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Predictors of Job Satisfaction for People with Visual Impairments

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Abstract

Introduction: Job satisfaction research has focused on the general population or specific careers. Little attention has focused on the job satisfaction of persons with visual impairments, particularly using standardized measures of job satisfaction. This study examined how relationships with colleagues and supervisors, opportunities for advancement, and employee demographics predict job satisfaction for employees with visual impairments.

Methods: Researchers analyzed data from 195 employed participants from a larger study on job retention and career advancement. The Brief Job Satisfaction Measure II measured job satisfaction, and predictor variables focused on relationships with colleagues and supervisors, promotion opportunities, and demographics. Researchers used multiple linear regression to identify predictors of job satisfaction.

Results: Individuals with visual impairments had high job satisfaction if they believed colleagues treated them the same as sighted colleagues and had supervisor support. Underemployed individuals with visual impairments experienced lower job satisfaction. Employees who identified their race as other, those who experienced vision loss after their first job, and participants with an additional disability had higher job satisfaction.

Discussion: Social interactions with colleagues and supervisors contributed to the job satisfaction of employees with visual impairments. These interactions may make employees with visual impairments feel comfortable asking for workplace accommodations and more integrated into the workspace. While income was not a predictor of job satisfaction, underemployment was, indicating that individuals with visual impairments may not have achieved their maximum vocational potential.

Implications for Practitioners: Individuals with visual impairments and service providers should look for opportunities to promote social interactions at work. Training co-workers and supervisors about working with persons with visual impairments and accommodations could be beneficial. VR counselors should also ensure program participants have employment opportunities that are both economically sustainable and commensurate with their interests and abilities.

Predictors of Job Satisfaction for People with Visual Impairments

Employment is recognized as critical to mental health (Evans & Repper, 2000; van der Noordt et al., 2014), quality of life, social networks, social inclusion (Evans & Repper, 2000), self-esteem, and economic well-being (Waddell & Burton, 2006). People with visual impairments, including persons with blindness or low vision, encounter barriers hindering their ability to gain (McDonnall, 2018; McDonnall & Sui, 2019; Silverman et al., 2019) and retain (Crudden et al., 2018; McKnight et al., 2021) employment, and historically, have lower incomes (Houtenville, 2002) and participate less in the labor force than their peers without visual impairments (McDonnall & Sui, 2019). Perhaps because people with visual impairments face these employment barriers, less attention has been paid to the job satisfaction of those who become employed. Yet if people with visual impairments are to achieve economic self-sufficiency and engage in careers compatible with their skills and abilities, it is essential to investigate whether the jobs they obtain are satisfying. Specifically, we sought to identify what worker demographics and other factors predict job satisfaction among persons with visual impairments.

Vocational rehabilitation (VR) services assist persons with disabilities in preparing for, obtaining, and retaining employment. The goal of preparing persons for careers rather than entry-level jobs is not new (Hope & Rice, 1995). The Rehabilitation Services Administration strives to support persons with disabilities in achieving economic self-sufficiency (U.S. Department of Education, 2020). The Workforce Innovation and Opportunity Act of 2014 (WIOA, P. L. 113-128) reinforced job retention and career advancement for persons with disabilities. Further understanding of job satisfaction may provide insight into how rehabilitation service providers might assist people with visual impairments in retaining and advancing their careers.

Job Satisfaction

Job satisfaction typically refers to how positive employees feel about their jobs, with those having higher job satisfaction being more productive and less likely to leave their jobs (Shiyani, n.d.). Job satisfaction occurs when individual work characteristics correspond with the work reinforcers (Dierdorff & Morgeson, 2013). Brown and Lent (2019) found job satisfaction was related to progress towards one's goals and potentially influenced by self-efficacy, employment experiences, and outcome expectations. Job satisfaction was only marginally related to salary (Judge et al., 2010). However, some researchers found job satisfaction positively associated with tangible and intangible rewards and recognition (Judge et al., 2010) and promotional opportunities (Kosteas, 2011).

