



Hate me, but love my dog:

Dealer alienation and stereotyped self-prophecy drive casino dealers to pathological gambling

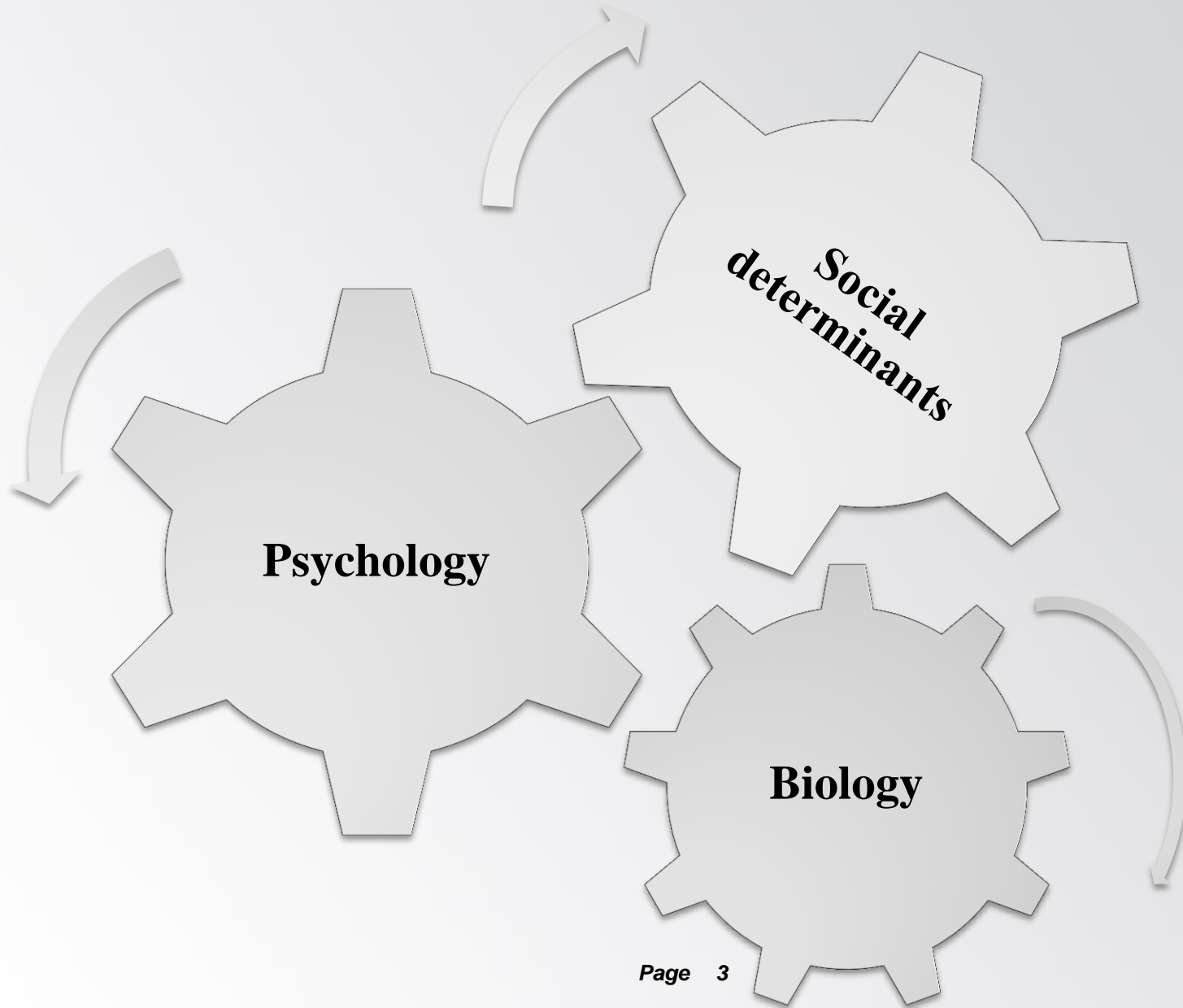
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Attention: Casino Employees at Risk

- **Elevated risk** for pathological gambling among **casino employees** (Hing & Breen, 2008; Hing & Gainsbury, 2011; Shaffer & Hall, 2002; Shaffer, Vander Bilt, & Hall, 1999)
- **For the case of Macao:**
 - **PaGs (DSM-IV-TR > or = 5): 1.47% public** (Wu, Lai, & Tong, 2013)
 - **PaGs (SOGS > or = 10): 6.7% among dealers** (Wu & Wong, 2008)
- **Targets: Dealers in Macau**
 - **43% of the whole paid casino employees** (DSEC, 2013)

Etiology of Pathological Gambling : Research Gap



Start: **Myth** of dealer's stereotypes

- *“Being a card dealer makes us like gambling.”*
- The present study:
 - Only focus on the potential outcomes of this myth
 - Termed as **“stereotyped self-prophecy”**
 - Measured on a 5-point Likert scale from “strongly disagree” to “strongly agree”

Stress-Gambling Link: Decompose Stress

■ Stress and anxiety (+) → Disordered Gambling (+)

(Coman, Burrows, & Evans, 1997)

■ What exactly are involved in working stress for dealers in Macau?

