

A BREACH AT THE LINE OF CLEANLINESS: UNDERSTANDING THE
INFLUENCE OF DIRTY WORKERS' IDENTITY CHARACTERISTICS ON THEIR WORK
AND NON-WORK LIVES



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ABSTRACT

The term dirty work was pioneered by the American sociologist Everett Hughes (Hughes, 1951) to describe roles, tasks, or occupations that are seen as disgusting, demeaning, or distasteful due to their association with physical, moral, or social taints (Ashforth & Kreiner, 1999). Society denounces not only this work but also the individuals who perform the dirty work. These individuals are seen to personify dirty work's negative qualities and are labeled dirty workers (Hughes, 1962). Over the years, the scholarly interest in understanding different facets of dirty work has grown (Simpson & Simpson, 2018). Scholars have tried to uncover the features of dirty occupations, highlight the challenges faced by dirty workers, and explicate the strategies they utilize to manage the taint due to their work (Ashforth & Kreiner, 2014a; Simpson & Simpson, 2018). These studies assume that dirty work is an occupational-level threat (see Ashforth & Kreiner, 1999). Consequently, dirty workers collectively perceive, experience, and respond to this threat. As a result, dirty work's embodied aspects, including how the differences in the meanings ascribed to the dirty workers' bodies influence how they encounter their work, have been overlooked (Ashforth & Kreiner, 2014b; Simpson & Simpson, 2018). In our qualitative study, we attempt to fill this void by exploring the influence caste dynamics on dirty workers' perceptions, and work experiences. Based on the grounded theory approach, we interviewed 55 dirty workers.

A key observation from our qualitative study is that workers have distinct beliefs regarding the extent to which they consider a dirty occupation to be "theirs" versus "others," and these beliefs, in turn, guide their choice of strategy for navigating the stigmatization surrounding them and their work. So, the question arises what other aspects of these workers lives are influenced by the level of acceptance that they demonstrate for their work. In the quantitative study, we address this question by examining the impact of these beliefs on other work and non-work-related aspects

of dirty workers' lives. In particular, we draw upon relative deprivation theory (Crosby, 1976; Feldman et al., 2002) and propose that caste-based deprivation impacts workers' occupational disidentification, life satisfaction, and reluctance to discuss work. Moreover, we posit workers' job dissatisfaction mediates these direct relationships. We further investigate if the relationship between caste-based deprivation and job dissatisfaction varies with gender. To test our hypothesized model, we have conducted three time-lagged studies ($N_{\text{Study2a}}=190$; $N_{\text{Study2b}}=249$; $N_{\text{Study2c}}=288$) with the cleaning and sanitation workers from three different organizations situated in two different locations. In general, the results from the quantitative study lend support to the proposed relationships. The results from our qualitative and quantitative studies have significant implications for theory and practice.

Keywords: dirty work, identity characteristics, caste, gender, relative deprivation theory.

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APPENDICES

Appendix-1: Semi-Structured Interview Protocol for Qualitative Study

1. Respondents' background –

- a. Are you from this city or have you moved here from another city? If yes, then when and from where (particularly for women members).
- b. What was your childhood like – father's occupation, mother's occupation, siblings (if any), education (if no, then why not), how much importance was given to education by your family?
- c. How was your family doing financially when you were a kid? If the situation was not good – did you also work in any form to support your family and if yes then what was it?
- d. How is the situation now? Who all are there in your family and their occupations?

2. Employment history –

- a. Is this your first job – if no then please provide a detailed description of previous job(s) like roles and responsibilities, work hours, shift, treatment you received at your previous workplace, tenure, and reason for leaving?

3. Experience at the current job –

- a. How long have you worked with this organization/ in your current job?
- b. How did you come to know about your current job, how did you apply here, and what was the selection process like?
- c. What are your role and responsibilities here? What does a typical day look like for you?
- d. Before joining here, did you expect that you will be doing this job? Why or why not?

- e. What was the biggest challenge that you faced as you joined this job, why, and how did you handle it?
 - f. What parts of your current job do you like the most? Why?
 - g. What parts of your current job do you dislike the most? Why?
 - h. To what extent do you socialize with your colleagues at work within work hours?
 - i. To what extent do you socialize with your colleagues outside of work hours? Family level interactions?
4. Perceptions about work and navigation of the taint –
- a. How do you think the general public sees your job? Why do you think they see it this way?
 - b. How about your family members? Do they also hold similar perceptions?
 - c. How about your friends, extended family members, relatives, or other community members? What are their views about this work?
 - d. Do these perceptions affect/bother you in any way? Why or why not? How do you handle it?
 - e. Have you told your family about the work that you do? Why or why not? If yes, then how supportive are they of your work? If not then, what do you think would happen if they find out about your work?
 - f. Have you told your friends, extended family members, relatives, or other community members? Why or why not? ? If yes, then how supportive are they of your work? If not then, what do you think would happen if they find out about your work?
 - g. If there is any opening, would you recommend your spouse/any family member for this work?

5. Perceptions about workplace –

- a. How is your organization viewed by the outsiders?
- b. Are you happy with the treatment that you receive here? Why?
- c. How difficult is it for a new employee to settle in and feel comfortable with the work here? What are some of the challenges they face?
- d. What kinds of advice do you give them to help them cope with these challenges? About keeping a good attitude? About managing the parts of work they don't like? About how they could talk about this job with their friends and family?

Appendix-2: Profiles of Primary Respondents (Qualitative Study)

Id	Age (in years)	Gender	Education	Tenure (in years)	Caste Group
R1	43	Female	Class 10	8	OBC
R2	37	Female	Class 8	10	OBC
R3	46	Male	Class 9	6	SC
R4	41	Male	Class 6	10	SC
R5	29	Male	Class 10	7	SC
R6	47	Male	Class 10	10	SC
R7	45	Female	None	25	ST
R8	40	Female	None	7	OBC
R9	36	Female	Class 10	10	OBC
R10	42	Female	Class 5	8	OBC
R11	22	Male	B. Sc.	1	OBC
R12	40	Female	None	25	OBC
R13	27	Male	Class 8	2	OBC
R14	38	Female	Class 8	2	SC
R15	35	Female	Class 8	1	Gen
R16	43	Male	B. A.	5	OBC
R17	42	Female	Class 10	0.75	SC
R18	38	Female	Class 7	19	OBC
R19	30	Male	Class 8	8	SC
R20	30	Male	Class 12	5.5	SC
R21	29	Female	Class 5	1	ST
R22	24	Male	Class 5	8	SC
R23	43	Male	Class 8	10	SC
R24	36	Male	Class 11	12	SC
R25	42	Male	Class 8	3	OBC
R26	32	Female	None	9	ST
R27	47	Female	None	7	OBC
R28	25	Male	Class 4	3	ST
R29	43	Female	Class 10	6	OBC
R30	24	Male	Class 8	6	OBC
R31	34	Male	Class 10	3	ST
R32	40	Female	Class 8	7	OBC
R33	26	Male	B. Com.	8	SC
R34	20	Male	Class 10	1	SC
R35	25	Male	Class 10	5	SC
R36	24	Male	Class 12	2	OBC
R37	37	Male	Class 9	12	SC
R38	51	Male	Class 8	9	OBC

Appendix-3: Cover Page for Questionnaire used in Quantitative Studies (English)



Dear Participant:

I am pursuing my doctoral studies at IIM Indore. I invite you to be a part of this survey and share your perspective and insights.

Your participation in this study is completely voluntary. There are no foreseeable risks associated with this study. However, ***if you feel uncomfortable in answering any of the questions, you can withdraw from the survey at any point.***

If you agree to participate in this study, your data will be kept completely confidential and will only be used for academic purposes. The data for this study will be collected in two(three) phases – today, a week from today (,and two weeks from today).

Please remember that ***there are no right or wrong answers to the survey questions.*** The objective of these questions is to gather your opinion. So, ***please be open and honest while providing your responses.***

Thank you very much for your time and support.

Please feel free to contact me in case you have any concerns or queries.

Divya
Ph.D. (2017 Batch)
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Appendix-4: Consent Form used in Quantitative Study (English)

Consent Form

I have read the above information and have had the nature of the study explained to me and I agree to participate. All questions have been answered to my satisfaction. I also permit the use of my data for the purpose of research, including publications, as my individual responses will be kept confidential.

