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Professor Choi, Seulki



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of Persons with Disabilities in Korea**

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Minah Kim

ABSTRACT

This paper examines the effect of disability acceptance on the job search intention of the economically inactive population with disabilities in Korea, using the Second Wave Panel Survey of the Employment for the Disabled. We also investigate the effect of disability acceptance on employment status, a presumed indicative of the transition from job search intention to actual job search. We find that of 4 dimensions of disability acceptance, de-emphasis on disability salience especially has a positive effect on the job search intention as well as employment.

Keywords: disability acceptance, job search intention, fixed-effect model, logistic regression model, the economically inactive with disabilities, Korea

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I. INTRODUCTION

The common perception that disability causes activity limitation and participation restriction has not only kept the disabled in stereotypes and discrimination but also played a part in a widening gap of employment opportunities between the disabled and able-bodied, subsequently posing various challenges for labor market activities of the disabled. In this sense, employment has an overarching meaning in such that it encourages self-worth as well as opportunities to better integrate into society. Narrowing the economic, social, and psychological gap between the disabled and the able-bodied, this in turn would lead to a successful independence living of persons with disabilities (Kim, 2010).

In Korea, disability employment policy has been extended since the 1991 Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities. Although it made a notable contribution to the hiring rate of the disabled (Korea Employment Agency for Persons with Disabilities [KEAD], 2020), their economic activity has been sluggish at 37% (Korea Employment Agency for Persons with Disabilities [KEAD], 2020). This is accompanied by a large number of economically inactive people with disabilities (Kim, 2020).

In the literature, disabled people's economic activity and employment outcomes were mainly discussed in relation to their sociodemographic characteristics (Kim et al., 2012; Kim, 2010; Lee & Jung, 2016; Paik et al., 2007), disability and health characteristics (Kim, 2010; Lee & Jung, 2016; Uh, 1996), and characteristics of occupational competence (Kim, 2005; Lee & Jung, 2016). However, little attention has been paid to psychosocial characteristics of disabled people. Among different psychosocial aspects, disability acceptance is strongly associated with the self-perception and reassessment of a disabled person and has been interpreted as a means to self-empowerment and forming a positive identity (Park & Lee, 2015). Previously, researchers have

confirmed a positive effect of disability acceptance on the job retention of workers with occupational injuries (Kim & Jo, 2009) and a positive correlation between disability acceptance and interpersonal relationship and psychological well-being (Choi, 2012). Additionally, Lee (2012) found a positive effect of disability acceptance on rehabilitation motivation of stroke patients.

Although there are limited studies in which disability acceptance is examined as a significant factor of different domains of life, these results imply the latent influence of disability acceptance in determining a disabled person's behavioral intention to engage in social activities. In the context of vocational rehabilitation, disability acceptance therefore could be a significant determinant.

Consequently, linking these two factors, this study examines the effect of disability acceptance on the job search intention of economically inactive persons with disabilities in Korea using the second wave panel survey of employment for the disabled (PSED). Given that the economically inactive is considered as a potential labor supply (Leaker, 2009), identifying the determinants of job search intention would be conducive to the better understanding of their future labor market transition.

Subsequent sections of this paper introduce a review of previous literature and theories of disability acceptance and job search intention. After a description of data and methodology, the main estimation model as well as the results of this paper are presented. In the discussion section, additional study was conducted in order to estimate the effect of disability acceptance on employment status. The last section of this paper presents limitations along with concluding remarks.

II. LITERATURE REVIEW

PREVIOUS LITERATURE ON DISABILITY ACCEPTANCE

When a person acquires a disability, overcoming it becomes an important question, both physically and mentally. In such a process, the person reaches a point where he or she accepts the disability, and the degree to which one accepts it shapes the future outcome of self-realization (Kwon & Choi, 2016). Now, one may wonder what it means to accept one's disability since the extent could vary from individual to individual. Understanding disability as a value loss, Dembo et al. (1956) maintains that disability acceptance is how a person disentangles oneself from residing in a self-devaluating system. They further emphasize the significance of realizing the value of existing abilities. Wright (1983) also defines disability acceptance as "acceptance of one's disability as nondevaluating" (p.159). Although these definitions focused upon the perspectives of physical disabilities, coming to terms with disability is a challenge that many disabled individuals go through regardless of the type of disability. According to DeLoach and Greer (1981), successful adjustment to disability can strengthen the ability to integrate into society (as cited in Li & Moore, 1998). Because disability acceptance is closely related to self-affirmation and self-empowerment, understanding this personal and psychological characteristic should be anteceded.

