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Increasing Social Adaptation for workers including disabilities through Virtual Reality Personality Type Test

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KEYWORDS: Virtual Reality, disability, job satisfaction, personality type test, aptitude, recognition improvement

Today, as the times progress, the quality of life and rights of disabled people are better than before. For example, Statista, Global Database Co..According to statistics from , the proportion of disabled workers in Korea has increased excessively from 1.6% in 2007 to 3% in 2020. On the other hand, the job satisfaction of disabled workers did not increase sufficiently compared to non-disabled workers. disabled workers Job satisfaction among disabled workers averaged 3.23 out of 40 today, while 3.18 in 2016, according to the Journal of the Korea Creative Content Association. In other words, even though more people with disabilities are hired, they are less likely to be satisfied with their jobs due to low wages, discrimination in the workplace, nonconformity in education, or low utilization of knowledge and skills. All of this is inevitable because society still does not have a system to identify the aptitude of the disabled due to the wrong perception of the disabled and the lack of sensitivity to whether they are disabled. The government has vocational training and employment support services that support employment for the disabled, but the lack of vocational training institutions for the disabled, stagnant employment brokerage, and restrictions on job diversity indicate limitations of government support. At the same time, it is difficult to regulate proper education due to neglect of job suitability such as abusive language and bullying by vocational training workers and teachers. Therefore, in order to improve awareness for non-disabled people and improve job satisfaction for disabled people, it is a better measure to use Virtual Reality Personality Type Test that can conduct personality type tests and training at once to find out the abilities and aptitudes of disabled people. The Virtual Reality Personality Type Test also detects visceral and immediate responses to accurately measure a person's aptitude. Combining that with a list of specific questions will provide a list of jobs accustomed to their aptitude and generate a job training for individuals to be ready for the job.

Job suitability is important for everyone. High job satisfaction further strengthens professional interest and motivation, increases work efficiency, and there are certain hardships and adversity that overcome it positively, and increases self-development and job development ability for self-realization, speeding up growth for self-realization. However, if the job is not suitable, interest in the job may decrease, resulting in lower job and work ability, and stress and conflict over the job may continue. Therefore, the direction of the Virtual Reality Personality Type Test that can compensate for this can be comprehensively understood using virtual reality that is familiar to us, such as personality type, intelligence development type, career identity, environmental



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adaptation, and individual values, and tests implemented visually and spatially similar to reality will allow an instinctive set of responses.

Naturally, according to the main purpose, this brand-new test is friendly to people with mental disabilities or physical disabilities. For instance, blind people will be provided with a better hearing support. Even people with reduced mobility can participate by using the simple controls provided in various ways. In the future, it is possible to prepare a job placement that can have practical effects by introducing a vocational training simulation suitable for the aptitude. Through this, many people, including the disabled, can improve job satisfaction, and this improvement can satisfy the employment rate of the disabled, job suitability, economic and social independence of the disabled, and Maslow's hierarchy of needs: 4th level is esteem need, which include self-worth, accomplishment and respect, and 5th level is self-actualization that refer to the realization of a person's potential, self-fulfillment, seeking personal growth and peak experiences.

Therefore, I started a small campaign online and offline on the importance of virtual reality personality type tests, and I want to raise awareness of hiring disabled people who are not suitable for reality and spread information on how virtual reality personality tests help find aptitude. I pray that this small movement can ultimately contribute to improving job satisfaction for the disabled in Korea. The results of the campaign show that people ultimately neglect the lives of the disabled and pay little attention to inappropriate vocational training programs for the disabled. Although awareness has increased since the campaign, it is necessary to further expand this awareness-raising campaign so that the reckless behavior of vocational training can lead to low job satisfaction for the disabled.