



Assessing Crime Effect on Employment Rate and Job Creation in Maryland: A Quantitative Study

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ABSTRACT

This article presents a comprehensive examination of the relationship between crime rate, employment levels, and job creation in the state of Maryland. Utilizing data from state and federal agencies spanning from September 2018 to August 2023, the researcher conducted a rigorous quantitative correlational test. The study's key finding is the absence of a significant correlation between crime, employment, and job creation. Moreover, the study reveals that the correlation coefficient was notably impacted by the job losses in Maryland during the COVID-19 pandemic.

Introduction

This study focuses on assessing the effect of crime on the employment rate and job creation in Maryland. Maryland is the 42nd largest state in the US and home to several universities and sports teams. The state's rich and diverse culture is unique (State of Maryland, 2023). However, certain cities in the state have record crime rates. The effect of crime, employment, and job creation can change individuals' economic trajectory and financial well-being in crime-prone areas (Dyanan et al., 2018). In addition, employment rates and job creation are critical to an economy because they are essential components of GDP measurement (Dyanan et al., 2018). Employment plays a role in purchasing parity and spending power; locals are directly affected by any slight changes in job creation levels and employment rates. On the other hand, employment levels affect the local economy, leading to significant effects at the micro and macroeconomic levels (Dyanan et al., 2018).

Employment and job creation levels are affected by many factors, such as inflation, technological advancements, and interest rate hikes. (United States Bureau of Labor Statistics, 2023). These metrics are used in measuring significant economic growth locally, nationally, and globally (Dyanan et al., 2018). Crime rate is another factor worthy of consideration in issues related to job creation (Bennett et al., 2016). Furthermore, employment rates and job creation levels vary by geographical location (United States Small Business Administration, 2023). Within the United States, the varying levels of crime across various cities and suburban areas impact the desire of job creators to venture into such locations and the quality of jobs in those communities (Owens II et al., 2021).

The specific problem of this research is to assess the correlation between crime on the employment rate and job creation in Maryland. This study fills the knowledge gap by focusing on a particular state and can be used by practitioners, business entities, and government consulting. The remainder of the research covers the statement of the problem, purpose and significance of the study, research design, research question and hypotheses, literature review, methodology, sampling, theoretical framework, results, and lastly, the discussion.

Statement of problem

Gramlich (2020) states that crime rates significantly influence American communities economically. Gramlich (2020)

further highlights that crime rates are critical business decisions when expanding into crime-prone cities and crime-ridden neighborhoods. In addition, large employers of labor have historically migrated out of previously economically thriving communities in the United States due to crime and related factors (Love, 2021; Walmart, 2023). At the international level, the relationship between crime and employment is remarkably correlated (Jawadi et al., 2021). Tsushima (1976) found similar results, affirming a strong relationship between crime and employment in different regions worldwide. From the preceding, this paper sees the need to conduct in-depth research into the relationship between crime, employment rate, and job creation, specifically in the state of Maryland.

Purpose and Significance of Study

This study seeks to fill the knowledge gap concerning the effect of crime in American communities regarding crime, employment, and job creation in Maryland. The research will enunciate possible issues affecting job creation decisions by small business owners, large employers, government bodies, and similar stakeholders in local communities. This study will help to establish a guide for stakeholders and decision-makers to chart and maintain sustainable employment rates and increase job creation levels within municipalities. In addition, the study's findings will provide considerable insight into how governmental enforcement and regulatory agencies may strengthen their resources for improving their statutory functions (U.S. Small Business Administration, 2023).

Research Design

This researcher chose a quantitative correlational research design to study the relationship between crime, employment rate, and job creation in Maryland. The researcher posits that the correlational research design is most suitable for the success of this subject matter since it encompasses non-experimental and quantitative approaches in conducting research (Creswell & Creswell, 2018). This research will also use secondary data collected from public sources, which aligns with the correlational design approach (Creswell & Creswell, 2018).

Research Question

To what extent does reported crime affect Maryland's employment rate and job creation?