In previous literature, researchers have taken different approaches to explaining one's acceptance of disability. By and large, studies analyzed the correlation between disability acceptance and other variables (Kim, 2002; Lee, 2012; Park, 2009) or the mediating or moderating effect of disability acceptance (Jung, 2012; Kim, 2019). Additionally, among the research that examined predictors of disability acceptance, Kim (1999) found that the time of disability onset has a significant effect on disability acceptance. That is, persons with congenital

disabilities express a higher degree of disability acceptance compared to those with acquired disabilities.

In another aspect, Yun (2003) studied factors that affect disability acceptance using a sample of persons with spinal cord injuries. Yun found that, of all individual- and environment-specific variables, coping and self-concept had a statistically and positively significant effect on disability acceptance. Her findings underscore that the extent to which an individual accepts his or her disability is initially influenced by cognitive factors rather than environment-specific factors. In later years, Park (2006) investigated predictors of disability acceptance of persons with physical disabilities in Korea. Similar to Yun's study, Park also considered individual- and environment-specific characteristics and found that self-esteem, the degree of disability, time of disability onset, family support, employment status, and previous experience of rehabilitation services predicted one's acceptance of disability. However, in Park's research, the sample was limited to residents of Seoul and Gyeonggi area, leaving few limitations due to the nature of a self-administered survey.

Son (2007) focused on people who acquired disabilities in their adulthood. The key objective of Son's study was to single out individual- and environment-specific characteristics of the sample, and Son found that religious activities, perceived relationship with family, and self-esteem had a statistically and positively significant effect on disability acceptance. Yet, her research, too, involves a sample representation issue as the sample was limited to residents of Seoul. The significant effect of self-esteem on disability acceptance was later supported by Lee and An (2011). Additionally, Yun and Shin (2015) investigated factors that determine life satisfaction of persons with disabilities, focusing on public transfer income as the independent variable. In their study, disability acceptance was categorized as one of the life satisfaction

indicators. Their results showed that public transfer income had a positive effect on disability acceptance, yet the effect was relatively weak.

Furthermore, a considerable amount of literature employed disability acceptance as an independent variable. Overall, researchers tend to focus on the relationship between disability acceptance and other psychosocial characteristics. For instance, Suk and Cho (2018), Kim (2018), and Kim (2019) substantiated a positive effect of disability acceptance on job satisfaction. Park (2009) tested whether disability acceptance affects life satisfaction of the disabled, using social support and social participation as moderating variables. Park found a positive effect of disability acceptance; one of her findings also highlights the significant moderating effect of social support and participation on disability acceptance and its relationship with life satisfaction. This positive effect of disability acceptance on life satisfaction was further supported by Jo (2017) in her doctoral dissertation, in which female disabled employees in Korea were analyzed.

When it comes to the independence living of disabled people, Kim (2017) examined the effect of disability acceptance focusing on the mediating effect of self-management. Employing a self-administered survey, Kim substantiated that one's independence living is predicted by disability acceptance through self-management.

Disability acceptance is also often mentioned in the discourse of self-esteem. Analyzing the effect of disability acceptance on the self-esteem of the physically disabled, Kwon and Choi (2016) found a short-term positive effect of disability acceptance.

In addition, among studies that focused on institutional factors, disability acceptance was found to have a significantly positive effect on one's will to escape from the national basic livelihood security through the previous experience of employment services (Park & Lee, 2015).

PREVIOUS LITERATURE ON JOB SEARCH INTENTION

The prevailing discourse on job search behavior left little attention for job search intention. In this paper, however, I separate the notions of job-seeking intention and behavior. In his theory of planned behavior, Azjen (1991) defines intention as "the extent to which an individual is willing to try to perform a behavior, or the effort that he or she plans to allocate to performing that behavior" (As cited in Fort et al., 2015). In this sense, job search intention can be understood as a step toward one's job search outcomes, though unknown. How this conception is translated into the job search intention of persons with disabilities subsequently becomes an important question. Keeping Azjen's definition, a person's volition to seek employment can depend on their vocational skills, for instance. Such skills can be followed by years of schooling, the number of job certificates, physical abilities to perform certain tasks, interpersonal communication skills, etc.

