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Attitudes of Jordanians People toward Employment of Persons with Disabilities*

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Abstract

This study aimed to know the attitudes of Jordanians people toward employment of persons with disabilities, and it aimed to investigate the effect of some variables on these attitudes. In order to achieve the aims of this study, a questionnaire of attitudes toward employment of persons with disabilities were used to collect data from 800 persons (344 males and 456 females). The results indicated that the percentage of Jordanians people who emphasized that the work was a right for people with disabilities was (88.5%), and the percentage of Jordanians people who pointed out that people with disabilities unproductive was (69%). Also it indicates that there are statistically significant differences between the Jordanians people in the attitudes toward employment of persons with disabilities due to (Age, Educational level and Existence of a disability in the individual's family). Also there are no statistically significant differences between Jordanians people in the attitudes due to (Gender and Economic level).

Keywords

Attitudes, Employment, Persons with Disabilities

1. Introduction

Jordan signed and ratified on the International Convention on the Rights of Persons with Disabilities in 2007 (Higher Council for affairs of person with Disabilities {HCD}, 2007) [1], and it has been for it a general obligation to ensure and promote the full realization of all human rights without any kind of discrimination based on their disability. Nationally, Jordan has developed laws which allow people with disabilities to have easy access to employment. However, the reflection of this in practice is quite different, for it lacks logic and a coherent pattern (Bitar, 2013) [2].

*Dedicated to Professor Khawla Yahya.

Law on the Rights of Persons with Disabilities (Law number 31 for the year 2007) (obligates institutions of private and public nature who employ 25 - 50 employees, to hire at least one person with disabilities, and if the total number of workers exceeds 50, (4%) of the work force should be from persons with disabilities (HCD, 2007 [3]). The existence of the law is the only way to ensure that people with disabilities work, and percentages in the law known as the quota system, a quota system that obliges employers to ensure that certain proportion of their employees are persons with disabilities, it is not based on the competition according to qualifications and skills, but a specific percentage in the law, it means that people with disabilities are treated separately and remain excluded from all other potential-employees (Bitar, 2013 [2]).

In all countries of the world, persons with disabilities suffer from unemployment at a higher rate compared to persons without disabilities. (Abdat, 2014 [4]; Balcazar, Kuchak, Dimpfl, Saripepella & Alvarado, 2014 [5]; Henry, Petkauskos, Stanislawczyk & Vogel, 2014 [6]; Jang, Wang & Lin, 2013 [7]; Nyombi & Kibandama, 2014 [8]; Siperstein, Heyman & Stokes, 2014 [9]; Stone, 1999 [10]; Benshoff, Barrera & Heymaan, 2014 [11]; Volker, 2014 [12]; Coleman, Sykes & Groom, 2013 [13]; Gustafsson, Peralta & Danermark, 2013 [14]; Jang, Wang & Lin, 2014 [15]; International Labour Organization, 2013 [16]; Komarnicki, 2014 [17]; Nord, luecking, Mank, Kiernan & Wary, 2013 [18]; Nota, Rumrill, Fraser & Johnson, 2013 [19]; US department of Labor, 2013 [20]; Vornholt, Uitdewilligen & Nijhuis, 2013 [21]; Sing, 2012 [22]; Volker, 2012 [23]; Berthoud, 2011 [24]; Crawford, 2011 [25]; Mansour, 2009 [26]; National Disability Authority, 2005 [27]; Thornton & Lunt, 1995 [28]; Barnes, 1992 [29]). In Jordan, the employment rate among persons with disabilities is low (Abu Melhim, 2015 [30]; Abu Sain, 2015 [31]; Bitar, 2013 [2]; HDC, 2010 [32]), almost, 7.7% of people with disabilities are employed (Azzeh, 2015 [33]). The female unemployment rate is higher than males (Abu Melhim, 2015 [30]). (12%) from employed persons with disabilities in Jordan are women and (88%) from them are males) (HCD, 2010 [32]). Usually in Jordan is the employment of persons with disabilities on the humanitarian cases because of disability, or according to a quota system or to the qualifications. Ababneh (2016 [34]) found in his study which conducted in Jordan on (198) employee with a disability in the public sector. That (55%) of those employees employed on the humanitarian cases because of their disability. And (45%) of them were employed according to their qualifications.

Studies show that many persons with disabilities want to work, (Henry, *et al.*, 2014 [6]; Nord, *et al.*, 2013 [18]; Thornton & Lunt, 1995 [28]; Heron & Murray, 2003 [35]). And they can do so (Thornton & Lunt, 1995 [28]; Heron & Murray, 2003 [35]; Lysaght, Ouellette-Kuntz & Jung Lin, 2012 [36]). Because work is not only needed to earn a living, but also fulfills a number of basic human needs (Nota *et al.*, 2013 [19]; Vornholt *et al.*, 2013 [21]). they are many benefits of working and employment for people with disabilities, like: it can provide persons with disabilities with financial independence (Jang *et al.*, 2013 [7]; Nord *et al.*, 2013 [18]; Heron & Murray, 2003 [35]; Paez & Arendt, 2014 [37]; Arikawa, Goto & Mineno, 2013 [38]). support meaningful participation for persons with disabilities in community and benefit from their potential (Jang *et al.*, 2013 [7]),

improve health and well-being (Jang *et al.*, 2013 [7]; Vornholt *et al.*, 2013 [21]; Heron & Murray, 2003 [35]), increase confidence (Jang *et al.*, 2013 [7]; Heron & Murray, 2003 [35]), Work is one opportunity to reduce this isolation for persons with disabilities and expand social networks (Jang *et al.*, 2013 [7]; Vornholt *et al.*, 2013 [21]; Heron & Murray, 2003 [35]; Paez & Arendt, 2014 [37]), different skills development and increased life satisfaction and increase civic skills (Paez & Arendt, 2014 [37]).