Recent research (Shah et al., 2019) found that "being treated with respect" was the most important factor in determining job satisfaction, with females ranking it slightly higher; there was no gender difference in overall job satisfaction. In an older study using the Quality of Employment Survey (Kalleberg, 1977), intrinsic satisfaction had the greatest influence on job satisfaction. A study using the National Employee Survey found that affective and instrumental support from co-workers positively influenced job satisfaction but did not buffer the negative effects of job stress (Ducharme & Martin, 2000). An online survey of employed persons found most were satisfied with their jobs and that employee engagement, i.e., involvement and interest in the job, positively related to satisfaction (Harrison, 2020).

Much of the research concerning job satisfaction is population or career-specific. For example, among sales engineers, personality traits did not explain work satisfaction, but older workers and those with more agreeableness had higher job satisfaction (Earl et al., 2019). Among university employees, job satisfaction was influenced by the degree to which an

employee could use personal knowledge and skills at work and relations with co-workers, while dissatisfaction was associated with workload demands and conflicts at work; lack of supervisory support tended to influence older workers' job dissatisfaction (Bos et al., 2009). Employed students in a business administration course found persons with an internal locus of control more satisfied with their jobs than those with an external locus of control irrespective of job stress, and supervisory support was associated with higher job satisfaction (Cummins, 1989).

Job Satisfaction and Disability

Baumgärtner et al. (2015) found no differences in the job satisfaction of workers with and without disabilities, with all preferring less centralized and more flexible work environments. In another study of persons with disabilities, the relationship between core self-evaluations (self-esteem, self-efficacy, emotional stability, and locus of control) and job satisfaction was positively influenced by supervisory support, work engagement, and wages and negatively affected by job stress (Smedema et al., 2018). A study using the 2015 Kessler Foundation National Employment and Disability Survey (Sundar et al., 2018) found almost half (45.3%) of the employed or previously employed participants were highly satisfied with their jobs; previous workers reported higher satisfaction than current workers. An older study found workers with disabilities moderately satisfied with levels comparable to persons without disabilities (McAfee & McNaughton, 1997a); participants were dissatisfied with their pay and promotional opportunities but satisfied with their supervision and working conditions (McAfee & McNaughton, 1997b). A Canadian study by Oud (2018) found that librarians with disabilities were generally satisfied with their jobs. However, librarians with disabilities were less satisfied with the job stress, workload, colleague and supervisory support, colleague acceptance, flexibility, and autonomy than librarians without disabilities.

A literature review concerning job satisfaction of people with intellectual disabilities found that most were satisfied; workplace duties and demands and opportunities for socialization rather than demographic variables influenced job satisfaction (Akkerman et al., 2016). However, some studies have found that social and communication skills, direct feedback and communication from the supervisor (Seltzer, 1984), and social support from co-workers and supervisors were associated with higher job satisfaction (Akkerman et al., 2016). Akkerman et al.'s (2016) review found that job stressors, such as negative relationships with co-workers or supervisors, were associated with job dissatisfaction, and no relationship between job satisfaction and promotional opportunities. A systematic literature review by Kocman and Weber (2018) examining job satisfaction among persons with intellectual disabilities found high job satisfaction and no differences in demographic factors; job satisfaction was influenced by workplace supports, workplace duties, the work environment, income, social interactions, and opportunities for self-efficacy and self-determination.

Among recently employed persons with severe mental illness, participants were satisfied with their jobs; job satisfaction was positively correlated with emotional and instrumental support from co-workers and positive supervisor relationships (Rollins et al., 2011). Persons in Hong Kong with chronic health conditions tended to be fairly satisfied with their jobs, with higher satisfaction among older employees, those able to manage their chronic conditions, and persons with more workplace support and lower output demands (Siu et al., 2013).

Job Satisfaction and Visual Impairment

Rumrill et al. (1997) found that three of five participants with visual impairments reported general job satisfaction; areas of dissatisfaction included: lower salary than peers, insufficient training, little opportunity for advancement or recognition for accomplishments,

uneven policy implementation, lack of support, and limited creative opportunities. A more recent survey of employed persons with visual impairments found participants generally satisfied (5.91 on a 7-point scale) with their jobs; highly satisfied participants had support from employers, tools needed to perform their jobs, were treated with respect, and enjoyed their jobs (Silverman et al., 2019). Participants with lower job satisfaction reported feeling bored, having limited advancement potential, and unmet needs from employers (Silverman et al., 2019).

