



NATIONAL COALITION *for* HOMELESS VETERANS

“Consumers With Major Depressive Disorders: Factors Influencing Job Placement”

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Quick Takeaways:

- Job placement of clients with major depressive disorder (MDD) is significantly impacted by rehabilitation placement professionals’ perception of control over employment barriers.
- A number of factors, including perceived value of job placement and comfort level with MDD, influence the intention of rehabilitation professionals to place MDD clients.

Study:

The Theory of Planned Behavior (TPB) posits that behavior is a function of the intention to perform a particular action. There are three cognitive components of TPB: 1) attitudes (AT) – the evaluation of outcomes/consequences of behavior; 2) subjective norm (SN) – the social pressure to perform or not perform a behavior; and 3) perceived behavioral control (PBC) – the perceived ease or difficulty of performing a behavior.

For this study, researchers used TPB to study the intention of public rehabilitation placement professionals to place clients with MDD in jobs. The MDD Placement Survey (MDDPS), an anonymous questionnaire, was administered to 108 public rehabilitation placement professionals in the Mid-Atlantic region.

Findings:

Researchers found PBC to be the most significant predictor of intention to place clients with MDD in jobs. When placement professionals felt they had control over employment barriers, job placement was more likely to occur. Examples of factors influencing PBC included having the knowledge to identify impediments to job placement and access to resources to address those barriers.

AT was also a predictor of intention, although to a lesser degree than PBC. When placement professionals believe that outcomes (e.g. increased self-esteem or work skills) are valuable and likely to occur, they are more likely to have a favorable AT. Overall the researchers found that SN has a limited influence on intention. However, the results suggested that participants respond to expectations imposed on them by organizational climates, specifically their supervisors.

Conclusion:

The results demonstrate the potential of using TPB to assess the beliefs and intentions of job placement professionals working with clients with significant barriers to employment. Through training and professional development, programs can increase knowledge and understanding of employment barriers and provide greater access to resources that address those barriers. The resulting increased self-efficacy among placement professionals may lead to better job placement outcomes for clients.