Some studies have indicated that there positive attitudes towards the employment of persons with disabilities (Gustafsson *et al.*, 2013 [14]; Paez & Arendt, 2014 [37]; Employment monitoring and evaluation branch, 2011 [39]; Siperstein, Romano, Mohler & Parker, 2006 [40]; Florence, 2003 [41]; Hernandez, Keys & Balcazar, 2000 [42]; Minskoff, Sautter, Hoffmann & Hawks, 1987 [43]). Employment of persons with disabilities requires the assessing the occupational performance of the persons and the work environment and understanding the characteristics of the job by experiencing, first then, adjusting or improving the work environment to match the capabilities of the persons (Arikawa *et al.*, 2013 [38]), the job matching process requires good quality information about job seekers with disabilities to determine experience, skills, interests, education and general capacity. The process also requires good quality information about jobs, including the specific tasks to be performed, the standards of performance required, the conditions under which the work is performed and the organizational setting in which the work takes place (Boman, Kjellberg, Danermar & Boman, 2013 [44]; Heron, 2005 [45]).

Although employment is a right for persons with disabilities emphasized by the laws (HCD, 2007 [1]; Bitar, 2013 [2]), but that there is a gap between the law and its implementation (Bitar, 2013 [2]; Nyombi & Kibandama, 2014 [8]; Stone, 1999 [10]; Nota *et al.*, 2013 [19]; Vornholt, *et al.*, 2013 [21]; National Disability Authority {NDA}, 2005 [27]; Wilgosh & Skaret, 1987 [46]). This because of negative attitudes and misconceptions of some employers and people toward the idea of employment persons with disabilities (Abdat, 2014 [4]; Henry *et al.*, 2014 [6]; Nota *et al.*, 2013 [19]; US Department of Labor, 2013 [20]; Wilgosh & Skaret, 1987 [46]; Woodely & Metzgr, 2012 [47]; Kaye, Jans & Jones, 2011 [48]; Robert & Melina, 2005 [49]; Berry & Meyer, 1995 [50]; Kilbury, John & Stanford, 1992 [51]), and they don't have a clear policy regarding the employment of such type of workers (Mansour, 2009 [26]). many studies suggest that there are fears that the employment of persons with disabilities, such as the employers may be concerned that employees with disabilities have lower work productivity (Abdat, 2014 [4]; Hery *et al.*, 2014 [6]; Mansour, 2009 [26]; Barnes, 1992 [29]; Hernandez, *et al.*, 2000 [42]; Woodely & Metzgr, 2012 [47]; Kaye, *et al.*, 2011 [48]; McDonnall, 2014 [52]; Domzal, Houtenville & Sharma, 2008 [53]; Fuqua, Rathbun & Gade, 1984 [54]), the cost of accommodations (Henry *et al.*, 2014 [6]; US Department of Labor, 2013 [20]; Hernandez *et al.*, 2000 [42]), higher rates accident and work Injuries also higher compensations (Henry *et al.*, 2014 [6]; Woodely & Metzgr, 2012 [47] equa *et al.*, 1984 [54]), lack of skills enough to do work and no hassle (Henry *et al.*, 2014 [6]; Mansour, 2009 [26]; Barnes, 1992 [29]; Hernandez *et al.*, 2000 [42]; Woodely & Metzgr, 2012 [47]; Kaye *et*

et al., 2011 [48]; Domzal *et al.*, 2008 [53]), higher rates absence and additional costs (Henry *et al.*, 2014 [6]; Woodely & Metzgr, 2012 [47]; Kaye *et al.*, 2011 [48]; Domzal *et al.*, 2008 [53]), persons with disabilities can't work heavy work (Barnes, 1992 [29]), were barriers to employment in their own workplaces (Woodely & Metzgr, 2012 [47]), Working not be comfortable with persons with disabilities (Henry *et al.*, 2014 [6]; Woodely & Metzgr, 2012 [47]), greater supervision compared to persons without disabilities (Henry *et al.*, 2014 [6]; Kaye *et al.*, 2011 [48]; Domzal *et al.*, 2008 [53]), lack of access to practical training work experience and education (Komarinicki, 2014 [17]; US Department of Labor, 2013 [20]), lack of soft skills (e.g., communication, language, ability to interact effectively with employers (Komarinicki, 2014 [17]; US Department of Labor, 2013 [20]), finally customers and clients would not be particularly comfortable dealing with disabled people (Woodely & Metzgr, 2012 [47]).

