigate their process of workplace integration (Rajendran et al., 2017; López & Williams, 2023). This study therefore addresses a theoretical need for the incorporation of migrants' voices and perceptions in models of workplace integration, which is done in this study through a quantitative approach using surveys. Although qualitative interviews were not possible in this study due to the language barrier, the survey does include predominantly questions about the lived experiences of migrants in their workplace to work around this problem. Moreover, this study contributes to existing literature on migrant workplace integration by offering a focus on the perspective of Polish migrants' own perceptions and experiences while working in the Netherlands.

1.4 Research objective & research questions

1.4.1 Research objective

While the integration of labour migrants into society has been researched often, there is less research done on their integration into a workplace specifically. In this research, the social side of the workplace is researched, the workplace community. For clarity, the term ‘workplace community’ is used in the research questions; however, for readability, solely the term ‘workplace’ is used in the thesis. The objective of this research is to contribute to research on labour migrants in the workplace. More specifically, to investigate which factors have an influence on labour migrants’ motivation to try to integrate into their workplace community. This is done by providing an analysis of existing literature in chapter 2 and relating this to the empirical findings gained from a workplace with a significant Polish labour force. The empirical data gained is used to try and fill the knowledge gap on what constitutes motivation for workplace integration.

1.4.2 Research questions

To research this, the following main research question has been formulated:

What factors influence the integration of Polish labour migrants doing production work in the Netherlands into their workplace community?

This main research question is divided into the following three sub-questions:

1. What personal and external factors influence the integration of labour migrants into their workplace community?
2. To what extent do labour migrants’ expectations and intended duration of their stay influence their integration into the workplace community?
3. What aspects of workplace culture influence the integration of labour migrants into their workplace community?

1.5 Thesis outline

This thesis consists of five chapters, a reference list and attachments.

Chapter 1 gave an introduction to the research topic and explained the societal and scientific relevance of the topic. This was followed by stating the research objective and the related main and sub-questions of this study.

Chapter 2 first reviews the current literature on labour migration and (workplace) integration. Following this review of broader literature is the exploration of literature concerning each sub-question. Each sub-question has its own section which is then divided into two main theories, each focused on factors that can influence the motivation to integrate.

Chapter 3 discusses the methodological approach used in this study. This methodological chapter describes the research population, modes of data collection, data analysis, ethics, validity and reliability, and limitations. The mixed-methods approach used in this research includes a literature review and quantitative surveys answered by Polish labour migrants.

Chapter 4 presents and analyses the empirical findings from the surveys in light of the reviewed literature according to their related sub-question, after which a short conclusion is drawn after presenting the findings of the sub-question.

Chapter 5 provides a conclusion to the main research questions and sub-questions. After which a process and personal reflection is made and recommendations are given for companies and further research.

Lastly, a reference list of all used literature is provided, along with the attachments, which include the operationalisation diagram and the tables used in analysing the data.

2. Literature review & conceptual framework

2.1 Introduction

A lot of research has been conducted on the integration of labour migrants into a society, but less on their integration into their workplace (Lai et al., 2017; McAnally & Hagger, 2024). Moreover, research that has been conducted on labour migrants' integration into their workplace typically focuses on their economic integration, particularly in the context of (un)employment (Ertorer et al., 2022). While economic integration of labour migrants is necessary for understanding their struggles in a broader sense, social and cultural integration factors offer insights into how integration is influenced on a micro- and meso-level.

In this chapter, the theoretical concepts used for the analysis in chapter 4 are explained. First, section 2.2 provides a compact overview of relevant migration-related theories and discusses them to provide a background. In the next section, section 2.3, the concept of workplace integration is defined based on several studies by scholars. These two sections serve to provide a background and explain concepts crucial for understanding the following literature review. Sections 2.4, 2.5, and 2.6, and their respective sub-sections, provide a literature review of concepts regarding each of the sub-questions. This chapter concludes with a conceptual framework in section 2.7.

2.2 Post-accession labour migration

As mentioned previously, after Poland's accession to the European Union (EU) in May 2004, there was a significant increase in labour migration to EU countries. First, only the UK, Ireland, and Sweden opened their labour markets to migrants. The Netherlands followed by opening its labour markets in 2007 together with Luxembourg (European Union, 2011). Post-accession migration is characterised by labour migrants taking jobs that the native population does not want. This is also the case for countries with a tight labour market, such as the Netherlands (Engbersen et al., 2010). While regular migration is often studied using multiple different theories, in post-accession migration the push-pull theory is commonly used. The push-pull theory examines push factors in the origin country and pull factors in the destination country. Pull factors for example, often include a demand for labour in the destination country (De Haas et al., 2020).

However, as Massey et al. (1993, 432) argued, "There is no single, coherent theory on international migration," which is also the case for post-accession migration. While it was first thought to be not as different as pre-accession migration, post-accession migration was classified as 'new migration' by Engbersen and Snel (2013) or 'New European Migration' by Strockmeijer, De Beer and Dagevos (2019), among others. Engbersen and Snel (2013) argued that migration patterns

had already been changing since the late 1980s and early 1990s, but were different from the liquid nature of current migration and thus could be called a new form of migration. Because of this, Engbersen (2018) coined the term ‘liquid migration’ to explain post-accession migration patterns, describing the flexible, temporary, and unpredictable nature of new migration. While this is the case for the majority of post-accession migration movements, this definition overlooks settlement migration (Engbersen & Snel, 2013; Engbersen, 2018). Nevertheless, liquid migration is still valuable, as it describes the nature of post-accession labour migrants movements, namely: temporariness, type of migration, status, destination, family, and migratory habitus (Engbersen & Snel, 2013; Engbersen, 2018). One of its main elements is migrants keeping their options open in response to uncertainty about their future wants and needs (*ibid.*), which is called ‘intentional unpredictability’ (Drinkwater et al., 2007; Engbersen & Snel, 2013). Broadly speaking, intentional unpredictability refers to migrants not having fixed aspirations or plans for the future due to economic uncertainty or not being bound by family obligations. Drinkwater, Eade, and Garapich (2007) use this term to express the necessity of not looking at isolated migration strategies but to consider that strategies might change according to the economic situation in both the origin and destination countries. In the case of Poland, another migration pattern that has been identified is labelled ‘ultimate migration’ due to the possibility of post-accession migration enhancing Poland’s modernization process eventually (Grabowska-Lusinska & Okólski, 2009 in Grabowska-Lusinska, 2013).

What stands out in research on post-accession migration is the lack of formal theories about migration strategies; most research refers to migration patterns rather than migration processes and reasons as was previously done. This is why it is important when doing research to consider which migration theories are still applicable in the post-accession context in the EU. Especially since the open borders and free labour market access have changed the migration options of migrants from accession countries, which also affects their destination country.

2.3 Workplace integration

Before defining workplace integration, it is essential to explore the broad topic of integration. In general, integration in research is seen as a 2-way process of adaptation and mutual accommodation by both the arriving and hosting actors (Ager & Strang, 2008; Rajendran et al., 2017; Ertorer et al., 2020). Ager and Strang (2008) developed a framework with four markers: employment, housing, education, and health to show what topics help achieve integration. All markers together contribute to the level of an individual’s integration. Furthermore, integration is made up of several sub-types, such as cultural, social, and economic integration. Cultural integration refers to the similarity of cultural opinions, norms and practices between groups (Van Tubergen, 2020). Social integration refers to the intergroup cohesion between members of these different groups (*ibid.*) and is often what is implicitly meant when speaking about integration (Rajendran et al., 2017). Lastly, economic integration refers to

the similarity between minority and majority groups in the chances of the realisation of valued goals (Van Tubergen, 2020). Thus, integration is multidimensional and does not only include social networks but also shared values and similar chances. To research integration, scholars formulated indicators for each type or domain. Examples of these indicators are language proficiency and social norms for cultural integration, interethnic ties and cooperation for social integration, and education level and employment for economic integration (ibid.).

A large part of these indicators constitutes a person's human capital, which is thought to be essential in the realisation of workplace integration (Rajendran et al., 2017; Ertorer et al., 2020). Requirements for workplace integration as provided by Rajendran et al. (2017) are secure employment and having the same advancement opportunities and workplace outcomes as the other employees. While secure employment is often not applicable in the case of seasonal migrants, having the same opportunities as the other employees is applicable in their case. However, this definition lacks social and cultural components. It suggests finding work and equal pay correspond with being integrated, leaving out other components, which is seen as a limitation in previous research (Rajendran et al., 2017; Ertorer et al., 2020). Therefore, Ertorer et al. (2020) argued that to achieve successful workplace integration, a migrant must be able to use their own human and cultural capital, work a job similar to their skills and qualifications, have the same advancement opportunities as other workers, and lastly, feel included in the social context. While these studies focus more on individual characteristics and, to a certain extent, on the social context, Schmidt and Müller (2021) focused mostly on this social context. They found that integration takes place when collegiality is promoted, which is done by daily encounters between native workers and labour migrants and promoting cooperation, among other things (Schmidt & Müller, 2021). As workplace integration is a combination of both individual and group characteristics, it is essential to take into account both.

In the case of migrants' integration in the broader society, it has been found that it is beneficial if they identify with both the home country and host country, as they then might get in-group preferential treatment by both groups (Carillo et al., 2023). However, in the case of the workplace, identification with the host country is always seen as beneficial, while identification with the home country in different studies is either seen as detrimental or can be beneficial when in combination with identification with the host country (ibid.). This means, broadly speaking, that attachment to the host country is always beneficial, while attachment to the home country has no effect or a negative effect when not combined with host country identification.

However, workplace integration does not have a set definition, just like integration as a whole. Lai et al. (2017, 937) identified several indicators of workplace integration, namely "general professional values, skills, and capacities, and communication and relationships", together with supportive strategies like training and learning, as being essential to achieve workplace integration. These factors revolve mostly around human-cultural and social capital but should also include migrants' expectations, as those influence migrants' motivation to integrate in the first place

(Chemers et al., 1978; Mähönen, 2012; Cerdin et al., 2014). In order for migrants' workplace integration to be successful, Ertorer et al. (2020) argued that migrants should not only be able to use their human-cultural capital but should be able to advance at a similar rate to native workers and be included in social settings. Based on the previously mentioned factors and a definition about newcomers' workplace integration in Canada (Holmes, 2013), the following definition of workplace integration has been formulated: The adaptation process of individuals concerning their language, communication, and other cultural behaviours to align with their new workplace in order to make meaningful contributions and foster positive relationships and cohesion within the team.

2.4 Personal and external factors

2.4.1 Human-cultural capital

A person's capabilities and ability to do something, such as integrating, are influenced by their capital, also known as their resources. The different forms of capital as first described by Bourdieu (1986) are often used in mainstream research. In his chapter named *The Forms of Capital*, he describes economic, social, cultural, and symbolic capital (Bourdieu, 1986). Economic capital refers to financial resources a person has, which is outside the scope of this research and thus not further discussed. Second, social capital, which will be discussed in relation to the third sub-question as it is related to social networks. The third form of capital, cultural capital, is acquired through socialisation and education. This includes the objects we use to express culture but also the competence and authority that result from the cultural capital (ibid.). Lastly, symbolic capital refers to what is recognised as a valuable resource (ibid.). A vital component of cultural capital and human capital, in the case of migrants, is language proficiency, as this affects a person's ability to speak with the majority population. Human capital has been criticised by Bourdieu for being too focused on monetary investments instead of differences in capital allocation by actors and social classes (ibid.). Which is why it is important that human capital is not the sole focus in migrant literature, which it often is (Al Ariss & Syed, 2011).

Human capital was first coined by Becker, who explained it as the "imbedding of resources in people" (1962, 9). Indeed, like Bourdieu's critiques (1986), Becker lays his focus mostly on the earnings and consumption related to economic activities that are a result of acquiring or increasing one's human capital (1962). Although both types of capital seem to be very different in their approach, it can be argued that they are very alike and possibly complement each other. Scholars have argued that human capital and cultural capital partially overlap and both refer to "human competence that is acquired through formal and informal education." (Nee & Sanders, 2001, 392). Human capital relates to the former, whereas cultural capital relates to the latter. For this reason, Nee and Sanders (2001) opted to use a combination of both types of capital, calling it human-cultural capital, in their research

on migrant incorporation to highlight the cultural element in human competence.

The forms of capital have widely been used in migrant research, but not often the combination of human and cultural capital. On top of that, scholars have suggested that “cultural capital is the sum of human capital and cultural heritage.” (Verdini, 2007, 1), which disregards the differences between both forms of capital. This is why the term human-cultural capital is used in this research instead of picking one over the other. Overall, it has been thought that in the case of migrants, cultural and human capital is fixed according to the migrants’ country of origin and thus either does or does not fit into the destination country (Erel, 2010). However, scholars have argued that migrants’ cultural capital is fluid as they constantly produce and reproduce their cultural capital to make it fit their new situation (ibid.). The appropriate human-cultural capital can give migrants the ability to integrate into their workplace, for example, by language proficiency, knowledge of the local culture, educational background or taking part in training sessions. These four factors are used in the survey to investigate the influence of human-cultural capital on motivation to integrate. These factors are important, as, for example, a lack of cultural awareness or language proficiency can affect a migrant’s integration because of its potential effect on their interactions (Vasić, 2023).

2.4.2 Social identity

Not only does personal capital influence a migrant’s behaviour; their personal and group identity plays a role as well. The social identity theory, first proposed by Tajfel and Turner (1986), investigates how personal and group-based identities influence the behaviour of an individual in a social context. A social identity is made up of the individual’s self-image, which they derive from the social group they identify themselves with (Tajfel & Turner, 1986). This social identity is able to change over time (Mahadevan, 2015) and can change based on the social context (Tajfel & Turner, 1986), such as after moving abroad. The theory argues that personal factors, such as language proficiency and length of stay, can affect the perception of being part of the in- or out-group (ibid.) and can thus alter a person’s social identity. Being a part of the in- or out-group is often based on demographic values, such as nationality, but attachment to a group can also result from identification with the group (Tajfel & Turner, 1986; Dwertmann & Kunze, 2020).

