

Job-Related Well-Being of Immigrants

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Abstract Considerable literature exists on the acculturation and adaptation of immigrants. For the most part, studies looked at their psychological and social adaptation to the host society in general. This study takes a step further, by looking into their working lives. The current paper presents a new perspective which regards job-related well-being and job satisfaction as indicators of psychological adaptation of immigrants. An investigation was conducted into the work-related well-being of Portuguese immigrants in Switzerland. The results show that on a whole Portuguese migrants working in Switzerland are satisfied with their jobs. Longer residential length was associated with higher workplace well-being. Job affective well-being and job satisfaction were predicted by sociocultural adaptation and satisfaction with migration life.

Keywords Migration · Job satisfaction · Job-related affective well-being

1 Introduction

There exists a large corpus of literature on acculturation and adaptation within the literature of cross-cultural psychology (Berry et al. 2011). Whereas, acculturation pertains to the changes resulting from the contact between groups and individuals of different cultural

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backgrounds (Redfield et al. 1936; Berry 1997), adaptation is related to the long-term outcomes of acculturation changes (Berry 1997).

There are different conceptualizations of adaptation, namely sociocultural adaptation that concerns the behavioral abilities needed to cope with social life in a new cultural context without much difficulty; and psychological adaptation that “refers to how comfortable and happy a person feels with respect to being into the new culture, or anxious and out of place.” (Demes and Geeraert 2014, p. 91). Hence, acculturation scholars have used indicators of psychological adaptation, such as self-esteem, life satisfaction and mental health (Ward et al. 2001).

In economic studies, adaptation refers to the process whereby immigrants acquire competencies and knowledge that improve their income and socioeconomic status (Venturini 2017). Thus, the focus of these studies is on objective parameters, such as integration on labour market, employment rate, wages and occupation prestige (e.g., Borjas 1985; Chiswick 1991).

This study uses the distinction made by Searle and Ward (1990) between psychological adaptation and sociocultural adaptation, and focuses on subjective parameters. Specifically, it focus on how the immigrants feel in the workplace and in relation to their jobs, using workplace well-being as an indicator of psychological adaptation.

2 Workplace Well-Being

People migrate in search for a better life, but the experience of leaving a familiar environment and adjusting to a new one is often stressful. Most studies on migration have concentrated on the psychological and social adaptation of immigrants to the host society (e.g., Ward et al. 2001), and relatively few have examined how satisfied they are with their jobs and how this impacts on their well-being.

The importance of work for the individuals, their lives and their sense of well-being has been well documented (see, e.g., Blustein 2008; Warr 1987, 2007). The centrality of work to the immigrants’ well-being is obvious. Apart from providing an income, work offers opportunities for social interaction and engagement with the host society. Moreover, work enhances the immigrants’ active roles in the host society, their identity and self-esteem (Beiser and Hou 2001), and studies show that the lack of employment is associated with the psychological distress felt by many immigrants (Aycan and Berry 1996; Khawaja and Mason 2008).

Although work is a key factor in the psychological functioning of the immigrants and their successful adaptation to the receiving society, this is an area that has not yet received much research attention. There is research showing the importance of subjective well-being on the integration of immigrants (Amit and Ross 2014), but few studies have addressed the question of whether immigrants are satisfied with their jobs, and little is known about their work-related well-being. This is surprising considering that work is the main reason for international migration. This study aims to fill the gap in existing work by looking into job related well-being and job satisfaction.

2.1 Job-Specific Well-Being and Job Satisfaction

Job-related well-being is a core part of subjective well-being at work, and refers to how the individuals feel in relation to their jobs (Warr 2007). Conceptualizing well-being as

a job specific issue allows a clearer understanding of the how job affects workers' well-being (van Horn et al. 2004). However, it is important to note that job-related well-being is interconnected with general life satisfaction, even though there is no consensus regarding the causal ordering of the two. Some authors claim that job satisfaction is a consequence of their life satisfaction, but others argue that it is a determining factor of overall life satisfaction (Rode 2004; Saari and Judge 2004).