Name of the Respondent:

Signature:

Date:

Name of the person responsible for obtaining informed consent:

Signature:

Date:

Appendix-5: Questionnaire (English)

Below are statements with which you may agree or disagree. Using the ① - ⑤ scale, indicate your agreement with each of these statements. <i>Please be open and honest while responding.</i>				
① Completely Disagree	② Disagree	③ Neither Disagree nor Agree	④ Agree	⑤ Completely Agree
I feel deprived when I think about the work I do compared to the work I should be doing according to my caste.				
①	②	③	④	⑤
I feel privileged compared to if I were doing a work according to my caste				
①	②	③	④	⑤
I feel bad when I think about how prosperous I would have been if I were doing a work according to my caste.				
①	②	③	④	⑤
When I compare the work I do with what I should have done according to my caste, I realize that I am quite well off.				
①	②	③	④	⑤
I feel dissatisfied with the work I do compared to what the work I should have done according to my caste.				
①	②	③	④	⑤

Below are statements with which you may agree or disagree. Using the ① - ⑤ scale, indicate your agreement with each of these statements. <i>Please be open and honest while responding.</i>				
① Completely Disagree	② Disagree	③ Neither Disagree nor Agree	④ Agree	⑤ Completely Agree
All in all I am satisfied with my job.				
①	②	③	④	⑤
In general, I like working here.				
①	②	③	④	⑤
In general, I don't like my job.				
①	②	③	④	⑤

Below are statements with which you may agree or disagree. Using the ① - ⑤ scale, indicate your agreement with each of these statements. <i>Please be open and honest while responding.</i>				
① Completely Disagree	② Disagree	③ Neither Disagree nor Agree	④ Agree	⑤ Completely Agree
①	②	③	④	⑤
The work that people do in this occupation is shameful.				
①	②	③	④	⑤
I have tried to keep my occupation a secret from people.				
①	②	③	④	⑤
I find this occupation to be disgraceful.				
①	②	③	④	⑤
I want people to know that I am different from the other members of this occupation.				
①	②	③	④	⑤
I have been ashamed of the work that is to be done in this occupation.				
①	②	③	④	⑤

Below are statements with which you may agree or disagree. Using the ① - ⑤ scale, indicate your agreement with each of these statements. <i>Please be open and honest while responding.</i>				
① Completely Disagree	② Disagree	③ Neither Disagree nor Agree	④ Agree	⑤ Completely Agree
①	②	③	④	⑤
In most ways my life is close to how it should be.				
①	②	③	④	⑤
The conditions of my life are excellent.				
①	②	③	④	⑤
I am satisfied with my life.				
①	②	③	④	⑤
So far I have gotten the important things I want in life.				
①	②	③	④	⑤
If I could live my life over, I would change almost nothing.				
①	②	③	④	⑤

Below are statements with which you may agree or disagree. Using the ① - ⑤ scale, indicate your agreement with each of these statements. <i>Please be open and honest while responding.</i>				
① Completely Disagree	② Disagree	③ Neither Disagree nor Agree	④ Agree	⑤ Completely Agree
①		I purposely avoid conversations about my work with my family.		⑤
①		I purposely avoid conversations about my work with my relatives, friends, or any member of my caste.		⑤
①		I find myself hiding what I do from my family.		⑤
①		I find myself hiding what I do from my relatives, friends, or any member of my caste.		⑤

Appendix-6: Cover Page for Questionnaire used in Quantitative Studies (Hindi)



प्रिय उत्तरदाता/प्रतिभागी:

मैं आईआईएम इंदौर में पीएचडी की पढ़ाई कर रही हूँ। मैं आपको इस सर्वेक्षण में भाग लेने और अपनी राय बताने के लिए आमंत्रित करती हूँ।

इस सर्वेक्षण में भाग लेना या नहीं लेना पूरी तरह से आपकी मर्जी पर निर्भर है। हालांकि आपको इस सर्वेक्षण का हिस्सा बनने से कोई हानि नहीं होगी, फिर भी **आप चाहे तो किसी भी प्रश्न का उत्तर देने से इंकार कर सकते हैं या किसी भी समय इस अध्ययन से हट सकते हैं।**

यदि आप इस अध्ययन में भाग लेने के लिए अपनी सहमति देते हैं, तो आपका डाटा पूरी तरह से गोपनीय रखा जाएगा और इसका उपयोग केवल शैक्षणिक उद्देश्यों के लिए किया जाएगा। यह सर्वेक्षण दो (तीन) बार में भ्रवाया जाएगा - एक आज, दूसरी बार एक हफ्ते बाद (, और तीसरी बार आज से दो हफ्ते बाद)।

इस सर्वेक्षण में पूछे जाने वाले प्रश्नों का कोई सही या गलत उत्तर नहीं है। इन प्रश्नों का उद्देश्य सिर्फ आपकी राय जानना है, इसलिए **कृपया खुलकर और ईमानदारी से जवाब दें।**

आपके समय और समर्थन के लिए बहुत-बहुत धन्यवाद।

यदि आपको किसी भी प्रकार का संकोच या प्रश्न हो, तो आप बेहिचक मुझे संपर्क कर सकते हैं।

दिव्या

पीएचडी (2017 बैच)

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Appendix-7: Consent Form used in Quantitative Study (Hindi)

सहमति पत्र

मैंने उपरोक्त जानकारी पढ़ी है और सर्वेक्षण के बारे में मुझे समझाया गया है। मैं इस सर्वेक्षण में भाग लेने के लिए सहमत हूँ। मेरी संतुष्टि के लिए मेरे सभी सवालों का जवाब दिया गया है। मैं प्रकाशन सहित अनुसंधान के उद्देश्य के लिए डाटा के उपयोग की भी अनुमति देती हूँ, क्योंकि मेरी व्यक्तिगत प्रतिक्रियाओं को गोपनीय रखा जाएगा।

प्रतिभागी के हस्ताक्षर:

प्रतिभागी का फ़ोन नम्बर:

दिनांक:

सूचित सहमति प्राप्त करने के लिए जिम्मेदार व्यक्ति का नाम:

हस्ताक्षर:

दिनांक:

Appendix-8: Questionnaire (Hindi)

निर्देश: नीचे ऐसे कथन दिए गए हैं जिनसे आप सहमत या असहमत हो सकते हैं। ①-⑤ अंक के पैमाने का उपयोग करते हुए, कृपया प्रत्येक कथन से अपनी सहमति का स्तर अंकित करें। कृपया खुलकर और ईमानदारी से जवाब दें।				
① पूरी तरह असहमत	② असहमत	③ न सहमत न असहमत	④ सहमत	⑤ पूरी तरह सहमत
जब मैं अपने काम की तुलना उस काम के साथ करता/करती हूँ जो मुझे मेरी जाति (समाज) अनुसार करना चाहिए, तो मुझे कमी महसूस होती है।				
①	②	③	④	⑤
जब मैं अपने काम की तुलना उस काम के साथ करता/करती हूँ जो मुझे मेरी जाति (समाज) अनुसार करना चाहिए, तो मुझे लगता है कि मैं बेहतर हूँ।				
①	②	③	④	⑤
जब मैं सोचता/सोचती हूँ कि मैं कितना खुश होता/होती अगर मैं अपनी जाति (समाज) अनुसार काम कर रहा होता/होती, तो मुझे अपने लिए बुरा लगता है।				
①	②	③	④	⑤
जब मैं अपने काम की तुलना उस काम के साथ करता/करती हूँ जो मुझे मेरी जाति (समाज) अनुसार करना चाहिए, तो मुझे लगता है कि मैं काफी अच्छी स्थिति में हूँ।				
①	②	③	④	⑤
जब मैं अपने काम की तुलना उस काम के साथ करता/करती हूँ जो मुझे मेरी जाति (समाज) अनुसार करना चाहिए, तो मैं असंतुष्ट महसूस करता/करती हूँ।				
①	②	③	④	⑤

निर्देश: नीचे ऐसे कथन दिए गए हैं जिनसे आप सहमत या असहमत हो सकते हैं। ①-⑤ अंक के पैमाने का उपयोग करते हुए, कृपया प्रत्येक कथन से अपनी सहमति का स्तर अंकित करें। कृपया खुलकर और ईमानदारी से जवाब दें।				
① पूरी तरह असहमत	② असहमत	③ न सहमत न असहमत	④ सहमत	⑤ पूरी तरह सहमत
कुल मिलाकर, मैं अपनी नौकरी से संतुष्ट हूँ।				
①	②	③	④	⑤
आमतौर पर, मुझे यहाँ काम करना पसंद है।				
①	②	③	④	⑤
आमतौर पर, मुझे मेरी नौकरी अच्छी नहीं लगती है।				
①	②	③	④	⑤

निर्देश: नीचे ऐसे कथन दिए गए हैं जिनसे आप सहमत या असहमत हो सकते हैं। ①-⑤ अंक के पैमाने का उपयोग करते हुए, कृपया प्रत्येक कथन से अपनी सहमति का स्तर अंकित करें। कृपया खुलकर और ईमानदारी से जवाब दें।				
① पूरी तरह असहमत	② असहमत	③ न सहमत न असहमत	④ सहमत	⑤ पूरी तरह सहमत
ज्यादातर मायनों में मेरा जीवन वैसा ही है जैसा होना चाहिए।				
①	②	③	④	⑤
मेरे जीवन के हालात बहुत अच्छे हैं।				