When CEE migrants arrive at their new destination, they need to redefine their identity according to their place in the host country. This redefined social identity is seen as membership to a social category and participation in this group (Torunczyk-Ruiz, 2008). This includes groups to which one would like to belong or feels attached to (ibid.). Migrants thus have the ability to change their membership to a certain group; if their current social identity is unsatisfactory, migrants are more likely to look elsewhere to join a group (Cormos, 2022). This can give them an incentive to identify themselves with the dominant culture and get attached, which might ultimately result in a heightened motivation to integrate. In the case of Polish labour migrants in the Netherlands, they might start

identifying with the Dutch social identity and feel motivated to integrate, for example, by learning the language or engaging in relationships with Dutch colleagues. Attachment to the destination country can be either weak or strong, which is influenced by factors such as cohabiting with a partner (or not) in the destination country, contact with the native population, and following the news in the home country (Engbersen et al., 2013). It has been identified by Engbersen et al. (2013) that, for instance, migrants with a weak attachment to the destination country are less likely to stay long-term compared to migrants with a strong attachment. This attachment again shows the link between a changing social identity and possible motivation to integrate.

While the theory of social identity has been widely used in research, there has been critique on the failure to address negative behaviours towards the outgroup and its focus only on ingroup bias (Brown, 2000). However, as this research looks from the perspective of out-group participants becoming part of the in-group, this critique is not fully relevant, except for the fact that discrimination faced from the in-group should be taken into account, as this can influence the motivation to integrate. This shows why social identity theory fits better with personal factors instead of workplace culture, as intergroup contact theory explains these dynamics better, which is done in chapter 2.7. It has likewise been argued by Kato and Shu (2016) that doing research on a social identity is often challenging because a social identity is made up of different elements. However, this difficulty can be minimised when researching a group with several homogeneous factors (Kato & Shu, 2016), such as the Polish nationality compared to the Dutch identity or occupation in the factory. To investigate the social identity of migrants, the research of Carillo et al. (2023) and Dwertmann and Kunze (2020) is used as a reference for important factors for the measurement of social identity in self-reported surveys. These factors include identification with both the host and home identity, interest in news from the home country, satisfaction with life in the Netherlands, and the nationality and location of their partner.

2.5 Expectations

2.5.1 Effort-reward expectancy

The motivation to integrate is to some extent influenced by the belief that the effort put in leads to the desired outcomes. The expectancy theory explains how motivation to exhibit a certain behaviour is influenced by these expectations (Lloyd & Mertens, 2018). The theory is made up of three elements: expectancy, instrumentality, and valence, which together predict the person's motivation (ibid.). Expectancy refers to the expectation that a certain effort leads to a certain performance. Instrumentality then shows how this performance leads to an expected reward. Lastly, the valence refers to the preference for the actual outcome. The expectancy theory not only takes into account the individual but also the cultural context of the decision-making process (Chemers et al., 1978). The

main conception is that higher-valued outcomes have a higher likelihood of the behaviour taking place to obtain this outcome. However, it has been argued that it disregards the influence of the social context in motivation and decision-making (Lloyd & Mertens, 2018).

In most basic expectancy models used in research, the expected gains and losses of a person determine their motivation and thus their behaviour (Dodge & Ramsey, 1981). In research it was seen that losses (failures) were seen as more painful than gains (successes), even when both are equal sized (Czaika, 2015). This reveals the importance of framing migration options as gains instead of losses (ibid.). While there is little research done on specifically the influence of expectations on migrants motivation to integrate, researchers have argued that the expectancy theory is applicable to migrants as well (Chemers et al., 1978; Mähönen, 2012; Cerdin et al., 2014). For example, Cerdin, Diné, and Brewster (2014) applied the theory to qualified migrants' motivation to migrate and integrate. The job characteristics they focused on, such as the type of contract, are not only present for highly qualified migrants but also other categories. Which is why this research is important to consider when forming interview questions. During their research they found that initial perceptions of a migrant's expected gains and losses before and during migration affect their integration efforts (Cerdin et al., 2014).

However, other scholars have argued that expectations did not have an influence in the economic domain but only in the social domain (Mähönen, 2012). While this argument misses nuance, different scholars have suggested that although income is not of significance, satisfaction with income does have an effect on behaviour (Strockmeijer et al., 2019). Moreover, scholars explicitly state that motivation to integrate is dependent on the way migrants frame these expected gains and losses (Cerdin et al., 2014). Which means, if a migrant expects high losses, they will have less motivation to integrate (Zikic, 2015). Similarly, if the expected gains are high, they have more motivation to integrate. These expected gains and losses are investigated in the survey according to the gains and losses frames from Cerdin, Diné, and Brewster (2014), using hopes and benefits as gains and fear of losing status and a lack of choice for the future as losses.

2.5.2 Intention to stay

Expectations are also present in a migrant's decision to stay at their destination or whether they want to move. The migrant's intention to stay is again largely decided by the expected gains and losses, with large gains making it more likely a migrant stays (Strockmeijer et al., 2019). While the previously mentioned expectancy theory studies motivation for achieving a goal (Lloyd & Mertens, 2018), prospect theory is focused on weighing gains and losses relating to the decision to stay or leave the destination country (Czaika, 2015). The prospect theory argues that current and future expected gains and losses, specifically employment and economic situation, affect the migrant's decision to stay (ibid.). However, a migrant's intention to stay is not only dependent on employment and

economic situation, as it can be argued that prospect theory is not complete and needs additions. Thus, to research a migrant's intention to stay related to gains and losses, it is important to look further than solely economic factors.

On top of that, a migrant's intention to stay and motivation to integrate can be seen as a positive feedback loop. Research has found that on one hand, migrants are more motivated to integrate if they expect to stay long-term (ibid.), while on the other hand, with an increased length of stay, migrants are more likely or motivated to integrate (Van Tubergen, 2020). In a study done by Strockmeijer, De Beer and Dagevos (2019) on CEE migrants in the Netherlands, they investigated which factors influenced migrants' duration of their stay. They divided the factors into economic, and socio-economic factors and found that overall the decision to stay is dictated by economic factors. More importantly, the income or job in itself is not meant with this but the satisfaction with this income or job. On top of that, the pattern of undecidedness and changeable ideas about the future they found is in line with the idea of post-accession migration being liquid and, in a lot of cases, unpredictable (Engbersen, 2018).

The intention to stay has been a topic of research for a long time; for example, Pietka-Nykaza and McGhee (2016) did research on the intention to stay of Polish migrants in Scotland. They found that most migrants did not know how long they intended to stay in Scotland but that the duration of their stay was affected by their lived experience (Pietka-Nykaza & McGhee, 2016). As mentioned before, intention to stay should not be studied by only taking into account economic factors, which is why lived experiences, such as social attachments and experienced inequalities, are a good addition. Researchers found that the overstayers or settlers' sense of home was shifting towards Scotland, which the migrants attributed to their relationships and attachments to the new community (ibid.). The prominence of these variables can change over the duration of a migrant's stay and can thus influence their decision to stay or leave.

While it is thought that loss aversion and having unmet expectations are attributed to leaving, A study by Maden, Ozcelik, and Karazay (2016) on intra-European migration found that loss aversion indeed plays a big role but that having unmet expectations about a job does not necessarily mean migrants will leave. They found that people with more positive expectations of the future will have less job dissatisfaction as a result of unmet expectations, while their negative counterparts have more job dissatisfaction (Maden et al., 2016). However, while unmet expectations might not result in employee turnover, they might influence the motivation to integrate. Nevertheless, the decision not to leave when having unmet expectations could be a result of other factors, such as opportunities elsewhere (ibid.). This means that because unmet expectations do not always result in leaving and are influenced by other factors, the focus of expectations on the intention to stay will remain with expected gains and losses instead of the realisation of these expectations. The factors used to measure the intention to stay are the gains and losses from the previous paragraph, expected duration of stay,

satisfaction with income and job, and social attachments and perceived inequalities, which are further investigated in the sub-question on workplace culture.

2.6 Workplace culture

2.6.1 Social capital

In studying the forms of capital (Bourdieu, 1986) in relation to migration, social capital has often been used. Social capital refers to the resources linked to a durable network, which gives people the ability to acquire personal and collective capital, of which the amount is a reflection of the network's size (ibid.). To this definition of a durable, Putnam later added reciprocity and trustworthiness as factors (2007). A network is made up of ties not only with relatives but also with friends or colleagues. These connections are especially valuable for migrants to increase their sense of belonging or get better job opportunities, among others (Nakhaie & Kazemipur, 2013). These networks are constructed by (daily) online or offline interactions between different actors to create ties (Van Tubergen, 2020). It allows people to gain access to more resources and create a sense of belonging.

Regarding migration, social networks refer to a migrant's kin and friends, among others, who aid the migrants in their migration and settling process abroad (Ryan, 2011). Migrants are largely dependent on social networks for not only housing and job opportunities but also for social support and information (Vertovec, 2002). In the case of migrant networks in a workplace, Rajendran et al. (2017) identified formal and informal factors regarding a migrant's social capital which are able to promote migrant integration into a workplace, such as informal support by other actors. On top of that, they identified factors that originate from the migrant themselves that promote workplace integration, such as learning about the local culture and making an effort to socialise. In research it has been argued that social networks and related social capital have the ability to promote, as well as hinder, integration into a local setting (Kindler & Ratcheva, 2014). Social networks are present everywhere and make up a large part of a person's social capital.

While the previous definition of social capital is broadly accepted, it has been argued that social capital constitutes not every resource gained from having a durable network but only the resources that an individual is able to use (Rajendran et al., 2017). Resources present in a social network are not always accessible for all individuals to use depending on their position. This is why scholars have argued for not only including resources in the definition of social capital but also available opportunities that become accessible with a different social capital (Kindler & Ratcheva, 2014). Social capital can be used to gain human-cultural capital, as it provides a person with a network to access more knowledge, skills, or opportunities at an institution/club. Moreover, social capital can motivate migrants to integrate into their workplace, as they are more inclined to engage with their colleagues if they perceive valuable resources and opportunities to exist within that

network. The social capital factors investigated in this thesis are interactions with natives and people back home, perceived support, learning about local culture, and socialisation efforts.

2.6.2 Intergroup contact

Research has found that minority members in a workforce are more likely to feel excluded from their workforce and therefore experience more job dissatisfaction and a lower sense of well-being than their majority member counterparts (Mor Barak & Levin, 2010). This feeling of exclusion then potentially leads to minority members being less inclined to integrate into their workplace because of their experienced job dissatisfaction and lower well-being. Positive contact between different groups inside a workplace and its relation to a person's motivation has been studied using intergroup contact theory to understand how workplace culture and social networks affect motivation. The main idea of the theory is that contact between members of different ethical, social, or cultural groups aids in reducing prejudice and improving social relations between people (Pettigrew et al., 2011). This is important in a workplace, as it could otherwise lead to an insider/outsider divide if people of different groups do not interact with each other. Membership to a group is thought to be fluid and can be defined in several ways, such as the length of stay or participation in the community (Crow et al., 2001). These factors, especially participation in the community, nurture the need for relatedness, thus increasing motivation to integrate in that community.

However, it is up for debate if length of stay is as important as participation in the case of a workplace as the community of interest. Especially in the case of seasonal workers, who leave after a set amount of time and thus have to obtain insider status in a different way, such as through participation. Which is why intergroup contact theory is important, as it revolves around participation and communication between groups. The intergroup contact theory argues for four conditions that are needed for positive intergroup contact: equal status of group members, common goals, cooperation and support by authorities (Pettigrew, 1998). Equal status refers to groups having the same status to reduce hierarchies which could lead to discrimination and stereotyping. Having common goals provides the opportunity for cooperation and will decrease competitiveness. Lastly, intergroup contact should be supported by other actors present, not only inside the group but also from authority figures. While previously it was thought all four conditions being in optimal status was essential for fostering positive intergroup contact, results of a meta-analysis by Pettigrew and Tropp (2006) show that these conditions are facilitating instead of essential. On top of that, the theory is most often applied to environments such as different nationalities or ethnicities in a society, but it can likewise be applied on the smaller scale of a workplace.

Thus, using this theory, it can be assumed that social workplace integration can be promoted when migrants have positive interactions with their colleagues, especially in equal, cooperative, and

frequent contact. Already conducted research on the intergroup contact theory in a workplace has found that positive contact, in line with the hypothesis, leads to a decrease in stereotyping and more positive behaviour (Laurence et al., 2018; Di Bernardo et al., 2021). The factors used to measure intergroup contact in this research are exclusion, participation in workplace community, perceived inequality, common goals, cooperation, and perceived support. Perceived support is also used to investigate social capital but holds a less prominent position there.

2.7 Conceptual framework

This study explores labour migrants' workplace integration and is guided by the following conceptual framework, which places motivation to integrate at its base. The framework conceptualises motivation to integrate as being shaped by three different domains, which each refer to their own sub-research question. These domains are personal and external factors, expectations, and workplace culture. Each domain contains two sub-domains that explore different aspects and allow for a broader exploration of factors influencing integration. The domain of personal and external factors includes human-cultural capital and social identity, capturing an individual's resources and sense of belonging. The domain of expectations involves effort-reward expectancy and intention to stay, which reflects on the migrants' perception of possible returns for their efforts and long-term stay in the destination country. Lastly, the domain workplace culture consists of social capital and intergroup contact, which addresses relationships and inclusivity within the workplace.

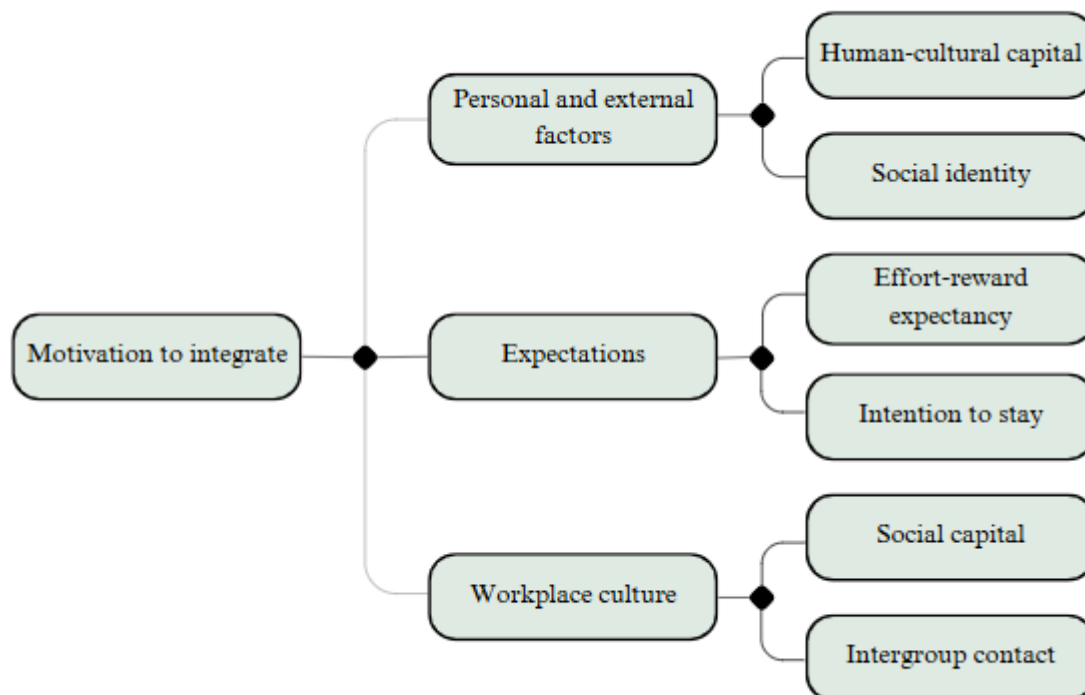


Figure 1, conceptual framework.

