

**Impact of the notions of
collectivism and individualism
and relationship to time
on the behaviour of migrants
consulting on career orientation**

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Intercultural approach in a counseling process for migrant populations

Aim:

explore the relationships

- between cultural variables
- and attitudes and behaviours

within a career counseling process: competency assessment.

Theoretical background of study

- Dimension from cultural model by Geert Hofstede (1971):
 - individualism/collectivism.
- Model by anthropologist E.T. Hall:
 - relationship to time.
- Theory of self-construction (Guichard 2005)

Three hypotheses

- H1: A collective project is favored over an individual project
- H2: Degree of collectivism higher among migrant population than among « Western » subjects
- H3: Relationship to time has more influence on development and success of counseling process for migrants than for Westerners.

Observation:

- *Current practice in career counseling does not take into account cultural differences*

Overview of methodology

- Pluri-disciplinary theoretical framework and a dual investigation.
 1. qualitative comparative survey between migrant and national subjects in a competency assessment process.
 2. quantitative survey of the migrants in a competency assessment process
- The analytical model: interviews and questionnaire

Sample populations

- Salaried workers and unemployed workers carrying out a competency assessment
- 4 interviews of indigenous subjects (French),
 - education ranging from high-school to college level,
 - 5 to 10 years of work experience.
- 4 interviews of Migrants
 - education ranging from high-school level to college in the country of origin,
 - in France less than 10 years
 - between 5 and 10 years work experience in France
- Average age: 40
- 2 Interviews of career counselors.

Data analysis

- Qualitative survey:
 - Interviews transcribed
 - Categorical content analysis

Category analysis

1. Personal and professional situation
2. Expectations
3. The question of time and temporality
4. Rejection of notions of self-assertiveness, of personal project, of interpersonal competition
5. Existence of a group project, a predominance towards group
6. Existence of constraints linked to the achievement of a project
7. Expression of expectations from the family circle
8. Relationship between culture and choice of career
9. Relationship to time, time perspective and project
10. Relationship to work and meaning of work

Preliminary results

- For migrants, a project is a group project: family.
- Relative rejection of individualism
- Goals are personal but always linked to the community
- Social cohesion and sharing responsibility are more important
- Meaning of work linked to values and community.

Discussion

- What are the links between westernisation and individualisation?
- Is individualisation a temporary value in a neo-liberal economy?
- Is individualisation related to the economic crisis or to the Western world?
- Do Migrants take on certain characteristics, not cultural but worldwide norms? How can one find a decent job when one is confronted with job discrimination?