Hypothesis

H0: There is no relationship between crime rate,



employment rate, and job creation levels in Maryland.

H1: There is a relationship between crime rate, employment rate, and job creation levels in Maryland.

Literature Review

The scope of the literature review is limited to economic development, job creation, crime, and employment. The articles used as a literature review guide are accessible through various journals and seminal scholarly books. The databases used to obtain literature include Business Source Complete, ABI/INFORM Complete, Emerald Management, Sage Premier, Academic Search Complete, and ProQuest Central. Official sources used by the researcher include government sites of the United States Census Bureau and the United States Bureau of Labor Statistics. The Baltimore City crime data site, Maryland's Statistical Analysis Center, Pew Research Center, FBI's Crime Data Explorer, and USA.Gov's Crime Statics site are others.

Thompson et al. (2019) researched the importance of understanding how poverty affects the labor force and employment. The authors determined that poverty and gainful employment are interconnected. In addition, the authors use psychological concepts to establish a relationship between work, economic inequality, and poverty (Thompson et al., 2019). Thompson et al. (2019) also looked at unemployment, reemployment, systemic and social factors, and the role of technology in the 21st-century workspace.

Chan (2022) posits that race crimes, including employment eligibility, are critical drivers of social problems. Using an empirical analytic study, the author attempts to identify how to bridge gaps between race and crime and build communities to ensure successful business ventures (Chan, 2022). With hate crimes attaining record levels in the United States, Chan (2022) asserts that the implication of using an integrated approach in the study would reduce the likelihood of exacerbating crime across the United States. Furthermore, in adding value to communities, the author pushes for an improved understanding of cultural differences and incorporating seniors into communal programs. In conclusion, Chan (2022) recommends policy intervention, improved cultural awareness, credit availability and access to small business financing, sufficient community training for all demographics, and adequate resources for law enforcement to monitor crime as pointers to bridge the gap between crime and economic prosperity in American communities (Chan, 2022).

Mobasseri (2019) examined crime, location, and race to explain how crime affects employment opportunities in Oakland, California. Using a quasi-experimental research design, Mobasseri (2019) explores job applications to local businesses and callback rates for Caucasian, Black, and Hispanic applicants. The author notes that the likelihood of a callback is about 12% less likely for a Black applicant (Mobasseri, 2019). Furthermore, the author affirms that it is 10% less likely to get a callback for a Black applicant with a criminal record (Mobasseri, 2019). In contrast, the Hispanic and Caucasian applicants with criminal records had little or no effect on their chances of getting a callback after an application submission (Mobasseri, 2019).

Augustine (2019) addresses the issue of crime, employment, and poverty from a legalistic perspective. The author highlights gainful employment as an empowerment tool to prevent former inmates from recidivism (Augustine, 2019). Although the study employed a qualitative interview using thirty participants with felony records, Augustine's (2019) final position highlights the difficulty that lies ahead for individuals with criminal records in a selective and competitive job market (Augustine, 2019).

Using the Generalized Methods of Moments (GMM), Anser et al. (2020) examine the relationship between crime rate and growth-income-poverty (GIP). Combining six Sustainable Developmental Goals (SDGs) across sixteen countries, the authors discover no relationship between per capita income and crime rate for the countries studied. Furthermore, they establish that income inequality and unemployment foster crime while economic activities help the regions and countries thrive (Anser et al., 2020). Anser et al. (2020) affirm that access to education is critical in reducing crime and combating inequality; they posit that this factor, among others, creates economic opportunities to create thriving businesses in nations.

Another factor that affects employment levels and crime is the recent COVID-19 pandemic. According to Schleimer et al. (2022), disasters like COVID-19 affect employment rates and crime levels. Schleimer et al. (2022) also suggest that changes in unemployment during the COVID-19 pandemic caused increased crime levels across major American cities. Although the link between violence and economic conditions is not linear, the authors theorize that the increase in COVID-19 crime levels is attributable to pre-existing harsh economic conditions, financial vulnerability, racial disparities, and crime (Schleimer et al., 2022). With firearm violence and homicides adding to COVID-19 unemployment rates, the authors establish that income inequality, unemployment, and rising crime levels can be curbed through communal programs based on social capital and violent-reducing initiatives (Schleimer et al., 2022).