3. Methodology

3.1 Introduction

The aim of this research is to investigate which factors influence Polish labour migrants' motivation to integrate into their workplace. To answer the research question, "*What factors influence the motivation of Polish labour migrants doing production work in the Netherlands to integrate into their workplace community?*", a mixed methods approach is used. The mixed-method approach consists of a literature review and surveys with Polish labour migrants, which explains the exploratory nature of this research by connecting literature to a singular case. The literature review in chapter 2 explores previous research conducted on the topic by investigating which factors researchers have identified as having an influence on integration into a workplace. The empirical data in this study stems from surveys conducted at companies employing Polish labour migrants. The data gained from these surveys is analysed in chapter 4. This chapter first describes the research design, then the research population, followed by how the data is collected and then analysed. The chapter ends with sections on ethical considerations, validity and reliability, and the limitations of this research.

3.2 Research design

There has been limited research conducted on Polish labour migrant workplace integration in the Netherlands, and especially not in light of how certain factors influence the motivation to do so, this study takes an exploratory approach. It aims to uncover new insights on these topics by combining existing theoretical insights with empirical data gathered from one specific workplace. By doing so, it seeks to contribute to the understanding of labour migrants' workplace integration and offer insights to the existing literature.

This research uses a mixed methods design, combining the qualitative nature of the literature review with quantitative surveys. When used in combination with each other, qualitative and quantitative can complement each other, as results from one method can be used to explain the results gained from the other method (Migiro & Magangi, 2011). In this study, the literature review is used to explore possible factors influencing workplace integration, while the surveys give empirical data on the research population's perceptions and experiences concerning these factors. A literature review is to some extent essential to all research, as existing studies must be investigated to identify gaps that call for further analysis (Snyder, 2019). The type of literature review is dependent on the goal of the literature review in relation to the research questions, although most literature reviews are often a combination of different types (ibid.). In the case of this research, a combination of types is used as well. This means the literature review is not only used to report on the current state of the field but

also to identify gaps in the research and investigate concepts related to the broader topics.

On the other hand, the survey was designed to collect empirical data from Polish labour migrants working in the Netherlands. The survey design included statements which were assigned a numerical value from 1 to 5, based on a 5-point Likert scale. Most of these questions use the 5-point Likert scale ranging from ‘strongly disagree’ to ‘strongly agree’; other examples include ‘not at all’ to ‘very much’ or ‘extremely dissatisfied’ to ‘extremely satisfied’. Remaining survey questions not based on 5-point Likert scales predominantly included yes/no questions or time periods/frequencies revolving around staying, returning, and contact with people in their home country. These questions were scored slightly differently (e.g., scores 1 to 3 or 1 to 4). Depending on their function, some questions were reverse coded to fit into a score, e.g., identification with the Polish identity was reverse coded so a low score on social identity would mean a high identification with the Polish identity and a low identification with the Dutch identity. Additionally, a (digital) survey allows for a higher response rate and efficient collection of responses (Mertler, 2002). The combination of both methods enables the research to relate the theoretical insights to empirical findings.

The research initially used a holistic single-case design, focusing on a single company with a considerable Polish labour force. However, due to a limited response rate to the surveys, the scope was broadened to include all Polish labour migrants working through the employment agency, not solely the ones working at this one company. While the original design was a case study, the final scope of the research shifted to fieldwork by gathering data from a broader respondent pool across multiple workplaces. This adjustment allows for a better understanding of Polish labour migrants’ experiences and perceptions across a broader segment of the labour market than was possible using a single-case study approach.

On the other hand, this change in scope might introduce a variation in employment conditions and workplace cultures. However, the results of the survey show that the majority of respondents work in the same sector, the processing of food/meat. This implies that the differences between the workplaces are limited and that the findings still largely reflect the experiences of migrants in a certain type of production work. Despite this change, the study retains its exploratory character by aiming to both identify patterns and understand the factors influencing migrant workplace integration. The combination of a literature review with surveys offers depth as well as breadth to the study.

3.3 Research population

This study aims to generate insights on the workplace integration of Polish labour migrants. The research population therefore consists of Polish labour migrants working through a Dutch employment agency. These migrants are employed in various sectors, but the majority of these migrants work in the food processing sector. In these locations they work together with people from

several different nationalities, which can influence social dynamics and their experiences of inclusion. There was no selection based on gender or age, as existing literature did not find these to be significant predictors in the workplace integration of Polish labour migrants. Overall, the only inclusion criterion for respondents is being a labour migrant from Poland working through the employment agency during the data collection period.

3.4 Data collection

3.4.1 Literature review

The literature review in this study establishes the theoretical framework for the research and identifies the relevant variables in each subdomain, which can then be used to construct the survey. First it examines the broader academic discourse on post-accession labour migration, after which the focus is narrowed to explore existing research done on workplace integration. The literature review is structured in a way that each domain is approached separately to align with their respective sub-questions. This approach allows for a more focused investigation of each domain and its related sub-domains on their own. These domains are chosen based on recurring findings in academic literature on the topic and its relevance to this particular case study.

To gather literature, academic databases, such as Web of Science, Google Scholar, and RuQuest, were used. Focused mostly on journal articles and books published after the year 2000, with the exception of mainstream classical literature (e.g., Bourdieu, 1986; Massey et al., 1993) and a few other relevant older journal articles, reports or news articles which are used in the introduction. The search words used to gather information consisted of key words such as “labour migration”, “Polish labour migrants”, “workplace integration”, and its Dutch counterparts. Unfortunately, the searches in Dutch did not contribute to a significant amount of data. In all searches, priority was given to the Dutch and broader EU/European context when possible, to ensure contextual relevance. The factors identified in the literature review were then used to develop a conceptual framework (see figure 1), which offers a schematic overview of each overarching domain and each sub-domain. These dimensions give direction to the survey questions and help operationalise variables.

Lastly, the literature review highlights the gap in literature on workplace integration and what factors influence if people might integrate into their workplace. While studies most often focus on the structural barriers and integration outcomes of labour migrants, less priority is given to the lived experiences and subjective views from the migrants themselves.

3.4.2 Survey method

While my background in anthropology argues that lived experiences and related subjects should predominantly be researched by doing qualitative interviews, several studies found as part of the literature review showed that surveys are a viable option. These studies showed that quantitative research, such as questionnaires with answering possibilities primarily based on 5-point Likert scales, can be used to research this topic (Maden et al., 2016; Dwertmann & Kunze, 2020; Carillo et al., 2023). For example, it offers a practical way of reaching a larger sample to enhance generalisability. Additionally, the structured nature of quantitative surveys allows for efficient data analysis and identification of trends and correlations.

To reduce possibilities of misunderstanding survey questions, the survey was translated into Polish to help minimise misunderstandings. This is especially important because research indicates that respondents answer less accurately and more extremely when taking a survey in a second language compared to their native language (De Langhe et al., 2011). As a result, the choice was made to conduct the surveys using Qualtrics, a program provided by Radboud University. This program allows for the translation of surveys next to the original English version of a survey, which allows respondents to choose the language they want to take the survey in. The survey was translated using back-translation, meaning the survey was first translated into Polish before translating it back into English to identify and resolve any inconsistencies in the translation. On top of that, two Polish employees outside of the research population were consulted to test the survey and give feedback on its language, though subtle spelling and grammar mistakes may persist. Nevertheless, these steps were taken to mitigate the risks of translating the survey and to ensure better accuracy and reliability of the data.

Lastly, informed consent was obtained by inputting the question “Do you consent to your data being used anonymously in the thesis?” to ask if the respondent gives consent to their answers being used anonymously as data for the thesis. Then, the data of respondents not giving consent was then filtered out based on their answer to the consent question.

3.4.3 Survey distribution

To reach the most people efficiently, it was decided in consultation with the owner of the employment agency that a digital survey would yield the highest response rate. Other methods were considered but were deemed less feasible due to practical constraints and language barriers. The digital survey was sent out as a link in an email that also included the context, approximate duration, and a note about the available languages of the survey. The Polish version of this email was reviewed and edited by a Polish employee, and another employee of the employment agency ultimately sent out the email to all Polish labour migrants working through their agency. Emails were chosen as a distribution method due to their ability to distribute directly to the intended population across a large region. Especially

because their email program allows for filtering based on nationality and company, which ensured that only Polish employees obtained this email.

The distribution of surveys through web-based methods like this has several identified benefits, such as a high response rate and time and cost savings (Mertler, 2002). These benefits were particularly relevant given the short period in which this research was to be conducted. Although limitations of web surveys, such as technology-related issues and a lack of technological familiarity (ibid.), might apply, the survey was made accessible by email and could be completed on both desktops and mobile devices, which likely reduces these limitations to a certain extent.

3.5 Data analysis

The following section outlines the approach taken to analyse the data collected from the surveys to align with the research objectives. Prior to exporting the survey data from Qualtrics, all responses were reviewed to ensure validity and reliability of the responses; this resulted in 80 usable responses. The data was then imported into IBM SPSS Statistics for analysis. This programme allows for both descriptive and inferential statistics. The data analysis was structured according to the study's explanatory goal: to explore potential relationships between workplace integration and the different factors identified in the literature review. These operationalised variables were each linked to a survey item, the operationalisation diagram displaying this can be found in attachment 7.1. First, descriptive statistics, such as means, modes and frequencies were requested to summarize the general trend among the respondents' answers. This was followed by correlation analyses to explore the strength and direction of relations between the different variables. In some cases, when warranted due to the ambiguous results of the correlations, a regression analysis was used to test whether certain variables would predict outcomes when accounting for the other variables.

In line with the literature, composite scores were computed for some variables, provided that they showed an acceptable internal consistency based on Cronbach's alpha. This practice ensured that the composite scores measure coherent underlying constructs. As a result, some scores left out variables or were not computed to a score because of a lack of internal consistency. Furthermore, all analyses are directly linked to their respective sub-question, and find a conclusion addressing that sub-question at the end of each sub-chapter.

3.6 Ethics

When doing research there are ethical considerations that need to be taken into account. In research there are three broadly acknowledged "basic ethical principles", which include respect for persons, beneficence (also known as "do no harm"), and justice (National Commission for the Protection of

Human Subjects of Biomedical and Behavioral Research, 1979). Respect for persons involves treating respondents as autonomous agents and protecting their autonomy. Beneficence means minimising the harm done to respondents while maximising their benefits. Lastly, justice refers to weighing who carries the burdens and who gets benefits from the study (ibid.). All ethical principles are important, however, depending on the topic of study, research population, and methods, some principles are easier to apply than others. Due to the survey being in their native language and taking approximately 10 minutes, the burden for the respondents is minimal. These interviews would not only take longer, but would also require more from the respondents. In light of these principles, in the case of surveys it is important to give respondents autonomy over their participation in the survey. Hence why a question was included in which respondents gave consent (or not) to the usage of their data. With the exception of this question and a control question on nationality, a respondent is never forced to answer a question if they do not feel comfortable to do so. Thus giving them not only autonomy over the process but also ensuring they are comfortable with their participation.

It is important to not force respondents to answer questions they do not want to answer, as this could lead to them not completing the survey or providing false answers (Hammer, 2017). Hence why this study makes use of the ‘request answer’ function of Qualtrics, which notifies respondents if they have not yet answered a question but does not force them to answer it to be able to continue. While digital surveys are often seen as having “passive” consent as a result of participant completion, it is nonetheless important that respondents are aware of their right to not consent to their data being used in the study (ibid.).

The final version of the thesis is published on the Radboud Thesis Repository, allowing public access to all participants involved and other interested parties. This ensures transparency and accountability regarding the research process and its results.

3.7 Validity and reliability

The quality of the measurement in this study depends on the validity and reliability of the methods used (Van Tubergen, 2020). Validity in research refers to “...whether an instrument actually measures what it sets out to measure” (Field, 2009). Central to this study is construct validity, which is concerned with whether the survey measures the concepts it needs to measure through operationalisation (Taherdoost, 2016). To establish validity, an operationalisation diagram was developed (see attachment 1), dividing each sub-domain (e.g., human-cultural capital) into the measurement factors identified in the literature review. These separate factors are then made into a question to measure them. Furthermore, my Polish proficiency is not viable for administering semi-structured interviews, and respondents likely do not speak English well enough to articulate their answers correctly. Due to varying degrees of the respondents’ English proficiency, it cannot be

guaranteed that all respondents understand the English question in the same manner. These differing interpretations of a question lead to a problem in the construct validity of the survey, which can be mitigated by translating the survey. So, to ensure respondents understand the questions and are able to answer them, the whole survey was translated. To protect the accuracy of the survey, it was tested by Polish-speaking employees of the employment agency who gave feedback on language, clarity, and duration.

Reliability, on the other hand, indicates if the same data will be obtained when repeating the survey (Van Tubergen, 2020) under the same conditions (Field, 2009). If an instrument has no reliability, it is not valid (ibid.). By providing the operationalisation diagram and naming each topic specifically in their respective literature review sections, the case study is made reproducible and reliable. Future research on the topic can thus be done using the same or similar survey questions to get results that can be compared to the results of this study. The answering possibilities of the survey consist of predominantly Likert scales, which are broadly used in research to improve reliability. Likert scales allow for perception-based answers without using binaries or open questions. Lastly, the stability of the instrument in different languages was ensured by the translation of the survey into Polish. This was done using back-translation and test runs with Polish-speaking employees to ensure the survey remained consistent in tone, meaning, and gender neutrality. Before doing the test surveys, the testers were explicitly asked to take into account these elements rather than answering the questions accurately, as it is a test. Using these different steps aids in ensuring the study is reproducible and minimises possible errors, thus aiming to achieve a reliable measurement of the factors in the study.