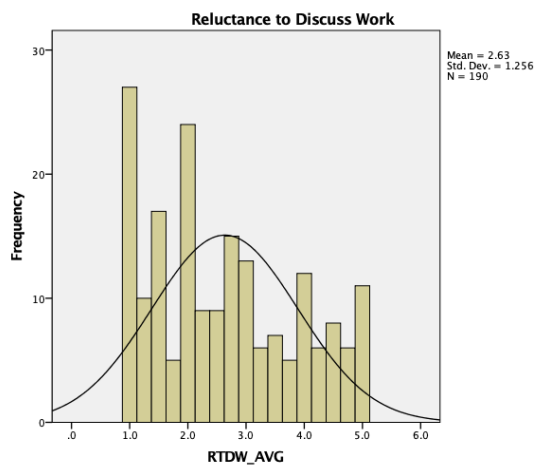
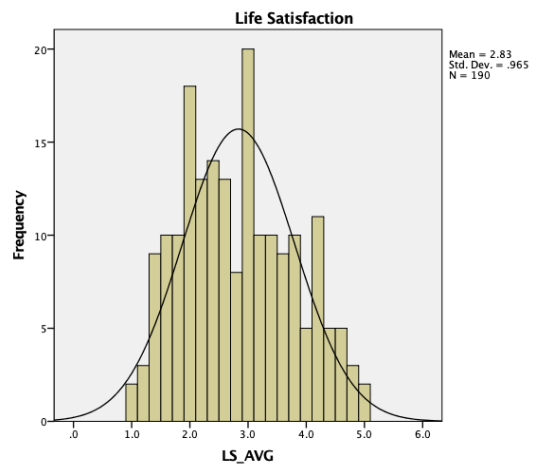
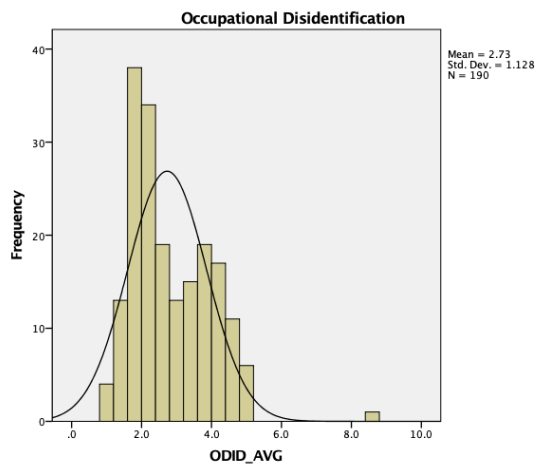
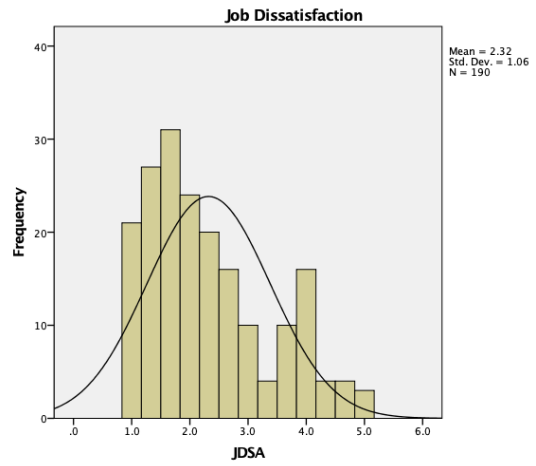
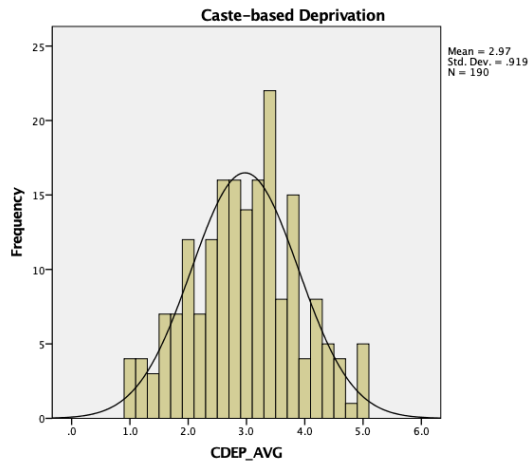
①	②	③	④	⑤
मैं अपने जीवन में संतुष्ट हूँ				
①	②	③	④	⑤
अभी तक मैंने जीवन में उन सभी महत्वपूर्ण चीजों को प्राप्त किया है जो मैंने चाही हैं।				
①	②	③	④	⑤
अगर मुझे अपना जीवन फिर से जीने को मिले, तो मैं लगभग कुछ भी नहीं बदलूँगा/बदलूँगी।				
①	②	③	④	⑤

निर्देश: नीचे ऐसे कथन दिए गए हैं जिनसे आप सहमत या असहमत हो सकते हैं। ①-⑤ अंक के पैमाने का उपयोग करते हुए, कृपया प्रत्येक कथन से अपनी सहमति का स्तर अंकित करें। कृपया खुलकर और ईमानदारी से जवाब दें।				
① पूरी तरह असहमत	② असहमत	③ न सहमत न असहमत	④ सहमत	⑤ पूरी तरह सहमत
इस पेशे में लोग जो काम करते हैं, वह खराब है।				
①	②	③	④	⑤
मैं कोशिश करता/करती हूँ कि लोगों को अपने काम के बारे में नहीं बताऊँ।				
①	②	③	④	⑤
मुझे मेरा काम अपमानजनक लगता है।				
①	②	③	④	⑤
मैं चाहता/चाहती हूँ कि लोग जानें कि मैं मेरे पेशे के बाकी लोगों से अलग हूँ।				
①	②	③	④	⑤
इस पेशे में जो काम करना पड़ता है, उससे मुझे शर्म आती है।				
①	②	③	④	⑤

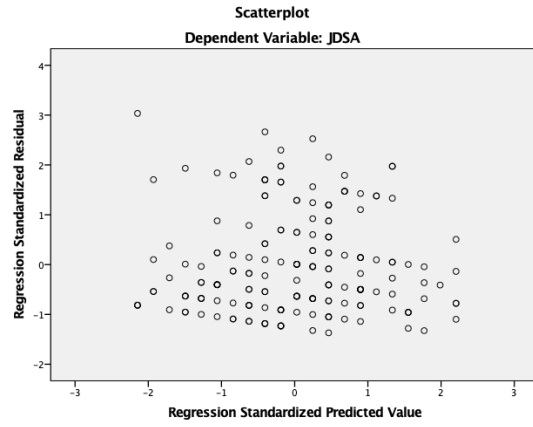
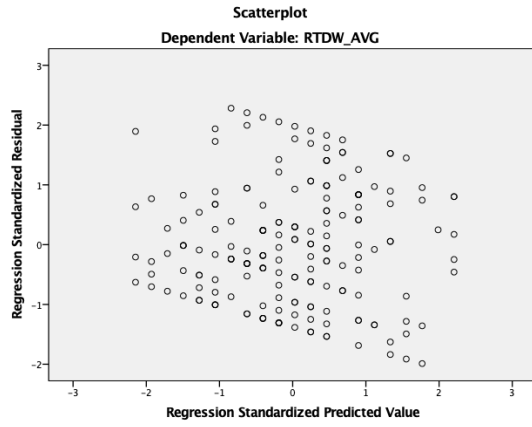
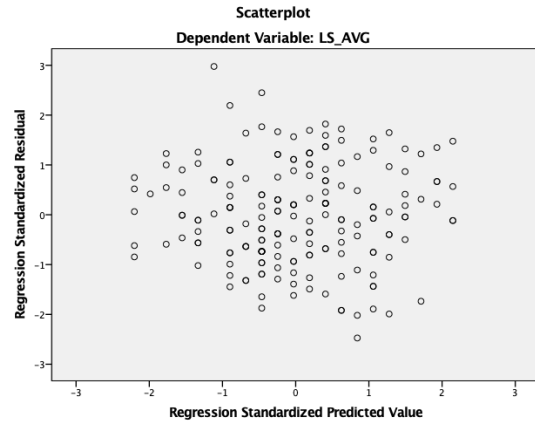
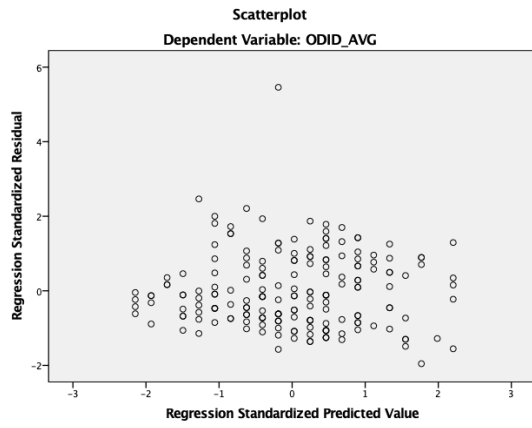
निर्देश: नीचे ऐसे कथन दिए गए हैं जिनसे आप सहमत या असहमत हो सकते हैं। ①-⑤ अंक के पैमाने का उपयोग करते हुए, कृपया प्रत्येक कथन से अपनी सहमति का स्तर अंकित करें। कृपया खुलकर और ईमानदारी से जवाब दें।				
① पूरी तरह असहमत	② असहमत	③ न सहमत न असहमत	④ सहमत	⑤ पूरी तरह सहमत
मैं जानबूझकर अपने परिवार से अपने काम के बारे में बात नहीं करता/करती हूँ।				
①	②	③	④	⑤
मैं जानबूझकर अपने दोस्तों, रिश्तेदारों, या अपनी जाति (समाज) के किसी भी व्यक्ति से अपने काम के बारे में बात नहीं करता/करती हूँ।				
①	②	③	④	⑤
मैं अपने काम को अपने परिवार से छुपाता/छुपाती हूँ।				
①	②	③	④	⑤
मैं अपने काम को अपने दोस्तों, रिश्तेदारों, या अपनी जाति (समाज) के किसी भी व्यक्ति से छुपाता/छुपाती हूँ।				



Appendix-9: Skewness and Kurtosis Graphs (Study-2a)



Appendix-10: Graphs for homoscedasticity (Study-2a)



Appendix-11: Results of Regression Analysis for caste-based deprivation's impact on occupational disidentification without control for blue attitude (Study2a)

Regression results for caste-based deprivation's impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.026(.572)***	1.863(.595)***
Occupational Tenure	-.048(.017)**	-.041(.016)*
Education	.062(.092)	-.003(.088)
Gender	-.270(.211)	-.170(.201)
Age	.006(.011)	.007(.011)
Marital Status	-.032(.135)	-.032(.128)
Income	-.000(.000)	-.000(.000)
Social Desirability	.016(.068)	.037(.064)
CDEP		.328(.069)***
R ²	.080	.181
Adjusted R ²	.045	.145
R ² Change	.080	.101
F	2.259*	5.000***
F Change	2.259*	22.332***

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; †p≤.10
CDEP = Caste-based deprivation

Appendix-12: Results of Regression Analysis for caste-based deprivation's impact on life satisfaction without control for blue attitude (Study 2a)

Regression results for caste-based deprivation's impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.872(.554)***	4.251(.558)***
Occupational Tenure	-.004(.017)	-.013(.015)
Education	-.155(.089)	-.077(.083)
Gender	.077(.205)	-.042(.189)
Age	-.009(.011)	-.010(.010)
Marital Status	.040(.131)	.041(.120)
Income	.000(.000)	.000(.000)
Social Desirability	.032(.066)	.008(.060)
CDEP		-.389(.065)***
R ²	.025	.185
Adjusted R ²	-.012	.149
R ² Change	.025	.160
F	.669	5.151***
F Change	.669	35.637***

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; †p≤.10
CDEP = Caste-based deprivation.

