Week 7 activity

a) The distribution number assigned to each group is random. The experiment used 30 sets comprising of 2 numbers per each set. It ranges from 1-2. The result that I got from the randomizer tool is 1 for 4 and 5. While I got 2 for 3 and 2.

b) Breakups and personal growth

The experiment was performed to assess the impact of breakups on personal growth. The participant was 19-years old male, having experience of romantic relationship breakup during the last four weeks. The person who broke up had a Facebook account and was seen at least one time after the break-up. The time for completing the questionnaire was 15-20 minutes. I signed the informed consent before starting the online experiment. In the online exercise, I had to answer the questions that evaluated my feelings. Some questions were; I am a person of worth, I feel that I have some good qualities, I have a positive attitude towards myself. I also responded to the statements examined by level of anxiety. Some of the questions that assessed my depression include; I get tense easily, I worry a lot, and I am depressed. In the experiment, I also responded to questions on my romantic relationship and my concerns regarding my partner. Some of the questions that I responded to include; my feelings of insecurity towards my partner, how male and female must act in dates and relationship.

The experiment allowed me to identify the causes of my stress such as lack of interest in future relationships, isolation, and anxiousness. The results obtained from the survey highlighted issues that someone experience after break-ups. I came to realize after the activity that individuals who are close in their romantic relationships find it difficult to forget their partner. It the person after betrayal starts measuring everyone from the same yardstick. It is difficult to start a new relationship due to the emotions of rejection, unacceptability, and fear of losing the partner. The findings also state that people who are anxious are more likely to experience distressful breakups. The overall assessment of the survey experiment depicts that breakups have a negative impact on the personal growth of youngsters. Youth after the breakup of a romantic relationship finds it difficult to behave like a normal human. Depression, anxiety, fear and emotional instability are common outcomes of depression.

I agree with the survey results that anxious people after breakups encounter more challenges. The main findings of the experiment reveal that "highly anxious individuals will report greater emotional distress soon after the breakup occurs, whereas highly avoidant individuals will report less distress." In such situations, the victim develops feelings of distrust and rejection towards others. This is due to the high level of stress that prevent individuals from starting a new relationship. The fear of losing the partner convinces such people to stay single. The process of break-up also affects one's interaction with other people in society.

### The results also confirmed, “highly anxious individuals will report greater personal growth two months after the breakup occurs than highly avoidant individuals. Highly anxious individuals’ greater personal growth will be explained by their greater breakup distress”. I also agree with the other findings that reveals that people who are anxious emphasize greater personal growth. This is because they use their stress for attaining something that could make them feel better. Although they avoid other people but still use their strength for improving self, the overall assessment depicts that breakups can be effective for better personal growth if an individual intends to consider it as a mistake.

Discussion

I will answer question# two that asks if the government should fund researches like Pedulla. I believe that black people face constraints in job markets due to the prevalence of racial biases. This can have adverse impacts on their careers and futures. Research like Pedulla will allow the state to identify the reality of biases in the employment industry. Only through real research evidence can be provided that will assist in the formulation of anti-bias policies. This is crucial not only for the minorities but also for the socio-economic progress. Another reason for supporting Pedulla's research is to address the claims of the black people in America on unequal growth opportunities. I think the tools can be employed for identifying the biases and favors existing in the recruitment systems (Czopp, Monteith, & Mark, 2006).

There are many reasons for conducting similar research on implicit biases such as the traditional behavior of whites towards blacks. White youth behave indifferently towards blacks and consider them as violent. This is due to the racial stereotypes that they learned from their ancestors. Companies that consider blacks as violent or aggressive will prefer to hire white workers only. Identification of such issues will thus permit to analyze how minority groups are struggling in the labor markets. Whites associate blacks with historical violence and aggression. The historical events like bombing on Oklahoma promoted certain stereotypes. The research reveals that “the magnitude of the threat affects the intensity of proximity seeking and support seeking” (NAKONEZNY & REDDICK, 2004).

