

Measuring the Attitude of Immigrants from the
Former Soviet Union Toward Public Sector Employment

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Table of Contents

Abstract2
Introduction3
Literature Review3
Method6
Results.7
Survey Respondents7
Measuring Attitude9
Conclusion12
Appendix I: Survey Instrument15
Appendix II: Frequency Tables of Select Responses18
Appendix III: Results of Select Multivariate Analysis21
Appendix IV: Responses to Open-ended Question22
Sources Cited31

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Abstract

How well disposed are immigrants from the Former Soviet Union (FSU) toward meeting part of the future needs of the public sector workforce? Combining the seemingly diverse interests of the future of the public sector workforce and Russian-speaking immigrants, this research is an attempt measure the attitude of the latter towards the former. Immigrants from the FSU are unique among current immigrant groups due to their high level of education and Caucasian ethnicity. Because of these reasons, and others, including their relatively small population size, Russian-speaking immigrants are not often examined as a group. A cross-sectional survey of a convenience sample and a convenience control group was conducted. Findings indicate that Russian-born Americans do not differ from their native-born counterparts on willingness to work for a government organization, but they are less likely to want to work for a non-profit organization. Due to limitations to research methods findings from this study are insufficient to make meaningful conclusions. Further study is needed to examine attitudes of immigrants from the FSU towards work in the public sector.

Introduction

Researchers predict an upcoming demographic shift in the labor force in the United States. This shift will have a particular effect on the public sector workforce. Two major events are of primary concern: an upcoming retirement wave of the baby-boomer generation, and the increasing diversity of the population as a whole. The retirement wave creates a need to hire new workers, and the increasing diversity has implications for representative bureaucracy. Immigrants will make up some percentage of the future labor force. The challenge for Public Administrators is to maintain a workforce that meets the needs of a changing society and changing workforce. My research focuses on immigrants from the Former Soviet Union (FSU) and their attitudes toward work in the public sector. This group is unique because of their high educational level and professional training, relative to many immigrant populations (Erwin and Chappo, 2002 p. 12). Although they may not currently consider the public sector a career destination, labor force managers may want to learn how to recruit this and similar populations. San Francisco is be used as the target population for this research due to proximity.

Literature Review

A comprehensive search of literature about workforce diversity, immigrants in the workforce, and popular perception of the public sector as an employer was conducted. This body of literature emphasizes the need for change in recruitment and other aspects of personnel management in order to have a more diverse public-sector workforce. A health-assessment study of the Russian-speaking immigrant population was found to be useful in providing demographic information about the target population. No articles were found to examine the particular overlap between the public sector workforce and immigrants from the FSU.

Recruiting particular demographic groups is one way to increase workforce diversity. A growing body of research examines the role of diversity in the United States workforce as a whole and the public sector workforce in particular. A widely accepted definition of diversity includes the number of women and ethnic minorities in the workforce, as well as diversity in sexual orientation and age. According to Karoly and Panis (2004), the workforce of the 21st century will include growing numbers of women, the elderly and disabled, and immigrants. Additionally, the changing nature of work will demand a workforce with a higher level of education or skills and knowledge of rapidly changing technologies (pp. xvii-xix). Integrating the increasingly diverse population into the workforce, and particularly the public sector workforce, is likely to require a different set of recruiting techniques than has been practiced up to this point. According to Doverspike, Taylor, Shultz and McKay (2000), recruiting minorities is challenging specifically due to the lack of networks within target populations and testing barriers (pp 451-453). Examining attitudes of immigrants from the FSU towards employment in the public sector is a beginning step towards recruiting this group.

While the public sector may face a hiring crisis in the future, hiring managers are also trying to respond to an increasingly diverse general population. The growing diversity of the United States population, and thus the workforce in the U.S., may have particular implications for public sector personnel managers. According to the principles of representative bureaucracy, as society becomes more diverse the public-sector workforce should also be increasingly diverse (Naff, 1998). However, in practice the hiring manager's own demographic profile may be the strongest predictor of who they will hire. Furthermore, although a majority of women and minorities agree that representative bureaucracy is ideal, only about one-third of non-minorities and men believe in achieving a diverse workforce reflective of society (ibid). Hays and Kearney

(1992) promote the idea of social equity as the third-most area of concern in public organizations, after economy and efficiency (p. 2). As representatives of the Russian-speaking community begin to take leadership positions in public-sector organizations, the attitude of the group towards employment in such organizations may shift.