However, many disabled people fall short of these skills compared to the able-bodied, and disability can be easily interpreted as a negative connotation of defect. A disabled person, in turn, can perceive his or her disability as a hindrance to seek employment, eventually losing the will. This coincides with one of the three factors that Azjen further defines as predictors of job search intention: *perceived behavior control*, with the other two being *attitude* and *subjective norm*. Perceived behavioral control is also known as self-efficacy.

In light of this, Fort et al. (2015) investigated determinants of job search intention with a sample of French participants. Their assumption was based on such that personality traits, i.e., conscientiousness and extraversion as well as previous job-seeking experiences would have a moderating effect between the three above-mentioned factors and job search intention. Although

no significant moderating effect was found, they concluded that self-efficacy and subjective norm have a positive effect on the subjects' job search intention.

While in Korean literature, Han et al. (2008) focused on the job search intention of persons with mental disabilities. In their research, predictors of job search intention were found to be 1) employment desire, 2) guardian's expectation, 3) professional's support, 4) financial management, 5) eating habits, and 6) quality of life. In later years, Lee et al. (2013) also examined determinants of the desire to participate in vocational education and job search intention of the mentally disabled. They revealed that a mentally disabled person's desire to participate in vocational education increased when the person was a male, had a job certificate(s), and had intellectual disability. Higher job search intention was predicted when the person was a male, was the head of the household, graduated from middle school, had a job certificate(s), had increased ability to physical activities, and had autism spectrum disorder.

JOB SEARCH INTENTION OF THE ECONOMICALLY INACTIVE

Persons with disabilities have been forced to contend with discrimination and exclusion in today's industrial society as labor productivity became a key indicator of measuring one's value (Oliver, 1996). This brought about various challenges for the disabled to participate in the labor market, and job search intention is crucial in understanding their employment behavior.

According to Lee and Jung (2016), the disabled's job search intention can be understood as a fundamental value that leads to their actual job search behavior. Pointing out that most literature has not yet considered employment issues of the economically inactive, Kim (2017) argues that job search intention of the economically inactive people with disabilities is a pivotal issue to be addressed. Using a grouped sample of the economically inactive, based on the reciprocity of the

national basic livelihood security, Kim found that previous job-seeking experience, family support, previous work experience, and subjective perception of employment have significant effects on the job search intention of both groups. These predictors were consistent with An and Ji (2017)'s study; additional determinants found were one's ability to use computer, proficiency in English, interpersonal and adaptation skills, previous experience of vocational rehabilitation services, and self-esteem. Moreover, in Kim (2016)'s research, factors that affected the employment transition of the economically inactive with disabilities were age, the degree of disability, physical condition, the presence of job certificate(s), and previous experience of employment services.

UNDERLYING MECHANISM

If a person experiences an unanticipated event that causes a value loss, i.e., disability, coming to terms with it can take different stages of acceptance. Recalling the conceptualization of Dembo et al. (1956) and Wright (1983), disability acceptance can be concluded as a process of value change where one grows the self with existing values, leaving behind the negative perception of lost values. However, throughout the varying phases of acceptance, one would be forced to reassess and reaffirm the self, and there can be two different groups at the end stage of disability acceptance: those who appreciate the left values and those who dwell in the lost values. In the latter group, self-devaluation is expected to follow, and one's volition to participate in social activities can be devastated. This, in the context of vocational rehabilitation, can lead a person to form self-employment barriers (Grooms et al., 2011, as cited in Kim & Lim, 2018). Therefore, disability acceptance can be seen as an antecedent of a person's intention to seek employment and recover the meaning and quality of life in the long term.

Extant research added weight to the significance of subjective characteristics in many areas of vocational rehabilitation among persons with disabilities, but this review of literature leaves an impression that disability acceptance and job search intention have been overlooked so far. It is also regrettable that only a few research took disability acceptance as a sole independent variable, and that no casual research has been explored as to the relationship between these two factors. Given the lack of research, this paper attempts to provide a new venue for disability employment literature. As disability acceptance encompasses one's attitude towards the self, it is expected that a higher level of disability acceptance would lead to an increase in one's volition to participate in the labor market. To this end, I take the following research questions.