Appendix-13: Results of Regression Analysis for caste-based deprivation's impact on reluctance to discuss work without control for blue attitude (Study 2a)

Regression results for caste-based deprivation's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.766(.699)***	1.488(.735)***
Occupational Tenure	-.050(.021)*	-.042(.020)*
Education	.149(.112)	.076(.109)
Gender	-.085(.258)	.026(.248)
Age	-.011(.014)	-.010(.013)
Marital Status	.195(.165)	.194(.158)
Income	.000(.000)	.000(.000)
Social Desirability	-.041(.083)	-.018(.079)
CDEP		.360(.086)***
R ²	.084	.166
Adjusted R ²	.049	.129
R ² Change	.084	.081
F	2.393*	4.491***
F Change	2.393*	17.647***

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; †p≤.10
CDEP = Caste-based deprivation

Appendix-14: Results of Regression Analysis for caste-based deprivation's impact on job dissatisfaction without control for blue attitude (Study 2a)

Regression results for caste-based deprivation's impact on job dissatisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.331(.602)***	1.648(.651)*
Occupational Tenure	.010(.018)	.015(.018)
Education	.168(.097) [†]	.129(.097)
Gender	.188(.222)	.247(.220)
Age	-.012(.012)	-.011(.012)
Marital Status	-.157(.142)	-.157(.140)
Income	.000(.000)	.000(.000)
Social Desirability	.037(.071)	.049(.070)
CDEP		.193(.076)*
R ²	.047	.080
Adjusted R ²	.010	.039
R ² Change	.047	.033
F	1.278	1.954 [†]
F Change	1.278	6.418*

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; [†]p≤.10
CDEP = Caste-based deprivation.

Appendix-15: Results of Regression Analysis for job dissatisfaction's impact on occupational disidentification without control for blue attitude (Study 2a)

Regression results for job dissatisfaction's impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.026(.572)***	2.156(.549)***
Occupational Tenure	-.048(.017)**	-.052(.016)***
Education	.062(.092)	-.000(.086)
Gender	-.270(.211)	-.340(.195)†
Age	.006(.011)	.011(.011)
Marital Status	-.032(.135)	.026(.125)
Income	-.000(.000)	-.000(.000)
Social Desirability	.016(.068)	.002(.063)
JDS		.373(.065)***
R ²	.080	.222
Adjusted R ²	.045	.187
R ² Change	.080	.142
F	2.259*	6.443***
F Change	2.259*	32.955***

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; †p≤.10
 JDS = Job Dissatisfaction.

Appendix-16: Results of Regression Analysis for job dissatisfaction's impact on life satisfaction without control for blue attitude (Study 2a)

Regression results for job dissatisfaction's impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.872(.554)***	3.426(.559)***
Occupational Tenure	-.004(.017)	-.001(.016)
Education	-.155(.089) [†]	-.116(.087)
Gender	.077(.205)	.121(.199)
Age	-.009(.011)	-.012(.011)
Marital Status	.040(.131)	-.003(.127)
Income	.000(.000)	.000(.000)
Social Desirability	.032(.066)	.041(.064)
JDS		-.238(.066)***
R ²	.025	.090
Adjusted R ²	-.012	.050
R ² Change	.025	.065
F	.669	2.237*
F Change	.669	12.908***

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; †p≤.10
 JDS = Job Dissatisfaction.

Appendix-17: Results of Regression Analysis for job dissatisfaction's impact on reluctance to discuss work without control for blue attitude (Study 2a)

Regression results for job dissatisfaction's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.766(.699)***	2.257(.716)**
Occupational Tenure	-.050(.021)*	-.052(.021)*
Education	.149(.112)	.112(.112)
Gender	-.085(.258)	-.126(.255)
Age	-.011(.014)	-.009(.014)
Marital Status	.195(.165)	.229(.163)
Income	.000(.000)	.000(.000)
Social Desirability	-.041(.083)	-.049(.082)
JDS		.218(.085)*
R ²	.084	.117
Adjusted R ²	.049	.078
R ² Change	.084	.032
F	2.393*	2.988**
F Change	2.393*	6.635*

Notes: N=190; *** p≤.001; **p≤.01; *p≤.05; †p≤.10
 JDS = Job Dissatisfaction.

Appendix-18: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro without control for blue attitude (Study 2a)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.328(.069)***	4.726	.213	.443
Direct Effect	.265(.066)***	4.009	.156	.375
Indirect Effect	.063		.021	.119
Indirect Effect	.064		.022	.120
(Completely standardized)				

Notes: N = 190; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval 5000 bootstrap samples.

Appendix-19: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro without control for blue attitude (Study 2a)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	-0.389(.065)***	-5.970	-.497	-.281
Direct Effect	-0.355(.065)***	-5.459	-.463	-.248
Indirect Effect	-.034		-.069	-.008
Indirect Effect	-.037		-.073	-.009

(Completely standardized)

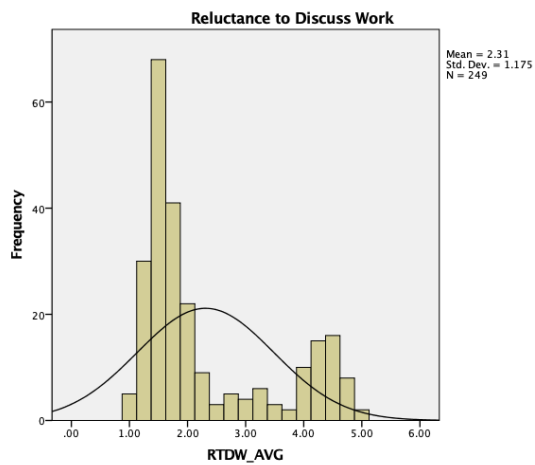
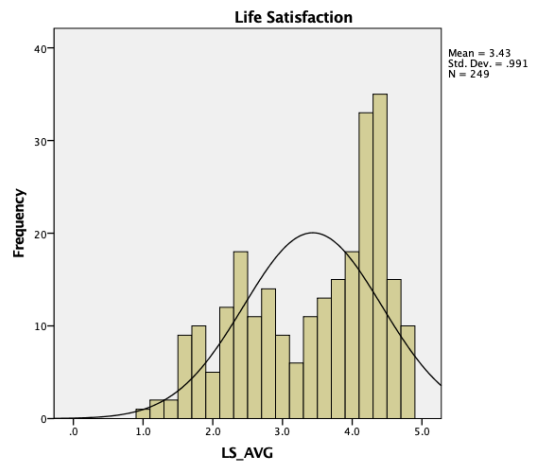
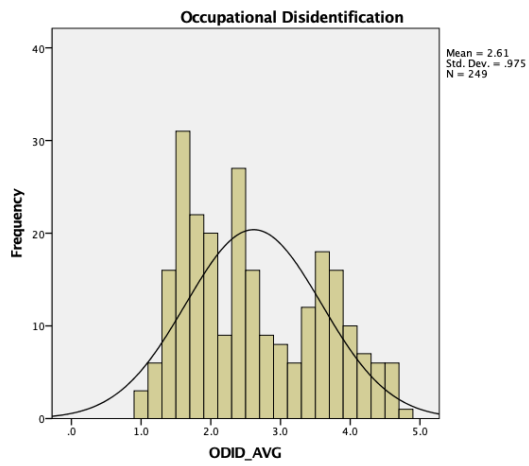
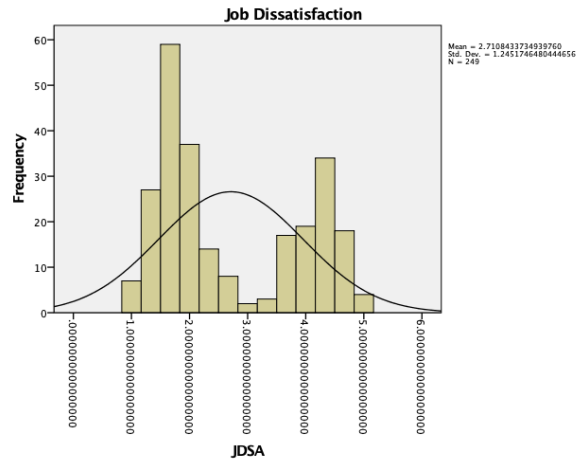
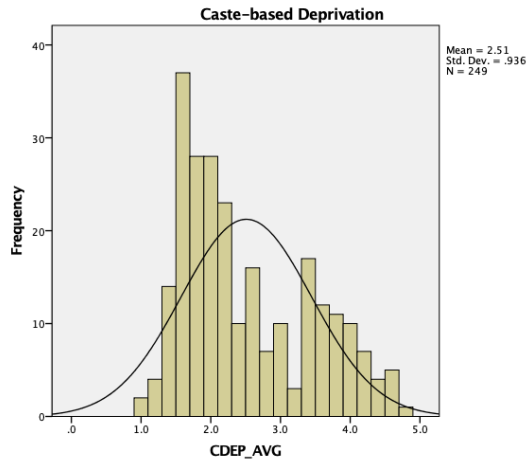
Notes: N = 190; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval 5000 bootstrap samples.

