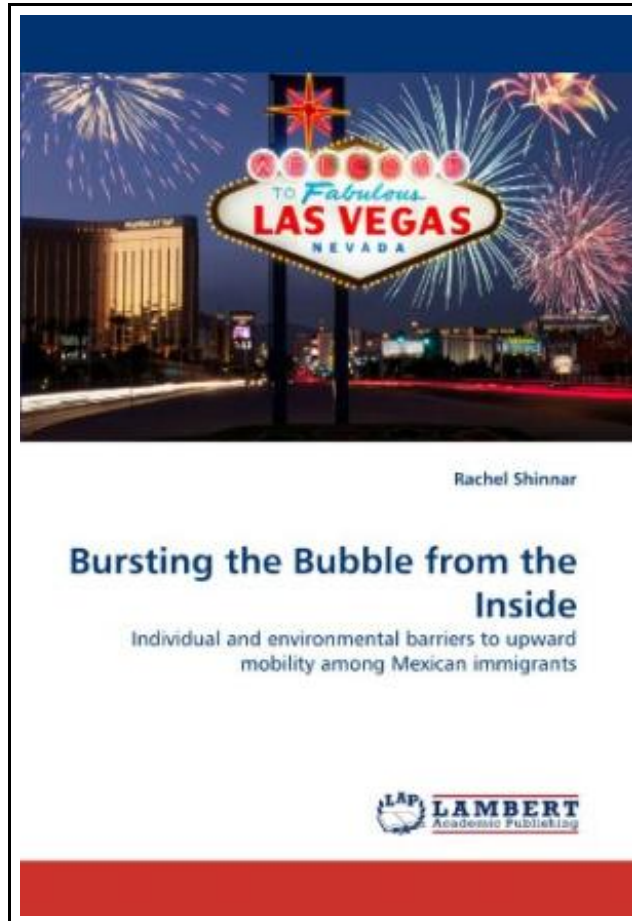


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Book Condition: New. Publisher/Verlag: LAP Lambert Academic Publishing | Individual and environmental barriers to upward mobility among Mexican immigrants | The career progression of Hispanic employees has received limited attention in organizational and counseling psychology. Studying career progression of this group would enhance our knowledge regarding the ways in which cultural values and the overall "immigrant" experiences influence the desire for and actual pursuit of upward mobility. This study examined the barriers and motivators to career progression among Mexican immigrant workers in the Las Vegas hospitality industry. As this was an exploratory study, semi-structured interviews were conducted with seventeen Mexican immigrant hotel employees. Findings identify two main groups of variables influencing career progression among Hispanic immigrants: Individual and environmental variables. Individual variables include human capital, self-concept, ethnic identity, cultural values and stress. Environmental variables include the local job market, the organizational culture and climate, and the characteristics of the job itself. | Format: Paperback | Language/Sprache: english | 312 pp.



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