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## Effects of microaggressions on self-efficacy in the workplace among Latinos

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### Abstract:

Racial microaggressions are a relatively new form of racism and have been found to have negative effects on their victims. However, little research has been done with regard to microaggressions and their effects on the Latino community and this study had an even harder time locating research regarding microaggressions and their effects on self-efficacy. With the Latino community constituting such a large portion of the American population and workforce, it was thought that research in this area was long overdue. This study analyzed the relationship between experienced racial microaggressions, their effects on the self-efficacy of Latinos, and how workplace racism might have increased the negative effects of the racial microaggressions. For this study, 102 students from a Southern California university were surveyed and a Multiple Regression statistical equation was used to analyze the data. The researcher hypothesized that the experience of racial microaggressions would be negatively correlated with a person's self-efficacy and that the experience of racism at work would increase the predictability of low self-efficacy due to microaggressions. However, the results indicated a much different outcome. It was found that there was no relationship between the experience of racial microaggressions and self-efficacy and that the experience of racism at work had no significant change on that relationship. This is not to infer that Latinos do not experience racism and its negative effects. Instead, it might suggest that the interplay between microaggressions, self-efficacy, and work experience may be more complex than previously thought.

### Description:

Includes bibliographical references (pages 48-60)

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