Immigrants will make up some percentage of the future workforce. Karoly and Panis argue that immigrants represent a large proportion of workforce growth (2004, p. 27). They report that according to the Census Bureau, the foreign born accounted for about 11% of the population in 2003. However, because these individuals are largely of working age their representation as a percentage of the workforce is larger than representation in the general population (ibid). A variety of factors influence job choices of immigrants: foremost, language ability. Immigrants with higher language skills are more likely to be employed (Yost and Lucas, 2002; Potosky-Tripodi, 2003). Language ability is particularly relevant to public sector and management positions, because it is such a necessary skill for success. Immigrants from Eastern Europe have a high level of education and knowledge of the English language, relative to other immigrant groups (Funkhouser and Trejo, 1995) so this group could be particularly desirable to public-sector personnel managers.

In 2002, Erwin and Chappo estimated the population of Russian-speaking immigrants in San Francisco to be 25,000 to 32,000 individuals, based on a compilation and analysis of data from the INS and the Census Bureau (pp. 11-12) According to the Office of Refugee Resettlement (1999), the number of Russian speakers from Russia and other former soviet republics in San Francisco is estimated to be 27,243, or 3.5% of the population. If 70% of these individuals are of working age, that would mean approximately 18,900 workforce participants. If

the attitude of this portion of the workforce is different from the general population, that information could be useful to hiring managers.

Finally, literature was examined in an attempt to find a comparison attitude in the general population. In order to attribute measured attitudes to the variable *immigrant*, the attitude of the general population must also be measured. Analyzing the General Social Survey data from 1989 and 1998 Lewis and Frank (2002) tracked a decline in overall desire to work for the government and identified trends based on specific demographic characteristics. They conclude that younger people are less likely to be employed by the government, while those with higher education are more likely.

The literature review reveals a need to examine various aspects of public personnel management, particularly hiring underrepresented immigrant groups. Demographic groups that are currently underrepresented should be targeted for recruitment. In areas with large Russian-speaking populations, such as the San Francisco Bay Area, this population may be specifically targeted. The purpose of this study is to see if attitude towards public sector employment is different among immigrants from the FSU than the general population. Because a relevant control data source was not found, the same survey was administered to a convenient control group.

Method

The research method consisted of a cross-sectional survey, attached in Appendix I. The survey considers several independent variables, including immigration status, age, gender, employment status, attitude towards work, attitude towards the public sector and level of educational attainment. The survey was conducted through the website [surveymonkey.com](http://www.surveymonkey.com). The target population for this research was immigrants to the United States from the FSU who are

members of the workforce. In order to reach a convenience sample, a link to the survey was posted on a website that caters to the Russian communities in San Francisco, Los Angeles, Denver and New York. The website owner estimates that thousands of people view the website on a weekly basis. Twenty-nine individuals responded to the survey from the target population. (Approximately half of respondents live in the Bay Area and the other half live in Los Angeles). In order to measure attitudes among a comparison group, a link to the survey was also sent to a list-serve of graduate students at SFSU. From the approximately 120 subscribers to the list-serve, a comparison group of 19 respondents (all of whom live in the Bay Area) was generated.

Results were analyzed using a variety of descriptive statistics, primarily frequency distributions. Frequency tables for select variables are attached in Appendix II. Inferential statistics including independent sample t-tests, chi-square test of independence and ANOVA were used to further identify differences between groups and attitudes. Differences were found between the two groups on willingness to work for a non-profit organization, but no differences were found in willingness to work for a government organization. Analysis of inferential statistics follows; SPSS output is attached in Appendix III. Qualitative analysis was conducted on responses to one-open ended question. Impressions of public sector organizations are negative overall. A frequency table of qualitative responses is included later in this report and verbatim responses are attached in Appendix IV.

