

Cartwright, N. (1999). *An investigation of barriers in the workplace as experienced by individuals with physical disabilities who use vocal output communication aids*. Unpublished doctoral dissertation, Purdue University, West Lafayette. Lyle L. Lloyd (Advisor): 128 pages of text, 93 references, 5 appendices, 7 tables, and 0 figures.

This study's purpose is to investigate the barriers in the workplace to the productivity and the job satisfaction of workers with physical disabilities who use Voice Output Communication Aids (VOCA). This study was designed to provide information to parents, educators, employers, and policymakers regarding those barriers in the workplace to the successful employment of individuals with disabilities who use a VOCA. Selected individuals who have physical disabilities and work for remuneration were surveyed by questionnaire in order to obtain information about barriers in the workplace. The survey items were designed, pretested, and sent to eighty-seven individuals who met the criteria for the study. A total of thirty-five questionnaires were returned, providing a return rate of 40 percent. The data was tallied and percentages were calculated. Barriers found in the workplace were classified into five types of barriers. These types were attitude barriers, practice barriers, knowledge barriers, skill barriers, and architectural barriers.

Collectively the questions of this study led to the following conclusions when considering barriers in the workplace to the successful employment of individuals with physical disabilities who use a VOCA. Most of the participants reported that they missed work often as a result of frequent doctor's appointments. The lack of job skills and the quality of work produced by the participants were found to inhibit the participants from experiencing job satisfaction as well as successful job performance. Working effectively as a member of a team was cited most often as a barrier in the workplace. Even though most of the participants reported getting compliments from their coworkers about job performance, most felt that they could not do their job without the immediate supervision of their boss. They expressed difficulty in working under the supervision of their boss and getting along with coworkers. Conclusions as recommendations are included.