1. Does disability acceptance has an effect on the job search intention of persons with disabilities in Korea?
2. Does the effect of disability acceptance on job search intention also translate into the employment status of persons with disabilities in Korea?

III. DATA AND METHODOLOGY

To single out the effect of disability acceptance on the job search intention of persons with disabilities, a fixed-effect model was employed. Note that, in later discussion, a logistic regression model was applied to estimate the effect of disability acceptance on employment status: a transition from job search intention to job search behavior. For both analyses, I used the Korea Employment Agency for Persons with Disabilities (KEAD) 's second wave panel survey of employment for the disabled (PSED). KEAD first initiated PSED in 2008 to provide information on multifaceted issues of persons with disabilities, e.g., labor market entrants, economic activities, etc. As of today, KEAD has retained two waves of PSEDs, comprised of 8

and 4 surveys each (KEAD, 2019). After the end of the first wave panel survey, KEAD came to know of the sample attrition issue due to several limitations, such as natural deaths of subjects. The second wave was therefore formed with a different sample; a large number of young and middle-aged individuals, the employed and the unemployed, and the economically inactive who wish to work were added. The sample's age was limited to between 15 and 64. As of the 4th survey of the second wave, 87.3% of the original sample was maintained. In addition, PSED gives an advantage in such that the data provides information on psychosocial characteristics of the economically inactive population.

The dependent variables are 1) job search intention within 1 year and 2) overall job search intention. Note that both job search intention variables include only a sample of the economically inactive. In the additional study of later discussion, the dependent variable is employment status, a binary response, which includes the total sample.

The independent variable of this paper is disability acceptance. The sample's disability acceptance was surveyed in the first wave (the third and fourth) as well, but since the two waves have non-identical samples, only the sample of the second wave was used. Disability acceptance was measured in 4-point Likert scale, and of 12 questions, 9 were developed from Kaiser et al. (1987)'s disability acceptance scale (DAS) and the rest 3 describe disability-overcoming factors from the Self-Concept Test for the Disabled (Back et al., 2001); this test was further investigated for its validity in Kang et al. (2008)'s research. Each of the questions was carefully translated with reference to Kaiser et al.'s research. For the main model of this paper, I used the mean value of the 12 survey questions (Cronbach's $\alpha = 0.8101$), but an in-depth analysis of each 12 variables is presented afterwards. Additionally, in order to minimize the bias issue resulted from estimated coefficients, control variables were used; they were categorized into 1) demographic

characteristics, 2) disability and health characteristics, 3) psychosocial characteristics, and 4) occupational competence characteristics. For statistical analysis, STATA 16.1 was used. Table 1 presents the descriptive statistics of the economically inactive and full samples.

Table 1
Descriptive Statistics

Variables	Economically inactive		Full sample	
	Mean	Std. Dev.	Mean	Std. Dev.
Num. of IDs.	2140		4577	
Age	43.83	14.24	43.87	12.73
Number of family members	2.59	1.28	2.80	1.30
Household income	6.96	1.69	7.49	1.47
Married (%)	50.27		60.83	
Degree of family's job support	2.94	1.25	3.67	1.22
Degree of daily stress	3.54	0.85	3.54	0.82
Job search intention : 1 year	1.89	0.86	1.89	0.86
Job search intention : Overall	1.69	0.70	1.69	0.70
Multiple disabilities (%)	6.23		4.37	
Chronic disease (%)	36.80		33.11	
Demand for others' help (%)	52.98		42.47	
Recip. Basic livelihood security (%)	44.16		27.68	
Have been discriminated due to disability (%)	85.98		83.07	
Job certificate(s) (%)	19.64		31.09	
Job search experience (%)	16.51		16.51	
Disability acceptance				
Mean of DAS 1-12	2.88	0.53	3.07	0.54
DAS1	2.97	1.08	3.34	1.08
DAS2	2.98	0.91	3.00	0.91
DAS3	2.47	0.97	2.55	0.99
DAS4	2.84	0.96	3.04	0.98
DAS5	2.84	0.95	3.09	0.94
DAS6	3.27	0.91	3.46	0.89
DAS7	2.52	0.99	2.60	0.97
DAS8	3.31	0.89	3.45	0.87
DAS9	3.27	0.91	3.42	0.89
DAS10	2.77	0.99	3.01	0.99
DAS11	2.65	0.98	2.90	0.98
DAS12	2.72	0.98	3.05	0.98
Origin of disability onset (%)				
Congenital or at birth	16.63		14.52	
Industrial accident	4.73		7.03	
Traffic accident	8.41		10.82	
General accident	14.55		19.11	
Acquired disease	36.85		33.30	
Unknown origin	18.86		15.23	