Appendix-20: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro without control for blue attitude (Study 2a)

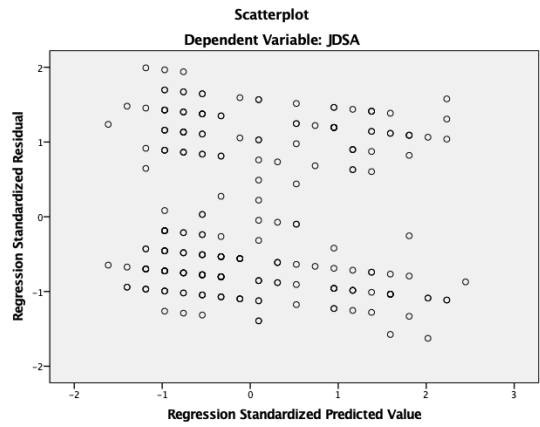
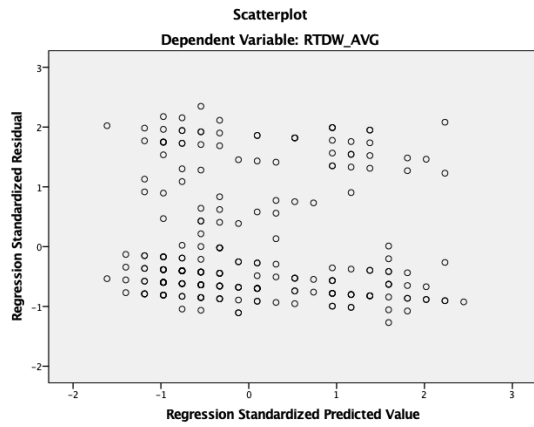
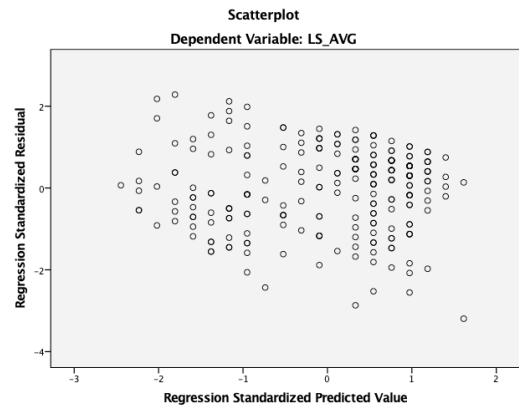
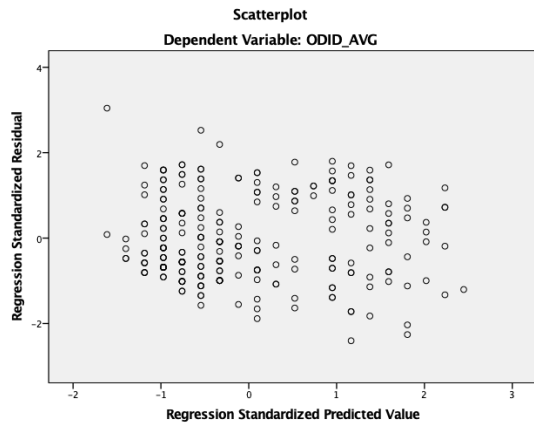
Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.361(.086)***	4.201	.219	.502
Direct Effect	.330(.087)**	3.804	.186	.473
Indirect Effect	.031		.001	.069
Indirect Effect	.026		.001	.057
(Completely standardized)				

Notes: N = 190; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval 5000 bootstrap samples.

Appendix-21: Skewness and Kurtosis Graphs (Study-2b)



Appendix-22: Graphs for homoscedasticity (Study-2b)



Appendix-23: Results of Regression Analysis for caste-based deprivation's impact on occupational disidentification without control for blue attitude (Study2b)

Regression results for caste-based deprivation's impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.173(.608)***	2.703(.554)***
Occupational Tenure	.006(.014)	.005(.013)
Education	.167(.093) †	.077(.085)
Age	-.003(.013)	-.002(.012)
Marital Status	-.150(.158)	-.176(.143)
Income	-.000(.000)	-.000(.000) †
Social Desirability	-.072(.086)	-.174(.079)*
CDEP		.437(.059)***
R ²	.027	.208
Adjusted R ²	.003	.185
R ² Change	.027	.181
F	1.127	9.035***
F Change	1.127	54.979***

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-24: Results of Regression Analysis for caste-based deprivation's impact on life satisfaction without control for blue attitude (Study2b)

Regression results for caste-based deprivation's impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.984(.617)***	4.520(.545)***
Occupational Tenure	.006(.014)	.008(.013)
Education	-.065(.094)	.037(.083)
Age	-.013(.013)	-.015(.012)
Marital Status	.216(.160)	.246(.140) [†]
Income	-.000(.000)	-.000(.000)
Social Desirability	-.069(.087)	.047(.078)
CDEP		-.499(.058)***
R ²	.030	.258
Adjusted R ²	.006	.237
R ² Change	.030	.228
F	1.261	11.994***
F Change	1.261	74.100***

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-25: Results of Regression Analysis for caste-based deprivation's impact on reluctance to discuss work without control for blue attitude (Study2b)

Regression results for caste-based deprivation's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	1.781(.738)*	1.677(.742)*
Occupational Tenure	.010(.017)	.009(.017)
Education	-.048(.112)	-.068(.114)
Age	-.006(.016)	-.005(.016)
Marital Status	-.001(.191)	-.007(.191)
Income	.000(.000)	.000(.000)
Social Desirability	.135(.105)	.112(.106)
CDEP		.097(.079)
R ²	.015	.021
Adjusted R ²	-.009	-.007
R ² Change	.015	.006
F	.621	.748
F Change	.621	1.503

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-26: Results of Regression Analysis for caste-based deprivation's impact on job dissatisfaction without control for blue attitude (Study2b)

Regression results for caste-based deprivation's impact on job dissatisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	4.146(.771)***	3.969(.771)***
Occupational Tenure	.015(.018)	.015(.018)
Education	-.112(.117)	-.146(.118)
Age	-.019(.017)	-.019(.017)
Marital Status	-.499(.200)*	-.509(.199)*
Income	.000(.000)	.000(.000)
Social Desirability	-.020(.109)	-.058(.110)
CDEP		.165(.082)*
R ²	.043	.059
Adjusted R ²	.020	.032
R ² Change	.043	.016
F	1.832 [†]	2.165*
F Change	1.832 [†]	4.030*

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-27: Results of Regression Analysis for job dissatisfaction’s impact on occupational disidentification without control for blue attitude (Study2b)

Regression results for job dissatisfaction’s impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.173(.608)***	2.431(.628)***
Occupational Tenure	.006(.014)	.004(.014)
Education	.167(.093) †	.187(.091)*
Age	-.003(.013)	-.000(.013)
Marital Status	-.150(.158)	-.060(.156)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.072(.086)	-.068(.084)
JDS		.179(.050)***
R ²	.027	.077
Adjusted R ²	.003	.050
R ² Change	.027	.050
F	1.127	2.876**
F Change	1.127	13.037***

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
JDS = Job Dissatisfaction.

Appendix-28: Results of Regression Analysis for job dissatisfaction's impact on life satisfaction without control for blue attitude (Study2b)

Regression results for job dissatisfaction's impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.984(.617)***	4.956(.626)***
Occupational Tenure	.006(.014)	.010(.014)
Education	-.065(.094)	-.092(.090)
Age	-.013(.013)	-.018(.013)
Marital Status	.216(.160)	.099(.155)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.069(.087)	-.074(.084)
JDS		-.234(.049)***
R ²	.030	.113
Adjusted R ²	.006	.088
R ² Change	.030	.083
F	1.261	4.401***
F Change	1.261	22.566***

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
JDS = Job Dissatisfaction.

Appendix-29: Results of Regression Analysis for job dissatisfaction's impact on reluctance to discuss work without control for blue attitude (Study2b)

Regression results for job dissatisfaction's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	1.781(.738)*	-.319(.664)
Occupational Tenure	.010(.017)	.002(.015)
Education	-.048(.112)	.009(.096)
Age	-.006(.016)	.004(.014)
Marital Status	-.001(.191)	.252(.165)
Income	.000(.000)	.000(.000)
Social Desirability	.135(.105)	.145(.089)
JDS		.506(.052)***
R ²	.015	.291
Adjusted R ²	-.009	.270
R ² Change	.015	.275
F	.621	14.108***
F Change	.621	93.601***

Note: N=249; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
JDS = Job Dissatisfaction.