3.8 Limitations

This research, as any other research, is subject to limitations. A main concern is the reliance on self-reported data. Self-reported data can be influenced by a social desirability bias (Sha & Gabel, 2020), especially, but not limited to, questions about the company or the migrants' expectation of staying. To minimise these effects, the respondents were made aware of the anonymity of their answers and the questions were designed to be as neutral as possible while still gaining the needed data. Another methodological challenge presented itself in a language barrier. Since the maker of the study does not speak fluent Polish, the survey was limited to closed questions, reducing the depth of the insights. However, this is ought to be better than possible misinterpretation of responses to open-ended questions due to linguistic nuances which are hard to grasp for non-natives.

Furthermore, the single-case study design limits the possibility of generalisation of the findings. The results of this study reflect solely on the experiences of Polish labour migrants in a specific regional and organisational context, and can thus not be generalised to a different context.

Additionally, this study cannot be generalised to other nationalities of labour migrants, as emphasised previously, they are a heterogenous group (Quintano et al., 2020). Nevertheless, the findings from this study can be considered to draw inspiration from when doing research on other labour migrant populations.

4. Findings

4.1 Introduction

This chapter presents the results of the analyses conducted using the survey data. All tables used to analyse the data can be found in attachments 7.2 to 7.5. Furthermore, the findings are structured by subdomain and are discussed in relation to the broader sub-questions that guide that piece of research. Each subdomain is connected to the other subdomain within that specific sub-question. The analyses in this chapter are used to draw conclusions to ultimately answer the main research question guiding this research, which is: “*What factors influence the integration of Polish labour migrants doing production work in the Netherlands into their workplace community?*”. The term production work is broad and encompasses diverse manufacturing and processing tasks. The majority of respondents participating in this research are doing production work in the food/meat processing sector at companies such as Esbro, Storteboom, and Remkes (see attachments 7.2.1 and 7.2.2). The workplaces of these respondents can thus be seen as similar due to it all being production work and repetitive tasks.

To contextualise these findings further, a brief overview of the respondent group is given. A total of 162 respondents participated in the survey, which was distributed among approximately 1500 Polish labour migrants. This results in a response rate of 11%, rounded off. The low response rate implies that certain groups might not be represented and that the data thus may not be generalisable to the wider target group of this research. Before these respondents’ data could be analysed, the responses were filtered for reliability and usability. First, responses from non-Polish nationals and those who did not consent to their data being used were removed from the sample. Then, survey completion rates were reviewed, and responses below a completion rate of 90% were assessed and deleted if they were deemed unreliable. After reviewing the remaining responses on their duration and response pattern to avoid straight lining, 80 valid responses remained. The average age of these respondents was 33 years ($N = 79$), with ages ranging from 18 to 57. Most respondents reported being in the Netherlands for 0-6 months and were working under a temporary contract of less than 6 months.

Then, to analyse the data, some variables were put into a computed variable score according to the literature. These computed scores were tested for internal consistency using Cronbach’s alpha. A cut-off point of .600 was used to determine the acceptable reliability of the scores. For the statistical tests, the significance lies at $p < .05$ or $p < .01$ depending on the test that was carried out. Spearman and Pearson correlation tests were conducted to explore correlations between variables. To determine the strength of these correlations, attachment 7.2.3 was used. This table defines the strength of the correlations according to ranges defined by Te Grotenhuis and Van der Weegen (2013). The previously mentioned computed variable scores are commonly used in quantitative research to

summarise related survey items into one score that reflects a broader concept, such as human-cultural capital, social identity, expected gains, and intergroup contact. These scores are theoretically grounded, although sometimes one variable is left out due to a low reliability score and reviewed separately to ensure the score had significant internal consistency. While it can be argued that not all survey items have an equal weight, recording a mean of a computed score is done often in research when these items measure the same concept. This computed score thus allows for a clearer interpretation of respondents' answers to different concepts.

The significance of independent variables has been tested. This includes differences in the effect of employment contract duration, the educational level of the respondent, and the nationality and residence location of their partner. In all cases these relations were found to be non-significant. Firstly, the effects of different employment contract durations were researched using Kruskal-Wallis tests, which showed a non-significance in all cases. However, it can be argued that this is due to the lack of enough respondents with a permanent contract to show a clear difference between the different employment contract durations. Only 7 respondents had a permanent contract, while 52 had a temporary contract of less than 6 months and 21 had a temporary contract of more than 6 months. In the literature, the duration of the employment contract was deemed to be important. However, in this thesis this cannot be confirmed due to the little representation of people with a permanent contract. The two independent variables regarding partners were researched in light of their effect on the respondent's social identity being focused on the Dutch or Polish identity. The results being non-significant indicates that external, independent factors are less of an influence on the social identity orientation of the respondents. Lastly, the independent variable of educational level was studied in regard to its effect on the human-cultural capital and social identity of the respondents. The lack of significance regarding this effect can, similarly to the effects of the employment contract, possibly be attributed to the lack of different educational levels among the respondents.

4.2 Personal and external factors

This subchapter examines which personal and external factors affect labour migrants' integration into the workplace. The analysis focuses on identifying which factors have an impact and which do not, and to what extent. This is done to answer the sub-question, "*What personal and external factors influence the integration of labour migrants into their workplace community?*".

4.2.1 Human-cultural capital

This first section explores the human-cultural capital subdomain as part of the first sub-question regarding personal and external factors. To analyse human-cultural capital, a human-cultural capital score was constructed with three items, using a 5-point Likert scale, which allows for a mean combined score. A high human-cultural capital score means either a high self-rated Dutch proficiency or a high familiarity with Dutch traditions or social norms, or a combination. Overall, it was found that respondents generally rate their Dutch language proficiency and familiarity with Dutch traditions and social norms as being low or very low (attachment 7.3.1), which might indicate challenges in cultural adaptation. The used variables represent items that are seen as essential to an individual's cultural competence, which is needed to navigate in their Dutch workplace in this particular case. The reliability of this score was tested using Cronbach's alpha, which gave a score of .712 (attachment 7.3.2) and is thus reliable. The low scores on the separate variables were reflected in their human-cultural capital score, which revealed a low mean score of 1.94. The median and mode of the score are 1.67 and 2, respectively (attachment 7.3.3). The median being lower than the mean indicates that there is a minority of respondents with high scores, outliers, that increase the mean score. Overall, these statistics indicate that the respondents form a relatively homogenous group with low human-cultural capital scores.

The human-cultural capital score was then further investigated in relation to the remaining two variables in this subdomain by conducting a Spearman's rho test (attachment 7.3.4). This test revealed no significant correlation between human-cultural capital and participation in job training. Suggesting that, in this thesis, a higher willingness to participate in job training is not of influence on the height of a respondents' human-cultural capital. On the other hand, there was a significant, strong correlation found between the human-cultural capital score and the respondents' participation in language classes. This result implies that respondents who are more willing to participate in language classes are more likely to have a higher human-cultural capital score.

To further explore this relation between the human-cultural capital score and participation in language classes, a Kruskal-Wallis test was conducted with participation in language classes as a grouping variable: "No, and I don't want to" (N = 18), "No, but I want to" (N = 57), and "Yes" (N = 5) (attachments 7.3.5 and 7.3.6). The result of this test was statistically significant, which indicates that the distribution of the human-cultural capital scores has a meaningful difference between the three categories. Meaning that human-cultural capital scores are not evenly distributed, and that, as speculated previously, respondents who are more willing to participate in language classes tend to have higher human-cultural capital scores.

Lastly, it was investigated using a Spearman's rho test whether these subdomains' human-cultural capital variables are related to the current or expected length of stay of the respondents (attachment 7.3.7). The results of this test indicate that the current length of stay is significant,

moderately correlated with the respondents' human-cultural capital score. This result suggests that the longer a person resides in the Netherlands, the more likely it is that they have a high human-cultural capital score and thus more resources and knowledge that is needed to successfully integrate. Additionally, participation in voluntary job-related training is also significant, moderately correlated with the current length of stay, suggesting that respondents are more likely to participate in such training if they have been in the Netherlands for a longer period of time. This could also be related to their time at a company; for example, it might be possible that respondents see more value in participating in job-related training if they have been at a certain company for a longer time. However, this speculation cannot be confirmed or denied in this thesis, due to the non-significance of participation in job-related training with the expected duration of the respondents' stay. On the contrary, the expected length of stay is significant, weakly correlated with participation in language classes. The reason for this might be that respondents see more value in learning a language when they expect to stay at that location for longer.

4.2.2 Social identity

This section explores the social identity subdomain as part of the first sub-question regarding personal and external factors. First, the mean scores of four social identity variables were requested: Dutch identity orientation, Polish identity orientation, interest in news from the home country, and satisfaction with living in the Netherlands (attachment 7.3.8). This does not include the variables on the nationality and residence of the respondents' partner, because, as mentioned in the introduction of this chapter, these independent variables were found to be non-significant. The mean scores of these variables reveal that respondents identify themselves very little with the Dutch identity but a lot with the Polish identity. This result indicates that they are still far more attached to Poland, which could also be seen in their high score regarding their interest in news from Poland. However, interestingly enough, respondents' satisfaction with living in the Netherlands is also high, suggesting that not all of these variables are in direct relation to each other.

A social identity score was nonetheless computed using these four variables, of which identification with Poland and interest in the news from the home country were reverse coded to ensure that a high social identity score meant more affiliation with the Netherlands, and a low score meant more affiliation with Poland. Running a Cronbach's alpha test on this score revealed a reliability score of .581 (attachment 7.3.9), making the score not reliable enough to use. Thus, a table was requested in which the scales were shown when an item was deleted, which revealed that if the question regarding the satisfaction with living in the Netherlands was deleted, the Cronbach's alpha would be reliable. Finally, re-running the Cronbach's alpha test on the remaining three variables revealed a score of .651 (attachment 7.3.10) and can thus be deemed reliable to use.

Then, a Spearman's rho test was carried out to explore the relation between the social identity

score and the frequency of respondents' return trips to Poland (attachment 7.3.11). This test revealed a significant, weak correlation between these scores, suggesting that those who return to Poland less frequently identify themselves more with Dutch society, and vice versa. This result implies that transnational ties have an influence on the attachment to the destination society. While significant correlations regarding a spouse's nationality/location were not found in this thesis, literature suggests that those types of transnational ties could also be of influence. Overall, this suggests that transnationalism is of influence on the social identity orientation of labour migrants.

Lastly, the relation of social identity to variables within the first subdomain was explored. A Spearman's rho test was conducted to first investigate a possible relation between the social identity score and the human-cultural capital score. However, this test gave a not statistically significant result, suggesting that in this thesis there is not enough evidence to determine a relationship between the two scores. Similarly, the Spearman's rho tests regarding participation in voluntary job-related training and language classes showed a non-statistical significance. This suggests that, in this sample, identification with the Dutch identity is not associated with more willingness to develop skills. Additionally, the Spearman's rho tests regarding the relationship of social identity to both the current and expected length of stay were found to be not statistically significant. These results indicate that social identity, in this thesis, is more influenced by personal and contextual factors than residency or personal/professional development.

4.2.3 Conclusion sub-question 1: Personal and external factors

In conclusion, the reported findings on the subdomains regarding personal and external factors show that human-cultural capital and social identity play a distinct but complementary role in shaping the migrant's integration experience. Human-cultural capital reflects practical, acquired skills and knowledge, such as language proficiency and familiarity with traditions and norms, that appear to be related to integration behaviours related to cultural integration, such as participation in language classes. Social identity represents the cultural and emotional attachment of a person to their home or host country, such as the identification with a national identity or the frequency of returns to their home country. Both subdomains present a unique set of factors that influence the integration-related behaviours of labour migrants. While the findings do not present a statistically significant correlation between both subdomains, it can be speculated that several of the discussed variables can be beneficial in the integration process into a workplace, such as language proficiency, cultural knowledge, and attachment to the home or host country.

4.3 Expectations

This subchapter explores how labour migrants' expectations about their destination and the actual outcomes influence their integration into the workplace community. The analysis focuses on determining which expectations and outcomes have an impact and which do not, and to what extent. This is done to answer the sub-question, "To what extent do labour migrants' expectations and intended duration of their stay influence their integration into the workplace community?". Due to a slight overlap between both subdomains, the expected duration of the stay is also discussed in section 4.3.1 because it may possibly be influenced by expected gains or losses.

4.3.1 Effort-reward expectancy

This section explores the effort-reward expectancy subdomain as part of the second sub-question regarding expectations. First, a five-item score for expected gains and losses was computed according to the literature. However, the Cronbach's of this score reported an alpha of .369 (attachment 7.4.1), which reveals a low internal consistency. Then, the gains and losses were separated from each other, resulting in separate scores for gains as well as losses. An expected gains score was then computed, resulting in a Cronbach's alpha of .781 (attachment 7.4.2) and thus showed a good internal consistency, justifying the combination of these three variables into one score. In contrast, the two loss items together gave a Cronbach's alpha of -.271 (attachment 7.4.3), lacking reliability to use as one score. As a result, the loss items were discussed separately, while the gain items were put together in a score.

Requesting the means of the separate gain items revealed that respondents have high expected gains, especially concerning the possibility of learning new skills while being in the Netherlands (attachment 7.4.4). On the other hand, the responses to both loss items are between 2 and 3, indicating that the respondents are more divided on if these items are a real cause of concern for them. These results suggest that while respondents are in general positive about their expected gains, they are more neutral about their possible losses. Similarly, Spearman's rho tests were conducted to explore the relationship between the expectancy gain score and both loss variables. These tests showed no statistical significance between the loss variables and the expectancy score, as well as between the two loss variables. This result supports the previous perception that both loss items should be looked at as separate predictors and not in combination with each other or expected gain items. These findings suggest that perceptions of gains and losses are not two separate ends of a spectrum.

Then, it was explored whether the intended length of stay is related to these expected gains and losses, which was done using Spearman's rho tests (attachment 7.4.5). The results of these tests reveal that there is a significant, strong correlation between the expected length of the respondents' stay and their expected gains, suggesting that if respondents have more positive expectations of their

destination, they are more likely to want to stay for a longer period of time. On the other hand, the fear of losing networks was significant, weakly correlated with the expected duration of stay, indicating a slight influence of possibly losing networks on the duration respondents want to stay at their destination. Finally, there was no significant correlation found between the lack of alternatives and the expected duration of stay. This could mean that the respondents in this sample are not more likely to stay in their destination if they feel like they had no other choice than to move to the Netherlands.