Although studies of job satisfaction are often job-specific, only one study concerning persons with visual impairments was found. Positive affect, self-efficacy associated with work, and subjective fit (i.e., congruence between job and employees' needs, abilities, and values) predicted job satisfaction among South Korean masseurs with visual impairments; social support was not a significant predictor (Kim, 2015). An early study of 41 people who worked at least two years in the same occupation and changed jobs after experiencing visual impairment found a significant relationship between occupational prestige and job satisfaction (O'Brien, 1987).

In a Canadian study, people with disabilities had lower job satisfaction than those without disabilities, and workers with visual impairments had the lowest job satisfaction (Uppal, 2005). The major factors that negatively influenced job satisfaction were interpersonal work problems, workload demands, and the potential for layoff (Uppal, 2005). Employees with visual impairments in Europe and Israel scored lower than sighted employees on several measures concerning employment, including job satisfaction, freedom to make decisions in their jobs, support in difficult situations, recognition of their work, opportunities to develop new skills, and adequate salaries (Mojon-Azzi et al., 2010). In a German study of 80 persons with visual impairments (Keller et al., 1999), most were satisfied with their jobs but dissatisfied with

opportunities for additional training and potential promotion; most participants believed their bosses appreciated their work.

Among employees at National Industries for the Blind affiliated agencies (Crudden & Hanye, 1999), no differences were found in job satisfaction among people who were congenitally visually impaired and those who acquired visual impairments later in life; workers were typically satisfied with their jobs. An older study (Mann, 1965) found similar results; job satisfaction was not related to age at onset of visual impairment or the level of vision loss. Persons who attended public school had slightly higher salaries than those who attended a school for the blind, but there was no difference in job satisfaction (Fireison & Moore, 1998). Participation in a mentoring program did not influence the job satisfaction of college or graduate students with visual impairments (O'Mally & Antonelli, 2016).

Given the lack of current information identifying predictors of job satisfaction among workers with visual impairments, this study measured job satisfaction and identified associated factors. Specifically, we investigated how relationships with colleagues and supervisors, promotion opportunities, and demographic factors predict job satisfaction among employees with visual impairments.

Method

Participants

We selected a subsample of 195 employed participants from a larger national study about job retention and career advancement of 388 individuals with visual impairments. Eligible participants were U.S. residents with visual impairments born between 1950 and 1991, had an employment history after completing their education, and answered survey items about their current job.

Participants' average age was 50.68 years ($SD = 11.37$, range 28-68). About two-thirds (61%, $n = 118$) were female, 83% ($n = 162$) were white, and 16% ($n = 31$) had an additional disability. Most participants (79%, $n = 155$) experienced vision loss before their first employment, and 56% ($n = 109$) described their vision as legally blind. See Table 1 for additional demographic information.

Procedure

Researchers developed the participant survey on job retention and career advancement (for more information, see Crudden & Steverson, 2021). The survey included questions about demographics, services received from and interactions with VR, employment, unemployment, career advancement, and participants' current or most recent job. The Mississippi State University's Institutional Review Board for the Protection of Human Subjects approved the survey.

Data collection occurred between November 2018 and August 2019. Participants were recruited from the National Research and Training Center on Blindness and Low Vision's participant registry and advisory council, social media, organizations specific to individuals with visual impairments, and personal contacts. Participants could complete the survey via phone or a web-based electronic platform.

Dependent Variable

The five-item Brief Job Satisfaction Measure II (Judge et al., 1998) measured participants' agreement with statements concerning job satisfaction on a 7-point scale (1 = *strongly disagree*, 7 = *strongly agree*). Table 2 lists the items. Two items written in a negative direction were reverse-scored. We averaged the five items to generate an overall job satisfaction score (1 = *low job satisfaction*, 7 = *high job satisfaction*). Measure reliability ($\alpha = .89$) is

consistent with Judge et al.'s (1998) study ($\alpha = .88$), representing good reliability. The measure is highly correlated with the Job Descriptive Index (Judge et al., 1998), supporting construct validity.