■ **Job meaningfulness** → Job stress → increased risk (Wu & Wong, 2008)

■ **Dealer alienation** (Smith, Preston, & Humphries, 1976)

- Powerlessness from higher-ups
- Normlessness from higher-ups
- Meaninglessness from fellow workers
- Social isolation from higher-ups and fellow workers
- Self-estrangement

Predictors and Outcomes of Alienation

(Dan S. Chiaburu, Thundiyil, & Wang, 2013)

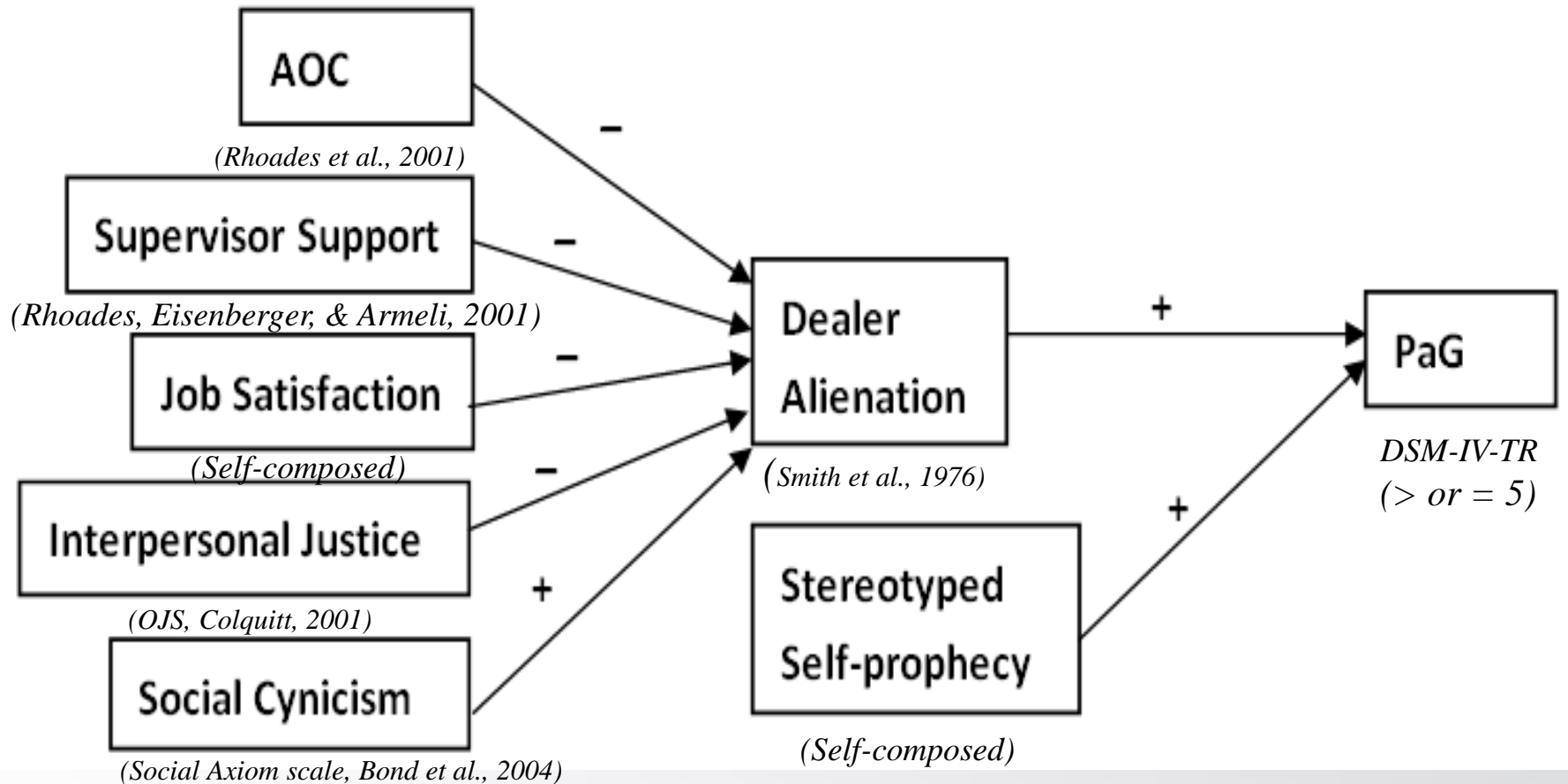
■ Predictors:

- Individual characteristics: locus of control, protestant work ethic...
- Leader dimensions: Supportive leadership, Individual consideration...
- Work context: Organizational support, Decision participant...

