

AN ABSTRACT OF THE THESIS OF

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Title: Career Participation or Termination: Perceptions and Attitudes of Women in Dual-Career Families

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Statistics indicate that the number of dual-career couples, and thus dual-career women, has continued to increase (Holahan & Gilbert, 1979a; Jump, 1986; Maples, 1981; Sekaran, 1983). Very little is known, however, about how these women make their career-related decisions (Morgan & Hock, 1984). The major purpose of the present study was to discover how perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes discriminated between career participation and termination among women in dual-career families. In addition, this study also investigated the discriminating power of childcare satisfaction, employer concern, respondent's income, and spouse's income.

The sample for this study consisted of 74 women who were, or had been, participating in a career. Forty-one of these women were classified as career participators, and 33 women were classified as career terminators. Data for the present study were collected through a questionnaire format, and were ultimately analyzed through the use of discriminant function analysis.

The results of the discriminant analysis revealed that childcare

satisfaction, spouse's income, the occupational role commitment component of perceived career salience, the family component of gender-role attitudes, and the marital role commitment component of perceived marital role salience, discriminated between career participation and termination for the group of women in this study. Discriminant analysis further revealed that these variables contributed to career participation and termination in the order in which they are listed above. The findings of the present study were interpreted on the basis of a symbolic interaction framework.

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Career Participation or Termination:  
Perceptions and Attitudes of Women in Dual-Career Families

by  
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I would like to dedicate this thesis in his memory.

Kenneth Gilbert Lybarger (December 19, 1917 to December 31, 1987)

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CAREER PARTICIPATION OR TERMINATION:  
PERCEPTIONS AND ATTITUDES OF WOMEN IN DUAL-CAREER FAMILIES

CHAPTER ONE

INTRODUCTION

The women of the "baby boom" generation, perhaps more than any cohort that came before them, experienced divergent even contradictory ideals for women. During childhood these women were exposed to the popular view of women in the traditional housewife-mother role (Gerson, 1985; Hock, Gnezda, & McBride, 1984). Indeed, many women of this generation grew up in such traditional environments (Gerson, 1985; Hester & Dickerson, 1981). As these women grew to maturity, traditional domestic roles for women were challenged by the nontraditional ideals of the Women's Movement (Hock et al., 1984). In addition, important changes in relation to the roles and images of women resulted from the large numbers of women entering the paid labor force (Bond-Burgess, 1986). Where women's lifestyle choices may have once been limited to traditional roles, today's women "vary considerably in their definitions of societal opportunities, areas of perceived competence, and life patterns they have followed and expect to follow" (Lopata & Norr, 1980, p. 3). The current lifestyle for many women of the "baby boom" generation is one which combines marriage with work in the paid labor force, even for those women who are also mothers (Reading & Amatea, 1986). This study is concerned with a small group from among these women; those who are currently married and who are pursuing or have recently pursued a dual-career lifestyle.

"Dual career implies two married individuals who are each

deeply committed to his or her work role; who devoted a considerable amount of time preparing, either through formal training or years of experience, for the positions they hold" (Maples, 1981, p. 20).

It appears clear from the research literature that dual-career marriages are becoming increasingly prevalent (Holahan & Gilbert, 1979a; Jump, 1986; Maples, 1981; Sekaran, 1983). It also would seem that this lifestyle is not one which is particularly easy to implement (Hester & Dickerson, 1981). A number of researchers (Gilbert, Holahan, & Manning, 1981; Holahan & Gilbert, 1979a; Poloma, Pendleton, & Garland, 1981; Regan & Roland, 1985; Sekaran, 1983) have examined and discussed the conflicts which may occur between professional and family roles for partners in dual-career marriages. Research has also shown that women experience greater amounts of conflict between their professional and family roles (Heckman, Bryson, & Bryson, 1977; Holahan & Gilbert, 1979a; Sekaran, 1983). These findings provide an impetus to investigate factors which may impact on professional women's career decisions.

Research concerning women in dual-career marriages has identified a number of factors which may have an impact on women's career decisions. These factors include career salience (Hardesty & Betz, 1980; Sekaran, 1982; 1983), the maternal role (Gilbert et al., 1981; Heckman et al., 1977; Poloma et al., 1981), the marital role (Holahan & Gilbert, 1979b; Poloma et al., 1981), spousal support (Gaddy, Glass, & Arnkoff, 1983; Gilbert et al., 1981; Sekaran, 1983), and gender-role attitudes (Heckman et al., 1977; Pirnot & Dustin, 1986). While past research has looked at various combinations of these factors in relation to women's careers, there have not been any studies to date that have considered

women's perceptions of career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes in relation to their career decisions.