Methodology

This researcher conducted a correlational quantitative study investigating the effects of crime, employment levels, and job creation in Maryland. A correlational design is most appropriate for this research because it allows the researcher to identify relative strengths (s) and weaknesses between the variables. In addition, the correlational quantitative analytical method permits the researcher to measure linear relationships (Creswell & Creswell, 2018). The study uses secondary data from the last five years concerning crime levels, employment data, and job creation numbers in Maryland.

Sampling Procedure and Data

The population for this research includes only residents of the state of Maryland. The researcher gathered information from publicly available data. In addition, the researcher used local businesses across the frontiers of Maryland and official publications from government agencies. Data collected was used



as an analysis technique by the researcher to analyze subsets of data (Creswell & Creswell, 2018).

This research utilizes stratified random sampling, using congruent data from Maryland.gov and the U.S. Bureau of Labor Statistics, spanning at least five years. Stratified random sampling is a procedure that further divides collected data into subgroups known as strata (Creswell & Creswell, 2018). In stratifying the data samples for this study, the researcher breaks these variables into strata relevant to the study (Creswell & Creswell, 2018). These include organization size, location, employee size, date of establishment, county-wide state trends, population growth trends, competition, and other applicable metrics.

The sample size for this study comprises sixty data units. The sample size consists of job creation numbers in the state of Maryland from September 2018 to August 2023, Maryland's annual crime data per 10,000 residents, and Maryland's employment-population ratio (measured in percentages) for the same period of September 2018 to August 2023. Maryland, a mid-Atlantic state across the Eastern shoreline, boasts a population of 6.16 million (U.S. Census Bureau, 2023). Furthermore, Maryland's proximity to the nation's capital has been a reliable source of its well-positioned economy (Maryland at A Glance, 2023). The state has an estimated 240,000 businesses.

Government data puts the state's unemployment rate at 1.7% as of August 2023 (United States Bureau of Labor Statistics, 2023).

Theoretical Framework

The researcher conducted this study through the lens of modernization theory. The modernization theory, linked initially to German researcher Max Weber, focuses on the transformative role of rational and irrational socioeconomic decisions (Tipps, 2012). Further established by other researchers, modernization theory enables the interpretation of scholarly studies geared toward economic development and prosperity in communities by introducing capitalist and Western economic ideas to address underdevelopment and poverty (Thompson, 2023). As also stated by Thompson (2023), modernization theory has attained significant success by pointing out the causes of poverty, proposing factors to mitigate its spread, and proposing viable economic solutions to promote sustainable growth and development of individuals and local economies.

The relevance of modernization theory to this study centers on the need to understand how economic well-being plays a pivotal role in curbing crime and fostering job creation across several American communities. Research shows that post-COVID business creation has hit a record high compared to pre-COVID levels (Hsu, 2022). Hence, communities must take crime and illegal activities seriously to sustain economic development and growth (Dynam et al., 2018). In addition, job creation and high employment numbers in a community generate more taxes

at all governance levels, which successively allow more amenities to be invested in by the government (United States Small Business Administration, 2023). The long-term benefit of such a scenario is a market saturated with jobs, leading to a pull factor from within and outside the thriving community (United States Bureau of Labor Statistics, 2021).

With small businesses accounting for more than 80% of business in the United States and employing more than 90% of the American populace, it is easy to argue that such businesses are the backbone of the American economy (US Chamber of Commerce, 2023). Furthermore, with a projected growth rate of 7.7% or 11.7 million jobs between 2020 and 2030, securing small businesses with high employment levels underscores the need to minimize crime (United States Bureau of Labor Statistics, 2021). By implementing policies that promote sustainable job creation and long-term employment, employers of labor, local and state agencies, and other stakeholders will contribute immensely to the economic ecosystem to lower the effects of crime levels on job creation and employment numbers (OECD, 2018).