■ Outcomes:

- Attitudes: Job satisfaction, Organizational commitment
- Health-related: Burnout, Health symptoms...
- Pathological gambling (Trevorrow & Moore, 1998)

Proposed Model



■ **AOC=Affective organizational commitment**

■ **PaG=Pathological gambling**

Methods-Sampling & Respondents



- **Convenient** sampling: Casino card dealers in Macao
- **Attained sample:**
 - **401 cases:** 47% males and 53% females.
 - **Age:** 18 to 67 (mean=28.64, SD=9.05)
 - **Educational level** (*from high to low*): high school(50.1%), middle school (39.4%), college(8.7%), and primary school (1.2%).

Result and Discussion-1

■ **Pathological gambling risk:**

- **10.5% (DSM-IV-TR diagnoses criteria)**
- **Six times higher** than the public in Macao (1.47%, Wu et al., 2013).
- **50% higher** than 2008 among dealers in Macao (6.7%, Wu & Wong, 2008)----**DSM V.S. SOGS**

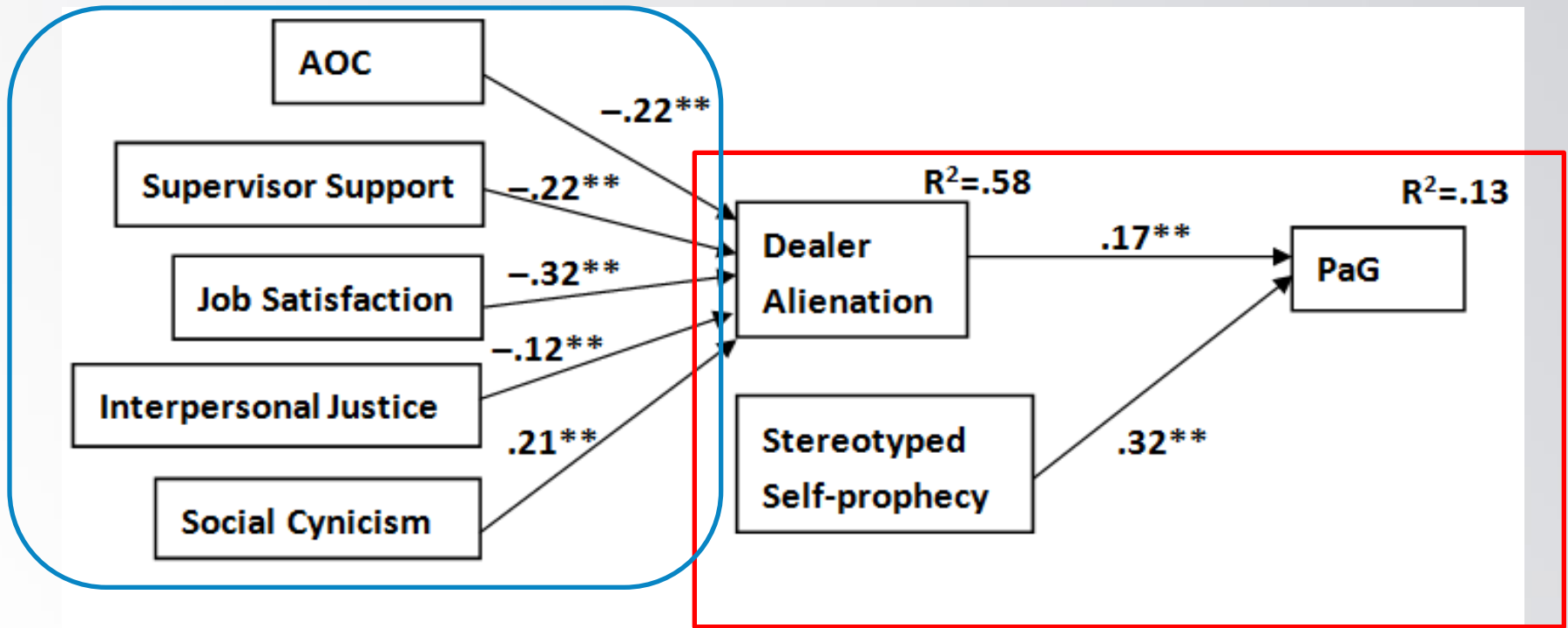
◆ **Implications:**

- a. more risks than the public**
- b. Intensified tendency with time**

Result and Discussion-2

■ Path analysis confirming proposed model:

- **Satisfying model fitness:** $\chi^2=15.37$, $p>.05$, RMSEA=.03, CFI=.99 → Proposed model has been accepted.



* $p < .05$, ** $p < .01$.

Significance & Contribution

- The present study is a pioneering study that
 - Provided scientific data for warning the risk of pathological gambling among dealers in Macau
 - Invited dealer alienation and dealer's stereotyped belief into predicting pathological gambling;
 - Explored antecedents of dealer's alienation from various aspects involving individual, supervisor, and work context.
 - Adopted a work context specific measure studying dealer's alienation in work.

Limitation & Future Direction

- **Replication** of the elevated risk with **DSM-5**
- **Measure more stereotyped social beliefs** →
develop dealers' lay theories
- **Experimental studies:** *i.e., interventions of reducing dealer alienation, priming stereotyped beliefs, and etc.*



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Q&A

Thanks for your attention!