Appendix-30: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro without control for blue attitude (Study 2b)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.437(.059)***	7.415	.340	.534
Direct Effect	.414(.058)***	7.089	.318	.511
Indirect Effect	.023		.002	.051
Indirect Effect	.023		.002	.051
(Completely standardized)				

Note: N = 249; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval

5000 bootstrap samples

*** $p \leq .001$; ** $p \leq .01$; * $p \leq .05$; † $p < .10$.

Appendix-31: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro without control for blue attitude (Study 2b)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	-0.499(.058)***	-8.608	-.595	-.403
Direct Effect	-0.468(.056)***	-8.289	-.561	-.374
Indirect Effect	-.031		-.063	-.004
Indirect Effect	-.031		-.063	-.004

(Completely standardized)

Note: N = 249; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval
 5000 bootstrap samples
 *** $p \leq .001$; ** $p \leq .01$; * $p \leq .05$; † $p < .10$.

Appendix-32: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro without control for blue attitude (Study 2b)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.097(.079)	1.123	-.037	.227
Direct Effect	.014(.068)	.201	-.099	.126
Indirect Effect	.083		.010	.161
Indirect Effect	.070		.008	.133
(Completely standardized)				

Note: N = 249; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval

5000 bootstrap samples

*** $p \leq .001$; ** $p \leq .01$; * $p \leq .05$; † $p < .10$.

Appendix-33: Results for the moderated-mediation effect of gender (occupational disidentification) from PROCESS macro without control for blue attitude (Study 2b)

Results for the moderated-mediation effect of gender (Occupational Disidentification)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	.414(.058)***	7.089	.318	.511
Indirect Effect				
(CDEP->JDS->ODID)				
Gender = 0 (Males)	.043		.012	.085
Gender = 1(Females)	-.013		-.050	.021
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	-.055		-.118	-.009

Note: N = 249; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; ODID = Occupational Disidentification
5000 bootstrap samples
*** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-34: Results for the moderated-mediation effect of gender (life satisfaction) from PROCESS macro without control for blue attitude (Study 2b)

Table 7.18 Results for the moderated-mediation effect of gender (Life Satisfaction)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	-0.468(.056)***	-8.289	-.561	-.375
Indirect Effect				
(CDEP->JDS->LS)				
Gender = 0 (Males)	-.059		-.106	-.021
Gender = 1(Females)	.017		-.029	.064
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	.076		.016	.147

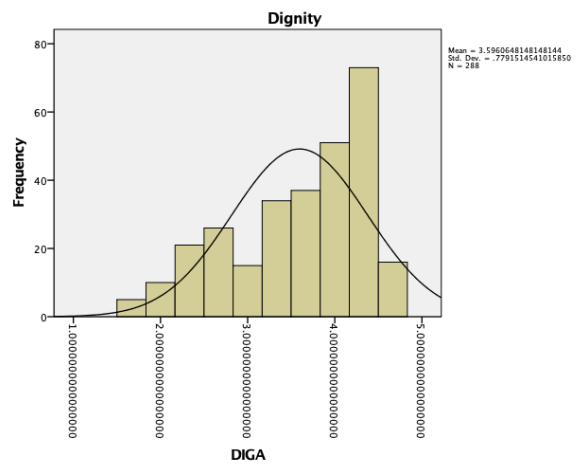
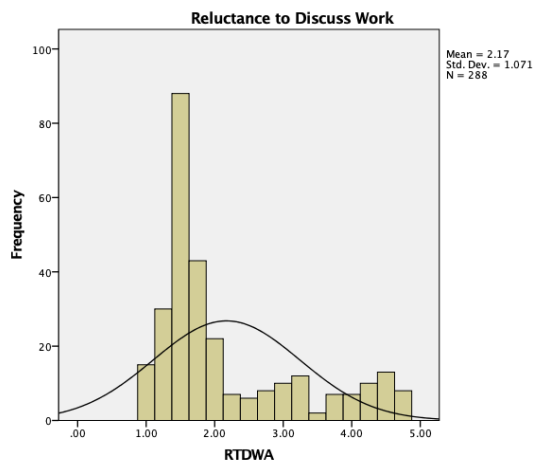
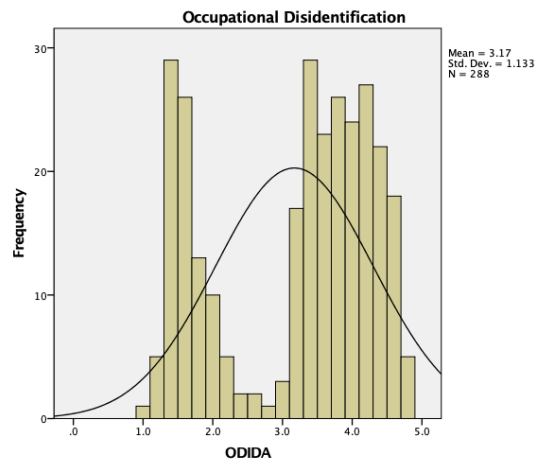
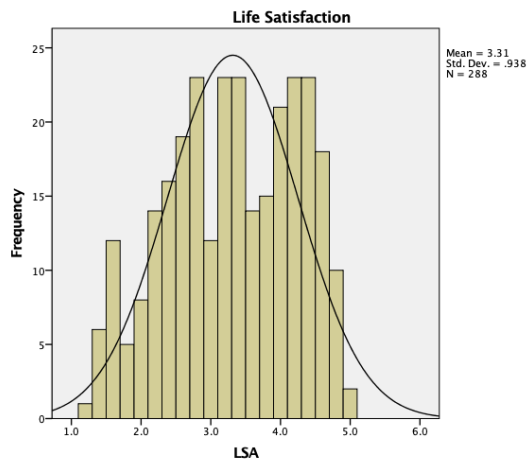
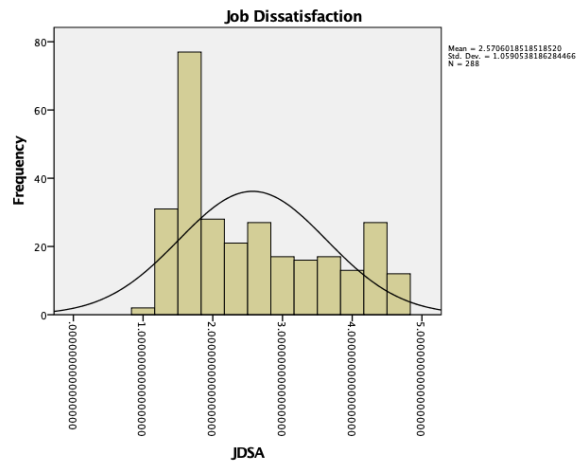
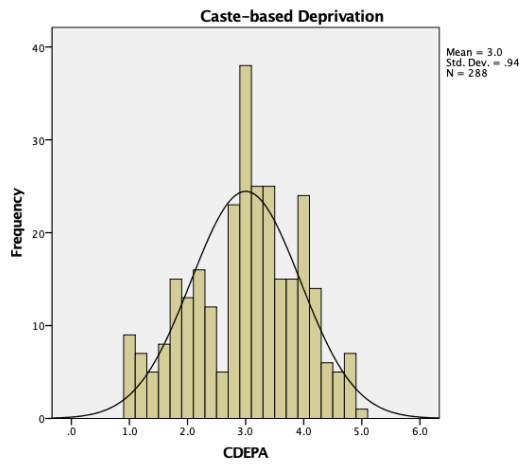
Note: N = 249; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; LS = Life Satisfaction
5000 bootstrap samples
*** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-35: Results for the moderated-mediation effect of gender (reluctance to discuss work) from PROCESS macro without control for blue attitude (Study 2b).

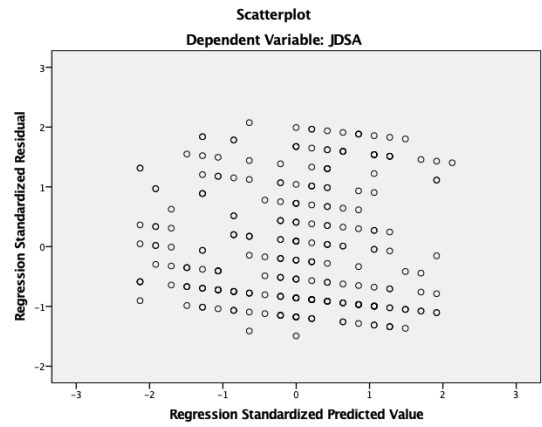
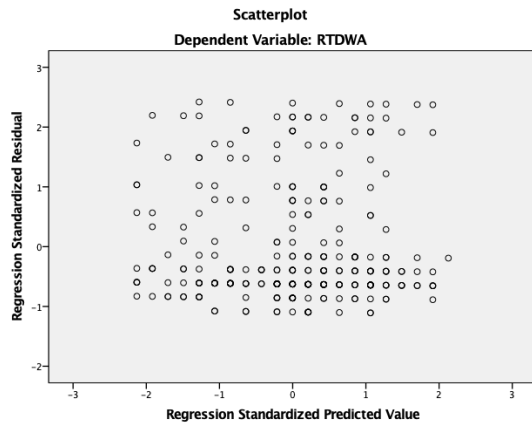
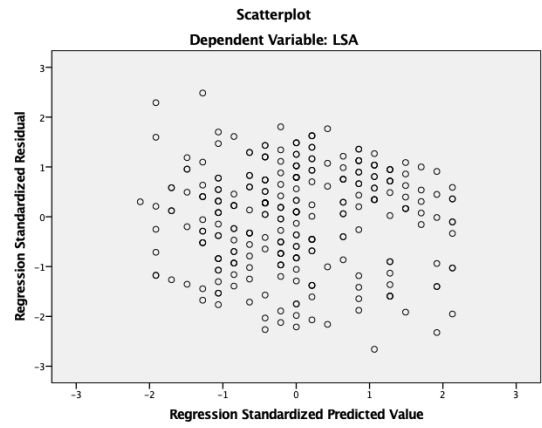
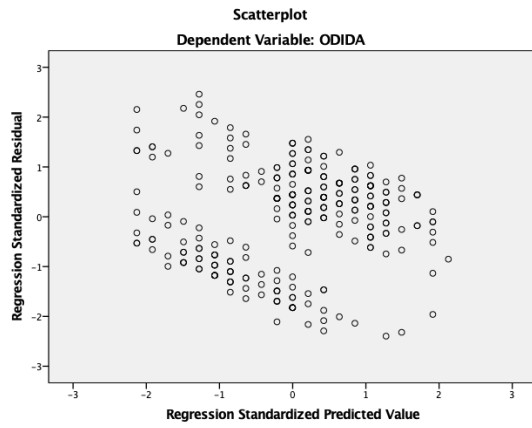
Results for the moderated-mediation effect of gender (Reluctance to Discuss Work)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	.014(.068)	.149	-.099	.123
Indirect Effect				
(CDEP->JDS->RTDW)				
Gender = 0 (Males)	.157		.068	.255
Gender = 1(Females)	-.046		-.159	.080
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	-.203		-.351	-.054