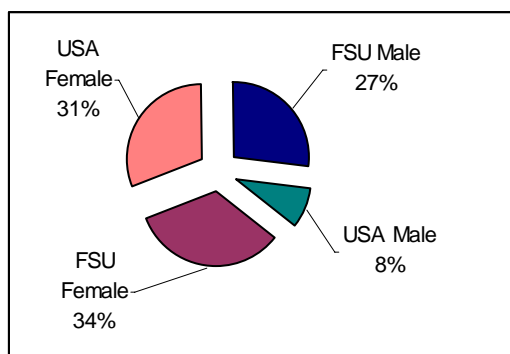
Results

Survey Respondents

Overall, there were 52 respondents: 29 from the target group and 19 from the comparison group. Four respondents indicated other or no answer on the country of birth question. These four responses were dropped from analysis, leaving 48 responses. The target group were all born

in the FSU. Exact place of birth was listed variously as USSR, FSU, Russia and specific countries including Ukraine (11 respondents), Belarus and Kyrgyzstan (1 respondent each). Respondents emigrated over a 23 year span ranging from 1978-2001. Respondents were fairly evenly split between men and women in each group, with men born in the USA under-represented. See Figure 1. This is important because differences between the two groups could be due to sex rather than immigration status. Respondents range in age from 19-69, although the majority, 61%, is in their 20's or 30's. Respondents represent a wider age-range than anticipated, however the majority are young adults.

Figure 1: Respondents by sex and country of birth:



Differences were found in the two groups based on employment status. 76% of the target group works full-time, while 73% of comparison group both works and attends school. This is likely due to the convenience sample consisting of subscribers to a graduate student list-serve. Again, this factor is important because any difference in attitude could be due to employment status rather than country of birth. Differences were also found between the two groups based on sector of employment, for those who are employed. Nearly 80% of target group is employed in the private sector, while 55% of the comparison group is employed by a government agency. This difference could reflect different attitudes towards a particular sector, or it could influence attitude. Either way, the two groups differ on more than the test variable immigration status.

Therefore, any differences found between the groups on attitude towards employment could be due to a factor besides immigration status.

Measuring Attitude

Two questions were asked in an attempt to measure general attitude towards work. In one, respondents were asked to choose one of three choices as the primary goal of work: personal fulfillment, earning money and making a contribution to society. The answers to this question reveal a difference in attitude towards the purpose of work, which could contribute to different attitudes toward public sector work. With about a third of each group choosing “personal fulfillment” the main difference between the groups is the split between earning money and making a contribution to society. Over half (62%) of Russian-born respondents chose earning money and nearly half (47%) of the comparison group chose making a contribution to society. A chi-square cross tabulation, reveals that responses for “personal fulfillment” match expected values. However, more respondents from the FSU group answered “money” and fewer answered “contribute to society” than expected. Likewise, the US group answered “contribute to society” more often than expected and “to make money” less often. Public-sector jobs must pay well in order to attract highly skilled immigrant applicants.

Three questions were asked attempting to measure attitude towards the public sector. Respondents were asked how strongly they agree or disagree with the statements, “Government agencies/ Non-profit organizations/ Public schools provide a valuable service to society.” The mean score for each group was compared in an independent sample t-test. Evidence suggests that the two groups do not differ on their views of whether government agencies provide a valuable

service to society, but they do hold different views on whether non-profit organizations provide a valuable service.¹

Three questions were designed to measure attitude towards working for a public-sector organization. Respondents were asked to rate how likely they are to work for a government agency, non-profit organization, or school. Schools were included because they are part of the public sector, but might have a different image than other government organizations. No difference was found between the two groups on willingness to work for a government organization. Differences were found for non-profit organizations and schools, with the Soviet-born being less likely than their counterparts to want to work for non-profit organizations² or schools³.

The difference in attitude toward non-profits and schools is due in part to the smaller variance among responses in the comparison group. No respondents answered 5 – Strongly Disagree from the comparison group. Some respondents from each group answered 1 – Strongly Agree. The non-significant finding, willingness to work for government organizations, is in some ways the most interesting and points to need for further investigation. With mean scores of 2.72 (FSU) and 2.42 (USA) on a scale of 1 Strongly Agree to 5 Strongly Disagree, respondents are close to neutral but slightly to the “agree” side. Considering the strong negative opinions expressed in the qualitative section (below) it is surprising that respondents seem to be open to working for the government sector. Future studies could examine if, for example, the population had more information about jobs available in government organizations (American-born), and salary information (Soviet-born), would they be more likely to agree that they would consider working for these organizations.