Employees with disabilities are facing difficulties in their work (Heron & Murray, 2003 [35]; Stephens, Collins & Dodder, 2005 [55]) like, when they are found work, the majority find themselves in poorly paid (Jang *et al.*, 2013 [7]; Nyombi & Kibandama, 2014 [8]; Crawford, 2011 [25]; Thornton & Lunt, 1995 [28]; Barnes, 1992 [29]; Heron & Murray, 2003 [35]), low skills and education or poor work experience and no useful vocational qualification (Abdat, 2014 [4]; Stone, 1999 [10]; Jang, *et al.*, 2014 [15]; Barnes, 1992 [29]; Heron & Murray, 2003 [35]; Paez & Arendt, 2014 [37]), they get low status jobs which are unrewarding and undemanding {underemployment} (Jang *et al.*, 2013 [7]; International labour organization, 2013 [16]; Crawford, 2011 [25]; Thornton & Lunt, 1995 [28]; Barnes, 1992 [29]) or refused a job promotion (International labour organization, 2013 [16]; Crawford, 2011 [25]).

Also difficulty with transport (Coleman *et al.*, 2013 [13]; Heron & Murray, 2003 [35]), lack of social acceptance persons with disabilities by employers, colleagues or customers without disabilities is often be reasoned why employees with disabilities fail to stay in regular organization for sustained period (Vornholt *et al.*, 2013 [21]), anxiety or lack confidence in workplace (Coleman *et al.*, 2013 [13]), issues relating to access and support {e.g. difficulty getting into buildings, difficulty using facilities and lack of special aids or equipment} (Abdat, 2014 [4]; stone, 1999 [10]; Coleman *et al.*, 2013 [13]; Jang *et al.*, 2014 [15]; Komarnicki, 2014 [17]; Vornholt *et al.*, 2013 [21]; Heron & Murray, 2003 [35]), Lack of awareness of the importance employment for persons with disabilities (Henry *et al.*, 2014 [6]; Heron & Murray, 2003 [35]; Kulkarni & Kote, 2013 [56]), lack of awareness in the laws which related with employment for persons with disabilities (Abu Melhim, 2015 [30]), lack of the employing offices for the employment of persons with disabilities (Henry *et al.*, 2014 [6]; Kulkarni & Kote, 2013 [56]), were given less responsibility than colleagues without disabilities, were denied a workplace accommodation, were denied other work-related benefits (Crawford, 2011 [25]), low self-esteem and overprotective families, lack of a supportive legal environment and lack of policy support and rapidly changing labour markets (Heron & Murray, 2003 [35]) finally, negative attitudes of employers or colleagues and customers (Abdat, 2014 [4]; Henry *et al.*, 2014 [6]; Stone, 1999 [10]; Coleman *et al.*, 2013 [13]; Komarnicki, 2014

[17]; Crawford, 2011 [25]; Thornton & Lunt, 1995 [28]; Heron & Murray, 2003 [35]; Paez & Arendt, 2014 [37]; Domzal *et al.*, 2008 [53]).

The attitude towards persons with disabilities is important in employment, attitudes affected by the number of variable, including:

- 1) Type and severity of disability can affect employers' employing decisions (Henry *et al.*, 2014 [6]; Komarnicki, 2014 [17]; Nota *et al.*, 2013 [19]; Vorntholt *et al.*, 2013 [21]; Crawford, 2011 [25]; National disability authority, 2005 [27]; Paez & Arendt, 2014 [37]; Siperstein *et al.*, 2006 [40]; Hernandez *et al.*, 2000 [42]; Minskoff *et al.*, 1987 [43]; Woodely & Metzgr, 2012 [47]; Fuqua *et al.*, 1984 [54]; Stephens, *et al.*, 2005 [55]; Unger, 2002 [57]; Gilbride, Stensured, Ehlers, Evans & Peterson, 2000 [58]; Smith, 1981 [59]; Mithaug, 1979 [60]).
- 2) Gender, the attitudes toward employing men with disabilities are better compared to women with disabilities (Komarnicki, 2014 [17]; National disability authority, 2005 [27]; Heron & Murray, 2003 [35]; Boman *et al.*, 2013 [44]).
- 3) Many studies indicated that the employers with experience working with persons with disabilities have more favorable attitudes toward employees with disabilities (Henry *et al.*, 2014 [6]; Gustafsson, *et al.*, 2013 [14]; Nota *et al.*, 2013 [19]; Vornholt *et al.*, 2013 [21]; Wilgosh & Skaret, 1987 [46]; Robert & Melina, 2005 [49]; McDonald, 2014 [52]; Unger, 2002 [57]; Hernandez, McDonald, Divilbiss, Horin, Velcoff & Donoso, 2008 [61]). Some studies have indicated that there are no differences in attitudes towards the employment of persons with disabilities due to the variable to experience work with people with disabilities (Paez & Arendt, 2014 [37]; Woodely & Metzgr, 2012 [47]).
- 4) The number of employees in the workplace, there were positive attitudes towards the employment of persons with disabilities in large companies-in which a large number of employees-(Henry *et al.*, 2014 [6]; Florence, 2003 [41]).
- 5) Age, the attitudes towards the employment of young people who have a disability are positive compared to older people who have a disability (Vorntholt *et al.*, 2013 [21]).
- 6) Education for persons with disability (Vorntholt *et al.*, 2013 [21]; Boman *et al.*, 2013 [44]).
- 7) Type of work, if it was considered appropriate for persons with disabilities (Nota *et al.*, 2013 [19]).