The construct of job-related well-being tends to be inter-correlated associated with Job satisfaction (e.g., Warr 2007), however they refer to distinct aspects of how employees feel in their jobs. Whereas job-related well-being is an emotional assessment of the situation at work based on the experience of positive and negative affective states, job satisfaction is an appraisal of work conditions and features of the job. Both are the essential constituents of subjective workplace well-being (see Wilks and Neto 2013).

Job satisfaction can be studied as the appraisal of one's job as a whole with a global measure (e.g., "Overall, how satisfied are you with your job?"), or as sum of all job facets. By using facets scores as an overall satisfaction measure, it is possible to have a full picture of the specific aspects associated with job satisfaction.

Research has looked at age and gender-related differences in job-related affective well-being, but results have been inconclusive. Whereas some studies suggest a positive association between age and job-related affective well-being (Warr 2007), others indicate a negative association (Wilks and Neto 2013). Similarly, some studies found that men have higher levels of subjective well-being than women, but other studies found few or no differences. As for job satisfaction, most studies show a positive association between age and job satisfaction (e.g., Ng and Feldman 2010), but regarding gender, findings are inconsistent. While some findings indicate that women are more satisfied with their jobs than men, other results show few or no gender differences (Wilks and Neto 2013).

Various factors influence job satisfaction including personal characteristics and organizational factors. However, overall satisfaction is best predicted by the nature of work itself (e.g., degree of autonomy, variety of tasks, challenge) (Saari and Judge 2004). Research on immigrants' job satisfaction is rather sparse (Ea et al. 2008). Available findings indicate that acculturation is linked to job satisfaction (Au et al. 1998), and that there is an association between acculturation strategies and job satisfaction (Lu et al. 2012).

Although it may seem that work-related well-being and job satisfaction overlap, as discussed above, the latter is a cognitive rather than an emotional response based on an appraisal of working conditions and work aspects, while the former entails feelings and emotions about the situation at work. Thus, assessing both job-related well-being and job satisfaction is likely to yield an accurate idea of how employees feel at work.

2.2 Portuguese Migrants in Switzerland

Switzerland is the country with the highest rates of foreign residents in Europe (Observatório da Emigração 2015). The Portuguese started migrating to Switzerland in the sixties. They were few at first, but their number increased in the eighties, particularly after the agreement on freedom of movement between Switzerland and the European Union (EU). In 2014, Switzerland became the third main destination for Portuguese migrants (Observatório de Emigração 2015), and at the time of writing there are 234,074 Portuguese residents in Switzerland, making up 12% of all foreigners.

The majority of the Portuguese in Switzerland (63%) live in the French-speaking part of western Switzerland. They have well-established ethnic communities in the host country,

and prior to migrating, they have access to information and networks that provide support and resources.

As citizens of the EU, the Portuguese enjoy legal status and constitute the third biggest foreign community in Switzerland, but little is known about them. Thus, in 2010, the Swiss authorities commissioned a study on the Portuguese immigrants believing that they were poorly integrated. According to this study (Fibbi et al. 2010), the Portuguese who live in French-speaking Switzerland are better integrated than those in German-speaking areas. In general, their levels of education are lower than other South Europeans. They have a good reputation. They do not make many demands, “know their place,” and are ready to accept hard and less prestigious jobs. They have not attached importance to obtaining Swiss nationality, and intend to go back to Portugal. In short, at the eyes of the Swiss they behave accordingly to what is expected in terms of immigration (Fibbi et al. 2010).

