

## The Effects of Efficacy and Social Networks on Foreign Working People's Adjustment: The Mediating Effects of Hope

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**Abstract:** This research was conducted to verify the impact of efficacy, social networks and hope among 488 Foreign working people in Korea on their adjustment to a new society collected data were analyzed using statistical programs of SPSS PC+Win. 21.0 and AMOS 21.0. The study performed frequency, reliability and correlation analysis, structural equation modeling and Sobel's test. The results of the study are as follows. First, there were statistically significant positive correlations between self-efficacy, hope and social networks. Also, there was a significant negative correlation between communication, agency thinking and pathway thinking. In addition, adaptation to the society had a significant negative correlation with pathway thinking. However, interpersonal relationship did not have a significant correlation with self-efficacy and agency thinking. Second, self-efficacy had a significant impact on hope and on adaptation to the society. Hope had a significant impact on adaptation to Korean society. Social networks significantly affected on hope but had no direct impact on adaptation to the society. Third, hope partially mediated in the relationship between efficacy and adjustment to the society and also perfectly did in the relationship between social networks and adaptation to the society. These results of this study will be effectively used to enhance the adaptation to a new society in which immigrants moved newly.

**Key words:** Self-efficacy, social network, adjustment, hope, adaptation, correlation

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### INTRODUCTION

In Korea, there has been a rapidly growing demand for Foreign working people for small and medium enterprises due to technological advances, the low birth rate, the aging population and environmental changes in the labor market. As a result, many Foreign working people have flowed into Korea since the late 1980s. However, they are still suffering from many problems such as human rights violations and violence that has often led to an exodus of these working people. In this regard, there is a growing need for a study to attract national interest and prepare measures for the adjustment of Foreign working people the aforementioned problems could lead to not only serious social issues but also labor market problems such as gaps between supply and demand for manpower.

Social networks perform an important role in helping immigrants adapt successfully to new societies. Social networks are a structure of social organization (Baker *et al.*, 1992). That is, it is a unit of interpersonal solidarity that connects immigrant working people, previous immigrant working people and non-immigrants through contact between labor-exporting

to labor-importing countries. According to a previous study when Foreign working people face difficulties related to new jobs, they send text messages to their home countries rather than calling for help from Korean friends. A more recent study also showed that a majority of Foreign working people rely on their peers and relatives in their respective home countries even while they live in Korea (Choi, 2015). It is of interest to identify the impact of these home country text messages on how the Foreign working people's adjustment. In addition, self-efficacy can be deemed one of the important variables in how Foreign working people adapt to a society. Efficacy refers to a belief in one's competence to fulfill tasks and also one's perception of the ability to perform these tasks (Jung, 2012). Persons with similar levels of capability may or may not fulfill their given tasks in the same environment depending on their levels of efficacy (Bandura, 1977). Thus, efficacy among Foreign working people is related to research performance ability, research performance confidence and practical research experience. It may also become a main variable for how Foreign working people's adjustment and thus, there is a need to analyze the phenomenon.

Meanwhile, Foreign working people usually have a high degree of desire to succeed in Korean society and they are thus highly motivated to succeed in their research. This phenomenon can be explained by hope which is referred to a positive state of thought that is divided into pathway and agency thought (Snyder *et al.*, 1991). Pathway thought refers to finding and utilizing diverse ways to achieve desired objectives. Agency thought refers to the personal perception of one's own ability to use pathways to achieve objectives (Snyder *et al.*, 1998). People who have high levels of hope are willing to take on new challenges and they tend to perceive the possibility of achieving objectives whereas people with low levels of hope do not do their utmost (Snyder, 1994). In addition, Snyder (2000) emphasized the effectiveness of hope in diverse domains of the social adjustment and lives of immigrants to their respective host countries. However, very few studies have examined hope in Foreign working people and thus there is a growing need to validate its mediating effect on adjustment.

Studies on Foreign working people began to be published in 1991 with the first influx. The majority of these studies focused on how Foreign working people adapted (Yu, 1997; Seol and Lee, 2011; Seol, 1998; Kim, 2000, 2010; Yang, 2005; Lee, 2005; Jung, 2006; Gahn, 2006; Choi, 2011; Baek, 2012; Park, 2014). Some of the previous studies examined hope in immigrant women (Park, 2012), however, none has so far examined the hope of Foreign working people. Although, a number of domestic studies have examined the efficacy and social networks in relation to immigrant women, children, youth, elderly and athletes, only a handful of the previous studies focused on the efficacy of Foreign working people.

Therefore, the study was carried out to identify the impact of efficacy, social networks and Foreign working people's hope on their adjustment. To this end, this study established the following research questions. Firstly, what are the correlations between efficacy, social networks, hope and Foreign working people's adjustment? Secondly, what about the relationship between the self-efficacy, social networks, hope and Foreign working people's adjustment? Thirdly, what is the mediator of hope in the relationship among efficacy, social networks and adjustment to the new society.