¹ VALGOV $t=0.619$; VALNON $t=3.092$. Significant at the .10 level

² Significant at the .10 level

³ Significant at the .05 level

Regression analysis was performed to determine the effects of the four variables - age, sex, employment status and country of birth - on how strongly the respondent agrees with the statement: “Would consider working for a government agency,” and “Would consider working for a non-profit organization.” The variable “employment status” has an impact on the level of agreement with the statement about working for a non-profit organization⁴. None of the other independent variables has a significant impact on the dependent variables. Because the target group and comparison group differ by the type of organization they are employed by, this difference could be due either to employment status or country of origin.

One open-ended question was asked in order to gather qualitative data. Seventy-one percent of respondents ($n=37$) replied to the statement: “Please describe your general impressions of government agencies and/or non-profit organizations in the United States.” Of the respondents, 21 were from the target group and 16 were from the comparison group. I grouped responses into six general categories: negative, negative towards government but positive towards nonprofit, neutral over all, negative overall but with some positive, positive, and not enough info to qualify. Overall, responses were negative with only 2 individuals, both from the comparison group, making positive comments. Just over half (56% and 57%) of each groups’ comments were negative. Negative impressions seemed to stem from the same source for both groups: finding public organizations inefficient and not serving the people they are designed to serve.

An example of comments from the target group:

My impression of government agencies is of organizations that are grossly inefficient and have very outdated and costly processes.

The most important thing is not to forget whom these organizations and agencies are supposed to serve.

⁴ $t=-3.113$. Significant at the .05 level

An example of responses from the comparison group:

The government agencies in the US are necessary and can also be a hindrance. Their hierarchal organization structure can also dissuade very intelligent and innovative applicants... I feel that there are many social issues that are never addressed by the government for many reasons. For that reason alone I feel that non-profits are needed.

Most of them are run like corporations and the people do not count.

Frequency table of responses to open-ended question:

“Please describe your general impressions of government agencies and/or non-profit organizations in the United States.”

Frequency			Percent frequency			
Category	Target group	Comparison group	Total	% target	% comparison	Total %
negative	12	9	21	57.0%	56.0%	56.7%
negative towards government but positive towards nonprofit	2	1	3	9.5%	6.0%	8.1%
neutral	5	2	7	24.0%	12.5%	19.0%
negative overall but with some positive	0	2	2	0.0%	12.5%	5.4%
Positive	0	2	2	0.0%	12.5%	5.4%
Not enough info	2	0	2	9.5%	0.0%	5.4%
Totals:	21	16	37	100.0%	99.5%	100.0%

Conclusions

While immigrants from the FSU may differ from the general population on attitudes towards public organizations, those differences were not found in this survey. The differences that were found on willingness to work for a non-profit organization could be due to other factors, such as employment status or random chance. Managers looking to fill positions in

public sector organizations, either government or non-profit, will have to do more research if they want to hire immigrants from the former Soviet Union. However, in general emphasizing the salary and other benefits of these positions may be beneficial in recruiting. Further research, such a longitudinal study, could be used to determine if the immigrant group changes attitude toward work over succeeding generations.

There are several limitations to this method. The target population is known for having strong internal connections (Erwin and Chappo, 2002), which can present barriers to access for researchers. I encountered this when my friend, a Russian-born American, who had agreed to send the survey to an email list-serve of over 100 Russian-speaking Americans, actually did not send out the survey. I do not know his reason for not sending the survey, but protection of the group from outside scrutiny could have been among the reasons. Another limitation is that the target population represents a tiny percentage of the total population. Traditional methods such as phone and mail surveys would be unwieldy and unlikely to reach the target population, besides being expensive and time-consuming for a student research project. Biases are likely in the acquired sample because I have reached a relatively young, socially active and web-savvy group of individuals. Work force participants who have children, for example, might be less likely to be represented in my sample. Other biases include self-selection bias, as well as bias towards the internet-savvy. Findings from the survey may not be able to be generalized to the entire population. Several important variables such as family size, number of dependents, and household income were not measured. The open-ended question section of the survey could have been expanded and more finely tuned to generate an increased volume of more meaningful data.

This survey illustrates the need and the challenges to studying both the Russian-immigrant population and attitudes towards the public sector among workforce participants.