2.3 Objectives of the Present Study

Our purpose was to investigate the level of workplace well-being among Portuguese migrants living in Switzerland. Accordingly, the purpose of the current study had two objectives. The first objective was to examine the level of workplace well-being of Portuguese migrants living in Switzerland, and by doing that extend prior research. Previous studies revealed that Portuguese immigrants living in France (Neto 1995) as well as Pakistanis, Vietnamese, Turks, and Chileans living in Norway (Sam 1998) were generally satisfied with their lives. Returned immigrant adolescents with their families from Canada, France, Germany, United States and Venezuela to Portugal were also quite satisfied with their lives (Neto and Neto 2011). In what concerns a specific domain of life satisfaction, satisfaction with migration life, Portuguese immigrants living in Switzerland were found to be generally satisfied with their lives (Neto and Fonseca 2016).

The second objective of the study was to analyse the relationship between workplace well-being and acculturation and adaptation factors. In the acculturation process, length of residence, acculturation orientation and perceived discrimination are generally considered as nuclear measures of acculturation (Berry et al. 2006).

Length of residence has been reported to be related to psychological adaptation (Frankenberg et al. 2013; Ward et al. 2001). For example, Neto and Fonseca (2016) found that the more prolonged was the duration of residence in Switzerland, the more immigrants were satisfied with their migration life. Hence we can expect that length of residence will be related to workplace well-being.

In Berry's (1997) framework of acculturation orientations, acculturating sojourners face two main issues: the desire to preserve their own cultural legacy and the desire to participate in the host society's culture. These two acculturation orientations, home and host orientations, can be assessed independently (Demes and Geeraert 2014; Donà and Berry 1994; Neto et al. 2005). Moreover, previous research has shown a negative relation between home orientation and psychological adaptation, and a positive relationship between host orientation and psychological adaptation (Demes and Geeraert 2014). Following this line of thought, we can expect a positive relationship between host orientation and workplace well-being, and negative relationship between home orientation and workplace well-being.

Perceived discrimination refers to the perception of being unfairly treated due to prejudice and ethnocentrism, and represents a potential major stressful factor of the acculturation process (Jasinskaja-Lahati et al. 2003). For this reason, studies indicate a strong association between perceived discrimination and poor mental health associated

with feelings of anxiety, psychological distress, depression and low levels of general well-being (Pascoe and Richman 2009; Phinney and Chavira 1995; Smith and Khawaja 2011). Having this in mind, we can expect a negative relationship between perceived discrimination and workplace well-being.

Psychological adaptation and sociocultural adaptation are both adaptive outcomes of acculturation, and scholars have reported that these two dimensions of adaptation are inter-related. Ward and Kennedy (1999) are among those who found a positive correlation between psychological and sociocultural adaptation outcomes. Therefore, we can expect a positive relationship between sociocultural adaptation and workplace well-being.

In more recent years, a new indicator of psychological adaptation has been proposed, the satisfaction with migration life (Neto and Fonseca 2016), which is a specific domain of life satisfaction. This construct has been defined as “a global cognitive evaluation by the migrant of his or her migrant life in which the criteria for the judgment are up to the individual” (Neto and Fonseca 2016, p. 47). Previous research showed strong associations between loneliness, satisfaction with life, sociocultural adaptation and satisfaction with migration life. Given these findings, we can expect a positive relationship between satisfaction with migration life and workplace well-being.

Based upon the review of the relevant literature presented above, five hypotheses were advanced:

H₁ It was hypothesized that migrants would present a positive workplace well-being.

H₂ It was expected that migrants with a longer length of residence would show higher workplace well-being than those with a shorter length of residence.

H₃ It was expected that acculturation factors (home culture orientation, host culture orientation and perceived discrimination) would predict workplace well-being.

H₄ It was expected that psychological adaptation (satisfaction with migration life) and sociocultural adaptation would predict workplace well-being.

H₅ It was expected that beyond acculturation factors, adaptation factors would predict workplace well-being.

3 Method

3.1 Participants

The participants were 202 Portuguese migrants. Women made up 52.5% of the sample. The age range of immigrants was between 18 and 63 (mean age 39 years). Their average length of residence in Switzerland was 13 years. Most of them were married (61%). Some 65% were blue-collar workers, 17% white collar workers, and 14% professionals (Table 1).