Type of disability (%)		
Physical disability	39.06	49.18
Other external physical disability	9.59	7.28
Visual impairment	12.61	12.91
Other sensory impairment	9.20	9.11
Mental disability	19.37	13.44
Internal physical disability	10.32	8.24
Grade of disability (%)		
Severe	44.93	33.01
Mild	56.26	68.15
Overall health condition (%)		
Very unhealthy	23.07	15.24
Unhealthy	72.36	65.48
Healthy	55.63	74.75
Very healthy	3.48	7.17
Subjective socioeconomic status (%)		
Lower class	67.66	59.41
Lower-middle class	55.34	70.42
Upper-middle class	17.49	27.46
Upper class	0.89	1.36
Education level (%)		
None	5.76	3.95
Elementary	10.48	8.35
Middle school	21.27	15.80
High school	49.92	49.20
University	15.51	23.99
Postgraduate	1.24	2.21
Region (%)		
Seoul	19.30	20.01
Busan	11.76	9.39
Daegu	5.38	5.75
Incheon	5.41	5.46
Gwangju	3.05	2.93
Daejeon	4.60	4.13
Ulsan	0.70	0.76
Sejong	0.04	0.11
Gyeonggi	20.73	24.14
Gangwon	4.49	4.57
Chungbuk	4.29	4.11
Chungnam	3.98	3.87
Jeonbuk	4.29	4.00
Jeonnam	4.80	4.70
Gyeongbuk	1.97	2.84
Gyeongnam	5.30	5.53
Jeju	1.82	1.53

Note. Percentage values of the categorical variables indicate the percent frequency.

In order to specify the net effect of disability acceptance on the job search intention of disabled people, a fixed-effect model was applied. The model specification is expressed as follows:

$$JobSearchIntention_{it} = \beta_1 DA_{it} + X'_{it} + \mu_i + \tau_t + \varepsilon_{it}$$

where i denotes each disabled individual and t , year. $JobSearchIntention_{it}$ is the job search intention, and DA_{it} indicates the mean value of disability acceptance. X'_{it} represents a vector of time-variant control variables¹ in each respondent. μ_i and τ_t capture individual- and time-fixed effects, respectively. ε_{it} is the error term.

IV. RESULTS

THE EFFECT OF DISABILITY ACCEPTANCE ON JOB SEARCH INTENTION OF DISABLED PEOPLE

Table 2 depicts the result of the fixed-effect analysis, where the regressand is job search intention and the regressor, the mean value of disability acceptance. The estimated result in the left column indicates a significant positive effect of disability acceptance on the within-1-year job search intention of persons with disabilities. That is, for each additional scale increase in disability acceptance, the average scale increase in the within-1-year job search intention is 0.0495. Similarly, if one's disability acceptance increases by a scale unit, his or her overall job

¹ 1) Demographic characteristics: age, age squared, marital status, the number of family members, household income, the reciprocity of the national basic livelihood security

2) Disability and health characteristics: the origin of disability onset, presence of multiple disabilities, type of disability, grade of disability, presence of chronic disease, overall health condition, demand for others' help

3) Psychosocial characteristics: previous experience with discrimination due to disability, subjective socioeconomic status, the degree of daily stress

4) Occupational competence characteristics: presence of a job certificate(s), previous experience with job search, schooling. Additionally, region and year were controlled.

search intention also increases by 0.0541 Likert scale, on average. These results were statistically significant at the 0.05 level.