Because of its small size and other factors, the Russian community is difficult to reach through traditional survey methods, and by those outside the community. Ethnographic field research may be more useful than traditional Public Administration methods. The profoundly negative reactions in the open-ended section of this survey are troubling especially in light of upcoming workforce shortages predicted in the literature. However, other findings, such as the seeming willingness to consider working for a government organization, are more encouraging. In the future, researchers should further investigate aspects of workforce diversity having to do with employing various immigrant groups, because these groups make up a growing percentage of the workforce.

Appendix I: Survey Instrument

Note: The following information was entered into the surveymonkey.com website format

Introduction

Your opinion wanted! Hello, I am a graduate student at San Francisco State University. I am studying employment preferences among immigrants from the Former Soviet Union. Please help me out by taking my fun and quick survey, posted at surveymonkey.com

Preliminary survey results will be posted at www.delilahlah.us/survey after March 1, 2007.

The information gathered will be submitted to my professor for my research methods course. The results of the survey will be kept confidential. Your name will not be associated with any answers you give; nor will your name appear in the study. The information gathered may some day be used by recruiters interested particularly in recruiting a diverse workforce, or those employers who may be interested specifically in recruiting Russian immigrants, or Russian speakers.

Participation in the survey is voluntary.

If you have any questions or comments, please feel free to email me anytime at delilah@sfsu.edu

Please follow the instructions to answer each question. At the end of the survey, you will be asked to submit your results. Submitting your completed survey implies your consent to participate in the survey.

1. In what country were you born?
2. If born outside the United States, in what year did you arrive in the United States?
3. In what city do you currently live?
4. Please choose the answer that best describes you:
 - i. I currently work full-time
 - ii. I am currently a full-time student
 - iii. I work part-time
 - iv. I attend school part-time
 - v. I both work and attend school
 - vi. Other

If you do not work a full-time job, please skip to question 9

5. What is your current job title?

6. Please choose one:

My employer is a

- i. For-profit company or business
- ii. government agency
- iii. non-profit organization
- iv. other

7. If you answered “other” above, please describe.
 8. How many years have you held your current job?

9. Please indicate how strongly you agree or disagree with each of the following statements:
 Overall, I am satisfied with my work.

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

Overall, I am satisfied with my salary and benefits.

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

I have a wide variety of employment opportunities.

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

I would consider working for a school.

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

I would consider working for a government agency

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

I would consider working for a non-profit agency

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

11. In the United States, Government agencies provide a valuable service to society.

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

10. The primary goal of work is:

Personal fulfillment

To earn money

To make a contribution to society

11. My decision to accept a particular job would be *most* influenced by:

A. Level of prestige associated with the position

B. Wage or salary offered

C. Type of work to be done.

D. Other _____

12. Finally, you will be asked a few simple questions about yourself:

How old are you?

13. What is your highest degree or level of school completed?

14. Are you male or female?

15. Please describe your general impressions of government agencies and/or non-profit organizations in the United States.

Thank you for your time, and for sharing your thoughts on employment in the United States!

Appendix II: Frequency Table of Select Responses

Appendix II: Frequency Tables

Educational level:

	Frequency			Percent frequency		
Educational level	Target group	Comparison group	Total	% target	% comparison	Total %
High school grad	2	0	2	6.9%	0.0%	4.2%
Some college/ 2year degree	1	0	1	3.4%	0.0%	2.1%
College degree	13	10	23	44.8%	52.6%	47.9%
Post grad work/grad degree	13	9	22	44.8%	47.4%	45.8%
Totals	29	19	48	100.0%	100.0%	100.0%

Employment status:

	Frequency			Percent frequency		
Employment status	Target group	Comparison group	Total	% target	% comparison	Total %
Work full-time	22	3	25	75.9%	15.8%	52.1%
Full-time student	1	1	2	3.4%	5.3%	4.2%
Work part-time	1	1	2	3.4%	5.3%	4.2%
Part-time student	1	0	1	3.4%	0.0%	2.1%
Both work and school	1	14	15	3.4%	73.7%	31.3%
Other	3	0	3	10.3%	0.0%	6.3%
Totals	29	19	48	100.0%	100.0%	100.0%

Employer status:

