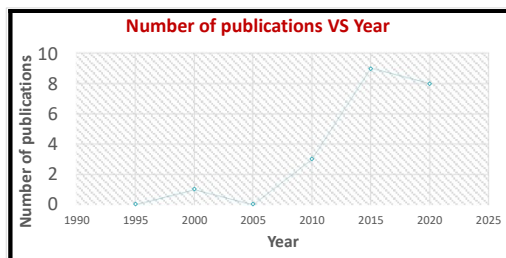


Background

- While studies that focus on the relationship between immigrant workers and psychological well-being are growing, systematic reviews that display such results are lacking (Moyce & Schenker, 2018).
- According to numerous studies conducted, immigrants face a multitude of issues ranging from basic health risks, discrimination, job insecurity, to marginalization (Hsieh, Apostolopoulos, & Sönmez, 2020).
- Despite these challenges, immigrants are still willing to work and subsequently bring benefits to the host country's economy (Bastia & Skeldon, 2020).

1

Figure 1. A graphic visualization of articles that reported on immigrant well-being. The data presents the articles (n=21) analyzed in this review.



Definitions

- Employee psychological well-being:** This broadly refers to the overall quality of an employee's experience and functioning at work (Warr, 1987). Subjective or psychological well-being measures encompass positive well-being such as happiness and life and job satisfaction or unpleasant effects such as distress, anxiety, and depression (McKee-Ryan, Song, Wanberg, & Kinicki, 2005).
- Immigrant:** There is no universally accepted definition of an immigrant employee (Lönnroth, 1991). In this review, we define an immigrant as a person who moves out of a country to settle in another for the long-term (Baruch, Dickmann, Altman, & Bournois, 2013). Therefore, we exclude expatriates who enter a host country to complete an employer-defined assignment on a short-term basis (Baruch et al., 2013).

2

Methods

- Methodology:** The primary method used to identify and retrieve the relevant literature was systematic review methodology (Denyer & Tranfield, 2009).
- Database search:** We conducted a broad search of peer-reviewed articles in Web of Science indexed journals using the keywords related to immigration, well-being, occupational health, employment, and Boolean operators.
- We screened the retrieved articles according to the following questions (a) Does the article report an empirical study (not conceptual)? (b) Does the article focus on psychological well-being at work? (c) Does the respective sample comprise international adult immigrant workers or employees (not natives migrating internally or immigrant youth, children, and families)? and (d) Does the article compare immigrant workers with non-immigrant counterparts?
- Data analysis:** In a literature review matrix (Garrard, 2016), we systematically coded the following: publication year, research purpose and or questions, hypotheses, theory, type of study, home and host countries of immigrant, occupation, variables, differences between immigrant and nonimmigrant employees, and reasons behind differences.

3

Initial search by keywords and search terms: 1,649 records were retrieved

Potentially relevant publications after reading the title and abstract: 75 publications

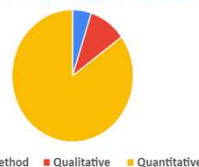
Articles coded for literature review: 21 publications

Purpose

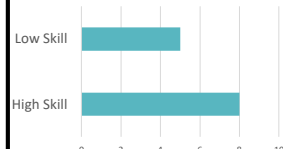
- We conducted a systematic literature review to identify and synthesize research that examined and reported significant disparities in immigrant workers' psychological well-being.

4

Type of Methods in Studies



Number of High or Low Skill Level Occupancies Studied



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Findings

Disparities in overall well-being:

- Overall, immigrants' mental health was significantly lower in comparison to their non-immigrant counterparts (Ulusoy, 2016; Aalto et al., 2014).
- Reasons behind disparities:**
 - Language barriers:** Three studies reported that coping with a foreign language barrier may compromise the quality of an immigrant's performance and professionalism (Aalto et al., 2014; Dietz et al., 2015). Other studies mentioned that linguistic misinterpretations can result in severe distress via embarrassment and self-consciousness (Pasca & Wagner, 2012).
 - Discrimination:** There are many forms of discriminatory actions in a workplace inflicted on immigrants by their peers (Pasca & Wagner, 2012). Furthermore, an immigrant's skills or degrees can either be devalued or perceived as a threat by their fellow employees (Dietz et al., 2015).

5

Solutions

- Supportive environment:** Often absent, from peers or supervisors in a workplace, can heavily influence a worker's well-being (Hoppe, 2011). Moreover, a good HR department plays a critical role by promoting positive reinforcement and thus creating a mentally healthy environment for immigrants (Tian, 2018). Supportive intra-organizational relationships have proven to bolster immigrant job satisfaction and self-worth (Pasca & Wagner, 2012).
- Diverse workplace:** Immigrants that work in an ethnically homogeneous workplace have shown to exhibit a lower proficiency in English (Hou 2009). Thus, having a culturally diverse workplace allows for a better environment of integration, adjustment, and acceptance in their new workplace (Pasca & Wagner, 2012).

6

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