Table 2
The Estimated Effect of Disability Acceptance on Job Search Intention

	(1) 1 Year	(2) Overall
Disability Acceptance	0.049** (0.025)	0.054** (0.026)
Full Control	Y	Y
Num of individuals	2417	2017
Num of Obs	6729	5252

Note. Standard errors in parentheses were clustered. The independent variable is the mean value of disability acceptance variables 1-12. Control variables used were 1) demographic characteristics (age, age squared, log of household income), 2) disability and health characteristics (origin of disability onset, presence of multiple disabilities, type of disability, grade of disability, presence of chronic diseases, overall health condition, demand for others' help, marital status, recipient of the basic livelihood security), 3) psychosocial characteristics (the degree of family's job support, the degree of daily stress, previous experience with discrimination due to disability, subjective socioeconomic status), and 4) occupational competence characteristics (presence of job certificates, previous job search experience, educational level). Region and year were also controlled. *** p<0.01, ** p<0.05, * p<0.1

Additionally, each of the 12 disability acceptance variables (see Appendix) was separately analyzed. In accordance with Kaiser et al. (1987)'s and Kang et al. (2008)'s research, the variables were categorized into 4 dimensions: 1) de-emphasis on disability salience, where a disabled individual considers his or her disability as less salient to his- or herself, 2) self-satisfaction, where a disabled individual links his or her acceptance of disability with self-satisfaction, particularly in life, 3) compensatory behavioral qualities, where a disabled individual focuses on internal qualities, such as honesty, and 4) overcoming control over disability, where a disabled individual expresses his or her volitional power. Details are shown in Table 3.

Table 3
Categorization of Disability Acceptance Scales

Dimensions of Disability Acceptance	Variables		
De-emphasis on disability salience	DAS1*	DAS2	DAS7*
Self-satisfaction	DAS3*	DAS4	DAS5
Compensatory behavioral qualities	DAS6	DAS8	DAS9
Overcoming control over disability	DAS10	DAS11	DAS12

Note. Variables were grouped according to the studies of Kaiser et al. (1987) and Kang et al. (2008).
 * indicates that variables were reverse coded due to the negative connotation of the questions.

Results in Table 4 show that the most significant positive results pointed to disability acceptance scale (DAS)6, 11, and 12 for the within-1-year job search intention, and 1 and 5 for overall job search intention. For the former, a disabled person’s job search intention increased by 0.024 scale for both DAS6 and 11 when his or her disability acceptance increased by one scale unit. DAS6 – how a person conducts himself in life is much more important than disability itself – and DAS11 – though I am disabled, my life is full – imply the importance of existing values, which in turn affect the positive intention to seek employment. In terms of DAS12, a disabled person’s job search intention increased by 0.046 Likert scale when he or she was confident in doing anything despite the discomfort their disability causes. In this particular variable, volition functions as a means that determines one’s disability acceptance.

When it comes to the latter, DAS1 and 5 remained as the most significant. DAS1 denotes “because of my disability, I am unable to enjoy social relationships²” whereas DAS5 indicates “though I am disabled, I am satisfied with my life.” These two variables each suggest that disability acceptance, accompanied by satisfaction in life and engaging in social relationships, leads a disabled person to have higher intention in job search. In interpreting these, however,

² DAS 1 is a reverse code item due to the negative connotation of the question.

careful interpretation is required as the sample only applies to those in the economically inactive population. In sum, one's internal qualities and overcoming control over disability had a positive effect on the within-1-year job search intention whereas the overall job search intention was determined by de-emphasis of disability salience and self-satisfaction.

Table 4

The Estimated Effect of Disability Acceptance on Job Search Intention (In-Depth)

	(1) DAS1	(2) DAS5	(3) DAS6	(4) DAS11	(5) DAS12
Job Search Intention (Within 1 Year)	0.006 (0.012)	0.012 (0.012)	0.024** (0.012)	0.024** (0.011)	0.046*** (0.012)
	2416 6721	2413 6701	2410 6697	2412 6709	2409 6697
Job Search Intention (Overall)	0.026** (0.012)	0.030*** (0.012)	0.014 (0.012)	0.012 (0.011)	0.019 (0.012)
	2015 5244	2014 5230	2011 5230	2014 5239	2012 5235
Full Control	Y	Y	Y	Y	Y