3.2 Measures

Beyond the demographic questions (age, gender, place of birth, period of residence, and professional occupation), the questionnaire of the current study was composed of the following materials:

Table 1 Characteristics of the sample

Variables	Immigrants (N = 202)
Mean age (SD)	39.0 (9.1) 18 to 63
Sex	
Male	96 (47.5%)
Female	106 (52.5%)
Marital status	
Single	29 (14.4%)
Married	123 (60.9%)
Cohabiting	26 (12.9%)
Divorced	24 (11.9%)
Education	
Less than secondary education	109 (54.0%)
Secondary education or higher	93 (46.0%)
Work	
Unskilled work	73 (36.1%)
Skilled work	58 (28.7%)
White collar work	34 (16.8%)
Professional	28 (13.9%)
Not currently work	9 (4.5%)
Country of immigration	
Switzerland	202 (100%)
Mean age of arrival (SD)	25.7 (7.7)
Mean duration of residence (SD)	13.4 (9.6)

3.2.1 Job-Related Affective Well-Being

Job-related affective well-being was evaluated with Warr's scale of feelings at work (1990, Wilks and Neto 2013). The scale includes six positive feelings (e.g., enthusiastic) and six negative feelings (e.g., gloomy). Respondents were asked to indicate how they felt about their jobs in the past few weeks, (1 = *nothing*, 5 = *very much*; negative items were reversed). A total score was calculated; greater values denoting higher well-being. In the present study the Cronbach's alpha coefficient the scale was .85.

3.2.2 Job Satisfaction

Job satisfaction was assessed with a scale with 16 items (Warr and Clapperton 2010) covering the most important job facets including both intrinsic (e.g., recognition) and extrinsic (e.g., pay) factors. Respondents were asked to rate their degree of satisfaction with each aspect of the job in the past few weeks, on a 5-point Likert-type scale (1 = *from very unsatisfied* to 5 = *extremely satisfied*). A total score of the 16 items was computed; greater values indicating greater satisfaction. In this study the Cronbach's alpha coefficient of the scale was .93.

3.2.3 Acculturation Orientation

Acculturation orientation was measured using the Brief Acculturation Orientation Scale (Demes and Geeraert 2014). It consists of four items for measuring acculturation towards the home country (e.g. “It is important for me to have Portuguese friends”), and also of four items for measuring acculturation toward the host country (e.g. “It is important for me to have Suisse friends”). Respondents rated their agreement with the items on a 7-point Likert-type scale ranging from 1 (*Strongly disagree*) to 7 (*Strongly agree*). The scores of these scales were reliable and valid among international students (Demes and Geeraert 2014; Neto and Wilks 2017). In the present study Cronbach’s alphas were respectively, .90 and .91.

3.2.4 Perceived Discrimination

Perceived discrimination was assessed using five items about the direct experience of discrimination (e.g., “I don’t feel accepted by the Suisse.”) (Neto 2006). Participants responded on a scale ranging from 1 (*Strongly disagree*) to 5 (*Strongly agree*). In the present sample Cronbach alpha was .82.

3.2.5 Sociocultural Adaptation

The Sociocultural Adaptation Scale (SCAS, Ward and Kennedy 1999; Sequeira Neto 2014) asked the participants the degree of difficulty experienced in 20 social situations in the society of settlement. Greater scores indicated a higher amount of difficulty (Cronbach alpha, .94).

3.2.6 Satisfaction with Migration Life

The Satisfaction with Migration Life Scale was previously developed (Neto and Fonseca 2016) to measure a global and subjective assessment of quality of migration life. This scale consists of five items. A sample item is: “In most ways my migration life is close to my ideal”. Respondents were asked to state how much they agreed or disagreed with each item on a 5-point Likert scale (1 = *Strongly disagree* and 5 = *Strongly agree*). In the present study Cronbach alpha was .94.

