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**A TWO PART STORY: THE IMPACT OF A CULTURALLY RESPONSIVE WORKING
ENVIRONMENT ON WELLBEING; AND THE JOB ATTITUDES AND FACTORS OF
RETENTION FOR INDIGENOUS EMPLOYEES**

A thesis presented in partial fulfilment of the requirements for the degree of

Master of Management
in
Human Resource Management

at Massey University, Turitea campus, Aotearoa – New Zealand

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2015

*Ko Taranaki te maunga,
Ko Waingongoro te awa,
Ko Aotea te waka,
Ko Nga Ruahinerangi te iwi,
Ko Okahu te hapu,
Ko Aotea te marae,
Ko Ngakaunui to wharenuī,
Ko Benjamin Pi Katene toku pepe,
Ko Raiha Hooker toku ingoa*

Abstract

The purpose of this research is twofold. (1) to highlight the influence a culturally responsive working environment has on Māori employees in New Zealand/Aotearoa and how this culturally-based environment can influence the wellbeing of employees; and (2) investigates how support from their supervisor and employee satisfaction with multiple work factors influences their job attitudes, job search behaviours and related factors in their intention to quit that organisation. A particular focus is on how having support for cultural values such as whanaungatanga (reciprocal relationships), manaakitanga (respect, prestige, status), and mauri (life principle, essential quality and vitality of a being) impacts Māori employees' mental health and cultural wellbeing. An online survey was sent to a wide network of working Māori requesting consideration, as well as asking participants to forward the survey on to their own contacts. Data was collected in two waves with a second survey sent a week or two after the first survey was completed. Overall 113 participants completed both surveys (matching survey one and two responses).

Results of this study suggests that support from the supervisor help form an organisational culture that in turn creates a culturally responsive working environment, which then has a beneficial influence on the mental health and cultural wellbeing of Māori employees. Additionally, support from the supervisor was found to be positively related to all four satisfaction dimensions (supervisor, co-worker, job and pay) which in turn related to search behaviours and ultimately intentions to leave their organisation. Ultimately, supervisor and job satisfaction were found to be key predictors of turnover intentions.

Acknowledgements

I would like to thank everyone who has played a part my ongoing academic journey.

Thank you to my supervisor Professor Jarrod Haar for your guidance throughout this very new and amazing experience for me.

I would like to give my sincere thanks to Parininihi ki Waitotara Trust for their belief in me as well as their belief in my research. Being the first recipient to be awarded the Gloria Kerehoma Postgraduate Scholarship was a very humbling and overwhelming experience.

Thank you to all of those who saw value in my topic and worked hard to get the word out and encourage participation.

Thank you to my past work colleagues who shared their stories with me and inspired me to take this journey.

Most of all I would like to thank the participants of the survey who shared their stories with me and took the time to do the survey. Without your time and thought, this would not have been possible.

E kore au i mate, E kore au i mate, ka mate ano te mate, ka ora ano ahau

FOR BENJAMIN PI

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