Independent Variables

Relationships with Colleagues

Three variables represented relationships with colleagues. Each was measured by the following: (a) colleague acceptance — *Overall, do you feel accepted by your colleagues?* (1 = *Not By Any*, 4 = *Yes, By All*), (b) colleague treatment — *Do your colleagues treat you the same way they treat sighted colleagues?* (1 = *No/Don't know*, 2 = *Some do and some do not*, 3 = *Yes*), and (c) supervising others — *Do you supervise anyone?* (1 = *Yes*, 0 = *No*).

Relationships with Supervisors

Five variables represented relationships with supervisors. Two were measured by the following: (a) supervisor support — *How supportive is your supervisor to persons with visual disabilities?* (1 = *Not supportive at all*, 7 = *Totally supportive*), and (b) comfort asking for accommodations — *How comfortable were you asking your current employer for accommodations associated with your vision loss?* (1 = *Very uncomfortable*, 7 = *Totally comfortable*). The remaining three items were dichotomous variables with yes/no responses: (a) supervisor understands — *Do you believe that your supervisor does understand your work accommodation needs?*, (b) supervisor acceptance — *Overall, do you feel accepted by your current or most recent supervisor?*, and (c) supervisor treatment — *Does your supervisor treat you the same way sighted colleagues were treated?*

Promotion Opportunities

Three dichotomous variables (1 = Yes, 0 = No) represented opportunities for promotion. Each was measured by the following: (a) promotion opportunities — *Compared to sighted workers at your job, do you have the same opportunities to be considered for promotion?*, (b) professional development opportunities — *Compared to sighted workers at your job, do you have the same opportunities to participate in professional development activities, such as taking classes or going to conferences?*, and (c) underemployed — *Do you believe that at that job you are underemployed?*

Demographic Variables

Demographic variables included gender (1 = female, 0 = male), race (white, black, and other), level of vision (totally blind, legally blind, and other visual impairment), additional disability (1 = Yes, 0 = No), onset of vision loss, and income. Reference groups for race and level of vision were white and totally blind, respectively. We defined onset of vision loss as *Did your vision loss occur before or after that job?*, referring to their first job earning at least minimum wage after completing their education. From this question, we created dummy codes for *before* or *after*, with *before* used as the reference group. Income was divided into four levels seen in Table 1, with under \$20,000 income level as the reference group.

Data Analysis

SAS 9.4 was used for analyses. Descriptive statistics (e.g., frequencies, percentages) were generated for demographic variables. Pearson's correlations were used to evaluate relationships between each independent and the dependent variable. We used multiple linear regression to identify predictors of job satisfaction for individuals with visual impairments and squared semi-partial correlations as an effect size measure. Unique variance explains the percentage of variance for one predictor variable beyond the variance of all the other predictor variables

(Reichwein Zientek & Thompson, 2006). No problems with multicollinearity were found among the predictor variables. Variance inflation factors for each independent variable ranged from 1.15 to 3.77.

Results

Descriptive Statistics

Table 3 presents means, standard deviations, and Pearson's correlations. Most predictor variables were significantly correlated with job satisfaction; only a few contributed to any significant variance in our model. Having an additional disability was the only demographic variable significantly correlated with job satisfaction, but two other variables emerged as significant predictors in the model.

Linear Regression Analysis

The model accounts for 43% of the variance in job satisfaction, adjusted $R^2 = .43$, $F(21, 173) = 7.96$, $p < .0001$. Table 4 provides the model results. Of the relationships with colleagues and supervisor variables, only colleague treatment and supervisor support were significantly associated with higher job satisfaction. Employees with visual impairments who believed they were treated the same as their sighted colleagues were more satisfied with their jobs than employees who did not think they were treated the same. Employees with visual impairments with supervisor support were more satisfied with their jobs than those without supervisor support. Colleague treatment accounted for 3% of unique variance, and supervisor support accounted for 2% of unique variance. Underemployment was negatively associated with job satisfaction, meaning employees who believed they were underemployed expressed less job satisfaction than those who were not underemployed. Underemployment accounted for 3% of unique variance.