Results

In studying the effect of crime on job creation and employment rate in Maryland, the researcher perused data spanning the past five years. The tables below show no strong correlation between the variables analyzed. Furthermore, varying analyses of multiple variables show weak correlations. For example, the correlation coefficient between monthly job creation and Maryland crime rate is 0.13, while the correlation coefficient between monthly job creation and employment-population ratio is 0.45. An analysis of the monthly job creation and employment-population ratio puts the study's correlation coefficient at 0.08. These three coefficients independently and collectively substantiate no correlation between the variables analyzed.

In collating data for this study, the job creation dataset stood out throughout the research. From collated data and correlational analysis, the researcher observes different trends with monthly jobs created, subcategorized into three groups: pre-COVID, COVID, and post-COVID. Notably, jobs were lost in 2019; however, these jobs were recouped before the end of the same year. Between March and April 2020, about 350,000 jobs were lost in the first weeks after the World Health Organization declared COVID-19 a global pandemic (Maryland Department of Labor, 2020). By containing the virus and procuring vaccines, lost jobs were regained in the last quarter of 2020 into the early months of 2021 (Maryland Department of Labor, 2020). The researcher suggests that the sharp drop in employment numbers while the COVID pandemic lasted might have affected the study's outcomes, resulting in low correlation coefficients. Despite its post-COVID recovery, Maryland's employment and job creation rates have been infinitesimally affected by the state's crime rate (U.S. Census Bureau, 2023).



Correlation Output

	<i>Job creation per month (in hundreds)</i>	<i>Crime rate, per 10,000 residents</i>	<i>Employment population ratio (%)</i>
Job creation per month (in hundreds)	1		
Crime rate, per 10,000 residents	0.12593429	1	
Employment population ratio (%)	0.07749748	0.450268542	1

Figure 1: Graph highlighting the trend between monthly job creation and crime rate

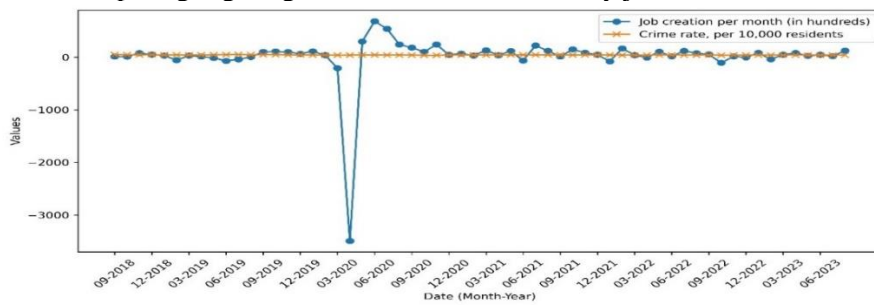


Figure 2: Graph highlighting the trend among monthly job creation, employment-population ratio, and crime rate

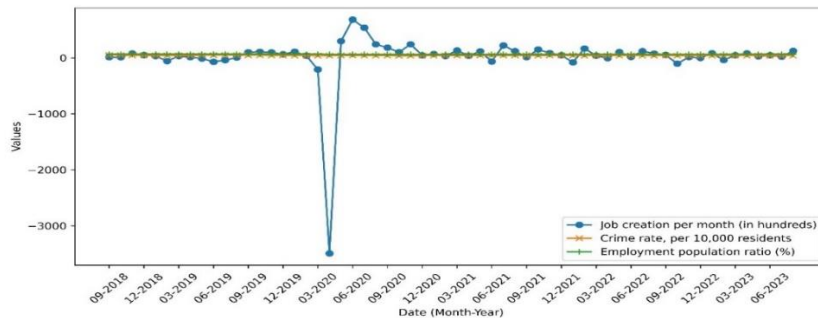


Figure 3: Graph highlighting the trend between monthly job creation and employment-population ratio

