

TPL SURVEY ON HIRING OF MINORITY GROUPS

Most U. S. firms are continuing and intensifying efforts to provide equal employment opportunities for minority and culturally disadvantaged groups, according to a survey by The Personnel Laboratory, Inc., New York and Stamford, Connecticut.

But, the results indicated, good intentions are frequently frustrated by lack of understanding and shortages of qualified applicants.

Replies were received from 103 companies with a total of 113,812 employees covering a broad cross-section of American industry.* The firms ranged in size from 4 to 35,000 employees.

The TPL survey included replies from companies experienced in hiring not only Negroes but also Puerto Ricans, Mexican Americans, and American Indians.

*Changes in Hiring Policies...*59% of the respondents say they have not changed their hiring policies toward Negro or other minority workers in the past few years. Many reported that they have always had an "open" hiring policy, so "no change" would be relevant. About half of the remaining 41% of the firms that claim they *have* changed their policy report that changes are still occurring.

Sample comments:

"We have specifically requested that we be sent Negro applicants."

"Yes, to comply with Title VII."

"We've always had an open shop policy....We have not had a policy against Negroes in any part of the company but available skills in office were very scarce."

"We were 100% Causasian in 1960."

*Interest in Hiring More Negroes...*An overwhelming 90% of respondents indicated decided interest in hiring more Negroes, for white-collar jobs and supervisory positions as well as non-skilled work. Fifty-four percent however, say

*Responses, however, represented only a 10% return of the 1018 questionnaires sent out. Does this indicate reluctance on the part of 90% to even discuss the subject, or do they think enough has been said already?

they contemplate employment of minority group members as salesmen.

*Shortage of Qualified Minority Employees...*Seventy-nine percent feel that qualified applicants are in short supply, but few found the cost of finding them excessive. Interestingly enough, 73% of the respondents indicate they have openings for qualified minority applicants but have not been able to fill the jobs.

*Experience with Government-Funded Programs...*Two-thirds of the respondents haven't had any experience with government-funded programs, and most of those with such experience report disappointing results.

*Reactions of Present Employees...*Most companies feel that employee resistance to change in this area has been over-estimated. Only 30% of the respondents were even concerned about potential adverse employee reaction to broadened hiring and promotion practices, and very few actually experienced any difficulty.

*Pressure to Employ and Train from Minority Groups "Overnight"...*almost no firms (only 14% reported feeling any pressure, and some of these said it was internal, self-generated pressure).

*Referrals from National Urban League..*Only 27% had requested assistance from local offices of the National Urban League, but most of these were decidedly unhappy with the results.

Sample comments:

"Little difference compared with other agencies."

"Lack of referrals."

"No action. Much buck-passing and merry-go-round."

"Everyone turns to Urban League. They can't possibly finance recruiting for so many. Have to go on your own."

The majority reported far better results working with local groups.

Asked what they would do differently if given an opportunity to start again, most firms had few regrets or errors to report. Of significance, however, was repeated mention of desire to speed up the trend.