Employees who experienced vision loss after their first job were more satisfied with their jobs than those who lost vision before their first job. Vision loss onset after their first job accounted for 2% of unique variance. Gender, level of vision loss, and income were not significant. However, employees who identified race as “other” had higher job satisfaction than white employees, and those with additional disabilities had higher job satisfaction than those without additional disabilities.

Discussion

This study is one of few U.S. studies to use a standardized job satisfaction measure with persons with visual impairments. Our study examined whether various factors, including supervisor and colleague relationships and promotion opportunities, improved job satisfaction for employees with visual impairments. While most of the independent variables were significantly correlated with job satisfaction, only supervisor support, colleague treatment, underemployment, vision loss onset after employment, other race, and additional disability reached significance in the model. Interestingly, income was less important than relationships with colleagues and supervisors for improved job satisfaction. Persons with visual impairments tend to experience social isolation (Brunes & Heir, 2020), and the social interaction associated with employment likely reduces that isolation. Social interaction in the workplace may be more important to people with visual impairments than those without visual impairments, indicating a need for additional research concerning this relationship.

Employees with visual impairments experienced greater job satisfaction when colleagues treated them the same as their sighted peers, similar to findings in other disability research (Kocman & Weber, 2018; Oud, 2018). While colleague acceptance was not a significant predictor of job satisfaction, employees with visual impairments who felt their colleagues treated

them the same as their sighted peers could have experienced a form of acceptance by their co-workers. Further research to determine how perceptions about acceptance and treatment correspond might yield interesting information about workplace relationships.

Supervisor support also improved job satisfaction of employees with visual impairments, as seen in other disability findings (Baumgärtner et al., 2015; Flores et al., 2011; Rollins et al., 2011; Smedema et al., 2018). When they believe their supervisors are supportive, workers with visual impairments may feel more comfortable requesting workplace accommodations, a variable correlated with job satisfaction. Having the tools needed to do the job allows workers to use their knowledge and skills, another factor previously associated with increased job satisfaction (Bos et al., 2009).

Traditionally, employed persons with visual impairments have incomes below their sighted peers, indicating employment is not as lucrative for persons with visual impairments (Houtenville, 2002). This reduced income may reflect underemployment, a factor associated with lower job satisfaction in this and other studies among people without disabilities (Johnson & Johnson, 1995; Kifle et al., 2019). Interestingly, promotion opportunities were not a significant predictor of job satisfaction, conflicting with the Keller et al. study (1999).

Employees of other races were statistically more satisfied than white employees; however, employees of other races were a very small percentage of this sample. The impact of race needs further exploration in studies with larger and more diverse samples. The 16% of our sample with additional disabilities were more satisfied with their jobs than those without additional disabilities. We find it encouraging that people with multiple disabilities were employed and satisfied with their employment. Future research investigating employment

characteristics, such as whether employment is full-time or part-time, would help guide service delivery to persons with visual impairments and additional disabilities.

Employees who experienced vision loss after their first job had higher job satisfaction than employees who were visually impaired before first employment, which is consistent with previous research (Connors et al., 2014; Loprest & Maag, 2007; Steverson, 2020). While this finding may not be new, it reinforces the importance of matching individuals' skills and abilities to work environments. Previous research indicates that employer and co-worker attitudes remain problematic for employees with visual impairments (McDonnall & Antonelli, 2018). Consequently, regardless of age at vision loss, employees may benefit from VR services to support job retention and increase employer and co-worker knowledge about visual impairments.

Limitations

We acknowledge several limitations to this study. First, we used self-reported data from 195 participants generated via snowball sampling, and the respondents are not representative of the population of people with visual impairments in the U.S. Most participants in this study were white, female, from the South, and experienced early onset of vision loss. Further, while we know 16% of our sample had an additional disability other than visual impairment, we do not know which occurred first. Another limitation is the lack of scale variables besides job satisfaction, causing an inability to create composite scores for each aspect: colleague relationships, supervisor relationships, and promotion opportunities. We recommend future studies using established scales to measure these three facets of job satisfaction. Another limitation concerns the specificity of terms. For example, respondents subjectively defined terms such as underemployment. Future research should investigate what employees mean when they say they are underemployed. Participant responses also may have been impacted by social

desirability. Despite these limitations, we believe the results yield valuable information regarding job satisfaction among persons with visual impairments, an area that needs further study.