The most important things that help the employment of persons with disabilities are the positive attitudes towards them, because of positive attitudes lead to:

- 1) The existence of legislation and laws binding at the employment of persons with disabilities. This is an important variable in the employment of persons with disabilities (Benshoff, Barrera & Heymann, 2014 [11]; Nord *et al.*, 2013 [18]; Volker, 2012 [23]; Abu Melhim, 2015 [30]; Florence, 2003 [41]).
- 2) The education of persons with disabilities, and establishing special centers for vocational habilitation and training for people with disabilities. Because it helps them get a job (Abdat, 2014 [4]; Henry *et al.*, 2014 [6]; Jang *et al.*, 2013 [7]; Komarniciki, 2014

- [17]; Kulkarni & Kote, 2013 [56]).
- 3) Establishing employing offices for the employment of persons with disabilities, because companies do not know how to reach people with disabilities (Jang *et al.*, 2013 [7]). the employing offices have two major roles: the first, helping jobseekers find suitable employment. Second, helping enterprises find suitable staff (Henry *et al.*, 2014 [6]; Volker, 2014 [12]; Heron & Murray, 2003 [35]).
 - 4) Establishing sheltered workshops for some persons with disabilities, who are can't work with persons without disabilities (Jang *et al.*, 2014 [15]; Visier, 1998 [62]).

Briefly, due to the importance of attitudes towards the employment of persons with disabilities to get a job. This study was conducted to identify the attitudes of Jordanians people towards the employment of persons with disabilities. In order to reach recommendations that would improve opportunities get a work for persons with disabilities. Therefore, the questions of this study are:

First: What are the attitudes of Jordanians people towards employment of persons with disabilities?

Second: Are there any statistically significant differences between Jordanians people in the attitudes towards employment of persons with disabilities due to (gender, age, educational level, economic level and the existence of a disability in the individual's family)?

2. Methods

This descriptive study describes attitudes of Jordanians people toward employment of persons with disabilities. It is also a comparative study, to see the differences in the attitudes of Jordanians people depending on variables (gender, age, educational, level economic level and the existence of a disability in the individual's family).

2.1. Study Participants

The numbers of participants in this study were 800 persons from Jordan, Age (20-60 years). They were randomly selected from all the cities of Jordan (the North (200 persons), middle (400 persons) and South (200 persons)). **Table 1** shows the demographic characteristics of the participants in this study.

2.2. Study Instrument

The Attitudes toward employment of persons with disabilities questionnaire were used to measure attitudes of Jordanians people toward employment of persons with disabilities. And to investigate the effect of variables (gender, age, educational level, economic level and the existence of a disability in the individual's family) on these attitudes. The study Instrument was developed by researcher it finally consisted of 18 items (positive and negative), the content validity for the questionnaires was established, also computed reliability of the questionnaires by Cronbach alpha's formula, it was (0.834). The highest score on the questionnaire is 90, the scores on the negative items (rejects employment of persons with disabilities were calculated as the following (strongly agree

Table 1. Demographics of Participants (n = 800).

| Independent variable | | N | Percent (%) |
|--|-----------------|-----|-------------|
| Gender | Male | 344 | 43 |
| | Female | 456 | 57 |
| | Total | 800 | 100 |
| Age (years) | ≤35 | 519 | 64.9 |
| | 36 - 51 | 227 | 28.4 |
| | ≥52 | 54 | 6.8 |
| | Total | 800 | 100 |
| Educational level | Below secondary | 87 | 10.9 |
| | Secondary | 184 | 14.8 |
| | Diploma | 118 | 14.8 |
| | Bachelor | 335 | 41.9 |
| | high education | 76 | 9.5 |
| | Total | 800 | 100 |
| Economic level | <300 | 270 | 33.8 |
| | 300 - 600 | 394 | 49.3 |
| | >600 | 136 | 17 |
| | Total | 800 | 100 |
| existence of a disability in the individual's family | Existing | 94 | 11.8 |
| | Does not exist | 706 | 88.3 |
| | Total | 800 | 100 |

= 1, agree = 2, neutral = 3, disagree = 4, strongly disagree = 5). And scores on the positive items (supports an employment of persons with disabilities) were calculated as the following (strongly agree = 5, agree = 4, neutral = 3, disagree = 2, strongly disagree = 1).

2.3. Data Collection and Analysis

Applied questionnaires on the Jordanians people age (20 - 60) from all the cities in Jordan. Special education students at Mu'tah University who live in different cities of Jordan helped a researcher in collecting the data. After collecting a number of questionnaires, the study sample was selected randomly.

For analysis data, to answer the first questions of the study "What are the attitudes of Jordanians people toward employment of persons with disabilities?" frequencies and percentages for the responses of study participants on each item were computed. To answer the second question "Are there any statistically significant differences between Jordanians people in the attitudes towards employment of persons with disabilities due to (gender, age, educational level, economic level and the existence of a disability in the

individual's family)?”