3.3 Procedure

Respondents were recruited by a Portuguese woman, trained for this task, in Geneva, Switzerland. The migrants were approached in places where they meet: communities, clubs, and parishes. In addition, migrants were recruited using the snowball method (family members or friends of the participants). The respondents’ rate was approximately 80%. The participants were informed about the aims of the present investigation. Their consents were obtained. All respondents participated voluntarily. Completion of the

questionnaires took approximately 25 min. There were no rewards given for completing the questionnaire. The questionnaire was administered during the first semester of 2016.

4 Results

Descriptive statistics of the scales used in this study are shown in Table 2. One-sample *t*-tests showed that the mean scores of migrants on job affective well-being ($M = 3.60$; $SD = .78$) and job satisfaction ($M = 3.65$; $SD = .84$) were significantly above the scale midpoint ($p < .001$). Results showed that the mean scores for job-related affective well-being and job satisfaction were similar. On job satisfaction, migrants were more satisfied with pay rate, followed by working conditions, and relationship with management, and less satisfied with job stress, work hours and variety in the job. Thus, the findings of this study suggest that migrants displayed a positive workplace well-being in consonance with our first hypothesis.

One-way analyses of variance were performed to examine the effects of age, gender, level of education, and length of residence on job affective well-being and job satisfaction. The effects of age, gender, and level of education on the scores of job affective well-being and job satisfaction did not differ significantly (all $ps > .05$). Participants were divided into two groups according to the length of residence: those with 10 years or less of residence in Switzerland and those with more than 10 years. There were statistically significant differences between participants with a shorter length of residence ($M = 3.46$, $SD = 0.84$) and those with a longer length of residence ($M = 3.71$, $SD = 0.70$), [$F(1, 200) = 5.70$, $p < .05$, $\eta^2 = .028$] on job affective well-being. There were also statistically significant differences on job satisfaction between participants with a shorter length of residence ($M = 3.35$, $SD = 0.87$) and those with a longer length of residence ($M = 3.91$, $SD = 0.72$), [$F(1, 200) = 25.28$, $p < .001$, $\eta^2 = .112$]. Therefore, these findings support our second hypothesis, migrants with a longer length of residence showed higher workplace well-being than those with a shorter length of residence.

Pearson product-moment correlation coefficients were analysed between variables used in the study (see Table 3). Job affective well-being correlate significantly with job satisfaction ($r = .69$, $p < .001$). Both workplace well-being measures correlated positively with host culture orientation and satisfaction with migration life, and negatively with perceived discrimination and sociocultural adaptation.

Table 2 Self-reported scales used in the study

Variables	Number of items	Range	M	SD	Alpha
1. Job affective well-being	12	1–5	3.60	.78	.85
2. Job satisfaction	15	1–5	3.65	.84	.93
3. Home culture orientation	4	1–7	5.94	1.09	.90
4. Host culture orientation	4	1–7	4.74	1.72	.91
5. Perceived discrimination	5	1–5	2.23	.87	.82
6. Sociocultural adaptation	20	1–5	3.97	.89	.94
7. Satisfaction with migration life	5	1–5	3.50	1.13	.94

Table 3 Intercorrelations among the scales used in the study

Variables	1	2	3	4	5	6
1. Job affective well-being	–					
2. Job satisfaction	.69***	–				
3. Home culture orientation	.07	.02	–			
4. Host culture orientation	.53***	.60***	.41***	–		
5. Perceived discrimination	–.58***	–.59***	–.12	–.56***	–	
6. Sociocultural adaptation	–.39***	–.46***	–.16*	–.48***	.37***	–
7. Satisfaction with migration life	.58***	.74***	.15*	.71***	–.61***	–.46***

* $p < .05$; ** $p < .01$; *** $p < .001$

In order to test H_3 , H_4 and H_5 we performed hierarchical multiple regressions. Prior to performing the regression analyses collinearity diagnostics were analysed to ensure that variance inflation factor did not exceed 10. The largest correlation predictor was .74, less than .80, the heuristic figure suggesting possible multicollinearity (Myers et al. 2006). The acculturation variables (home culture orientation, host culture orientation and perceived discrimination) and the adaptation variables (sociocultural adaptation and satisfaction with migration) were entered in the first block, as well as the demographic variables (age, gender, education, and length of residence) as control variables. To test whether beyond acculturation variables, adaptation variables predicted workplace well-being, the latter variables were entered in a second block.