Implications for Practice and Research

Our findings indicate that persons with visual impairments place great weight on social interactions regarding job satisfaction, suggesting that persons with visual impairments seeking employment and the service providers assisting them should investigate how to facilitate positive social interactions at the worksite. Co-workers and supervisors may benefit from training to alleviate potential social concerns about working with persons with visual impairments and learning how the workers with visual impairments use accommodations to complete job tasks. A time-limited job coach may help new employees with a visual impairments quickly learn things about the jobsite that facilitate social interaction, such as describing how other employees dress, where and when they go to lunch, or what personal items decorate their offices.

Understanding employer and colleague attitudes is crucial because attitudes can influence behavior (Ajzen, 2015). Previous research has examined employer attitudes toward people with visual impairments (McDonnall & Antonelli, 2018; McDonnall & Crudden, 2018; McDonnall et al., 2014). However, there has been little recent research on colleagues' attitudes and behavior toward people with visual impairments. In this study, how participants' colleagues treated them was associated with job satisfaction rather than acceptance. Examining workplace behaviors among employees with and without visual disabilities and how they interact may provide valuable insight regarding social inclusion and job satisfaction.

One implication for underemployment and low job satisfaction is the continued need for VR professionals to ensure program participants are employed in economically sustaining positions commensurate with participants' interests and abilities, consistent with WIOA

recommendations. There is a lack of research concerning underemployment and low incomes among persons with visual impairments. While employment can eliminate feelings of social isolation and promote improved mental health, program participants need employment opportunities that allow them to gain economic self-sufficiency and a secure retirement. In the general population (Kosteas, 2011) and one study of persons with visual impairment (Keller et al., 1999), there was a positive relationship between job satisfaction and promotional opportunities, while among people with other disabilities, there was no (Seltzer, 1984) or a negative relationship (McAfee & McNaughton, 1997b). We found no relationship between job satisfaction and promotional opportunities, indicating a need for additional research in this area. Are people with visual impairments satisfied with their potential for advancement, or are they so relieved to get a job that promotional opportunities appear out of reach?

Another implication of our findings is the importance of VR counselors building relationships with employers to help retain employees who experience vision loss while employed. VR professionals can help employees develop the adaptive skills that enable them to keep working. Rehabilitation professionals should also encourage program participants with early vision loss to engage in multiple employment experiences to build their resumes and job skills, leading to more satisfying employment. Early job experiences for persons with visual impairments were associated with an increased likelihood of later employment (McDonnall, 2011).

Information about job satisfaction among persons with visual impairments remains incomplete. As we explore this important issue, we must use rigorous methods to assess job satisfaction rather than using one-item measures or scales without established reliability and validity. Potentially, addressing factors limiting job satisfaction will support employees with

visual impairments develop stable careers that provide them with sufficient incomes and benefits packages to be economically secure.

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Table 1*Participant Demographics (N = 195)*

Variable	<i>n</i>	%
Race		
White	162	83.1
Black	20	10.3
Other	13	6.7
Education		
High school	12	6.2
Some college	34	17.5
Undergraduate degree	59	30.4
Graduate degree	89	45.9
Vision Level		
Totally blind	76	39.0
Legally blind	109	56.0
Other visual impairment	10	5.1
Income		
Under \$20,000	36	18.5
\$20,000 - \$49,999	76	39.0
\$50,000 - \$80,000	51	26.2
Over \$80,000	32	16.4
Region		
Northeast	34	17.6
Midwest	43	22.3
South	77	40.0
West	39	20.2

Table 2*Brief Job Satisfaction Measure II Items*

Items:

I feel fairly well satisfied with my present job.

Most days I am enthusiastic about my work.