5 way ANOVA test was used to know differences in attitudes toward employment of persons with disabilities.

3. Results and Discussion

To answer the first question “what are the attitudes of Jordanian people toward employment of persons with disabilities?” Frequencies and percentages for the responses of study participants on each item were computed. **Table 2** shows that.

Table 2. Frequencies and percentages for the responses of study participants on each item.

| num | Item | Strongly agree and agree | | Neutral | | Strongly disagree and disagree | |
|-----|--|--------------------------|---------|-----------|---------|--------------------------------|---------|
| | | Frequency | Percent | Frequency | Percent | Frequency | Percent |
| 1 | The employment of persons with disabilities right for them. | 708 | 88.5 | 54 | 6.8 | 31 | 3.9 |
| 2* | The employment of persons with disabilities out of pity or on humanitarian cases. | 327 | 40.9 | 169 | 21.1 | 271 | 33.9 |
| 3* | A person with a disability is not productive. | 552 | 69 | 113 | 14.1 | 118 | 14.8 |
| 4* | A person with a disability burden on labor organization. | 121 | 15.1 | 114 | 14.3 | 532 | 66.5 |
| 5* | It is difficult for a person with disabilities to communicate with his employers or colleagues at work. | 460 | 57.5 | 152 | 19 | 160 | 20 |
| 6* | Preferably the employment of persons with disabilities versus organization exemption from part of the tax | 236 | 29.5 | 184 | 23 | 362 | 45.3 |
| 7* | Preferably the employment of persons with disabilities in their own places. | 247 | 30.9 | 141 | 17.6 | 390 | 48.8 |
| 8* | Persons with Disabilities are a subject of mockery in their workplace. | 524 | 65.5 | 119 | 14.9 | 145 | 18.1 |
| 9* | Persons with disabilities require special and expensive equipment in their workplace. | 243 | 30.4 | 175 | 21.9 | 367 | 45.9 |
| 10* | Some persons with disabilities have the appearance that does not allow to be employed. | 258 | 32.3 | 215 | 26.9 | 312 | 39 |
| 11* | Persons with disabilities suffer from health problems preclude employment in any job. | 274 | 34.3 | 173 | 21.6 | 337 | 42.1 |
| 12* | It is difficult for persons with disabilities required them to get things done on time. | 296 | 73 | 198 | 24.8 | 287 | 35.9 |
| 13 | Persons with disabilities can afford job responsibilities. | 503 | 62.9 | 131 | 16.4 | 145 | 18.1 |
| 14* | Persons with disabilities can work in any organization, but under the supervision continuously. | 153 | 19.1 | 151 | 19.9 | 474 | 59.3 |
| 15* | Prefer the employment of persons with disabilities, but the lower wages of persons without disabilities. | 538 | 67.3 | 116 | 14.5 | 128 | 16 |
| 16* | Person with disability asks advice from others constantly at his workplace. | 260 | 32.5 | 208 | 26 | 302 | 37.8 |
| 17* | A person with disability depends on others in the workplace. | 343 | 42.3 | 210 | 26.3 | 229 | 28.6 |
| 18* | A person with a disability needs to promote and encourage continuous and exaggerated it to keep the performance at work. | 151 | 18.9 | 118 | 14.8 | 521 | 65.1 |

*negative item some people did not answer the paragraphs.

Table 2 shows that the opinions about employment of persons with disabilities vary and are different. According to item (1) “The employment of persons with disabilities is right for them”. About 88.5% of respondents indicated that the right to employment for persons with disabilities. This result reflects the positive attitudes towards the employment of persons with disabilities, this result agrees with the results of studies (Gustafsson *et al.*, 2013 [14]; Paez & Arendt, 2014 [37]; Employment monitoring and evaluation branch, 2011 [39]; Siperstein *et al.*, 2006 [40]; Florence, 2003 [41]; Hernandez *et al.*, 2000 [42]; Minskoff *et al.*, 1987 [43]). Item (3) “A person with a disability is not productive” is a very negative item; about 69% of the respondents pointed out that persons with a disability are not a product. This result agrees with the results of studies (Abdat, 2014 [4]; Henry *et al.*, 2014 [6]; Mansour, 2009 [26]; Hernandez *et al.*, 2000 [42]; Woodely & Metzgr, 2012 [47]; Kaye *et al.*, 2011 [48]; McDonnell, 2014 [52]; Domzal *et al.*, 2008 [53]; Fuqua *et al.*, 1984 [54]).