	Frequency			Percent frequency		
Type of Employer	Target group	Comparison group	Total	% target	% comparison	Total %
If Full-time employed, type of employer						
for -profit	18	1	19	78.3%	11.1%	59.4%
government agency	3	5	8	13.0%	55.6%	25.0%
non-profit	1	2	3	4.3%	22.2%	9.4%
other	1	1	2	4.3%	11.1%	6.3%
total full-time employed	23	9	32	100.0%	100.0%	100.0%

Primary goal of work:

	Frequency			Percent frequency		
Primary goal of work	Target group	Comparison group	Total	% target	% comparison	Total %
Personal Fulfillment	9	7	16	31.0%	36.8%	33.3%
To earn money	18	3	21	62.1%	15.8%	43.8%
To make a contribution to society	2	9	11	6.9%	47.4%	22.9%
Totals:	29	19	48	100.0%	100.0%	100.0%

Base employment decision on:

	Frequency			Percent frequency		
Base Employment decision on:	Target group	Comparison group	Total	% target	% comparison	Total %
Level of prestige	3	1	4	10.3%	5.3%	8.3%
Wage or salary	13	2	15	44.8%	10.5%	31.3%
Type of work to be done	11	13	24	37.9%	68.4%	50.0%
Other	2	3	5	6.9%	15.8%	10.4%
Totals:	29	19	48	100.0%	100.0%	100.0%

“I have a wide variety of work opportunity”

	Frequency			Percent frequency		
Work Opportunity	Target group	Comparison group	Total	% target	% comparison	Total %
SA	4	1	5	13.8%	5.3%	10.4%
Agree	12	9	21	41.4%	47.4%	43.8%
Neither	5	6	11	17.2%	31.6%	22.9%
Disagree	6	3	9	20.7%	15.8%	18.8%
SD	2	0	2	6.9%	0.0%	4.2%
Totals:	29	19	48	100.0%	100.0%	100.0%

Overall Satisfaction with work:

	Frequency			Percent frequency		
Overall Satisfaction with work	Target group	Comparison group	Total	% target	% comparison	Total %
SA	6	5	11	21.4%	26.3%	23.4%
Agree	17	5	22	60.7%	26.3%	46.8%
Neither	4	6	10	14.3%	31.6%	21.3%
Disagree	1	3	4	3.6%	15.8%	8.5%
SD	0	0	0	0.0%	0.0%	0.0%
Totals:	28	19	47	100.0%	100.0%	100.0%

Overall satisfaction with Salary:

	Frequency			Percent frequency		
Satisfaction with Salary	Target group	Comparison group	Total	% target	% comparison	Total %
Strongly Agree	1	4	5	3.6%	21.1%	10.6%
Agree	14	3	17	50.0%	15.8%	36.2%
Neither	7	5	12	25.0%	26.3%	25.5%
Disagree	4	5	9	14.3%	26.3%	19.1%
Strongly Disagree	2	2	4	7.1%	10.5%	8.5%
Totals:	28	19	47	100.0%	100.0%	100.0%

Appendix IV: Responses to Open-ended questions ⁵

A. Responses of target group:

Government agencies are bureaucratic. Non-profit organization is a good occurrence.
I don't have an wide range of experiences dealing with non-profits with the exception of JFS and Jewish Free Loan organizations which has been very positive. My impression of government agencies is of an organizations that are grossly inefficient and have very outdated and costly processes. For example, section 8 budget is over \$1 bil while only less then half of it (about 400K) is spent on rental vouchers. Most of the government agencies are not concerned about improving or streamlining their processes which cost tax payers a lot of money.
Tax consumers.
government agencies are money draining holes where everyone is unhappy. The better non-profit organizations do foreign intelligence work with a humanitarian cover and worst ones discover cures for disease.
I work for one. They are disorganized...they often don't have qualified personnel. They are mostly very mission driven.
US government agencies that i had exposure to were not flexible enough to the needs of people... such agencies are too bureaucratic since they are governed mostly not by supply/demand rules (which shouldn't be used only in for-profit companies) but rather my government bureaucrats. When there is no strong desire to continuously improve something in business (no matter for-profit or not) there will be no adequacy in such organization to keep up with needs of society
Government agencies pay good salary, give great benefits and waste taxpayers money. Non-profit organizations are poor, give no benefits and might waste money.
somewhat corrupt, fraudulent, serving self-interests
Too much bureaucracy and paper work. It would be better if more money was spent on community programs and projects instead of supporting growing bureaucratic machine.
Too much bureaucracy and paper work. More money would be better spent on community programs and projects instead of supporting growing bureaucratic machine. The most important thing is not to forget whom these organizations and agencies are suppose to serve.
I'm not that dumb to apply for it and become a vegi for the rest of my life.
One look at our illiterate president tells the entire story of the sorry state that our government is in. Nonprofits are another story altogether.
Fascist government ([<i>profanity removed</i>]/Hitler-Bush) Non-profit is a bunch of [<i>profanity removed</i>], slackers loafers and morons who squanders our money!
A lot of talk, papers, bureaucracy, no personal help
in both a lot depends on the internal culture of the specific organization and the people that work there regardless of the status of the organization and how bureaucratic it is
Don't have any
no comment haven't work for either one of these companies
So so
mixed feelings
Our (the democrats) last stand
....you got to be kidding me?:)