### Purpose of Study

The purpose of this study, therefore, was to discover how perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes discriminated between career participation and termination among women in dual-career families.

### Definition of Variables

The following definitions were used for the variables of interest in this study.

Career Participation: Career participation refers to those women who have pursued a "regular" career line. A regular career begins with an individual seeking some professional training, such as a college education. At the end of the educational experience the individual begins work, "and continues without, or with minimal, interruption. Regular careers usually involve full-time employment" (Poloma et al., 1981, p. 215). For the purposes of this study, full-time employment was defined as working thirty hours a week or more in the paid labor force.

|           |   |   |  |
|-----------|---|---|--|
| Sequence: | minimum of one<br>to two years<br>college education | + | involvement in<br>a continuous,<br>full-time career path |
|-----------|---|---|--|

Example: Upon the completion of high school, Jane attended

college and received a Bachelors degree in Education. She sought a job in the field of Education, and was ultimately hired to teach in the Elementary School. She has been a full-time educator for a total of 15 years, and during this time she has also achieved a Masters Degree. Jane plans to continue teaching full-time, and hopes to someday move into an administrative position as a Principal. Jane is the mother of two children.

Career Termination: Career termination refers to those women who have experienced an "interrupted" career line. "An interrupted career is one that begins as a regular career, but which is interrupted" (Poloma et al., 1981, p. 215). For the purposes of this study, the term interrupted was defined as a complete break with the paid work force. Women who were classified as terminators had voluntarily left the paid work force, and had no immediate plans to resume their careers.

|           |                   |   |                |   |               |
|-----------|-------------------|---|----------------|---|---------------|
| Sequence: | minimum of one    | + | involvement in | + | voluntary     |
|           | to two years      |   | a continuous,  |   | termination   |
|           | college education |   | full-time      |   | from the paid |
|           |                   |   | career path    |   | work force    |

Example: Upon the completion of high school, Mary attended college and received both a Bachelors as well as a Masters degree in Chemistry. She sought a job in the field of Integrated Circuit Technology, and was ultimately hired as an Engineer. Mary participated full-time in this field for nine years, and during that time she rose to a management level position. After the birth of her second child, Mary voluntarily ended her career to remain at home with her two children.

Role Salience: Role salience refers to an individual's perception that her career, maternal, or marital roles are "an important means of self definition and/or personal satisfaction" (Amatea, Cross, Clark, & Bobby, 1986, p. 832). In addition, perceived role salience implies "a willingness to commit personal resources to assure success in the role or to develop the role" (Amatea et al., 1986, p. 832).

Perceived Spousal Support: Perceived spousal support refers to a wife's perception of her husband's attitude toward her as a professional, her perception of his emotional support for her career, as well as her perception of how positive he feels about her level of career commitment (Gilbert et al., 1981).

Gender-Role Attitude: Gender-role attitude refers to a woman's attitudes toward "the familial roles of females and males; extrafamilial roles of each sex; stereotypes of male/female characteristics and behaviors; and social change as related to sex roles" (Osmond & Martin, 1975, p. 746).

Additional Variables: Aside from considering perceptual characteristics, four additional variables were examined to discover whether or not they discriminated between career participation and termination among women in dual-career families. These variables included satisfaction with childcare arrangements, employer's overall level of concern for employee's family responsibilities, as well as the level of respondent's income and the level of her spouse's income.

Demographic Information: Finally, demographic information was gathered for the purposes of sample control and sample description.

This information included respondent's age and education level, number and age of respondent's children, as well as the age and education level of respondent's spouse.

## CHAPTER TWO

### LITERATURE REVIEW

There has been a dramatic increase in the number of women participating in the paid labor force (Cooper, Chassin, & Zeiss, 1985; Hiller & Philliber, 1980; Locksley, 1980; Regan & Roland, 1985). The percentage of females taking part in the paid labor force has risen from 32% in 1950 to 49.6% in 1984 (U.S. Bureau of the Census, 1985). Women currently constitute a large portion of the paid work force (Morgan & Hock, 1984), and 58.5% of these women are also married (U.S. Bureau of the Census, 1985). Furthermore, there has been an increase in the number of couples participating in a dual-career lifestyle (Holahan & Gilbert, 1979a; Jump, 1986; Maples, 1981; Sekaran, 1983).