When looking at the results of the responses of the study participants to specifically items (1) and (3), the gap between law and reality is clear; there are (88.5%) of the participants in the study pointed out that the right to employment for persons with disabilities, but (69%) indicated that persons with disabilities are not producers. This means that persons with disabilities are not employed based on their qualifications, but according to pity and on humanitarian cases. There are (40.9%) of the participants in the study indicated that the employment of persons with disabilities are out of pity or on humanitarian cases. In general, this result agrees with the results of studies (Bitar, 2013 [2]; Nyombi & Kibandama, 2014 [8]; Nota *et al.*, 2013 [19]; Vornholt *et al.*, 2013 [21]; National Disability Authority {NDA}, 2005 [27]; Wilgosh & Skaret, 1987 [46]) which indicated the existence of a gap between the law and reality. Also agree with what indicated by the results of studies (Abdat, 2014 [4]; Henry *et al.*, 2014 [6]; Mansour, 2009 [26]; Barnes, 1992 [29]; Hernandez *et al.*, 2000 [42]; Woodely & Metzgr, 2012 [47]; Kaye *et al.*, 2011 [48]; McDonnell, 2014 [52]; Domzal *et al.*, 2008 [53]; Fuqua *et al.*, 1984 [54]).

In the results of current study were concerns regarding the employment of persons with disabilities from the perspective the Jordanians people sorted by importance as shown in **Table 3**.

In general, the results of the current study, disagree with results studies Henry *et al.*, (2014 [6]) and Hernandez *et al.*, (2008 [61]), which indicated to some employers who have employed people with disabilities found that employers perceive workers with disabilities as easy to supervise to have productivity levels equal to or higher than employees without disabilities and to have low absence rates. The differences in results of the present study with results of the previous studies may be due to the different methodologies, difference the target groups in each study, the difference in the places where the studies were conducted, a mandatory law in the country where the study was conducted and environmental facilities there.

To answer the second question “Are there any statistically significant differences between Jordanians people in the attitudes toward employment of persons with disabilities

Table 3. Concerns regarding the employment of persons with disabilities from the perspective the Jordanians people sorted by importance (n = 800).

| num | Employment concern | Percentage (%) | Studies which agreed with this result |
|-----|--|----------------|---|
| 1 | It is difficult for persons with disabilities required them to get things done on time. | 73 | (Abdat, 2014 [4]; Henry <i>et al.</i> , 2014 [6]; Hernandez <i>et al.</i> , 2000 [42]; Woodely & Metzgr, 2012 [47], Kaye <i>et al.</i> , 2011 [48]; Domzal <i>et al.</i> , 2008 [53]). |
| 2 | A person with a disability is a productive. | 69 | (Abdat, 2014 [4]; Henry <i>et al.</i> , 2014 [6]; Mansour, 2009 [26]; Barnes, 1992 [29]; Hernandez <i>et al.</i> , 2000 [42]; Woodely & Metzgr, 2012 [47]; Kaye <i>et al.</i> , 2011 [48]; McDonnell, 2014 [52]; Domzal <i>et al.</i> , 2008 [53]; Fuqua <i>et al.</i> , 1984 [54]). |
| 3 | Persons with Disabilities are a subject of mockery in their workplace. | 65.5 | Komarinicki, 2014 [17]; US Department of Labor, 2013 [20]). |
| 4 | The difficulty of communicating a person with a disability with the employer or with his colleagues. | 57.5 | (Henry <i>et al.</i> , 2014 [6]; Komarnick, 2014 [17]; Barnes, 1992 [29]; Hernandez <i>et al.</i> , 2000 [42]; Woodely & Metzgr, 2012 [47]). |
| 5 | A person with disability depends on others in the workplace. | 42.3 | (Barnes, 1992 [29]; Woodely & Metzgr, 2012 [47]; Fuqua <i>et al.</i> , 1984 [54]). |
| 6 | Persons with disabilities suffer from health problems preclude employment in any job. | 34.3 | (Henry <i>et al.</i> , 2014 [6]; Barnes, 1992 [29]; Woodely & Metzgr, 2012 [47]; Kaye <i>et al.</i> , 2011 [48]; Domzal <i>et al.</i> , 2008 [53]). |
| 7 | Person with disability asks advice from others constantly at his workplace. | 32.5 | (Barnes, 1992 [29]; Woodely & Metzgr, 2012 [47]; Fuqua <i>et al.</i> , 1984 [54]). |
| 8 | Some persons with disabilities have the appearance that does not allow to be employed. | 32.3 | (Henry <i>et al.</i> , 2014 [6]; Woodely & Metzgr, 2012 [47]). |
| 9 | Persons with disabilities require special and expensive equipment in their workplace. | 30.4 | (Abdat, 2014 [4]; Henry <i>et al.</i> , 2014 [6]; Stone, 1999 [10]; Coleman <i>et al.</i> , 2013 [13]; Jang <i>et al.</i> , 2014 [15]; Komarnicki, 2014 [17]; Vornholt <i>et al.</i> , 2013 [21]; Hernandez <i>et al.</i> , 2000 [42]; Woodely & Metzgr, 2012 [47]; Fuqua <i>et al.</i> , 1984 [54]). |
| 10 | Persons with disabilities can work in any organization, but under the supervision continuously. | 19.1 | (Barnes, 1992 [29]; Woodely & Metzgr, 2012 [47]; Fuqua <i>et al.</i> , 1984 [54]). |
| 11 | A person with a disability needs to promote and encourage continuous and exaggerated it to keep the performance at work. | 18.9 | (Barnes, 1992 [29]; Woodely & Metzgr, 2012 [47]; Fuqua <i>et al.</i> , 1984 [54]). |
| 12 | Persons with disabilities can't afford job responsibilities. | 18.1 | (Abdat, 2014 [4]; Henry <i>et al.</i> , 2014 [6]; US department of labor, 2013 [20]; Barnes, 1992 [29]; Hernandez <i>et al.</i> , 2000 [42]; Woodely & Metzgr, 2012 [47]; Kaye <i>et al.</i> , 2011 [48]; Domzal <i>et al.</i> , 2008 [53]). |
| 13 | A person with a disability burden on labor organization. | 15.1 | (Henry <i>et al.</i> , 2014 [6]; Barnes, 1992 [29]; Hernandez <i>et al.</i> , 2000 [42]; Woodely & Metzgr, 2012 [47]). |