⁵ Edited for spelling; one response edited for profanity

B. Responses of comparison group:

<p>The government agencies in the US are necessary and can also be a hindrance. Their hierarchal organization structure can also dissuade very intelligent and innovative applicants. Sometime the extreme structural make it difficult to make changes and can create inefficiencies. I feel that certain inefficiencies can create even more problems and many people can fall through the cracks. Although, the US government agencies have provided a lot of service to the citizens in need and it also is a more reliable and less corrupted organization compared to other countries. Non-profits in the US are very necessary. I feel that there are many social issues that are never addressed by the government for many reasons. For that reason alone I feel that non-profits are needed.</p>
<p>most of them are run like corporations and the people do not count.</p>
<p>It seems to me that government agencies are made to be helpful but can get mired in the 'Red tape' that controls them. Non profit organizations do not make any money therefore have no purpose but to help others.</p>
<p>They mean well but are too complicated to do much good.</p>
<p>Some work well for the public, others do not. I have had horrific experiences with EDD in their 'retraining' program. When I developed carpal tunnel, they tried to get me into a hairdressing class for retraining (from computing). They were rude, it was hard to get information, I felt herded like cattle into programs they were trying to fill, not fill my needs. I came back to school via Vocational Rehabilitation which was a miracle cure. I retrained and they helped with tuition, books, supplies, a new computer and support in finding work opportunities. I had a fabulous counselor who didn't crush my dreams to study what I liked and it could have easily been the other way around. I worked as a temp for a non profit some years ago (arts council) and thought the people there were interesting, fun, intellectual and well educated. I loved them, just wished there was money to hire me permanently. I currently work for a 'non profit' that has little oversee even though it is connected to SFSU. It's poorly run, miserable morale, always lying to its staff (and students). It's all hit and miss depending upon how talented and respectful the management are. Also, depends on the size of the agency.</p>
<p>Government agencies have a lot of red tape. Things take longer to get done.</p>
<p>Not too impressed.</p>
<p>Government agencies - they're trying to bail out a sinking tanker with a bucket. Non-profit agencies - pretty much the same, but on a smaller scale. Not a very good impression I guess!</p>
<p>non-profits work to fill needs that government, in many cases, should meet.</p>
<p>In their effort to serve the public, they waste time and money.</p>
<p>You had asked about working for them. I think they both offer lower pay and less benefits than other jobs. But the non-profit jobs seem interesting and the most rewarding of all jobs that I've seen.</p>
<p>Government agencies: generally inefficient; understaffed and overworked; lots of forms; difficult to get hired by; high pay; good benefits; job is 'lifelong' (once you're in, you're in for good). Non-profits: low salaries; understaffed; non-secure employment because of over-reliance on government funding; staffed by people who want to contribute/help people; provide valuable services nobody else provides</p>
<p>These organizations vary widely!</p>
<p>Sometimes they're not that different: burnt out employees trying to make a miracle happen on a shoe-strong budget. Other times, they're totally different.</p>
<p>I think government agencies are under appreciated. I have worked for major financial institutions that could learn a think or two from both government and non-profits about how to run efficiently, appreciate their employees and get the job done well.</p>
<p>some gov't agencies are unaccountable but on the whole they provide a worthwhile service.</p>

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