Each day of work seems like it will never end.

I find real enjoyment in my work.

I consider my job rather unpleasant.

Variable	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
15. Other race	.06	-.04	-.08	.01	-.02	.00	.23**	.02	-.04	.00	.10	-.01	.01	-.09	—							
16. Legal blindness	-.13	-.03	-.04	-.06	-.15*	-.08	-.06	-.13	-.05	-.03	-.01	-.01	.06	-.04	.03	—						
17. Other VI	.11	-.03	.06	.06	.03	-.03	-.12	.08	.05	.05	-.04	-.02	.14*	-.00	-.06	.26**	—					
18. Onset after job	.07	.04	-.03	-.05	-.11	-.16*	-.04	-.08	-.10	.04	-.06	.04	-.01	.04	-.08	.14	.17*	—				
19. Additional disability	.20**	.12	.05	.05	.07	.04	.07	.08	.13	.04	.13	-.15*	-.09	.01	.00	-.08	-.15	.27**	—			
20. \$20,000 - \$49,999	-.10	-.15*	-.06	-.12	-.07	.00	-.06	.03	.03	-.08	.05	-.01	.17*	.01	.04	.07	.05	.06	-.14*	—		
21. \$50,000 - \$80,000	.06	.14	.12	.12	.04	.04	.01	.01	.03	.12	.15*	-.17*	.00	-.09	.07	.04	.02	-.10	.10	.48**	—	
22. Over \$80,000	.08	.02	-.11	.17*	-.00	-.03	.06	-.08	.02	.03	-.09	-.12	.27**	-.10	-.01	-.14	-.10	-.05	.15*	.35**	.26**	—
<i>M</i>	5.50	3.48	2.55	0.37	6.14	0.84	5.89	0.90	0.83	0.69	0.77	0.24	0.61	0.10	0.07	0.56	0.05	0.21	0.84	0.39	0.26	0.16
<i>SD</i>	1.44	0.66	0.58	0.49	1.50	0.37	1.58	0.30	0.38	0.46	0.42	0.43	0.49	0.30	0.25	0.50	0.22	0.40	0.37	0.49	0.44	0.37

Note. *N* = 195

* $p < .05$ ** $p < .01$

Table 4*Regression Coefficients on Job Satisfaction*

Variable	<i>b</i>	<i>SE</i>	<i>t</i>	<i>p</i>	<i>sr</i> ^{2a}
Intercept	1.32	0.66	2.01	.05	
Relationships with Colleagues					
Colleague acceptance	-0.10	0.17	-0.62	.54	.001
Colleague treatment	0.53	0.18	2.91	<.01	.025
Supervised others	0.17	0.17	0.99	.32	.003
Relationships with Supervisors					
Supervisor support	0.29	0.10	2.84	<.01	.024
Supervisor understands	-0.15	0.29	-0.51	.61	<.001
Comfortability asking for accommodations	0.08	0.07	1.24	.22	.004
Supervisor acceptance	-0.02	0.42	-0.05	.96	<.001
Supervisor treatment	-0.04	0.29	-0.13	.90	<.001
Opportunities for Promotion					
Promotion opportunities	0.43	0.22	1.93	.06	.011
Professional development opportunities	0.41	0.24	1.69	.09	.008
Underemployed	-0.65	0.21	-3.09	<.01	.028
Demographics					
Female	0.28	0.17	1.63	.10	.008
Black	-0.29	0.28	-1.04	.30	.003
Other race	0.70	0.34	2.08	.04	.013
Legal blindness	-0.16	0.17	-0.94	.35	.003
Other visual impairment	0.51	0.40	1.28	.20	.005
Vision loss onset after job	0.60	0.21	2.82	<.01	.023
Additional disability	0.68	0.23	2.91	<.01	.025
\$20,000 - \$49,999	-0.33	0.24	-1.35	.18	.005
\$50,000 - \$80,000	-0.36	0.27	-1.34	.18	.005
Over \$80,000	0.03	0.30	0.09	.93	<.001

Note. *N* = 195

^a The squared semi-partial correlations represent the unique variance accounted for by each predictor variable.