## MATERIALS AND METHODS

**Research model:** This study set the research model shown in Fig. 1 on the basis of the preceding studies. That is, the study established the path by which efficacy affects adjustment and also the path by which social

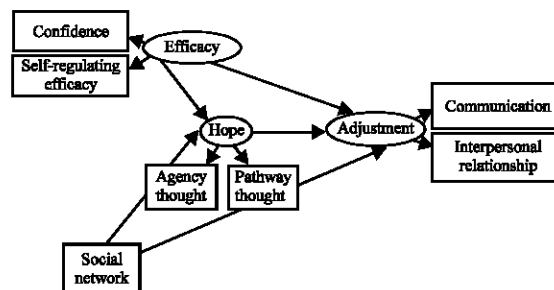


Fig. 1: Research model

networks and hope affects indirectly adjustment. Moreover, this study establishes a direct path with social networks and adjustment and the indirect and direct paths via hope.

**Participants and data collection:** This study used convenience sampling for the 11 regions (5 capital regions and 6 Chungcheong Regions) of Korea and purposive sampling with 488 Foreign working people from the 11 regions. In regard to the general participant characteristics, women accounted for 14.7% and those working in the manufacturing industry accounted for 45.9%. People from Vietnam accounted for 36.8 and Buddhism accounted for the largest proportion among religions at 47.3%. For marital status, both married and single individuals accounted for roughly similar proportions. By region, most participants were from small or medium-sized cities and rural areas. For monthly income, KRW 1.51-2 million accounted for the largest ratio and by education level, participants with a high school diploma or higher were the highest.

### Tools

**Efficacy:** The scale developed by Kim (1997) was used to measure efficacy, specifically, confidence and self-control. There are 11 questions in total, measured on a 5-point Likert scale, so that, a higher score indicates greater efficacy. The Cronbach's  $\alpha$  for confidence was 0.780 and that for adjustment in personal relationships was 0.777.

**Social networks:** The support network scale developed by Scandura (1992) was used to measure social networks after revision and supplementation. It consists of 6 questions on a 5-point Likert scale where higher scores indicated higher in social networks. The reliability achieved Cronbach's  $\alpha = 0.761$ .

**Hope:** To measure hope, this study used the Korean Dispositional Hope Scale (K-DHS) validated by Choi *et al.* (2008) from the Dispositional Hope Scale (DHS)

developed by Snyder *et al.* (1991). There are 8 questions in total, also on a 5-point Likert scale such that a higher score indicates more hope. Agency thought had a Cronbach's  $\alpha$  of 0.673 and that of pathway thought was 0.697.

**Adjustment:** In order to gain a comprehensive understanding of the degree of social adjustment, including working people's cultural and psychological adjustment, the scale used in the research of Oh (2009), Lee (2009, 2011) and Park (2011) was used after revision and supplementation to make it suitable for this specific research. It consists of 12 questions that measure adjustment in communication and in personal relationships with higher scores reflecting better adaption to society. The reliability of adjustment in communication achieved Cronbach's  $\alpha = 0.833$  and that of adjustment in personal relationships was 0.770.

**Data analysis:** Collected data were analyzed using statistical programs of SPSS PC+Win. 21.0 and AMOS 21.0. For the statistical analysis, descriptive statistics, reliability analysis, correlation analysis, mean comparison analysis and structural equation modeling were utilized.

**RESULTS AND DISCUSSION**

**Correlation analysis and descriptive statistics:** This study conducted Pearson correlation analysis to investigate the correlation between the variables as shown Table 1. The study found statistically significant positive correlations between efficacy, hope and social networks. In addition, there were significantly negative correlations between communication, agency thought and pathway thought and adjustment had a significant negative correlation with pathway thought, a sub-factor of hope. However, interpersonal relationships which are a sub-factor of adjustment had no significant correlation with efficacy or agency thought, a sub-factor of hope.

In regard to skewness and kurtosis, the absolute values for skewness and kurtosis were <3 and 8, respectively both of which constituted normal distributions based on the criteria proposed by West *et al.* (1995).

**Validating the modified:** To identify the structural relationships in the research model, the study analysed measurement model, convergent validity and model analysis. In addition, this study validated the research model and thus, confirmed that the path between social networks and adjustment was not significant. Accordingly, we deleted the corresponding path and performed to modify the research model.

Table 1: Correlation analysis

Factors	1	2	3	4	5	6	7
1	1						
2	0.711**	1					
3	0.551**	0.600**	1				
4	0.561**	0.529**	0.526**	1			
5	0.489**	0.544**	0.537**	0.614**	1		
6	-0.231**	-0.113*	-0.257**	-0.245**	-0.298**	1	
7	-0.022	-0.056	-0.066	-0.067	-0.117**	0.465**	1
M	3.8831	3.7174	3.7596	3.9491	3.8498	2.2145	2.7925
SD	0.85259	0.73490	0.67775	0.65227	0.70446	0.82338	0.76089
Ske-	-0.771	-0.656	0.336	-0.792	-0.580	0.615	0.157
-wnes							
Kurtosis	0.458	0.748	0.033	1.362	0.745	-0.115	-0.115

\*p<0.05, \*\*p<0.01; 1. Confidence; 2. Self-regulating efficacy; 3. Social network; 4. Agency thought; 5. Aathway thought; 6. Communication and 7. Interpersonal relationship