#### Career Decision: A Symbolic Interaction Framework

Despite the increased participation of women in the paid labor force, "relatively little is known about the career decision making process of these women" (Morgan & Hock, 1984, p. 383). A symbolic interaction framework can be utilized to investigate more about the process of career decision making for women in dual-career families.

Individuals live in an environment full of meaning (Stryker, 1980), and respond to that environment through symbolic processes (Burr, Leigh, Day, & Constantine, 1979). Through the process of interacting with other individuals, the content of symbols or meanings are learned (Burr et al., 1979; Stryker, 1980). Decisions about behavior are made largely on the basis of these symbols and the amount of importance we

attach to their meaning (Burr et al., 1979). To understand an individual's decisions, then, it is necessary to focus on their perceptions since behavior is directly caused by the "meanings and values that occur in the minds of people" (Burr et al., 1979, p. 49).

The symbolic interaction approach emphasizes two thought processes, the definitional process by which an individual gives meaning to something and the valuing process through which an individual decides how salient something is (Burr et al., 1979). These two thought processes can result in what Sheldon Stryker (1980) refers to as role identities. A woman may have any number of role identities including career, wife, and mother for example. Stryker (1980) states that role identities are arranged into a "salience hierarchy", or order of importance for each individual. Different role identities may have conflicting expectations and, if this is true, "their relative location in the identity salience hierarchy becomes a potentially important predictor of subsequent behavior" (Stryker, 1980, p. 61). It may, therefore, be possible to understand a professional woman's career decisions by investigating the perceived salience of the roles in her life.

Any role that an individual has contains both societal as well as personal expectations (Burr et al., 1979). Different roles also require differing amounts of "organismic involvement", and thus require differing amounts of effort and concentration for role performance (Burr et al., 1979). It would seem likely that roles such as career, wife, and mother would all require large amounts of organismic involvement from an individual. Thus, how important or salient a woman views each of these roles may have a significant impact on any career decision she makes.



Women's career decisions may also be affected by the attitudes of other people around them. Individuals tend to define their various roles based on the expectations that are held by others (Stryker, 1980). The symbolic interaction framework stresses the importance significant others have in an individual's life (Eshleman, 1985). Significant others are those people,

"who are important and with whom one psychologically identifies. To identify with them is to attempt to conform to the expectations one perceives they have toward oneself. An attempt is made to please and receive approval from those who are significant" (Eshleman, 1985, p. 507).

It would seem likely that a dual-career wife would view her husband as this type of significant other, and further that she would be influenced by what she perceives his attitudes about her career to be. Therefore, a husband's supportive or nonsupportive attitude toward his wife's career may have an impact on her career-related decisions.

The symbolic interaction framework also stresses the significance of meanings held by an individual (Eshleman, 1985). Because meanings directly affect behavior (Burr et al., 1979), it is important to study their impact on women's career decisions. Included among the array of "meanings" a woman perceives to be true about herself are her gender-role attitudes. This investigation will try to determine what impact a woman's gender-role attitudes have on her career-related decisions.

Finally, from the symbolic interaction perspective, it is important to view the world through the eyes of the individuals being studied (Eshleman, 1985). For this reason, it seems especially important to consider women's own perceptions with regard to career salience, salience of maternal and marital roles, level of spousal support, and gender-role attitudes when investigating their decisions regarding

their careers.

### Career Salience

Within the research literature, there is direct evidence that women perceive their careers to be salient. In a study which compared career women with women in jobs (Holahan & Gilbert, 1979b), career women were found to be more personally invested and committed to their work than were noncareer women. Furthermore, research comparing the perceived career salience of dual-career husbands and wives concluded that these spouses perceived their careers to be equally salient (Hardesty & Betz, 1980; Sekaran, 1982; 1983).