Note: N = 249; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; RTDW = Reluctance to Discuss Work
 5000 bootstrap samples
 *** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-36: Skewness and Kurtosis Graphs (Study-2c)



Appendix-37: Graphs for homoscedasticity (Study-2c)



Appendix-38: Results of Regression Analysis for caste-based deprivation's impact on occupational disidentification without control for blue attitude (Study2c)

Regression results for caste-based deprivation's impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.513(.787)***	1.514(.701)*
Occupational Tenure	.008(.030)	-.001(.025)
Education	-.076(.073)	-.045(.062)
Age	-.017(.023)	-.002(.019)
Marital Status	.043(.135)	.059(.115)
Income	.000(.000)	.000(.000)
Social Desirability	.035(.117)	-.067(.101)
CDEP		.632(.062)***
R ²	.007	.276
Adjusted R ²	-.015	.258
R ² Change	.007	.269
F	.310	15.248***
F Change	.310	104.194***

Note: N=288; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-39: Results of Regression Analysis for caste-based deprivation's impact on life satisfaction without control for blue attitude (Study2c)

Regression results for caste-based deprivation's impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.264(.649)***	4.497(.624)***
Occupational Tenure	.015(.025)	.021(.023)
Education	-.015(.060)	-.035(.055)
Age	.005(.019)	-.004(.017)
Marital Status	-.015(.111)	-.025(.103)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.022(.097)	.040(.090)
CDEP		-.390(.055)***
R ²	.012	.162
Adjusted R ²	-.009	.141
R ² Change	.012	.150
F	.577	7.728***
F Change	.577	50.030***

Note: N=288; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-40: Results of Regression Analysis for caste-based deprivation's impact on reluctance to discuss work without control for blue attitude (Study2c)

Regression results for caste-based deprivation's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.565(.742)***	2.501(.774)***
Occupational Tenure	-.016(.028)	-.017(.028)
Education	-.011(.069)	-.010(.069)
Age	.014(.021)	.015(.022)
Marital Status	-.182(.127)	-.181(.128)
Income	-.000(.000)	.000(.000)
Social Desirability	-.086(.111)	-.089(.111)
CDEP		.020(.068)
R ²	.011	.012
Adjusted R ²	-.010	-.013
R ² Change	.011	.000
F	.536	.470
F Change	.536	.087

Note: N=288; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-41: Results of Regression Analysis for caste-based deprivation's impact on job dissatisfaction without control for blue attitude (Study2c)

Regression results for caste-based deprivation's impact on job dissatisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.592(.731)***	2.161(.757)**
Occupational Tenure	.034(.028)	.032(.027)
Education	.056(.068)	.063(.067)
Age	-.019(.021)	-.016(.021)
Marital Status	-.184(.125)	-.181(.125)
Income	.000(.000)	.000(.000)
Social Desirability	.109(.109)	.087(.109)
CDEP		.136(.067)*
R ²	.020	.034
Adjusted R ²	-.001	.010
R ² Change	.020	.014
F	.932	1.400
F Change	.932	4.417*

Note: N=288; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-42: Results of Regression Analysis for job dissatisfaction’s impact on occupational disidentification without control for blue attitude (Study2c)

Regression results for job dissatisfaction’s impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.513(.787)***	2.562(.758)***
Occupational Tenure	.008(.030)	-.004(.028)
Education	-.076(.073)	-.097(.069)
Age	-.017(.023)	-.010(.021)
Marital Status	.043(.135)	.110(.128)
Income	.000(.000)	.000(.000)
Social Desirability	.035(.117)	-.005(.111)
JDS		.367(.061)***
R ²	.007	.122
Adjusted R ²	-.015	.100
R ² Change	.007	.115
F	.310	5.552***
F Change	.310	36.764***

Note: N=288; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
JDS = Job Dissatisfaction.

Appendix-43: Results of Regression Analysis for job dissatisfaction’s impact on life satisfaction without control for blue attitude (Study2c)

Regression results for job dissatisfaction’s impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.264(.649)***	4.025(.628)***
Occupational Tenure	.015(.025)	.025(.023)
Education	-.015(.060)	.001(.057)
Age	.005(.019)	-.001(.018)
Marital Status	-.015(.111)	-.069(.106)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.022(.097)	.010(.092)
JDS		-.294(.050)***
R ²	.012	.120
Adjusted R ²	-.009	.098
R ² Change	.012	.108
F	.577	5.455***
F Change	.577	34.313***

Notes: N=288; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
JDS = Job Dissatisfaction.

Appendix-44: Results of Regression Analysis for job dissatisfaction's impact on reluctance to discuss work without control for blue attitude (Study2c)

Regression results for job dissatisfaction's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.565(.742)***	1.172(.645) [†]
Occupational Tenure	-.016(.028)	-.035(.024)
Education	-.011(.069)	-.041(.058)
Age	.014(.021)	.024(.018)
Marital Status	-.182(.127)	-.083(.109)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.086(.111)	-.144(.094)
JDS		.537(.052)***
R ²	.011	.288
Adjusted R ²	-.010	.270
R ² Change	.011	.276
F	.536	16.163***
F Change	.536	108.698***

Note: N=288; *** p≤.001; **p≤.01; *p≤.05; [†]p<.10.
JDS = Job Dissatisfaction.

Appendix-45: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro without control for blue attitude (Study 2c)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.632(.062)***	10.208	.530	.735
Direct Effect	.591(.059)***	10.006	.494	.688
Indirect Effect	.041		.009	.077
Indirect Effect	.034		.007	.064
(Completely standardized)				

Note: N = 288; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval
5000 bootstrap samples

*** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-46: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro without control for blue attitude (Study 2c)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	-0.390(.055)***	-7.073	-.481	-.299
Direct Effect	-.355(.053)***	-6.714	-.443	-.268
Indirect Effect	-.035		-.067	-.008
Indirect Effect	-.035		-.066	-.008

(Completely standardized)

Note: N = 288; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval
5000 bootstrap samples

*** p ≤ .001; ** p ≤ .01; * p ≤ .05; † p < .10.

Appendix-47: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro without control for blue attitude (Study 2c)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.020(.068)	.296	-.093	.133
Direct Effect	-.054 (.059)	-.918	-.150	.043
Indirect Effect	.074		.016	.137
Indirect Effect	.065		.015	.117
(Completely standardized)				

Note: N = 288; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval

5000 bootstrap samples

*** $p \leq .001$; ** $p \leq .01$; * $p \leq .05$; † $p < .10$.

Appendix-48: Results for the moderated-mediation effect of gender (occupational disidentification) from PROCESS macro without control for blue attitude (Study 2b)

Results for the moderated-mediation effect of gender (Occupational Disidentification)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	.591(.059)***	10.006	.494	.688
Indirect Effect				
(CDEP->JDS->ODID)				
Gender = 0 (Males)	.076		.029	.128
Gender = 1(Females)	-.003		-.051	.042
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	-.079		-.154	-.013

Note: N = 288; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; ODID = Occupational Disidentification
 5000 bootstrap samples
 *** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-49: Results for the moderated-mediation effect of gender (life satisfaction) from PROCESS macro without control for blue attitude (Study 2c)

Results for the moderated-mediation effect of gender (Life Satisfaction)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	-0.355(.053)***	-6.714	-0.443	-0.268
Indirect Effect				
(CDEP->JDS->LS)				
Gender = 0 (Males)	-0.064		-0.108	-0.025
Gender = 1(Females)	.003		-0.037	.042
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	.067		.011	.126

Note: N = 288; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; LS = Life Satisfaction
 5000 bootstrap samples
 *** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-50: Results for the moderated-mediation effect of gender (reluctance to discuss work) from PROCESS macro without control for blue attitude (Study 2c)

Table 8.19 Results for the moderated-mediation effect of gender (Reluctance to Discuss Work)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	-.054(.059)	-.918	-.150	.043
Indirect Effect				
(CDEP->JDS->RTDW)				
Gender = 0 (Males)	.136		.055	.226
Gender = 1(Females)	-.006		-.091	.078
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	-.142		-.272	-.025

Note: N = 288; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; RTDW = Reluctance to Discuss Work
 5000 bootstrap samples
 *** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-51: Results of Regression Analysis for caste-based deprivation's impact on occupational disidentification without control for blue attitude (Additional Analysis)