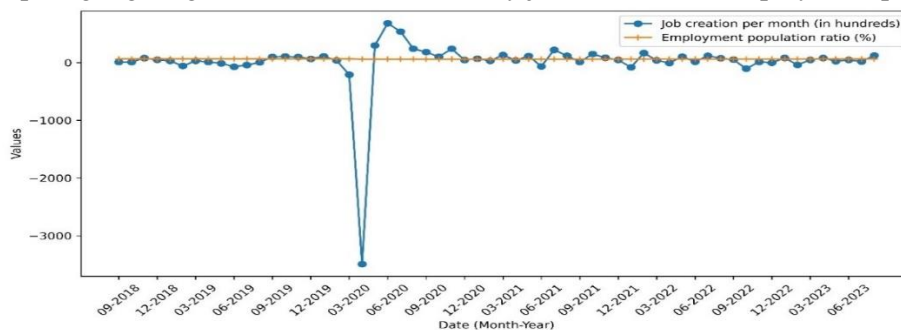
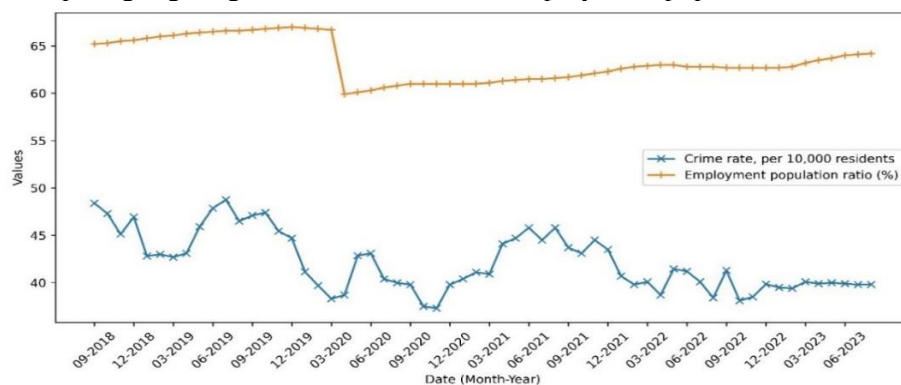


Figure 4: Graph highlighting the trend between the employment-population ratio and crime rate





Discussion of Results

The researcher used state crime data to assess the effect of crime on employment rate and job creation in Maryland (GOCCP, 2023). Public data shows that the state has crime data broken down at the county and city levels (State of Maryland, 2023). The researcher's conclusion for this study supports the null hypothesis. Accepting the null hypothesis indicates no relationship between crime, employment rate, and job creation in Maryland. With marginal differences in collated datasets for the study, Maryland's crime rate is historically higher than the national average (Maryland Department of Juvenile Services, 2023). On the contrary, the state's proximity to the nation's capital favors its higher-than-national average employment rate. However, these indices do not establish a correlation (United States Census Bureau, 2023).

While the study found no correlation between the variables and was impacted by the COVID-19 pandemic, pre-pandemic figures also suggest no correlation. Despite these findings, Baltimore, located in the state of Maryland, is ranked 2nd based on a Fox poll of America's most dangerous cities related to crime. Still, the city is famous, home to the Baltimore Ravens and several universities, and its economy is thriving. But could the economy of Baltimore and the state of Maryland be

improved if crime rates decline? This could be another area of research. Crime rates should never go unnoticed; greater economic stability and improved crime rates can be achieved if the modernization theory is fully applied in these communities by associating crime with socioeconomic conditions and exploring viable and sustainable solutions.

Future studies can research specific crime data by cities in Maryland and its effect on the state's employment rate and job creation. A comparative analysis could also be conducted using other states by investigating the effects of criminal records on employment opportunities for minority males. Finally, a study could compare pre-COVID and post-COVID data to assess how it has affected employment rate and job creation.

Conclusion

The study examined job creation, crime rate, and employment levels in the state of Maryland. Data was drawn from publicly available sources from the last five years. While the study found no correlations among the variables, crime remains a problem for the state. The research was viewed through the lens of modernization theory, which posits that socioeconomic conditions are closely related to the individual's well-being.

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