The literature also contains evidence of a more indirect nature which links perceived career salience to women's career participation. Regan and Roland (1985) in a study of undergraduates' "expected future lifestyles" found that over the last decade careers have become increasingly more salient to women, with a dramatic increase in their desire for high-status professional careers. These authors concluded that women are becoming very similar to men in viewing "money, power, prestige, and recognition" as important reasons for pursuing a career (Regan & Roland, 1985, p. 988). Hiller and Philliber (1980) also found that women were more likely to be employed if they had the ability to work in a higher-status occupation. Reading and Amatea (1985), in a study of married graduate student women, found that higher levels of perceived career salience reported by these women correlated with higher levels of career participation. The same relationship has been found to exist for a sample of working mothers (Morgan & Hock, 1984).

Evidence does exist, then, indicating that career women perceive

their careers as salient (Hardesty & Betz, 1980; Sekaran, 1982; 1983). There is also indirect evidence available which indicates careers are becoming increasingly more salient for women (Regan & Roland, 1985). Furthermore, perceived career salience has been found to correlate with higher levels of career participation (Morgan & Hock, 1984; Reading & Amatea, 1985).

In spite of these findings, Sekaran (1983) found career women perceived themselves to be less job involved than their husbands perceived themselves to be. This may be due in part to the fact that "traditionally society has conditioned men to consider their careers as salient expecting them to be primary breadwinners" (Sekaran, 1982, p. 118). Women pursuing careers, on the other hand, are adding a nontraditional role to their lives (Holahan & Gilbert, 1979a). Therefore, while men and women are becoming more similar in relation to their value of career aspirations and success, "it is the women who are making the most dramatic changes toward goals and lifestyles that attempt to accommodate both career and family" (Regan & Roland, 1985, p. 988).

It appears clear, from the literature concerning career salience, that the value a woman places on her career would be a major factor in any career-related decision. Since an individual's behavior is influenced by what he or she thinks (Burr et al., 1979), a woman who places a high value on her career might be less likely to end that career. On the other hand, the literature has shown that women who value their careers have nevertheless placed those careers secondary to other aspects of their lives (Heckman et al., 1977). The present investigation, therefore, attempted to discover whether perceived career salience discriminated between career participation and termination among women

in dual-career families.

### Salience of the Maternal Role

The maternal role has been given a large amount of attention in the research literature concerning career women. Research has shown that, in addition to being highly committed to their work, career women are highly committed to their maternal roles as well (Gilbert et al., 1981).

Studies have revealed, however, that motherhood does tend to have a limiting effect on women's career development (Heckman et al., 1977; Poloma et al., 1981). Women, in both of these studies, reduced their career involvement or interrupted their careers to allow more time for their roles as mothers. Perceived limitations relating to the maternal role may be due in part to the possibility that "women choosing a dual career lifestyle may not be prepared for the conflicts arising from their deep rooted value systems regarding the maternal role" (Gilbert et al., 1981, p. 425). These authors felt that women's feelings about the maternal role may be unchallenged until they actually begin a career or have a child. It is possible that career women perceive they no longer have strong ties to the maternal role, when in reality they do (Gilbert et al., 1981).

Indirect evidence, present in the research literature, demonstrates that a strong negative relationship exists between the maternal role and women's level of employment (Morgan & Hock, 1984). This is especially true for mothers of preschool children, who tend to reduce their career involvement (Hiller & Philliber, 1980). Gordon and Kammeyer (1980) found that women who perceived mothering as very

salient were less likely to participate in the paid labor force. "When faced with the actual problem of coordinating work and home life, child-bearing had more influence on work than vice versa" (Smith-Lovin & Tickamyer, 1978, p. 555). Thomson (1980) found that the value of employment for the mothers in her study was overshadowed by the costs of the maternal role.

It appears clear from the research that the maternal role is one which is highly salient for career women. It is also clear that the maternal role can have a large impact on a woman's career, and further that such an impact may be in a direction which would limit a woman's career role. The present investigation, therefore, examined whether perceived maternal role salience discriminated between career participation and termination among women in dual-career families.

#### Salience of the Marital Role

The third variable of interest, in this investigation, is perceived salience of the marital role. Research available concerning perceived salience of the marital role for career women is sparse. However, researchers investigating a group of 80 married graduate student women, between the age of 24 and 40 years, found that women who perceived their marital role as highly salient also reported higher levels of involvement in their marriage (Reading & Amatea, 1980).

Studies are available concerning the relationship between marital roles and work roles for career women. It has been found that the marital role does not have the same limiting effects on a woman's career development being a mother can have (Poloma et al., 1981). Further, the married graduate student women in the Reading and Amatea (1980)

study who perceived their careers as very important felt the same way about their marital roles.