due to (gender, age, educational level, economic level and the existence of a disability in the individuals' family?). Means and Std. Deviations for the responses of study participants were computed. **Table 4** shows that.

Table 4 shows that there are virtual differences between Jordanians people in attitudes toward employment of persons with disabilities. To know if these differences are statistically significant, 5 way ANOVA was applied. **Table 5** shows that.

Table 4. Means and Std. Deviations for the responses of study participants.

| Independent variable | Level of independent variable | Num | Mean | Std. Deviation |
|--|-------------------------------|-----|------|----------------|
| Gender | Male | 344 | 55.6 | 10.9 |
| | Female | 450 | 56.7 | 10.2 |
| Age | ≤35 | 514 | 55.6 | 10 |
| | 36-50 | 226 | 57.9 | 11.6 |
| | ≥51 | 54 | 56.8 | 9.8 |
| Educational level | Below secondary | 87 | 54 | 8.9 |
| | Secondary | 182 | 55.9 | 9.9 |
| | Diploma | 117 | 58.6 | 11.4 |
| Economic level | Bachelor | 333 | 56 | 10.9 |
| | high education | 75 | 57.1 | 10 |
| | ≤300 | 267 | 55.3 | 10 |
| existence of a disability in the individual's family | 300 - 600 | 392 | 57 | 10.9 |
| | ≥600 | 135 | 56.5 | 9.8 |
| | Existing | 93 | 52.9 | 9.8 |
| | Does not exist | 701 | 56.8 | 10.6 |

Table 5. Results of 5 way ANOVA.

| Independent variable | df | Mean square | F | Sig |
|--|-----|-------------|-----|--------|
| Gender | 1 | 354.9 | 3.3 | 0.069 |
| Age (years) | 2 | 630.2 | 5.9 | 0.003* |
| Educational level | 4 | 286 | 2.7 | 0.031* |
| Economic level | 2 | 161.2 | 1.5 | 0.223 |
| existence of a disability in the individual's family | 1 | 948 | 8.8 | 0.003* |
| Error | 783 | 107.208 | – | – |
| Total | 800 | – | – | – |

*Statistically significant at the level of significance ($P \leq 0.05$).

Table 5 shows that there are no significant differences between Jordanian people in the attitudes toward employment of persons with disabilities due to gender. This result agrees with the result of Paez & Arendt (2014 [37]) which indicate that there were no statistically significant differences in the attitudes of employers' toward employment of persons with disabilities due to gender. Also **Table 5**, shows that there are significant differences between Jordanian people in the attitudes toward employment of persons with disabilities due to age, to know the in favor of the differences, the researcher conducted Scheffe' test and **Table 6** shows that.

Table 6. Result of Scheffe' test for variable age.

| | Age | Mean differences | Std. Error | Sig |
|---------|---------|------------------|------------|-------|
| ≤35 | 36 - 50 | -2.3* | 0.83 | 0.02* |
| | ≥51 | -1.2 | 1.5 | 0.73 |
| 36 - 51 | ≤35 | 2.3* | 0.83 | 0.02* |
| | ≥51 | 1.1 | 1.6 | 0.78 |
| ≥51 | ≤35 | 1.2 | 1.5 | 0.73 |
| | 36 - 50 | -1.1 | 1.6 | 0.78 |

Table 6 shows that the differences in attitudes towards the employment of persons with disabilities due to age. Were in favor of the aged between (36 - 50) compared to people aged ≤35. Result of this study disagree with the result of the study Paez & Arendt (2014 [37]). These differences may be due to those who are younger than 35 looking for work so they see a person with a disability is a competitor in the opportunity to get a job. As well as differences in attitudes may be due to age (36 - 50) is most the average age of people who work, and who may have experience working with people with disabilities. As many studies have indicated that work experience with people with disabilities lead to positive attitudes toward employment of persons with disabilities (Henry *et al.*, 2014 [6]; Gustafsson, *et al.*, 2013 [14]; Nota *et al.*, 2013 [19]; Vornholt *et al.*, 2013 [21]; Wilgosh & Skaret, 1987 [46]; Robert & Melina, 2005 [49]; McDonnell, 2014 [52]; Unger, 2002 [57]; Hernandez *et al.*, 2008 [61];). In any case, these conclusions need for further research. This result also disagrees with the result of Siperstein *et al.* (2014 [9]) study, which indicated that young employers attitudes towards the employment of persons with disabilities more positive compared to the elderly.