In the first block the regression showed that 42% of the total variance in job affective well-being could be explained by the acculturation variables, $F(7, 194) = 19.92$, $p < .001$ (see Table 4). Job affective well-being was predicted by home culture orientation, host culture orientation and perceived discrimination. A positive host culture orientation ($\beta = .38$, $p < .001$, and negative home orientation ($\beta = -.14$, $p < .05$) and perceived discrimination ($\beta = -.41$, $p < .001$) predicted significantly job affective well-being. Table 4 also shows that in the first block that 38% of the total variance in job affective well-being could be explained by the adaptation variables, $F(6, 195) = 20.08$, $p < .001$. Job affective well-being

Table 4 Hierarchical regression models of demographic, acculturation and adaptation factors predicting job-related affective well-being among migrants

Variables	Block 1, β	Block 1, β	Block 2, β
Age	.07	.09	.08
Gender	.02	.02	.01
Education	–.07	.01	–.05
Length of residence	–.12	–.21**	–.21***
Home culture orientation	–.14*		–.10
Host culture orientation	.38***		.15
Perceived discrimination	–.41***		–.32***
Sociocultural adaptation		–.18**	–.13*
Satisfaction with migration life		.56***	.29**
R^2	.42	.38	.47
Adjusted R^2	.40	.36	.44
	19.92***	20.08***	8.45**

* $p < .05$; ** $p < .01$; *** $p < .001$

was predicted by length of residence, sociocultural adaptation and satisfaction with migration life. Lower length of residence ($\beta = -.21, p < .01$), and sociocultural adaptation ($\beta = -.18, p < .05$) and higher satisfaction with migration life ($\beta = .56, p < .001$) also significantly predicted job affective well-being.

In the second block the regression showed that beyond acculturation variables, adaptation variables predicted job affective well-being, $F(9, 192) = 18.56, p < .001$, and the explained variance was 47%. In this model length of residence, perceived discrimination, sociocultural adaptation, and satisfaction with migration life emerged as significant predictors of job affective well-being.

In the Table 5 we can observe the results concerning job satisfaction. In the first block the regression showed that 49% of the total variance in job satisfaction could be explained by the acculturation variables, $F(7, 194) = 28.13, p < .001$. Job satisfaction was predicted by home culture orientation, host culture orientation and perceived discrimination. A positive host culture orientation ($\beta = .50, p < .001$, and negative home orientation ($\beta = -.23, p < .001$) and perceived discrimination ($\beta = -.31, p < .001$) predicted significantly job satisfaction. Table 5 also shows that in the first block, 58% of the total variance in job satisfaction could be explained by the adaptation variables, $F(6, 195) = 44.53, p < .001$. Job satisfaction was predicted by sociocultural adaptation and satisfaction with migration life. Higher sociocultural adaptation ($\beta = -.15, p < .01$) and satisfaction with migration life ($\beta = .67, p < .001$) also significantly predicted job satisfaction.

In the second block the regression showed that beyond acculturation variables, adaptation variables predicted job satisfaction, $F(9, 192) = 34.28, p < .001$, and the explained variance was 62%. In this model host culture orientation, home culture orientation, perceived discrimination, sociocultural adaptation and satisfaction with migration life emerged as significant predictors of job satisfaction. In sum, these findings support our H_3, H_4 and H_5 .