Not all research, however, demonstrates such a positive relationship between work and marital roles for women. One study with a focus on employed women stated that, "time and energy directed toward employment may also reduce time and energy for marital companionship, especially when young children are present" (Thomson, 1980, p. 553). Houseknecht and Spanier (1980) concur with this point of view, stating that working women with children may lack the time required to maintain a quality marital relationship. Thomson (1980) further suggested that this lack of time for marital interaction may be more of a problem for the wife because "the role of marital companion, like that of childbearer and parent, has traditionally been more the responsibility of wives than of husbands" (p. 553). A study by Ladewig and McGee (1986) found that both men and women perceived marital adjustment to be detrimentally affected by wives with higher levels of commitment to their work. This finding was mediated by the family environment however, with a supportive family environment related to significantly greater marital adjustment (Ladewig & McGee, 1986).

While the findings of these studies are only indirectly related to the perceived marital role salience of women in dual-career families, they do suggest that opposite views exist with respect to the impact of the marital role on women's careers and jobs. Some literature available concerning career women's marital roles would lead us to believe that the marital role does not have limiting effects on the career role. An opposite view, however, is presented in the literature concerning the marital role of employed wives. Therefore, it appeared

important to investigate whether perceived salience of the marital role discriminated between career participation and termination among women in dual-career families.

### Perceived Spousal Support

Research has shown that a supportive husband can be a major factor in the career success of a married woman (Gaddy, Glass, & Arnkoff, 1983). These authors investigated 70 women who were members of dual-career families, and found that perceived spousal support was an important factor in the wife's success in her career after children were added to the family. A study using both survey and case study data (Rapoport & Rapoport, 1971) found that "for the wives it was crucial that their husbands approved and facilitated their careers in various ways and, indeed, that they actually wanted them to work" (p. 532). Sekaran (1983) reasoned that since a career does not follow "traditional" expectations for women, perhaps it is important for married women to feel supported in their careers by significant others such as their husbands.

However, the amount of perceived spousal support does seem to vary with the life stage of the family. Research indicates that, in dual-career families, mothers still spend significantly more time caring for their children than do fathers (Gaddy et al., 1983; Jump, 1986; Yogeve, 1981). So while husbands may support their wives' careers, many of these same husbands may still be seeing their wives in traditional roles as well (Heckman et al., 1977). This attitude may also be perpetuated by some wives. Yogeve (1981) found that the professional women in her study did "not want or expect" their husbands to share equally

in child care.

Not only have researchers found perceived spousal support to be important for women in careers, it has also been found to be important for working women in general. Husbands' perceived attitudes have been found to be one of the strongest predictors of wives' participation in the paid labor force (Lopata & Norr, 1980; Spitze & Waite, 1981). In a study by Lopata and Norr (1980), "nearly 50 percent more women who rated their husbands' attitudes toward their work as highly favorable were employed than those whose husbands scored low on the same dimension" (p. 10).

It appears clear, that perceived spousal support does have a major impact on the working lives of career and noncareer women alike. Not only are a woman's career decisions influenced by her own attitudes, they are affected by what she perceives her husband's attitudes to be as well. As stated by Gaddy, Glass, and Arnkoff (1983), "both spouses would seem to contribute attitudes to career decision making" (p. 392). The present investigation, therefore, attempted to discover whether perceived spousal support discriminated between career participation and termination among women in dual-career families.

#### Gender-Role Attitudes

Research has proposed that a woman's gender-role attitudes will have an impact on her career-related decisions (Gaddy et al., 1983). "Careers both within and outside the home are shaped by what women believe to be their own expectation of what a woman's role should be" (Pirnot & Dustin, 1986, p. 435). Women with more traditional gender-role attitudes have actually given their careers a back seat, placing



family needs and their husbands' career goals ahead of their own (Heckman et al., 1977).

Indirect evidence concerning the effect of gender-role attitudes on career decisions sees traditional gender-role attitudes as having the potential to cause conflict for employed women as they try to balance these traditional "ideals" with labor force participation (Cooper et al., 1985). In a study of 335 junior and senior university women, evidence indicated that women who viewed themselves as stereotypically feminine believed they would not pursue "careers at the possible expense of their marital and family lives" (Marshall & Wijting, 1980, p. 308). Houseknecht and Macke (1981) concluded, "it is not simply a matter of whether or not a woman works outside the home, but rather the extent to which that behavior violates role expectations and creates role conflict" (p. 660).