To further explore the effects of expectations on the expected length of stay (1 = < 6 months, 2 = 6-12 months, 3 = > 1 year), an ordinal regression analysis was conducted (attachments 7.4.6 and 7.4.7). The regression showed a statistically significant model fit, which means it is a good model to use to explore this relation. The regression shows that indeed, the expectancy gain score is a significant predictor of an increased duration of a stay. This can be deduced from the estimate of this variable, which shows that for each percentage of increased likelihood of staying, the expectancy score is also 1.2 percent higher. Similarly, the fear of losing social networks is again seen as a significant predictor of a longer expected length of stay but less than the expected gains. The lack of alternatives again showed a non-significant influence on the expected length of stay. These results indicate that respondents are mostly focused on the positives of their move, as these are the biggest predictors of an increased length of stay. However, this does not mean that losses do not play a part. While not (very) significant in this sample, losses can be of influence on the respondents expected length of stay if they make people want to return home quicker to be with their family, for example.

4.3.2 Intention to stay

This section explores the intention to stay subdomain as part of the second sub-question regarding expectations. Due to the variability of the used items, there was not one single score made for the intention to stay. This means every variable is explored separately and then in relation to the expected length of stay. The variable of employment contract is left out due to its insignificance in this thesis, as mentioned in the introduction of this chapter. First the descriptives were requested for the remaining four variables (attachment 7.4.8). These descriptives indicate that respondents are satisfied with their income and even more satisfied with their job. On top of that, the social attachments of the respondents with people in the Netherlands that would make them stay longer are also high. Notably, the perceived equality has a mean score of 2.88, which is much lower than the other means but still suggests that the respondents are slightly positive about equality. However, the median is 1, which is much lower than the mean score, warranting the exploration of the frequency table of this item. The frequency table of this item (attachment 7.4.9) displays an almost even distribution of responses between all five answering possibilities, with slightly more answers on the lower half. These results suggest that while respondents are overall very satisfied with their workplace and social connections, they are more divided on the perceived (in)equality in the workplace.

First, correlations between the variables are looked at by conducting Spearman's rho tests (attachment 7.4.10) before exploring the relation of these variables on the expected duration of stay. These tests reveal that income and job satisfaction are strongly correlated with each other, suggesting that if a respondent is satisfied with their income, they are more likely to be satisfied with their job as well, and vice versa. Additionally, social attachments to people in the Netherlands are strongly correlated with income satisfaction and very strongly correlated with job satisfaction. This result suggests that respondents are more likely to be satisfied with their income and job if they feel socially attached to people in the Netherlands, or the other way around. Perceived equality is also correlated with social attachments but only moderately, indicating that if people feel more socially attached to the people in their destination country, they are more likely to perceive less inequality. Similarly, the perceived equality is strongly correlated with job satisfaction, which shows that if respondents feel like people in their workplace are seen as equal, they are more satisfied with their job there. Thus, they may be more likely to want to stay.

Additionally, these variables were explored in relation to the expected length of stay of the respondents. Spearman's rho tests conducted on these relations (attachment 7.4.11) revealed that there is no statistical significance between the expected length of stay and the income satisfaction. While job satisfaction, on the other hand, is strongly correlated with the expected length of stay. This result suggests that while income satisfaction, in this thesis, does not influence whether respondents will stay or not, their satisfaction with the job itself is more important. The social attachments in this thesis are weakly correlated with the expected length of stay, while perceived equality is moderately correlated. These findings suggest that respondents feel fairly neutral or weakly positive about the idea that their social connections to Dutch citizens would actually make them stay longer. While also suggesting that when people feel that their team is more equal, they are more likely to stay longer. Overall, these results suggest that both social mechanisms have an influence on the duration of the respondent's stay, while the socioeconomic mechanisms of job and income satisfaction have varying results depending on their reference point.

4.3.3 Conclusion sub-question 2: Expectations

The reported findings on the expectations and outcomes of migrants' situation at their destination highlight the roles of effort-reward expectancy and the intention to stay as influences on the possibility of achieving workplace integration. Effort-reward expectancy was measured through the migrants' perceived gains, such as hopes of learning new skills and advancing in their careers, and perceived losses, like fear of losing social networks and a lack of alternatives. The intention to stay reflects on migrants' expectations of staying in the Netherlands long-term, shaped by factors such as satisfaction with their income and job, social attachments, and perceived equality within the workplace.

The analyses of these subdomains found that expected gains positively influence the expected length of stay. Fear of losing networks was also found to be positively correlated with the expected stay. While this is unexpected, it suggests that the fear of losing networks back home is a motivating factor to stay in the host country. Regarding the intention to stay, job satisfaction showed a significant, moderately positive correlation with the expected stay, while income satisfaction was not significant. Social attachments and perceived equality in the workplace also showed positive, but weaker, correlations with the expected stay. In conclusion, these results indicate that expected gains and a supportive social environment positively impact the intended duration of migrants' stay in the host country and their integration into the workplace.

4.4 Workplace culture

This subchapter investigates the influence of workplace culture on the integration of labour migrants into their workplace community. The analysis focuses on identifying factors of workplace culture that have an impact and which do not, and to what extent. This is done to answer the sub-question, "What aspects of workplace culture influence the integration of labour migrants into their workplace community?".

4.4.1 Social capital

This section explores the social capital subdomain as part of the third sub-question regarding workplace culture. First, a five-item scale was computed based on the factors from the literature that play a part in constructing social capital (interactions with Dutch colleagues, interactions with Polish colleagues, perceived support, learning about the local culture, and socialisation efforts). However, this score reported a Cronbach's alpha of .570 (attachment 7.5.1), meaning it has a low internal consistency and is not reliable enough to use. Removing different variables from this score did not increase the alpha. Due to this, a social capital score was not created. This suggests that while these variables are related, they possibly represent different dimensions of social capital, rather than it being a scale. This result aligns with findings in the literature review, highlighting that social capital in the workplace is multidimensional.

Requesting the means of the social capital variables reveals that they score above 3 on all items (attachment 7.5.2), on a scale of 1-5, suggesting that most of the respondents have a fair amount of social capital. The score of their interactions with Polish colleagues is rated a mean of 4.43, compared to a mean of 3.14 for interactions with Dutch colleagues, implying that even when in the Netherlands, they still interact more with people from their home country. However, this is not a surprising statistic, because in places where production work is done, most employees are often

temporary workers such as labour migrants. Due to the large number of Polish labour migrants in the Netherlands, there is a large possibility that the majority of their colleagues are of Polish nationality compared to Dutch.

While there was not enough internal consistency between the variables to make one social capital score, it should still be investigated whether there is a correlation between the separate variables. To do this, Spearman's rho tests were carried out between the different social capital variables (attachment 7.5.3). These correlations revealed several significant correlations between the social capital variables, displaying their interconnectedness. Among others, more frequent interactions with Dutch colleagues are strongly correlated with more frequent interactions with Polish colleagues, suggesting people who interact more with one nationality on the work floor are more likely to also interact more frequently with the other nationality. However, the socialisation effort, trying to have conversations with colleagues, is not statistically significant regarding interactions with Dutch colleagues, only weakly correlated with interactions with Polish colleagues. This result implies that while respondents try to engage with Dutch colleagues, it does not often lead to significant interactions. The reason for this might be, for example, a language barrier making it hard to carry on a conversation, this problem is not present/ less when interacting with Polish colleagues. However, the correlation between interactions with Dutch colleagues and the willingness to learn about the local culture is weakly correlated, suggesting that the respondents do try to understand their Dutch colleagues better.

Additionally, greater perceived support from other social actors is moderately correlated with learning about the local culture and strongly correlated with an increased socialisation effort. This indicates that when people feel that they receive more support from other actors, they are more likely to want to learn about the local culture and make an effort to socialise. These correlations between different variables again display the interconnectedness and multidimensionality of social capital in the workplace, rather than it being one simplified score.

Then, Spearman's rho tests were conducted to explore the relationship between the current and expected length of stay with the social capital variables (attachments 7.5.4 and 7.5.5). In the case of the current length of stay, it was found that there is a moderate correlation with interactions with Dutch colleagues and a weak correlation with interactions with Polish colleagues. All other variables in relation to the current length of stay were proved to be statistically not significant in this thesis. This suggests that the current length of stay is only of influence on the amount of interactions a respondent has with Dutch or Polish colleagues, indicating a slightly increased amount of social capital in the Netherlands. On the other hand, the correlations regarding the expected length of stay reveal a different pattern. In line with the correlations regarding the current length of stay, interactions with Dutch colleagues and Polish colleagues are weakly correlated. Additionally, socialisation efforts are moderately correlated, and learning about the local culture is very strongly correlated. Which suggests that respondents are slightly more likely to make an effort to socialise with their colleagues

when they expect to stay longer and thus have more interactions with them, but also that they are more willing to learn about the local culture in that case. Overall, this indicates that the expected length of stay affects the willingness of respondents to build more social capital in the form of learning about the culture and socialising with colleagues.

Due to the importance of social capital on their expected length of stay, it was also explored using Spearman's rho tests whether social capital items have an influence on job satisfaction (attachment 7.5.6), as this affects whether people want to stay and integrate. The results of these tests revealed that interactions with Dutch people at work, as well as perceived support from colleagues, are moderately correlated with respondents' job satisfaction. Learning about the local culture and making an effort to socialise are very strongly correlated with an increased job satisfaction, implying that integration practices such as these are of influence on the experienced job satisfaction and the other way around. These results indicate that, except for interactions with Polish colleagues, social capital variables have a positive influence on the experienced job satisfaction of the respondents.

4.4.2 Intergroup contact

This last section explores the intergroup contact subdomain as part of the third sub-question regarding workplace culture. The variables regarding intergroup contact were divided into two scores and one lone variable, social participation. The two scores are the exclusion score (exclusion from conversation and exclusion from events) and the intergroup contact score (perceived equality, common goals, cooperation, and perceived collegial support), which is based on the literature. The exclusion score was reverse coded, so a higher score means more inclusion, this score had a Cronbach's alpha score of .797 (attachment 7.5.7), while the intergroup contact score had a Cronbach's alpha score of .761 (attachment 7.5.8), meaning that both scores are reliable enough to be used.

Before exploring the scores, descriptives were requested for all separate variables (attachment 7.5.9). This showed that respondents mostly answered between 2 and 3, with the exception of three intergroup contact score variables (common goals, cooperation, perceived collegial support), which scored between 3 and 4. Notably, the mean for both exclusion items is 2.31 and 2.39, which would suggest that the respondents feel neither included nor excluded from conversations and events at work, but the mode being 1 in both cases shows a different picture. The frequency tables of both variables (attachments 7.5.10 and 7.5.11) reveal that in both cases only a few respondents selected the most extreme answer (5), thus feeling very excluded. While all other categories had 13 to 29 responses (N = 80), mostly answering 1 (extremely disagree) or 3 (neither agree nor disagree), revealing that respondents are divided regarding the perceived in-/exclusion, with most respondents not feeling excluded. On the other hand, social participation had the lowest mean score of all intergroup contact variables, which is interesting because socialisation effort scored a mean of 4.25

(attachment 7.5.2). This result implies that while respondents do try to socialise with their colleagues, they do not do so in the setting of an event because they do not often participate in those.

Next, the computed scores were correlated with each other using a Spearman's rho test (attachment 7.5.12). Notably, this test showed no statistically significant correlation between the exclusion score and social participation. This is interesting because this means that, in this thesis, people do not feel more inclusion when they participate in work-related social activities more often. On the other hand, the intergroup contact score is strongly correlated with the exclusion score, suggesting that positive contact between people inside a workplace is of influence on the respondents' experienced inclusion. Similarly, the intergroup contact score is moderately correlated with social participation, indicating that when people experience more positive intergroup contact, they are more likely to participate in work-related social activities.

The variables are then explored regarding their correlation with the current and expected length of stay. The Spearman's rho tests regarding the current length of stay (attachment 7.5.13) revealed no statistical significance for the intergroup contact score and social participation. Nevertheless, it revealed a weak correlation with the exclusion score; because this score is reverse coded, the result suggests that the longer a respondent lives in the Netherlands, the more likely they are to feel included. On the other hand, the Spearman's rho tests regarding the expected length of stay revealed that all variables are non-statistically significant (attachment 7.5.14). This suggests that, in this thesis, there is no influence of any of the intergroup variables on the expected length of stay.

However, to explore whether there might be a relation between the intergroup variables and the current and expected length of stay when accounting for the other variables, regression analyses were conducted. In the case of the expected length of stay, there was reported no significant model fitting. The regression analysis regarding the current length of stay reported a statistically good model fit and a non-significance of the goodness-of-fit test. This means that the data fits the model well and there is no lack of fit (attachments 7.5.15 and 7.5.16). The regression analysis (attachment 7.5.17) reveals that the exclusion score (reverse coded) has a positive influence on the current stay, suggesting that with each percentage of a longer stay, a person perceived, rounded up, a half per cent more inclusion. Additionally, social participation also shows a slight increase with each percentage increase of the current length of stay, but less than the exclusion score. Which suggests that people are slightly more inclined to participate more in work-related events if they are here longer. Lastly, the relation with the intergroup contact score is not significant but is very near the cut-off point for significance. It can thus be speculated that it might have an influence on the current stay, but this effect is not found in this thesis. Although there were no significant correlations found when doing the Spearman's rho tests, the fact that both the exclusion score and social participation variable are significant in the regression model tells something. It implies that these variables make contributions to an increased expected length of stay, but only when considered together instead of separately.

Due to most intergroup contact variables in this study not having a (strong) statistically

significant influence on the current or expected length of stay, their influence on the workplace remains partially undiscovered. However, investigating whether intergroup contact variables affect job satisfaction reveals that these variables do have an influence on the satisfaction with the respondents' workplace (attachment 7.5.18). Both the exclusion score and social participation are moderately correlated with job satisfaction, while the intergroup contact score is strongly correlated. These results suggest that the intergroup contact variables mostly influence the satisfaction of the respondents about their job and not necessarily their expected length of stay.

4.4.3 Conclusion sub-question 3: Workplace culture

The reported findings on the influence of workplace culture on the integration of labour migrants into their workplace community explore the roles of social capital and intergroup contact. Social capital was measured through interactions with Dutch and Polish colleagues in the workplace, perceived support from colleagues, efforts to learn about the local culture, and their socialisation efforts. Intergroup contact represents a combination of perceived inclusion and equality, common goals, cooperation, colleague support, and participation, which were coded into an exclusion score (reverse coded) and intergroup contact score.

