

Abstract

Researches done in various countries on religious minorities show that a relationship exists between stigmatization, self-efficacy and job satisfaction. The present study is aimed to explore if this relationship exists among religious minorities in Pakistan. Three major minority religions were taken for the research i.e. Sikhs, Hindus and Christians. The sample comprised of 120 participants: 40 from each religion, representing males and females, ranging in ages from 18 years to 50 years ($M = 37.27$, $SD = 10.29$), with varying occupations. The minority Problem Checklist (Tahira, 2013) was used to assess the level of stigmatization each individual faced being in the society surrounding with majority community. General Self-Efficacy Scale (Schwarzer & Jerusalem, 1981) was used to assess the self-efficacy level in each individual and Job Satisfaction Survey (Spector, 1985) was used for the measurement of their satisfaction from their jobs. Cronbach's alpha reliability of all the three measures, Minority Problem Checklist, General Self-Efficacy Scale and Job Satisfaction Survey were determined which was ($\alpha = .80$, $\alpha = .80$, $\alpha = .91$) respectively. Statistical analysis like Linear Regression, ANOVA and t-test was run to analyze the results. The study revealed that stigmatization is a significant predictor of low self-efficacy and low job satisfaction. The results further signified that the level of stigmatization was same among all the minority categories; however, gender didn't play any significant role. On the other hand, results revealed that people with less education and less pay were more satisfied with their jobs as compared to highly educated and highly paid employees. However, participants above master's degree had high self-efficacy as compare to the less educated participants.

Key words: Stigmatization, Job Satisfaction, Self-Efficacy,