Indirect evidence also provides an opposite view with regard to the effect of gender-role attitudes on women's employment. In a study by Gordon and Kammeyer (1980), gender-role attitudes had a very low correlation with respect to women's employment. These authors drew the conclusion that gender-role attitudes may not affect women's employment the way many people had previously assumed.

Because the research literature reports somewhat opposite findings with regard to the impact of gender-role attitudes on women's careers and jobs, it is important to investigate the contribution these attitudes make in women's career decisions. Do they in fact have no effect on female employment as stated by Gordon and Kammeyer (1980), or do these attitudes truly impact career-related decisions as other researchers believe? The present investigation, therefore, attempted to dis-

cover whether women's gender-role attitudes discriminated between career participation and termination among women in dual-career families.

### Additional Variables

In addition to the major perceptual variables, the review of literature also revealed four additional variables that are of importance to employed women. These variables included satisfaction with childcare arrangements, employer's overall level of concern for employee's family responsibilities, as well as the level of respondent's income and the level of her spouse's income.

Childcare Satisfaction: Satisfactory childcare arrangements are a primary concern of employed mothers (Rudd & McKenry, 1986). Several researchers (Hock, Christman & Hock, 1980; Hock et al., 1984; Thomson, 1980) have found that mothers of infants express concern and apprehension with regard to nonmaternal care for their children. Satisfaction with childcare, even for older children, has been found to be a primary indicator of job satisfaction for working mothers (Rudd & McKenry, 1986). The present investigation, therefore, examined whether satisfaction with childcare arrangements used by respondents discriminated between career participation and termination for women in dual-career families. In order to achieve a more complete picture regarding childcare, information was also gathered concerning the types of childcare utilized by the respondents.

Employer Concern: Although employers are becoming more aware of the family concerns faced by dual-career couples, and the impact such concerns have on the work place, it would seem that only a small percent of employers have actually taken steps to deal with these

concerns (Kopelman, Rosensweig, & Lally, 1982). Not surprisingly, a major concern of dual-career parents focuses on the difficulties associated with childcare (Stringer-Moore, 1981). In addition to problems regarding childcare, employers must face a host of other family concerns that may impact the work place. These concerns include issues of travel and length of the work day (Stringer-Moore, 1981), issues of relocation (Sullivan, 1981), as well as issues regarding how family problems affect employee absenteeism and turnover (Youngblood & Chambers-Cook, 1984). According to Jacquelyn McCroskey (1982), a number of programs exist which could be instituted by employers wishing to help employees and their families. Because the investigation of employee programs is a large study in and of itself, the present study focused on how the overall level of employer concern for employees' family responsibilities discriminated between career participation and termination for women in dual-career families. In order to achieve a more complete picture regarding employer concern, information was also gathered concerning the types of concern which were exhibited by respondents' employers.

Income Variables: The level of family income, the combined income of both spouses, has been identified by researchers as one reason women enter the paid work force. Gordon and Kammeyer (1980) found, for their sample of mothers with young children, that family economic need correlated highly with mother's employment. Hiller and Philliber (1980) also found that wives were more likely to work if the family income was considered to be low. Research has shown that career women were more likely to work even when it was not economically necessary (Holahan & Gilbert, 1979b). Women with higher family incomes seem to have a

choice about whether to become employed or not (Hiller & Philliber, 1980). The present study tried to determine if respondent's level of income and/or spouse's level of income discriminated between career participation and termination among women in dual-career families.

### Demographic Information

Aside from considering perceptual characteristics, childcare satisfaction, employer concern, and the income variables summarized previously in understanding women's career-related decisions, a review of the literature also suggested three demographic factors that have been considered important in previous research concerning career women. For the purposes of the present research, these demographic factors were utilized for sample control, sample description, and data interpretation. These factors included:

Number and Age of Children: Research indicates that children have a restraining influence on career development for women in dual-career marriages (Poloma et al., 1981). The authors of this study found that career women with children under the age of five were inclined to cut down or end their career involvement. Many women, in a study of professional couples, ended their careers or waited to pursue careers until their children grew older and became less demanding (Heckman et al., 1977).