The analyses of these subdomains found correlations between several social capital variables. For example, colleague support was positively correlated with an increased effort to learn about the local culture and an increased socialisation effort. Suggesting that with increased perceived support, people are more likely to exhibit behaviour to improve their integration. This is again found in the positive correlation between the expected stay and socialisation efforts, and the expected stay and trying to learn about the local culture. Which suggests that the migrants are more willing to learn about the local culture and socialise with their colleagues if they expect to stay longer, and the other way around. While the variables lacked internal consistency, the analyses display the importance of the individual variables and the multidimensionality of social capital. Regarding intergroup contact, higher exclusion scores (indicating greater inclusion) were positively correlated with the current stay and job satisfaction. Indicating that a greater perceived inclusion is related to an increased satisfaction with the job, among others. Intergroup contact score was also positively correlated with job satisfaction. In conclusion, these results indicate that perceived inclusion, being socially active, and having a supportive workplace community contribute to higher job satisfaction, which may increase the likelihood of a labour migrant being willing to integrate into this workplace community.

5. Conclusion, discussion & recommendations

5.1 Conclusion & discussion

This thesis investigates the factors that influence the workplace integration of Polish labour migrants in the Netherlands. This was done by examining the roles of personal and external factors, expectations, and workplace culture, each separated into two interconnected but distinct subdomains. The findings display the interrelatedness of the different factors that influence the integration process of the labour migrants, as shown in the following sections.

5.1.1 First sub-question

The findings from this study reveal that personal and external factors, in this case human-cultural capital and social identity, play a distinct but complementary role in the workplace integration of Polish labour migrants. Human-cultural capital, measured through variables such as language proficiency, familiarity with Dutch traditions, and participation in training, was generally low among the respondents but increased with the respondents' time spent in the Netherlands. Additionally, the respondents with a higher human-cultural capital score revealed an increased willingness to participate in language classes to learn Dutch and expect to stay longer in the Netherlands. These findings indicate that the time a respondent spends in the Netherlands affects their human-cultural capital, and that interests in the language and culture are important drivers of integration-related competences.

On the other hand, social identity refers to a more sociocultural and emotional side of personal and external factors related to integration. The findings revealed that most respondents identify strongly with the Polish identity, rather than the Dutch identity. This can be linked to their transnational ties, such as returning to Poland more often and showing interest in Polish news. Nevertheless, respondents reported a high satisfaction with life in the Netherlands, implying that the attachment to the origin country is not of a large influence on their experience in the host country.

Furthermore, both subdomains show different sets of factors of integration-related competences, although they were not statistically significantly correlated in this particular thesis, further enhancing their distinct but complementary role. Human-cultural capital factors can thus be seen as more practical tools that help in achieving integration, while social identity factors are more set in stone and not easily altered. The results of this sub-question reveal that integration is not a linear process but is shaped by personal development and transnational ties affecting identity orientation.

5.1.2 Second sub-question

The aforementioned research shows that migrants' expectations and intended length of their stay are both important factors influencing Polish labour migrants' workplace integration. Overall, respondents reported high expected gains from their move to and stay in the Netherlands, especially related to the opportunity to learn new skills. These expected gains were found to be a predictor of a longer expected stay, indicating that positive expectations are important in motivating the migrants to stay longer and potentially integrate. In addition, the fear of losing social networks in Poland was less correlated but showed a possible fear of disconnection with the people back home that may drive them to remain in the Netherlands longer. Furthermore, job satisfaction was revealed to be a strong predictor of a longer expected stay, compared to income satisfaction, which was not statistically significant. This indicates that satisfaction with the job itself is of more importance to potential integration than the financial benefits gained from that job. Social attachments to people in the Netherlands and the perceived equality at work were also found to be a predictor of a longer expected stay, but to a lesser degree. These findings show that predominantly social and relational factors in the workplace influence the migrants' motivation to stay and possibly integrate into the workplace.

Therefore, the results of this sub-question indicate that migrants' expectations and their intended duration of their stay are strongly interconnected and both influence their motivation to integrate into their workplace community. Especially, migrants who have more positive expectations are not only more satisfied with their job and working environment but are also more likely to want to stay longer. This shows that a longer intended length of stay supports integration-related motivation, while expectations and perceptions together shape the integration processes.

5.1.3 Third sub-question

The results from this research show that different aspects of workplace culture, in this case social capital and intergroup contact, influence the integration of Polish labour migrants into their workplace community. Respondents reported more frequent interaction with their Polish colleagues compared to their Dutch colleagues, which is likely a result of the composition of the workforce. However, it was found that interactions with Dutch colleagues, socialisation efforts, and the willingness to learn about the local culture were all correlated with job satisfaction and to a lesser degree, with the expected length of the respondents' stay. This result suggests that respondents that engage more with the host culture and thus exhibit more integration-related behaviours are more likely to have a positive workplace experience and tend to stay longer than their counterparts.

Similarly, intergroup contact variables such as the perceived inclusion, support and cooperation were strongly correlated with job satisfaction. Although most respondents reported not feeling excluded from conversations and events at work, the participation of respondents in such

work-related social events was low, suggesting a discrepancy between formal inclusion and actual participation in social situations. While the intergroup variables were not directly correlated with the expected stay, the regression showed that perceived inclusion and social participation were relevant predictors of a longer stay when considered in relation to the other factors.

As a result, it can be argued that the findings of this sub-question indicate that certain aspects of the workplace culture contribute to an increase in integration-related processes through positive relationships between employees and creating a sense of belonging to the workplace community. While the aspects of this sub-question do not strongly influence the expected duration of the respondents' stay, it displays that they are important predictors regarding migrants' experiences in their workplace and whether they feel motivated to integrate into the workplace community.

5.1.4 Main research question

The results of this research reveal that the integration of Polish labour migrants into their workplace is influenced by a combination of the aforementioned domains and their various factors. The findings confirm that the integration of these migrants is not driven by a single element but is the result of various interconnected and overlapping domains that act simultaneously. The prior analysis of the three different sub-questions showed that each domain has a different set of factors that have the ability to promote or hinder integration depending on the migrants' situation and intentions for the future. Overall, the interconnectedness between the subdomains within each domain highlights the multidimensionality of migrant integration into the workplace.

As a whole, this suggests that integration is, indeed, a two-way process, as argued in the literature (Ager & Strang, 2008; Rajendran et al., 2017; Ertorer et al., 2020). It shows that an individual must be willing to put effort into personal development and socialising, and at the same time, that their workplace must provide a supportive, inclusive culture to promote the willingness to integrate into that workplace community. Similarly, meeting the migrants' expectations of their possible gains from the migration and providing a workplace where they feel satisfied, seen as equals, and are able to feel a sense of belongingness can increase the likelihood of them staying and integrating over the long term.

In conclusion, this thesis reveals that the integration of Polish labour migrants into their workplace is shaped by an interconnectedness between personal and external factors, expectations, and the surrounding workplace culture. Improving workplace integration for this population should thus consider the complexity of not only the workplace community but also of the different factors that come into play.

5.2 Reflection

5.2.1 Process reflection

To reflect on the research process of this thesis, I have chosen to use the STARR method (Situation, Task, Action, Result, and Reflection). At the beginning of the thesis process, the plan was to conduct semi-structured interviews with the Polish labour migrants as part of a mixed-methods approach. However, this approach seemed not to be feasible due to the situation because the migrants would be arriving in mid- to late April, and most have a limited English proficiency. During the timeframe of this thesis I would not be able to learn Polish conversationally, which is why the decision was made to conduct surveys instead.

Then, the task was to design and distribute the survey to collect responses. These surveys were translated with back-translation using several translation programmes before running it by two Polish speakers. This, however, took some time as one of the people did not keep their first two appointments. In hindsight, it would have been better to immediately ask someone else to revise the translations so the surveys could be distributed one or two weeks earlier. The first round of surveys at a single company resulted in only two responses, of which one was straight lined and thus unusable. As a result, the survey was revised to include a question about which company the respondent works at to be able to distinguish between possible different sectors. Afterwards, this survey was distributed to all Polish labour migrants working through the agency at one of their clients. This second round of surveys yielded 162 responses, of which 80 could be used in the analysis.

This process showed the importance of adaptability and decision-making when encountering unexpected obstacles. Although the initial research design was deemed not feasible, a change in the data collection method ensured I was still able to obtain meaningful data. Reflecting on this process, it thus displays the importance of being able to critically think about the used methods and change those when it appears they are unfeasible in the situation in which they are used.

5.2.2 Personal reflection

Writing this thesis has been an eye-opening experience. Previously, I was not very familiar with the complexities CEE labour migrants face when migrating to the Netherlands and the role of employment agencies in their move and stay. Much of what I had previously seen in the media portrayed employment agencies in a negative light, focusing on questionable practices. However, during my internship period at an employment agency, I gained more nuanced insights about how such employment agencies operate. As a result, I became more aware that while problematic cases exist, as portrayed in the media, there are also employment agencies that operate in a structured and legitimate way. Similarly, it was brought to my attention that CEE labour migrants face challenges not

only when navigating in their new country and workplace but also in adapting to new rules. Altogether, this internship period and writing the thesis made me more aware of my own perceptions as a result of the media consumption, but it also helped me develop an understanding of the different dimensions of labour migration.

5.3 Recommendations

As explained previously, this research is very broad and exploratory, which makes it difficult to make targeted recommendations. However, it can be attempted to make recommendations according to the factors that are deemed to be important and the experiences during my internship. First recommendations will be made for companies that employ labour migrants before making recommendations for future research.

5.3.1 Recommendations for companies

As long as job vacancies cannot be filled by the native workforce, labour migrants are needed. Prior to their arrival in the Netherlands, labour migrants already have certain expectations that influence their migration motivation. In this research it was found that especially the gain-frame expectations are important in extending the intended length of stay. Thus, anticipating these expectations is important for companies, as they have the ability to play into these expectations and potentially decrease turnover. If migrants' expectations are not met, they are more likely to leave, which makes it important to manage these expectations. One practice that can help manage these expectations would be providing an information package prior to departure from the home country. This package could include where they will live and work and what they can expect from daily life in the Netherlands. Additionally, this package could inform the labour migrants of their rights, plights, and relevant institutions where they could seek further information or help if needed.

Similarly to managing the expectations, is the recommendation of building social capital both prior to leaving and during the stay. Currently, labour migrants are often driven to the Netherlands in buses where they sit together with unknown people for around ten hours. It could be examined whether they have benefits from attending a small event organised prior to leaving to get to know the other people that are set to move to the Netherlands. The proposition is that if they build up a network with fellow Poles prior to them moving to the Netherlands, they might feel like they already have a network to fall back on in case something happens.

Not only is it important to stimulate contact between the migrating Poles, but contact with Dutch natives is essential in achieving integration. Contact between both groups could stimulate the

migrants to learn about the language or culture, increasing the possibility of integration. However, the predominantly negative news reported about labour migrants decreases the acceptance of Dutch natives regarding labour migrants. It is thus important that companies, but also other institutions, commit to improving the image of labour migrants. The resulting acceptance could lead to less discrimination and thus make people less inclined to leave. While this is on a large scale, companies can also strive to improve the image of the Poles at the workplace in a similar manner, by referring to the positives and necessity of labour migration.

5.3.2 Recommendations for further research

This piece of research reflects one specific nationality of CEE labour migrants who are currently the largest population of labour migrants in the Netherlands. However, as the Polish economy is steadily improving, it can be speculated that somewhere in the future this position could be taken by a different group that are already migrating to the Netherlands, but in a lesser quantity, such as the Romanians or Bulgarians (SDO, 2024). It is thus important that future research is done on the possibilities of employing labour migrants from other CEE countries and its implications for workplace integration. In the case of specifically Polish labour migrants, qualitative interviews done in their native language would be valuable in obtaining broader information on important topics such as their expectations and perceptions, which prove to be important in the decision to stay somewhere.

Similarly, this thesis reflects a sample of the labour migrant population employed by one employment agency in particular, concentrated primarily in the east of the Netherlands, with the exception of one company branch in the north of the Netherlands. So to get a more complete image of the Polish labour migrant force in the Netherlands, the sample needs to be widened to other regions in the Netherlands and other employment agencies. Preferably still separated by region, to be able to make comparisons between the experiences of labour migrants in different regions of the Netherlands and how their situations may differ.

Lastly, existing literature on migrants' motivation to integrate highlights the importance of employment contract duration. Permanent contracts are believed to offer greater job security and long-term commitment than temporary contracts and thus encourage stronger engagement with the host community. This means that migrants with a permanent contract may be more likely to make an effort to learn about the new country and engage with and participate in its community. However, in this thesis only a small number of respondents have a permanent contract. It is, as a result, not possible to confirm or reject a relationship between integration and employment contract type. Therefore, further research should be done to explore the effects of different contract types on the motivation of labour migrants to integrate. The results may clarify whether stable employment leads to an increased willingness to integrate.