Note. Standard errors in parentheses were clustered. Control variables used were 1) demographic characteristics (age, age squared, log of household income), 2) disability and health characteristics (origin of disability onset, presence of multiple disabilities, type of disability, grade of disability, presence of chronic diseases, overall health condition, demand for others' help, marital status, recipient of the basic livelihood security), 3) psychosocial characteristics (the degree of family's job support, the degree of daily stress, previous experience with discrimination due to disability, subjective socioeconomic status), and 4) occupational competence characteristics (presence of job certificates, previous job search experience, educational level). Region and year were also controlled. *** p<0.01, ** p<0.05, * p<0.1

V. DISCUSSION

Based on the results of the main analysis, it can be inferred that job search intention of the economically inactive with disabilities is positively affected by disability acceptance. This suggests that embracing disability and perceiving it as nondevaluating is an important phase for a disabled person to be encouraged to seek employment. Although one should bear in mind that an economically inactive population includes students, housewives or -men, and pensioners, it

should be considered that those who have a disability (or disabilities) are more susceptible to intrinsic and extrinsic factors, by which their volitional power could be weakened. In this sense, disability acceptance, as a means of self-empowerment (Park & Lee, 2015), reflects a disabled person's ability to control manage challenges that disability brings. This would also include realizing the dysfunctional nature of disability and focusing on existing values (Wright, 1983). In turn, successful acceptance of disability could counteract the negative repercussions of a disability, e.g., isolating oneself from society.

Furthermore, higher job search intention could be interpreted as one's likely behavior to actual job search as well as actual employment. Previous studies have supported direct and indirect (e.g., implementation intentions, self-efficacy) effects of job search intention on job search behavior (Van Hooft et al., 2004; Lim et al., 2016). Taking the assumption that job search intention, encouraged by a higher level of disability acceptance, would lead to a higher chance for a disabled person to get a job, I additionally examined the effect of disability acceptance on the employment status of the disabled. Using the same panel data, I employed a logistic regression model as the dependent variable is a binary response where 0 indicates a disabled person's employed status and 1 otherwise³.

Table 5 presents the estimation result of the logistic regression analysis, where the regressand is employment status and the regressor, the mean value of disability acceptance

³ The analysis takes the following model specification.

$$\log P_i / (1 - P_i) = \beta_0 + \beta_1 D A_i + X_i' \beta + \varepsilon_i$$

where P denotes the probability of the employment status of each disabled individual i . The left side of the equation indicates the natural logarithm of the odds. As the main model, $D A_i$ denotes the mean value of disability acceptance of individual i . $X_i' \beta$ and ε_i denote a vector of control variables and error term, respectively.

(column 1). The exponentiated coefficients can be interpreted as such that a scale increase in average disability acceptance leads to a 12.7% increase in the odds of getting employed.

Table 5
The Estimated Effect of Disability Acceptance on the Employment Status

	(1) Mean	(2) DAS1	(3) DAS2	(4) DAS3	(5) DAS7	(6) DAS9
Employment Status	1.127* (0.071)	1.126*** (0.033)	0.926*** (0.027)	1.114*** (0.031)	1.109*** (0.031)	0.923*** (0.028)
Full Control	Y	Y	Y	Y	Y	Y
Num of Obs	14773	14758	14725	14733	14722	14703

Note. Exponentiated coefficients are presented. Standard errors in parentheses were clustered. Control variables used were 1) demographic characteristics (age, age squared, log of household income), 2) disability and health characteristics (origin of disability onset, presence of multiple disabilities, type of disability, grade of disability, presence of chronic diseases, overall health condition, demand for others' help, marital status, recipient of the basic livelihood security), 3) psychosocial characteristics (the degree of family's job support, the degree of daily stress, previous experience with discrimination due to disability, subjective socioeconomic status), and 4) occupational competence characteristics (presence of job certificates, educational level; job search experience was eliminated since the employed observations did not respond to job search experience). Region and year were also controlled* p<0.1, ** p<0.05, *** p<0.01