Table 2: Comparison of indices for the research and modified models

Classification	$\chi^2$	df	NFI	TLI	CFI	RMSEA
Research model	39.295***	9	0.970	0.946	0.977	0.083
Modified model	43.694***	11	0.967	0.952	0.975	0.078

\*\*\*p<0.001

Table 3: Comparison of indices for the research and modified models

Path between variables	B	$\beta$	SE	t-values
Efficacy~Hope	0.491	0.619	0.055	8.986***
Social network~Hope	0.201	0.269	0.043	4.677***
Hope~Adjustment	-0.921	-0.569	0.195	-4.721***
Efficacy~Adjustment	0.334	0.260	0.148	2.259*

\*\*\*p<0.001

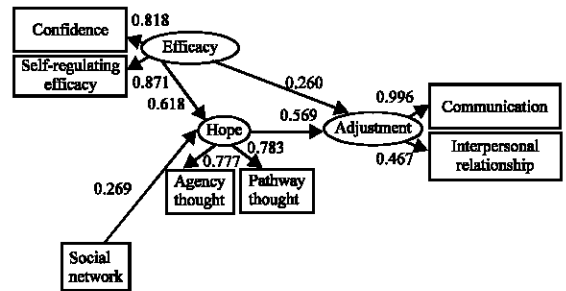


Fig. 2: The modified model

The results of modifying the model are more acceptable in the goodness of fit as shown in Table 2. Thus, this study selected the modified model as the final model. The validation results for the modified model and each path coefficient are shown in Fig. 2 and Table 3. All of the paths between the efficacy and hope of foreign working people ( $\beta = 0.619$ ,  $p<0.001$ ), between social networks and hope ( $\beta = 0.269$ ,  $p<0.001$ ), between hope and adjustment ( $\beta = -0.569$ ,  $p<0.001$ ) and efficacy and adjustment ( $\beta = 0.260$ ,  $p<0.05$ ) were significant. That is, foreign working people's efficacy had a direct impact on their adjustment and an indirect impact on adjustment via hope. In addition, the study found that social networks did not have a direct impact on adjustment; rather, it had an indirect impact via hope. In the modified model, hope was a main factor in adjustment.

Table 4: Mediating effects of hope

Path	Z-values	p-values
Efficacy-Hope-Adjustment	-4.1748***	0.0001
Social network-Hope-Adjustment	-3.3224***	0.0001

\*\*\*p<0.001

**Validating the mediating effects:** This research performed Sobel's test to identify whether hope was a mediating variable in the relationships between foreign working people's efficacy and social networks and their adjustment and between social networks and adjustment. The validation results are as follows as shown in Table 4. First, the path between efficacy and adjustment to the society was  $Z = -4.1748$  that is there was a partial mediating effect at the significance level of  $p < 0.001$ . The path between social networks and adjustment was  $Z = -3.3224$ , also a significant mediating effect at  $p < 0.001$ . That is Foreign working people's efficacy had a direct impact on their adjustment to the new society but also an indirect impact through hope. Social networks did not have a direct impact on the working people's adjustment to the new society but there was an indirect impact via hope.

### CONCLUSION

The study results are discussed below. First, this study found statistically significant positive correlations between efficacy, hope and social networks and significantly negative correlations between communication, agency thought and pathway thought. Moreover, adjustment had significant negative correlations with social networks and pathway thought. These findings are contrary to the other results that hope had positive correlations with the variables such as adjustment to a host country society. It is possible that the hardships felt by the Foreign working people in adapting were reflected in this study results.

Second, efficacy had a significant impact on hope and adjustment. This result is similar to the result that people with a higher degree of efficacy adapted to school life more successfully. Moreover, the current study's finding is also consistent with the result that hope played a partial mediating role in the relationship between efficacy and creativity. Social networks had a significant impact on hope but no direct impact on adjustment. These findings were inconsistent with the result that social networks were significantly related to quality of life and that the frequency of social network use was a significant variable in physical quality of life. This is likely because foreign working people mainly interact with their peers from their respective home countries in their social lives.

Moreover, hope was found to have a significant impact on adjustment and this finding is consistent with the result that hope was the only variable that influenced female middle school student's adjustment.

Third, hope had a partial mediating variable in the relationship between efficacy and adjustment and a perfect mediating variable between social networks and adjustment. That is, foreign working people's efficacy had a direct impact on their adjustment and also an indirect impact via hope. In contrast, social networks did not have a direct impact on adjustment but there was an indirect impact via hope.

### RECOMMENDATIONS

The following recommendations can be suggested based on the above findings. First, it was confirmed that hope was an important variable in Foreign working people's adjustment. Thus, it is necessary to develop hope enhancement programs that help Foreign working people stably adapt and increase their capacity to contribute as community members.

Second, this study identified the impact of efficacy, social networks and hope on Foreign working people's adjustment and found that the poor adjustment of Foreign working people can cause diverse social problems. Thus, it is urgent to study diverse variables related to their adjustment from a more specific and systematic perspective.

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