6. References

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7. Attachments

7.1 Attachment 1- Operationalisation diagram

Concept	Dimension	Sub-dimension	Question
Personal and external factors	Human-cultural capital	Language proficiency	<i>How well do you speak Dutch?</i>
		Knowledge of local culture	<i>How familiar are you with Dutch traditions?</i>
			<i>How familiar are you with Dutch social norms?</i>
		Educational background	<i>What is the highest level of education you completed?</i>
		Participation in training	<i>Do you participate in language classes?</i>
			<i>Do you participate in voluntary job-related training?</i>
	Social identity	Identification with the Polish identity	<i>To what extent do you identify yourself as Polish?</i>
		Identification with the Dutch identity	<i>To what extent do you identify yourself as Dutch?</i>
		Interest in home country	<i>How often do you return to Poland?</i>
			<i>Statement: I am interested in news from my home country</i>
		Satisfaction with life in the Netherlands	<i>Statement: I am glad to live in the Netherlands.</i>
		Nationality of partner	<i>What nationality is your partner?</i>
		Location of partner	<i>Where does your partner live?</i>

Expectations	Effort-reward expectancy	Hopes	Statement: <i>I hope to gain new skills in the Netherlands.</i>
		Benefits	Statement: <i>I will have better career opportunities in the Netherlands.</i>
		Fear of losing network	Statement: <i>I fear I will lose social networks from Poland when I am in the Netherlands.</i>
		Lack of choice for the future	Statement: <i>I had no real alternative but to move to the Netherlands for work</i>
	Statement: <i>I see a future for myself in the Netherlands.</i>		
	Intention to stay	Employment contract	<i>What type of employment contract do you have?</i>
		Intended length of stay	<i>How long do you expect to stay in the Netherlands?</i>
		Satisfaction with income	<i>How satisfied are you with your income?</i>
		Satisfaction with job	<i>How satisfied are you with your job?</i>
		Social attachments	<i>Do your current connections with people in the Netherlands make you want to stay long-term?</i>
Perceived (in)equality		Statement: <i>I feel everyone in the team is seen as an equal.</i>	
Workplace culture	Social capital	Interactions with natives	<i>How often do you interact with Dutch people at work?</i>
		Interactions with people back home	<i>How often do you interact with Polish people at work?</i>

		Perceived support	Statement: <i>My colleagues support and help each other.</i>
		Learning about local culture	Statement: <i>I try to learn more about the local culture.</i>
		Socialisation efforts	Statement: <i>I try to have conversations with my colleagues.</i>
	Intergroup contact	Exclusion	Statement: <i>I feel excluded from conversations at work.</i>
			Statement: <i>I feel excluded from events at work.</i>
		Participation in community	<i>How often do you participate in work-related social activities with colleagues?</i>
		Perceived (in)equality	Statement: <i>I feel everyone in the team is seen as an equal.</i>
		Common goals	Statement: <i>I feel that I contribute to common goals with my colleagues.</i>
		Cooperation	Statement: <i>My colleagues and I work well together, regardless of our nationality.</i>
		Perceived support	Statement: <i>My colleagues support and help each other.</i>

7.2 Attachment 2 - Tables findings introduction

Attachment 7.2.1

What company do you work for? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Esbro	38	47,5	48,1	48,1
	Wanders	3	3,8	3,8	51,9
	Other,	30	37,5	38,0	89,9
	Obelink	3	3,8	3,8	93,7
	Kaemingk	5	6,3	6,3	100,0
	Total	79	98,8	100,0	
Missing	System	1	1,3		
Total		80	100,0		

Companies where the respondents work.

Attachment 7.2.2

What company do you work for? - Other, - Text		
Company name	Frequency	Percentage of total
Bakker Wiltink	1	1,3
Boni	2	2,5
DP&S	3	3,8
Fides	1	1,3
Foppen	1	1,3
GTO Plating	1	1,3
Remkes	4	5,1
Stanstechniek	1	1,3
Storteboom	9	11,4
Tijssen	2	2,5

Van Beek	1	1,3
No company listed	4	5,1

Table of all 'other' companies where respondents work at.

Attachment 7.2.3

Correlation coefficient	Interpretation
> 0 to 0,1	Very weak correlation
0,1 to 0,25	Weak correlation
0,25 to 0,35	Moderate correlation
0,35 to 0,45	Strong correlation
0,45 and over	Very strong correlation

Table of correlation strengths and interpretation

7.3 Attachment 3 - Tables sub-question 1

Attachment 7.3.1

		Statistics		
		How well do you speak Dutch?	How familiar are you with Dutch traditions?	How familiar are you with Dutch social norms?
N	Valid	80	80	80
	Missing	0	0	0
Mean		1,64	2,06	2,11

Statistics on Dutch proficiency, familiarity with Dutch traditions, and social norms.

Attachment 7.3.2

Reliability Statistics	
Cronbach's Alpha	N of Items
,712	3

Cronbach's alpha for computed scale score.

Attachment 7.3.3

Statistics		
Human-cultural capital score		
N	Valid	80
	Missing	0
Mean		1,94
Median		1,67
Mode		2
Std. Deviation		,673

Statistics on human-cultural-capital score.

Attachment 7.3.4

Correlations

			Human-cultural capital score	Do you participate in voluntary job-related training?	Do you participate in language classes?
Spearman's rho	Human-cultural capital score	Correlation Coefficient	1,000	,109	,404**
		Sig. (2-tailed)	.	,334	<,001
		N	80	80	80
	Do you participate in voluntary job-related training?	Correlation Coefficient	,109	1,000	,157
		Sig. (2-tailed)	,334	.	,163
		N	80	80	80
	Do you participate in language classes?	Correlation Coefficient	,404**	,157	1,000
		Sig. (2-tailed)	<,001	,163	.
		N	80	80	80

** . Correlation is significant at the 0.01 level (2-tailed).

Spearman correlations for human-cultural capital score, participation in job training, and participation in language classes.

Attachment 7.3.5

Ranks

		N	Mean Rank
Human-cultural capital score	Do you participate in language classes?		
	No, and I don't want to	18	24,50
	No, but I want to	57	44,05
	Yes	5	57,60
Total		80	

Kruskal-Wallis test ranks for human-cultural capital score with language class participation as grouping variable.

Attachment 7.3.6

Test Statistics^{a,b}

	Human-cultural capital score
Kruskal-Wallis H	12,960
df	2
Asymp. Sig.	,002

a. Kruskal Wallis Test

b. Grouping Variable: Do you participate in language classes?

Kruskal-Wallis test for human-cultural capital score with language class participation as grouping variable.

Attachment 7.3.7

Correlations

			How long have you been living in the Netherlands?	How long do you expect to stay in the Netherlands?	Human-cultural capital score	What is the highest level of education you completed?	Do you participate in voluntary job-related training?	Do you participate in language classes?
Spearman's rho	How long have you been living in the Netherlands?	Correlation Coefficient	1,000	,456**	,343**	,040	,272*	,068
		Sig. (2-tailed)	.	<,001	,002	,738	,015	,554
		N	79	79	79	72	79	79
	How long do you expect to stay in the Netherlands?	Correlation Coefficient	,456**	1,000	,157	,044	,111	,222*
		Sig. (2-tailed)	<,001	.	,164	,713	,325	,048
		N	79	80	80	73	80	80
	Human-cultural capital score	Correlation Coefficient	,343**	,157	1,000	,015	,109	,404**
		Sig. (2-tailed)	,002	,164	.	,897	,334	<,001
		N	79	80	80	73	80	80
	What is the highest level of education you completed?	Correlation Coefficient	,040	,044	,015	1,000	-,161	,044
		Sig. (2-tailed)	,738	,713	,897	.	,174	,710
		N	72	73	73	73	73	73
	Do you participate in voluntary job-related training?	Correlation Coefficient	,272*	,111	,109	-,161	1,000	,157
		Sig. (2-tailed)	,015	,325	,334	,174	.	,163
		N	79	80	80	73	80	80
	Do you participate in language classes?	Correlation Coefficient	,068	,222*	,404**	,044	,157	1,000
		Sig. (2-tailed)	,554	,048	<,001	,710	,163	.
		N	79	80	80	73	80	80

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for current stay, expected stay, human-cultural capital score, participation in job training, and participation in language classes.

Attachment 7.3.8

		Statistics			
		To what extent do you identify yourself as Dutch?	To what extent do you identify yourself as Polish?	Statement: I am interested in news from my home country	Statement: I am glad to live in the Netherlands
N	Valid	79	80	80	78
	Missing	1	0	0	2
Mean		1,35	4,14	3,69	3,87

Statistics on Dutch identification, Polish identification, interest in news from home country, and satisfaction with living in the Netherlands.

Attachment 7.3.9

Reliability Statistics	
Cronbach's Alpha	N of Items
,581	4

Cronbach's alpha for computed scale score.

Attachment 7.3.10

Reliability Statistics	
Cronbach's Alpha	N of Items
,651	3

Cronbach's alpha for computed scale score.

Correlations

			Social identity score	How often do you return to Poland?
Spearman's rho	Social identity score	Correlation Coefficient	1,000	,227*
		Sig. (2-tailed)	.	,043
		N	80	80
	How often do you return to Poland?	Correlation Coefficient	,227*	1,000
		Sig. (2-tailed)	,043	.
		N	80	80

*. Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for social identity score and frequency return to Poland.

7.4 Attachment 4 - Tables sub-question 2

Attachment 7.4.1

Reliability Statistics

Cronbach's Alpha	N of Items
,369	5

Cronbach's alpha for computed scale score.

Attachment 7.4.2

Reliability Statistics

Cronbach's Alpha	N of Items
,781	3

Cronbach's alpha for computed scale score.

Attachment 7.4.3

Reliability Statistics

Cronbach's Alpha ^a	N of Items
-,271	2

- a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Cronbach's alpha for computed scale score.

Attachment 7.4.4

Statistics						
		Statement: I hope to gain new skills in the Netherlands	Statement: I will have better career opportunities in the Netherlands	Statement: I see a future for myself in the Netherlands	Statement: I fear I will lose social networks from Poland when I am in the Netherlands	Statement: I had no real alternative but to move to the Netherlands for work
N	Valid	80	80	80	80	80
	Missing	0	0	0	0	0
Mean		4,21	3,73	3,60	2,29	2,95

Statistics on hope for new skills, career opportunities, future in the Netherlands, fear of losing social networks, and no alternative.

Attachment 7.4.5

Correlations						
		How long do you expect to stay in the Netherlands?	Expectancy score gains	Statement: I fear I will lose social networks from Poland when I am in the Netherlands	Statement: I had no real alternative but to move to the Netherlands for work	
Spearman's rho	How long do you expect to stay in the Netherlands?	Correlation Coefficient	1,000	,404**	,231*	-,062
		Sig. (2-tailed)	.	<,001	,039	,584
		N	80	80	80	80
	Expectancy score gains	Correlation Coefficient	,404**	1,000	,054	-,072
		Sig. (2-tailed)	<,001	.	,635	,526
		N	80	80	80	80
	Statement: I fear I will lose social networks from Poland when I am in the Netherlands	Correlation Coefficient	,231*	,054	1,000	-,110
		Sig. (2-tailed)	,039	,635	.	,331
		N	80	80	80	80
	Statement: I had no real alternative but to move to the Netherlands for work	Correlation Coefficient	-,062	-,072	-,110	1,000
		Sig. (2-tailed)	,584	,526	,331	.
		N	80	80	80	80

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for expected stay, expectancy score gains, fear of losing networks, and lack of choice for future.

Attachment 7.4.6

Model Fitting Information

Model	-2 Log Likelihood	Chi-Square	df	Sig.
Intercept Only	111,907			
Final	91,962	19,945	3	<,001

Link function: Logit.

Regression model fitting information on effect of expectancy score gains, fear of losing network, and lack of choice for future on expected stay.

Attachment 7.4.7

Parameter Estimates

		Estimate	Std. Error	Wald	df	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Threshold	[Length_stay_expected = 1]	3,264	1,576	4,287	1	,038	,174	6,354
	[Length_stay_expected = 2]	4,866	1,633	8,879	1	,003	1,665	8,066
Location	Expectancy_score_gains	1,222	,324	14,212	1	<,001	,587	1,857
	Fear_loss_network_revers e	,455	,198	5,255	1	,022	,066	,844
	No_alternative_reverse	-,064	,188	,115	1	,734	-,432	,304

Link function: Logit.

Regression estimates on effect of expectancy score gains, fear of losing network, and lack of choice for the future on expected stay.

Attachment 7.4.8

Statistics

		How satisfied are you with your income?	How satisfied are you with your job?	Do your current connections with people in the Netherlands make you want to stay long term?	Statement: I feel everyone in the team is seen as an equal
N	Valid	80	80	80	80
	Missing	0	0	0	0
Mean		3,48	4,16	3,65	2,88
Mode		4	5	4	1 ^a

a. Multiple modes exist. The smallest value is shown

Statistics on income satisfaction, job satisfaction, social attachments, and perceived equality.

Attachment 7.4.9

Statement: I feel everyone in the team is seen as an equal

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	18	22,5	22,5	22,5
	Somewhat disagree	18	22,5	22,5	45,0
	Neither agree nor disagree	16	20,0	20,0	65,0
	Somewhat agree	12	15,0	15,0	80,0
	Strongly agree	16	20,0	20,0	100,0
	Total		80	100,0	100,0

Frequencies of perceived equality.

Attachment 7.4.10

Correlations

			How satisfied are you with your income?	How satisfied are you with your job?	Do your current connections with people in the Netherlands make you want to stay long term?	Statement: I feel everyone in the team is seen as an equal
Spearman's rho	How satisfied are you with your income?	Correlation Coefficient	1,000	,364**	,440**	,207
		Sig. (2-tailed)	.	<,001	<,001	,065
		N	80	80	80	80
	How satisfied are you with your job?	Correlation Coefficient	,364**	1,000	,470**	,360**
		Sig. (2-tailed)	<,001	.	<,001	,001
		N	80	80	80	80
	Do your current connections with people in the Netherlands make you want to stay long term?	Correlation Coefficient	,440**	,470**	1,000	,278*
		Sig. (2-tailed)	<,001	<,001	.	,013
		N	80	80	80	80
	Statement: I feel everyone in the team is seen as an equal	Correlation Coefficient	,207	,360**	,278*	1,000
		Sig. (2-tailed)	,065	,001	,013	.
		N	80	80	80	80

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for income satisfaction, job satisfaction, social attachment, and perceived equality.

Attachment 7.4.11

Correlations

			How long do you expect to stay in the Netherlands?	How satisfied are you with your income?	How satisfied are you with your job?	Do your current connections with people in the Netherlands make you want to stay long term?	Statement: I feel everyone in the team is seen as an equal
Spearman's rho	How long do you expect to stay in the Netherlands?	Correlation Coefficient	1,000	,137	,422**	,245*	,312**
		Sig. (2-tailed)	.	,224	<,001	,029	,005
		N	80	80	80	80	80
	How satisfied are you with your income?	Correlation Coefficient	,137	1,000	,364**	,440**	,207
		Sig. (2-tailed)	,224	.	<,001	<,001	,065
		N	80	80	80	80	80
	How satisfied are you with your job?	Correlation Coefficient	,422**	,364**	1,000	,470**	,360**
		Sig. (2-tailed)	<,001	<,001	.	<,001	,001
		N	80	80	80	80	80
	Do your current connections with people in the Netherlands make you want to stay long term?	Correlation Coefficient	,245*	,440**	,470**	1,000	,278*
		Sig. (2-tailed)	,029	<,001	<,001	.	,013
		N	80	80	80	80	80
	Statement: I feel everyone in the team is seen as an equal	Correlation Coefficient	,312**	,207	,360**	,278*	1,000
		Sig. (2-tailed)	,005	,065	,001	,013	.
		N	80	80	80	80	80

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for expected stay, income satisfaction, job satisfaction, social attachment, and perceived equality.