5 Discussion

In line with our first hypothesis, findings showed that migrants had a positive workplace well-being. In this respect, it is interesting to compare the findings with those of a previous

Table 5 Hierarchical regression models of demographic, acculturation and adaptation factors predicting job facet satisfaction among migrants

Variables	Block 1, β	Block 1, β	Block 2, β
Age	.02	.06	.05
Gender	-.02	-.02	-.03
Education	.03	.12*	.06
Length of residence	.11	-.03	-.03
Home culture orientation	-.23***		-.15**
Host culture orientation	.50***		.14*
Perceived discrimination	-.31***		.17**
Sociocultural adaptation		-.15**	-.13*
Satisfaction with migration life		.67***	.50***
R^2	.50	.58	.62
Adjusted R^2	.49	.57	.60
	28.13***	44.53***	34.28***

* $p < .05$; ** $p < .01$; *** $p < .001$

research using the same instruments to assess job-related well-being and job satisfaction with Portuguese living in Portugal (Wilks and Neto 2013). While Portuguese migrants had similar levels of job-related affective well-being and job satisfaction, the latter had higher levels of job satisfaction than job-related affective well-being. There were also differences regarding job satisfaction facets. Unlike Portuguese migrants, who were more satisfied with pay rate, working conditions, and relationship with management, the Portuguese workers in Portugal were less satisfied with these job facets, and more satisfied with those related to work hours and job demands.

The literature presents a mixed picture about the level of well-being among immigrant people. While some studies suggest that immigrants may be prone to psychological maladjustment (King and Merchant 2008), other studies do not indicate any significant differences in psychological adaptation between immigrants and native people. For example, two studies show that young Portuguese living in France and young Portuguese who had never migrated and were living in Portugal did not differ on loneliness and satisfaction with life (Neto 1995, 1999). Similar findings were found among Portuguese migrants living in Switzerland (Neto and Barros 2007), and among Angolan, Cape Verdean and Indian adolescents with an immigrant background residing in Portugal (Neto 2002). Adolescents from returned migrant families to Portugal also displayed similar levels of satisfaction with life in comparison with peers who had never migrated (Neto and Neto 2011).

In the current study, the level of workplace well-being was not compared to the native population. However, in comparison with the Portuguese workers in Portugal in the above mentioned study, the Portuguese migrants presented a slightly more positive level of workplace well-being. This finding suggesting that immigrants were fairly satisfied with their workplace is in accordance with Berry's (1997) conclusions that the majority of immigrants adapt well to the society of settlement, in spite of the strains associated with the demands of cultural adjustments.

As previously said, findings supported our hypotheses, and are consistent with previous research (e.g., Neto and Fonseca 2016). Results show a relationship between the length of time the immigrants have lived in Switzerland and their well-being. Longer residential length was associated with higher workplace well-being.

Job affective well-being and job satisfaction were predicted by sociocultural adaptation and satisfaction with migration life. Thus, host culture orientation, home culture orientation, perceived discrimination, sociocultural adaptation and satisfaction with migration life are factors to be considered in the adaptation of migrants.

The findings of the current study are particularly relevant given the importance of workplace well-being for a successful working life (Pavot and Diener 2004) and work performance (Bryson et al. 2017). If we are to promote a good integration of migrants, their workplace well-being have to receive due attention.

Although the current study extends previous studies on immigrants, that have neglected how they feel in the workplace, there are limitations that need to be addressed. The most obvious limitation is that the sample was one of convenience. Migrants were recruited through the snowball technique, and this limits their representativeness. Second, the study was confined to Portuguese immigrants in Switzerland, which limits the generalizability of the findings. Future research should incorporate different populations. Another limitation is that our findings rely exclusively on self-report instruments. A qualitative research study to assess how immigrants feel in the working place could provide additional insights. Yet another limitation is that all the data were collected at a single point of time. It would be desirable to assess well-being at different points in time to assess multiple aspects of job-related well-being.

Work is a crucial life domain and plays a relevant role in the successful adaptation of immigrants. By establishing a link between migrants' well-being at work and adaptation, the findings presented here provide the basis for a new research avenue to be explored. With the growing numbers of migrants all over the world is certainly worthwhile to know how they feel in the working place.

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