

**Refugees and Immigrants Crisis in the 21st Century:  
A Hindrance or Challenge in the face of Job Insecurity in Europe?  
Can Regulation of Employee's Appraisals Facilitate Migrants' Integration into European  
Marketplace?**

Europe is in the center of migrants' crisis since 2011. All scientific associations are trying to assist Europe in controlling this crisis. Similarly, European work and organizational psychology association recently invited all scholars to propose initiatives to integrate migrants successfully into European marketplace. To contribute this goal, this proposal intends to facilitate this integration through working on cognitive appraisals of European employees. In doing so, we need to know how European employees appraise migrants. They may appraise them as a hindrance (i.e., rival) or a challenge (i.e., friend). According to our investigation there is no scale to measure it. As such, we are going to develop a scale to measure how employees appraise migrants. A hindrance appraisal of migrants is expected to increase the concern of job insecurity among European employees and a change appraisal is predicted to reduce this concern. This knowledge helps us to design interventions to reduce hindrance appraisals toward migrants and increase challenge appraisals leading to a successful integration. To reduce the hindrance appraisals and to increase the challenge appraisals, we propose an experimental intervention to turn the hindrance appraisal into challenge appraisals. This will facilitate this integration and reduce the negative outcomes resulted from an increased perceived job insecurity. These two steps are described in more details in the complete version of this proposal which is also attached to this application. This is only a primary draft and we are flexible to make changes in this proposal.