As well as when looking at the **Table 5**, there are significant differences between Jordanians people in attitudes towards the employment of persons with disabilities due to educational level. To know the in favor of the differences, the researcher conducted Scheffe' test and **Table 7** shows that.

Table 7 shows that the differences in attitudes towards the employment of persons with disabilities due to educational level were in favor of the educational level diploma compared to people educational level below secondary. Also when looking to **Table 5**, evidenced there are no significant differences between Jordanians people in attitudes towards the employment of persons with disabilities due to economic level. This could be because most participants in the study have an income, not hurt them employing persons with disabilities. The last result in **Table 5** is that there are no differences in attitudes towards the employment of persons with disabilities due to existence of a disability in the individual's family; the differences were in favor of the families who have a person with disability. This result agrees with the results of Heron & Murray (2003 [35]) study. Which pointed out that one of barriers the employment of persons with disabilities is over protective by their families.

Table 7. Result of scheffe' test for variable educational level.

| Educational level | | Mean differences | Std. Error | Sig |
|-------------------|-----------------|------------------|------------|--------|
| Below secondary | Secondary | -1.9 | 1.4 | 0.71 |
| | Diploma | -4.6* | 1.5 | 0.046* |
| | Bachelor | -2.2 | 1.2 | 0.53 |
| | high education | -3 | 1.6 | 0.48 |
| Secondary | Below secondary | 1.9 | 1.4 | 0.71 |
| | Diploma | -2.6 | 1.2 | 0.34 |
| | Bachelor | -0.2 | 0.95 | 1 |
| | high education | -1.1 | 1.4 | 0.97 |
| Diploma | Below secondary | 4.6* | 1.5 | 0.046* |
| | Secondary | 2.6 | 1.2 | 0.34 |
| | Bachelor | 2.4 | 1.1 | 0.34 |
| | high education | 1.5 | 1.5 | 0.9 |
| Bachelor | Below secondary | 2.2 | 1.2 | 0.53 |
| | Secondary | 0.2 | 0.95 | 1 |
| | Diploma | -2.4 | 1.1 | 0.34 |
| | high education | -0.8 | 1.3 | 0.9 |
| High education | Below secondary | 3 | 1.6 | 0.48 |
| | Secondary | 1.1 | 1.4 | 0.97 |
| | Diploma | -1.5 | 1.5 | 0.9 |
| | Bachelor | 0.8 | 1.3 | 0.9 |

4. Conclusions

A sample of Jordanians people who may be employers, colleagues for persons with disabilities or clients target group in this study. Accordingly, the researcher recommends conducting studies on specific categories, also studying the effect of other variables on the attitudes towards the employment of persons with disabilities, such as a variable (work and having experience working with people with disabilities). Also conduct specialized studies to find out the reasons behind the lack of employment of persons with disabilities by employers.

In this study, the effect of economic level on the attitudes towards the employment of persons with disabilities was studied because of the researcher's belief that low-income. Those believe that a person with disability can contribute to raising the level of income when receiving the work. In any case, the researcher recommends the study of the effect of these variables, as well as the interaction between variables, economic level and the existence of a disability in the family.

In general, varying attitudes came in this study, where the majority of the participants in this study emphasized that the right of persons with disabilities to get a job.

But the majority pointed to a number of concerns regarding the employment of persons with disabilities they noted the lack of productivity for people with disabilities, as well as frequent absences, and the inability to communicate effectively with employers or co-workers or clients and take responsibilities toward work. These concerns of the Jordanians people impede the employment of persons with disabilities. This requires an awareness of the rights of persons with disabilities to obtain employment as well as awareness of their ability to work by providing them with appropriate education and vocational rehabilitation program.

The vocational rehabilitation services providing persons with disabilities with vocational guidance, vocational training and Job referrals to help them to achieve vocational independence. Providing a person with disability vocational rehabilitation services is not enough. Rehabilitation will succeed when a person with a disability gets right to work; this requires forcing companies to activate the provisions of the law, and establishing private bodies to monitor the activation of provisions of the law by companies, Activate and improve transition services for persons with disabilities from school to work, establishing employing offices for the employment of persons with disabilities.

There are many strategies that help the employment of persons with disabilities, they are as follows: reduce of architectural barriers in public buildings and transportation, increase sheltered employment for some persons with disabilities, some persons with disabilities can work with people who have no disability in the open labor market and this requires providing support, the support persons with disabilities into integrated open employment should be encouraged by countries such as: incentive oriented quota system, cutting taxes on companies in exchange for the employment of a number of persons with disabilities, increase awareness of legal requirements, unless awareness of legal requirements is improved, persons with disabilities will continue to challenges to get a job, Granting Persons with Disabilities loans and bank facilities for the establishment their own businesses, an employment quota system that obliges employers to ensure that certain proportion of their employees are disabled, by the law on the rights of persons with disabilities (law number 31 for the year 2007), in public or private sectors organization with 100 or more employees, it is required that of least 4% of employees be disabled; and Impose sanctions on organization are not bound by the quota system the specified in the low. Organization failing to meet criteria must pay penalties.

Finally, work is right for persons with disabilities, and should not be practiced any discrimination towards them, such as giving those low wages, or underemployment, or depriving them of bonuses and incentives.

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