Pedulla reveals, “understandings of female labor force participation; therefore occupying those labor market positions do not violate the "ideal worker" norm for women” (Pedulla, 2016). This depicts that research is a practical tool for highlighting concerns of the people regarding labor markets. Investment in research will thus allow policymakers to address the problems in the right way.

As racial bias has been part of American history, it is vital to consider measures that would help in its elimination. The first step to do this will require thorough research that would yield real evidence on racial bias. This kind of research can also be used for determining the areas where minorities experienced implicit bias such as scholarships, employments, and promotion. The research will identify biases in the labor markets that will improve the knowledge of policymakers. This will thus allow them to find realistic solutions. I think researches can also be conducted to determine the prevalence of gendered bias in the American job industry. Pedulla makes effective use of research as stated, “a female worker is on the “mommy track” or does not live up to the “ideal worker” standard” (Pedulla, 2016). The outcomes reveal how implicit bias influences the participation of females in the labor force.

It is the responsibility of the state to provide equal job opportunities and chances of growth to the American citizens irrespective of their gender, ethnicities, and race. So, conducting research is crucial for exploring the areas that need policing for minimizing such biases.

Response 1

I agree with Riley S. Odams because he emphasized that the state should fund more studies on biases and barriers. The politicians and the analysts are discussing the problems of the job market because American recession has convinced people to become obsessed with low employment. I agree that the randomizer is an effective tool for how resumes revived callbacks. It also assists in identifying the issue and the gap. Conducting survey has become continent and time saving due to the availability of the online survey tools like randomizer. The best point made by Odams is about the reliability of the survey results. The tool is effective for the students because it allows them to identify the biases in the process of recruitment. Hence this will provide information on how biases are prevailing in the job markets and the recruitment systems. I agree that such researches are important for the students who are planning to enter the job markets. This will allow them to learn about the recruitment team and their roles in the hiring process. There is a need for emphasizing on creating effective processes that would look into the prevalence of biases and formulate methods for eliminating them. Biases in the recruitment process affect the job opportunities for students that affect their futures and careers. I agree that the employers must stress on checking the boxes that come to the jobs. The post has also highlighted the concerns regarding the non-traditional students who enter the labor markets. There is a need for researching methods for eliminating biases from the selection procedures because it will maximize the opportunities of growth for the students. State funding must invest in the domains that will work in the best interest of the students. Research can also focus on helping employees in reaching their employment goals. I agree with the claim that, "increased research could help marginalized or otherwise chronically underemployed segments of the population in reaching their employment goals." It reveals that it is possible to invest in research that would maximize future opportunities for the students. This is linked to the better social and economic position of the state.

Response 2

I agree with the post of Jovanna T Plummer because he makes a valid claim that the government is responsible for designing policies that protect people from social ills such as racial bias. It is still one of the prominent issues faced by minorities in America. Although racial bias is prevalent in American state, there is a need for a strong work of self-reflection. One of the common perceptions that exist in society is relating black people with crimes. I agree with the findings of Kathryn Russell Brown who calls this social stigma as ‘CriminalBlackMan’ stereotype. The majority of whites believe that blackness is linked to crimes. This approach is destructive and has adverse impacts on society. Plummer makes a strong point that America's collective consciousness is inclined to relate black people with aggression and violence (Czopp, Monteith, & Mark, 2006). This reveals the failures of the government as they didn’t adopt adequate measures that could provide better survival opportunities to the blacks. I agree that racial stereotypes are still visible and prevailing in the society in the form of implicit bias. Such biases can influence the partial-policing decisions of racist practices. Implicit bias affects the decisions in every aspect of the life including economic, political and social domains. I think the post provides the best realistic example of how implicit biases affects the decisions of whites in real life. A black guy is most likely to be misjudged due to the racial biases. The officer can associate him with violence and crime even when there is no real evidence. The claims made by the post reflects issues faced by black Americans. This undermines their sense of freedom and dignity. The existence of such discriminatory practices in America has threatened the lives of many young blacks. Whites behave indifferently and doubt having blacks as mentioned in the post, “she may, for example, be more inclined to draw her weapon quickly when interacting with a black person than a white person, because she considers black people to be more dangerous." This explains that black people encounter difficulties due to racial bias.

References

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