Regression results for caste-based deprivation's impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.068(.309)***	1.574(.297)***
Occupational Tenure	-.013(.010)	-.012(.009)
Education	.014(.048)	-.025(.043)
Age	-.002(.008)	-.000(.007)
Marital Status	-.060(.079)	-.041(.071)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.025(.049)	-.045(.044)
Dummy for Location	.603(.193)**	.159(.176)
Dummy for Organization	-.059(.119)	.178(.108)*
CDEP		.521(.039)***
R ²	.061	.251
Adjusted R ²	.050	.242
R ² Change	.061	.190
F	5.825***	26.686***
F Change	5.825***	181.835***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-52: Results of Regression Analysis for caste-based deprivation's impact on life satisfaction without control for blue attitude (Additional Analysis)

Regression results for caste-based deprivation's impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.112(.275)***	4.421(.266)***
Occupational Tenure	.006(.009)	.005(.008)
Education	-.070(.043)	-.036(.039)
Age	-.006(.007)	-.007(.007)
Marital Status	.081(.071)	.064(.063)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.015(.044)	-.002(.040)
Dummy for Location	-.552(.172)***	-.166(.158)
Dummy for Organization	.561(.106)***	.353(.097)***
CDEP		-.457(.035)***
R ²	.069	.251
Adjusted R ²	.059	.242
R ² Change	.069	.182
F	6.699***	26.768***
F Change	6.699***	174.375***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-53: Results of Regression Analysis for caste-based deprivation's impact on reluctance to discuss work without control for blue attitude (Additional Analysis)

Regression results for caste-based deprivation's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.771(.332)***	2.325(.355)***
Occupational Tenure	-.007(.011)	-.007(.011)
Education	.018(.052)	.007(.051)
Age	-.005(.009)	-.004(.009)
Marital Status	-.022(.085)	-.016(.085)
Income	.000(.000)	.000(.000)
Social Desirability	-.002(.053)	-.008(.053)
Dummy for Location	.092(.208)	-.041(.210)
Dummy for Organization	-.282(.128)*	-.211(.129)
CDEP		.156(.046)***
R ²	.030	.045
Adjusted R ²	.019	.033
R ² Change	.030	.015
F	2.771**	3.766***
F Change	2.771**	11.410***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-54: Results of Regression Analysis for caste-based deprivation's impact on job dissatisfaction without control for blue attitude (Additional Analysis)

Regression results for caste-based deprivation's impact on job dissatisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.709(.320)***	2.245(.342)***
Occupational Tenure	.016(.010)	.017(.010)
Education	.046(.050)	.033(.049)
Age	-.013(.009)	-.012(.008)
Marital Status	-.209(.082)*	-.204(.081)*
Income	.000(.000)	.000(.000)
Social Desirability	.062(.051)	.056(.051)
Dummy for Location	-.500(.200)*	-.639(.202)**
Dummy for Organization	.297(.123)*	.371(.124)**
CDEP		.162(.044)***
R ²	.041	.059
Adjusted R ²	.030	.047
R ² Change	.041	.017
F	3.839***	4.951***
F Change	3.839***	13.318***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
CDEP = Caste-based Deprivation.

Appendix-55: Results of Regression Analysis for job dissatisfaction's impact on occupational disidentification without control for blue attitude (Additional Analysis)

Regression results for job dissatisfaction's impact on occupational disidentification		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.068(.309)***	2.256(.308)***
Occupational Tenure	-.013(.010)	-.018(.010) [†]
Education	.014(.048)	.000(.046)
Age	-.002(.008)	.002(.008)
Marital Status	-.060(.079)	.003(.076)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.025(.049)	-.043(.047)
Dummy for Location	.603(.193)**	.753(.185)***
Dummy for Organization	-.059(.119)	-.148(.114)
JDS		.300(.034)***
R ²	.061	.151
Adjusted R ²	.050	.141
R ² Change	.061	.090
F	5.825***	14.214***
F Change	5.825***	76.431***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
JDS = Job Dissatisfaction.

Appendix-56: Results of Regression Analysis for job dissatisfaction’s impact on life satisfaction without control for blue attitude (Additional Analysis)

Regression results for job dissatisfaction’s impact on life satisfaction		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	3.112(.275)***	3.801(.276)***
Occupational Tenure	.006(.009)	.010(.009)
Education	-.070(.043)	-.059(.041)
Age	-.006(.007)	-.009(.007)
Marital Status	.081(.071)	.027(.068)
Income	-.000(.000)	-.000(.000)
Social Desirability	-.015(.044)	.001(.042)
Dummy for Location	-.556(.172)***	-.683(.166)***
Dummy for Organization	.561(.106)***	.636(.102)***
JDS		-.254(.031)***
R ²	.069	.151
Adjusted R ²	.059	.140
R ² Change	.069	.081
F	6.699***	14.124***
F Change	6.699***	68.479***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; †p<.10.
 JDS = Job Dissatisfaction.

Appendix-57: Results of Regression Analysis for job dissatisfaction's impact on reluctance to discuss work without control for blue attitude (Additional Analysis)

Regression results for job dissatisfaction's impact on reluctance to discuss work		
Variables	Model 1	Model 2
	B(SE)	B(SE)
(Constant)	2.771(.352)***	1.549(.313)***
Occupational Tenure	-.007(.011)	-.014(.010)
Education	.018(.052)	-.002(.047)
Age	-.005(.009)	.001(.008)
Marital Status	-.022(.085)	.073(.077)
Income	.000(.000)	.000(.000)
Social Desirability	-.002(.053)	-.030(.048)
Dummy for Location	.092(.208)	.317(.188) [†]
Dummy for Organization	-.282(.128)*	-.416(.116)***
JDS		.451(.035)***
R ²	.030	.213
Adjusted R ²	.019	.203
R ² Change	.030	.183
F	2.771**	21.607***
F Change	2.771**	167.164***

Note: N=727; *** p≤.001; **p≤.01; *p≤.05; [†]p<.10.
JDS = Job Dissatisfaction.

Appendix-58: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro without control for blue attitude (Additional Analysis)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and occupational disidentification from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.474(.037)***	12.759	.413	.535
Direct Effect	.436(.036)***	12.115	.377	.495
Indirect Effect	.038		.020	.058
Indirect Effect	.035		.019	.052
(Completely standardized)				

Note: N = 727; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval
5000 bootstrap samples

*** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-59: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro without control for blue attitude (Additional Analysis)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and life satisfaction from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	-0.420(.033)***	-12.654	-.474	-.365
Direct Effect	-.388(.032)***	-12.010	-.441	-.335
Indirect Effect	-.032		-.050	-.017
Indirect Effect	-.032		-.050	-.017

(Completely standardized)

Note: N = 727; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval
5000 bootstrap samples

*** p ≤ .001; ** p ≤ .01; * p ≤ .05; † p < .10.

Appendix-60: Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro without control for blue attitude (Additional Analysis)

Results for the mediation effect of job-dissatisfaction between caste-based deprivation and reluctance to discuss work from PROCESS macro				
	Effect (SE)	T value	LLCI	ULCI
Total Effect	.158(.044)**	3.600	.086	.230
Direct Effect	.090(.040)*	2.256	.024	.156
Indirect Effect	.067		.035	.101
Indirect Effect	.058		.031	.086

(Completely standardized)

Note: N = 727; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval

5000 bootstrap samples

*** $p \leq .001$; ** $p \leq .01$; * $p \leq .05$; † $p < .10$.

Appendix-61: Results for the moderated-mediation effect of gender (occupational disidentification) from PROCESS macro without control for blue attitude (Additional Analysis)

Results for the moderated-mediation effect of gender (Occupational Disidentification)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	.436(.036)***	12.115	.377	.495
Indirect Effect				
(CDEP->JDS->ODID)				
Gender = 0 (Males)	.058		.034	.085
Gender = 1(Females)	.004		-.023	.031
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	-.054		-.092	-.018

Note: N = 727; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; ODID = Occupational Disidentification
5000 bootstrap samples

*** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-62: Results for the moderated-mediation effect of gender (life satisfaction) from PROCESS macro without control for blue attitude (Additional Analysis)

Results for the moderated-mediation effect of gender (Life Satisfaction)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	-0.388(.032)***	-12.009	-.441	-.335
Indirect Effect				
(CDEP->JDS->LS)				
Gender = 0 (Males)	-.049		-.072	-.028
Gender = 1(Females)	-.004		-.027	.019
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	.045		.016	.078

Note: N = 727; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; LS = Life Satisfaction
 5000 bootstrap samples
 *** p≤.001; **p≤.01; *p≤.05; †p<.10.

Appendix-63: Results for the moderated-mediation effect of gender (reluctance to discuss work) from PROCESS macro without control for blue attitude (Additional Analysis)

Results for the moderated-mediation effect of gender (Reluctance to Discuss Work)				
	Effect (SE)	T value	LLCI	ULCI
Direct Effect	.090(.040)*	2.256	.024	.156
Indirect Effect				
(CDEP->JDS->RTDW)				
Gender = 0 (Males)	.103		.062	.147
Gender = 1(Females)	.008		-.041	.055
Index of Moderated Mediation				
	Index		LLCI	ULCI
Gender	-.095		-.162	-.031

Note: N = 727; LLCI: Lower limit of Confidence interval; ULCI: Upper limit of confidence interval; CDEP = Caste-based Deprivation; JDS = Job Dissatisfaction; RTDW = Reluctance to Discuss Work
 5000 bootstrap samples
 *** p≤.001; **p≤.01; *p≤.05; †p<.10.