7.5 Attachment 5 - Tables sub-question 3

Attachment 7.5.1

Reliability Statistics

Cronbach's Alpha	N of Items
,570	5

Cronbach's alpha for computed scale score.

Attachment 7.5.2

Statistics

		How often do you interact with Dutch people at work?	How often do you interact with Polish people at work?	Statement: My colleagues support and help each other	Statement: I try to learn more about the local culture	Statement: I try to have conversations with my colleagues
N	Valid	80	80	80	80	80
	Missing	0	0	0	0	0
Mean		3,14	4,43	3,48	3,54	4,25

Statistics on interaction Dutch, interaction Polish, colleague support, learning about local culture, and socialisation effort.

Attachment 7.5.3

Correlations

			How often do you interact with Dutch people at work?	How often do you interact with Polish people at work?	Statement: My colleagues support and help each other	Statement: I try to learn more about the local culture	Statement: I try to have conversations with my colleagues
Spearman's rho	How often do you interact with Dutch people at work?	Correlation Coefficient	1,000	,421**	,140	,257*	,042
		Sig. (2-tailed)	.	<,001	,216	,021	,710
		N	80	80	80	80	80
	How often do you interact with Polish people at work?	Correlation Coefficient	,421**	1,000	,202	,199	,243*
		Sig. (2-tailed)	<,001	.	,072	,077	,030
		N	80	80	80	80	80
	Statement: My colleagues support and help each other	Correlation Coefficient	,140	,202	1,000	,254*	,376**
		Sig. (2-tailed)	,216	,072	.	,023	<,001
		N	80	80	80	80	80
	Statement: I try to learn more about the local culture	Correlation Coefficient	,257*	,199	,254*	1,000	,283*
		Sig. (2-tailed)	,021	,077	,023	.	,011
		N	80	80	80	80	80
	Statement: I try to have conversations with my colleagues	Correlation Coefficient	,042	,243*	,376**	,283*	1,000
		Sig. (2-tailed)	,710	,030	<,001	,011	.
		N	80	80	80	80	80

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for interaction Dutch, interaction Polish, colleague support, learning about local culture, and socialisation effort.

Attachment 7.5.4

		Correlations						
		How long have you been living in the Netherlands?	How often do you interact with Dutch people at work?	How often do you interact with Polish people at work?	Statement: My colleagues support and help each other	Statement: I try to learn more about the local culture	Statement: I try to have conversations with my colleagues	
Spearman's rho	How long have you been living in the Netherlands?	Correlation Coefficient	1,000	,335**	,235*	-,116	,185	-,013
		Sig. (2-tailed)	.	,003	,037	,310	,102	,912
N		79	79	79	79	79	79	
	How often do you interact with Dutch people at work?	Correlation Coefficient	,335**	1,000	,421**	,140	,257*	,042
		Sig. (2-tailed)	,003	.	<,001	,216	,021	,710
		N	79	80	80	80	80	80
	How often do you interact with Polish people at work?	Correlation Coefficient	,235*	,421**	1,000	,202	,199	,243*
		Sig. (2-tailed)	,037	<,001	.	,072	,077	,030
		N	79	80	80	80	80	80
	Statement: My colleagues support and help each other	Correlation Coefficient	-,116	,140	,202	1,000	,254*	,376**
		Sig. (2-tailed)	,310	,216	,072	.	,023	<,001
		N	79	80	80	80	80	80
	Statement: I try to learn more about the local culture	Correlation Coefficient	,185	,257*	,199	,254*	1,000	,283*
		Sig. (2-tailed)	,102	,021	,077	,023	.	,011
		N	79	80	80	80	80	80
	Statement: I try to have conversations with my colleagues	Correlation Coefficient	-,013	,042	,243*	,376**	,283*	1,000
		Sig. (2-tailed)	,912	,710	,030	<,001	,011	.
		N	79	80	80	80	80	80

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Spearman correlation for current stay, interaction Dutch, interaction Polish, colleague support, learning about local culture, and socialisation effort.

Attachment 7.5.5

		Correlations						
		How long do you expect to stay in the Netherlands?	How often do you interact with Dutch people at work?	How often do you interact with Polish people at work?	Statement: My colleagues support and help each other	Statement: I try to learn more about the local culture	Statement: I try to have conversations with my colleagues	
Spearman's rho	How long do you expect to stay in the Netherlands?	Correlation Coefficient	1,000	,221*	,233*	,044	,516**	,291**
		Sig. (2-tailed)	.	,049	,038	,699	<,001	,009
		N	80	80	80	80	80	80
	How often do you interact with Dutch people at work?	Correlation Coefficient	,221*	1,000	,421**	,140	,257*	,042
		Sig. (2-tailed)	,049	.	<,001	,216	,021	,710
		N	80	80	80	80	80	80
	How often do you interact with Polish people at work?	Correlation Coefficient	,233*	,421**	1,000	,202	,199	,243*
		Sig. (2-tailed)	,038	<,001	.	,072	,077	,030
		N	80	80	80	80	80	80
	Statement: My colleagues support and help each other	Correlation Coefficient	,044	,140	,202	1,000	,254*	,376**
		Sig. (2-tailed)	,699	,216	,072	.	,023	<,001
		N	80	80	80	80	80	80
	Statement: I try to learn more about the local culture	Correlation Coefficient	,516**	,257*	,199	,254*	1,000	,283*
		Sig. (2-tailed)	<,001	,021	,077	,023	.	,011
		N	80	80	80	80	80	80
	Statement: I try to have conversations with my colleagues	Correlation Coefficient	,291**	,042	,243*	,376**	,283*	1,000
		Sig. (2-tailed)	,009	,710	,030	<,001	,011	.
		N	80	80	80	80	80	80

* . Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Spearman correlation for expected stay, interaction Dutch, interaction Polish, colleague support, learning about local culture, and socialisation effort.

Attachment 7.5.6

Correlations

		How satisfied are you with your job?	How often do you interact with Dutch people at work?	How often do you interact with Polish people at work?	Statement: My colleagues support and help each other	Statement: I try to learn more about the local culture	Statement: I try to have conversations with my colleagues
Spearman's rho	How satisfied are you with your job?	Correlation Coefficient	1,000	,272*	,150	,339**	,484**
		Sig. (2-tailed)	.	,015	,185	,002	<,001
		N	80	80	80	80	80
	How often do you interact with Dutch people at work?	Correlation Coefficient	,272*	1,000	,421**	,140	,257*
		Sig. (2-tailed)	,015	.	<,001	,216	,021
		N	80	80	80	80	80
	How often do you interact with Polish people at work?	Correlation Coefficient	,150	,421**	1,000	,202	,199
		Sig. (2-tailed)	,185	<,001	.	,072	,077
		N	80	80	80	80	80
	Statement: My colleagues support and help each other	Correlation Coefficient	,339**	,140	,202	1,000	,254*
		Sig. (2-tailed)	,002	,216	,072	.	,023
		N	80	80	80	80	80
	Statement: I try to learn more about the local culture	Correlation Coefficient	,484**	,257*	,199	,254*	1,000
		Sig. (2-tailed)	<,001	,021	,077	,023	.
		N	80	80	80	80	80
	Statement: I try to have conversations with my colleagues	Correlation Coefficient	,463**	,042	,243*	,376**	1,000
		Sig. (2-tailed)	<,001	,710	,030	<,001	,011
		N	80	80	80	80	80

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Spearman correlation for job satisfaction interaction Dutch, interaction Polish, colleague support, learning about local culture, and socialisation effort.

Attachment 7.5.7

Reliability Statistics

Cronbach's Alpha	N of Items
,797	2

Cronbach's alpha for computed scale score.

Attachment 7.5.8

Reliability Statistics

Cronbach's Alpha	N of Items
,761	4

Cronbach's alpha for computed scale score.

Attachment 7.5.9

Statistics

		Statement: I feel excluded from conversations at work	Statement: I feel excluded from events at work	Statement: I feel everyone in the team is seen as an equal	Statement: I feel that I contribute to common goals with my colleagues	Statement: My colleagues and I work well together, regardless of our nationality	Statement: My colleagues support and help each other	How often do you participate in work-related social activities with colleagues?
N	Valid	80	80	80	80	80	80	79
	Missing	0	0	0	0	0	0	1
Mean		2,31	2,39	2,88	3,35	3,93	3,48	2,30
Mode		1	1	1 ^a	4	5	4 ^a	1

a. Multiple modes exist. The smallest value is shown

Statistics on exclusion from conversations, exclusion from events, perceived equality, common goals, cooperation, colleague support, and social participation.

Attachment 7.5.10

Statement: I feel excluded from conversations at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	29	36,3	36,3	36,3
	Somewhat disagree	15	18,8	18,8	55,0
	Neither agree nor disagree	20	25,0	25,0	80,0
	Somewhat agree	14	17,5	17,5	97,5
	Strongly agree	2	2,5	2,5	100,0
Total		80	100,0	100,0	

Frequency of responses to perceived exclusion from conversations at work.

Attachment 7.5.11

Statement: I feel excluded from events at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	28	35,0	35,0	35,0
	Somewhat disagree	13	16,3	16,3	51,2
	Neither agree nor disagree	22	27,5	27,5	78,8
	Somewhat agree	14	17,5	17,5	96,3
	Strongly agree	3	3,8	3,8	100,0
	Total	80	100,0	100,0	

Frequency of responses to perceived exclusion at work events.

Attachment 7.5.12

Correlations

			Exclusion score	Intergroup contact score	How often do you participate in work-related social activities with colleagues?
Spearman's rho	Exclusion score	Correlation Coefficient	1,000	,366**	,159
		Sig. (2-tailed)	.	<,001	,163
		N	80	80	79
	Intergroup contact score	Correlation Coefficient	,366**	1,000	,347**
		Sig. (2-tailed)	<,001	.	,002
		N	80	80	79
	How often do you participate in work-related social activities with colleagues?	Correlation Coefficient	,159	,347**	1,000
		Sig. (2-tailed)	,163	,002	.
		N	79	79	79

** . Correlation is significant at the 0.01 level (2-tailed).

Spearman correlations for exclusion score, intergroup contact score, and social participation.

Attachment 7.5.13

Correlations

			How long have you been living in the Netherlands?	Exclusion score	Intergroup contact score	How often do you participate in work-related social activities with colleagues?
Spearman's rho	How long have you been living in the Netherlands?	Correlation Coefficient	1,000	,224*	-,039	,188
		Sig. (2-tailed)	.	,047	,730	,100
		N	79	79	79	78
	Exclusion score	Correlation Coefficient	,224*	1,000	,366**	,159
		Sig. (2-tailed)	,047	.	<,001	,163
		N	79	80	80	79
	Intergroup contact score	Correlation Coefficient	-,039	,366**	1,000	,347**
		Sig. (2-tailed)	,730	<,001	.	,002
		N	79	80	80	79
How often do you participate in work-related social activities with colleagues?	Correlation Coefficient	,188	,159	,347**	1,000	
	Sig. (2-tailed)	,100	,163	,002	.	
	N	78	79	79	79	

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Spearman correlations for current stay, exclusion score, intergroup contact score, and social participation.

Attachment 7.5.14

Correlations

			How long do you expect to stay in the Netherlands?	Exclusion score	Intergroup contact score	How often do you participate in work-related social activities with colleagues?
Spearman's rho	How long do you expect to stay in the Netherlands?	Correlation Coefficient	1,000	,069	,158	,086
		Sig. (2-tailed)	.	,541	,163	,451
		N	80	80	80	79
	Exclusion score	Correlation Coefficient	,069	1,000	,366**	,159
		Sig. (2-tailed)	,541	.	<,001	,163
		N	80	80	80	79
	Intergroup contact score	Correlation Coefficient	,158	,366**	1,000	,347**
		Sig. (2-tailed)	,163	<,001	.	,002
		N	80	80	80	79
How often do you participate in work-related social activities with colleagues?	Correlation Coefficient	,086	,159	,347**	1,000	
	Sig. (2-tailed)	,451	,163	,002	.	
	N	79	79	79	79	

**. Correlation is significant at the 0.01 level (2-tailed).

Spearman correlations on expected stay, exclusion score, intergroup contact score, and social participation.

Attachment 7.5.15

Model Fitting Information

Model	-2 Log Likelihood	Chi-Square	df	Sig.
Intercept Only	192,744			
Final	182,862	9,882	3	,020

Link function: Logit.

Regression model fitting information on effect of exclusion score, intergroup contact score, and social participation on current stay.

Attachment 7.5.16

Goodness-of-Fit

	Chi-Square	df	Sig.
Pearson	208,591	207	,456
Deviance	174,544	207	,951

Link function: Logit.

Regression goodness-of-fit on effect of exclusion score, intergroup contact score, and social participation on current stay.

Attachment 7.4.14

Parameter Estimates

		Estimate	Std. Error	Wald	df	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Threshold	[Length_stay_current = 1]	,703	,899	,611	1	,434	-1,060	2,466
	[Length_stay_current = 2]	1,282	,908	1,994	1	,158	-,497	3,061
	[Length_stay_current = 3]	2,144	,929	5,329	1	,021	,324	3,964
Location	Exclusion_score	,483	,215	5,056	1	,025	,062	,904
	Intergroup_contact_score	-,467	,240	3,781	1	,052	-,939	,004
	Social_participation	,370	,187	3,943	1	,047	,005	,736

Link function: Logit.

Regression estimates on effect of exclusion score, intergroup contact score, and social participation on current stay.

Attachment 7.4.15

Correlations

			How satisfied are you with your job?	Exclusion score	Intergroup contact score	How often do you participate in work-related social activities with colleagues?
Spearman's rho	How satisfied are you with your job?	Correlation Coefficient	1,000	,330**	,436**	,260*
		Sig. (2-tailed)	.	,003	<,001	,021
		N	80	80	80	79
	Exclusion score	Correlation Coefficient	,330**	1,000	,366**	,159
		Sig. (2-tailed)	,003	.	<,001	,163
		N	80	80	80	79
	Intergroup contact score	Correlation Coefficient	,436**	,366**	1,000	,347**
		Sig. (2-tailed)	<,001	<,001	.	,002
		N	80	80	80	79
	How often do you participate in work-related social activities with colleagues?	Correlation Coefficient	,260*	,159	,347**	1,000
		Sig. (2-tailed)	,021	,163	,002	.
		N	79	79	79	79

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Spearman correlations for job satisfaction, exclusion score, intergroup contact score, and social participation.