Just as the main model of this paper, I conducted an additional analysis on the employment status based on each DAS. The result of the logistic regression analysis is shown in Table 5 (column 2 to column 6). The majority of the DAS have an effect on the employment status of persons with disabilities. Of the 12 variables, the most significant variables were DAS1, 2, 3, 7, and 9⁴. DAS1 corresponds to “because of my disability, I am unable to enjoy social relationships,” and it has shown a significant positive effect on job search intention; this was also supported in the employment status of the disabled (12.6% increase in the odds of getting employed). This suggests that social relationships are an important part of the disabled in the

⁴ Disability acceptance scale 1, 3, and 7 were reverse coded due to the negative connotation of the questions. A scale increase means a higher level of disability acceptance.

context of vocational rehabilitation, where one can acquire knowledge and experience. When it comes to DAS3, – it upsets me when I cannot do something because of my disability – in the context of ability to perform, its positive effect on the employment status substantiates the role of disability acceptance as a self-empowering tool (11.4% increase in the odds of getting a job). Moreover, DAS7 – my disability affects my life the most – also showed that a scale increase in disability acceptance increases the likelihood of a disabled person to get employed by 10.9%. However, when it comes to DAS2 ($t = -2.62$) and DAS9 ($t = -2.61$), a scale increase in disability acceptance was less likely to cause a change in the employment status of a disabled person. These two correspond to “my disability caused me to think more broadly about the world” and “there are many more important things in life than physical appearance,” respectively. In terms of the former, one may be convinced that a broader perspective toward the world connotes positiveness of disability acceptance, it can simultaneously have a negative meaning in such that a disabled person learns another side of the world, for instance, social discrimination. In addition, from the result of DAS9, it can be inferred that even though a disabled person considers more highly of the existing values and abilities of the self, having a disability might still be seen as a critical defect from an outsider’s perspective, which consequently leads to the person’s less likelihood to get employed. In short, the most significant effect of disability acceptance on employment of the disabled was found to be DAS1, a factor of de-emphasis on disability salience. This coincides with the result of the earlier analysis of job search intention and indicates that disability acceptance, especially in the sense of de-emphasizing it, lies a significance in understanding their job search intention as well as employment.

VI. CONCLUSION

In this paper, I used the KEAD's second wave panel survey of employment for the disabled in order to analyze the effect of disability acceptance on the job search intention of economically inactive people with disabilities in Korea. The key findings of this study are as follows. Firstly, a scale increase in a person's disability acceptance had a positive effect on the job search intention at a statistically significant level. However, it should be noted that the number of the economically inactive population who wishes to get a job was overallocated at the time of the panel construction. Therefore, this result requires careful attention due to the sample representation issue. Secondly, the additional analysis on the effect of disability acceptance on the employment status has demonstrated a positive result. Though this may imply that job search intention, accompanied by disability acceptance, leads to a higher likelihood for a disabled person to actually seek employment (behavior), one should not ignore the fact that the sample of this result does not include the economically inactive people with disabilities.

Lastly, the major limitation of this paper is that there is a problem of endogeneity: the regressor (disability acceptance) could be influenced by the regressand (job search intention/employment status) or a third variable could affect both. Future studies are encouraged to find a proper instrumental variable for this critical limitation of this research.

Little attention has been paid to disability acceptance and its effect on the job search intention and behavior of persons with disabilities. Given the findings of the current study, more interest would be needed to psychosocial factors of the disabled in the context of their vocational rehabilitation.

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Appendix

Description of Disability Acceptance Scales (DAS)

Variable	Description
DAS1	Because of my disability, I am unable to enjoy social relationships.
DAS2	My disability caused me to think more broadly about the world.
DAS3	It upsets me when I cannot do something because of my disability.
DAS4	My disability does not bother me too much.
DAS5	Though I am disabled, I am satisfied with my life.
DAS6	How a person conducts himself in life is much more important than disability itself.
DAS7	My disability affects my life the most.
DAS8	Honesty is much more important than disability itself.
DAS9	There are many more important things in life than physical appearance.
DAS10	There are many fun things that make me forget about my disability.
DAS11	Though I am disabled, my life is full.
DAS12	Though my disability causes me discomfort, I can do anything if I put my mind to it.

Note. DAS1, 3, and 7 are reverse coded due to the negative connotation of the questions. These questions were adapted from Kaiser et al. (1987)'s disability acceptance scale and Back et al. (2001)'s Self-Concept Test for the Disabled. These questions were measured in 4-point Likert scale.