Hiller and Philliber (1980) provide indirect evidence in support of the effects of younger children on women's careers. In their sample of 1,606 married women, they found that the presence of younger children in the home correlated negatively with women's participation in the labor force. As with the Heckman, Bryson, and Bryson (1977)

study, however, when children reached school age their impact on women's employment outside the home diminished (Hiller & Philliber, 1980).

Age of Respondent: Age of respondent may be important because past research has found differences in how younger versus older women view the mother role. Younger mothers have been found to view the mother role more traditionally, seeing exclusive maternal care as very important (Hock et al., 1984). Older mothers, on the other hand, have been found to view the mother role as "only one of several experiences from which to derive a sense of self-worth and satisfaction" (Hock et al., 1984, p. 429). Gilbert, Holahan, and Manning (1981) found that the older mothers in their sample redefined their expectations regarding motherhood to allow them to attain their career goals.

#### Concerns Regarding Past Research

While reviewing the research literature in the area of families and work, to provide a basis for the present study, it became apparent that there was not an abundance of research focusing solely on women's career-related decisions. Information concerning these decisions came largely, then, from other related research projects. For example, information was drawn from research which focused on dual-career marriages (Maples, 1981; Poloma et al., 1981), dual-career families (Jump, 1986; Sekaran, 1982; 1983), the conflict between work and family roles (Gilbert et al., 1981; Holahan & Gilbert, 1979a), the impact of children on mother's labor force participation (Gordon & Kammeyer, 1980; Morgan & Hock, 1984), as well as from research concerning marital

adjustment and satisfaction (Houseknecht & Macke, 1981; Locksley, 1980). One goal of the present research became, then, to take these fragments and develop a more comprehensive model of the factors which impact on women's career-related decisions.

A second goal of the present research was to organize the development of such a model in relation to a theoretical framework, as much of the previous research did not utilize a specific theoretical approach. Studies which were undertaken by Holahan and Gilbert (1979a; 1979b) and Gilbert, Holahan, and Manning (1981) seemed to be organized using a role conflict framework. Other studies such as Thomson (1980) and Rudd and McKenry (1986) utilized social exchange and systems frameworks respectively. For the most part, however, it was difficult to ascertain whether a specific theoretical approach had been utilized in the various research which was reviewed. The symbolic interaction framework was chosen for this research project because of its ability to explain behavior based on an individual's perceptions of herself and her various roles.

A further concern regarding previous research surfaces in the type of samples that various studies utilized. A number of the studies reviewed, such as Gaddy, Glass, and Arnkoff (1983), Hardesty and Betz (1980), Holahan and Gilbert (1979a), as well as Sekaran (1982; 1983), focused only on those individuals who were currently participating in jobs or careers. Other research, such as Hock, Christman, and Hock (1980), Hock, Gnezda, and McBride (1984), Morgon and Hock (1984) and Rudd and McKenry (1986) did consider women who were employed in the paid labor force as well as those who were not, but these studies did not seem to control for the differences that may exist between women

in careers and jobs, women who have left careers or jobs, and those women who have been full-time homemakers. The present research investigated women's career-related decisions utilizing a sample that included both women who were currently participating in careers, and women who had terminated their careers. Women who had never pursued a career in the paid labor force were not included in this investigation. When studying women's career-related decisions it is important to focus on women who, when confronted with similar choices regarding whether or not to continue in a chosen career, have ultimately made different decisions. In this way, we can discover the underlying attitudes that guide these decisions. Research focusing on women's career-related decisions, which considers only those women who are participating in careers, actually investigates only half of the issue.

### Summary

Although statistics indicate that the number of dual-career couples, and thus dual-career women, has continued to increase (Holahan & Gilbert, 1979a; Jump, 1986; Maples, 1981; Sekaran, 1983), very little is known about how these women make their career-related decisions (Morgan & Hock, 1984). From the perspective of a symbolic interaction framework, decisions are made based on an individual's perceptions and attitudes as well as the attitudes of significant people around them (Burr et al., 1979; Eshleman, 1985). Five factors, identified in the research literature, may make a significant contribution to women's career-related decisions. These factors are career salience, the maternal role, the marital role, spousal support, and gender-role attitudes. This study focused on career women's perceptions of these five

variables, and how they might discriminate between career participation and termination among women in dual-career families.

In addition to considering perceptions of the five major variables, a review of literature also suggested four additional variables that might be important to investigate in studies of this kind. These four variables are childcare satisfaction, employer concern, respondent's income and spouse's income.

### Hypotheses

The following general hypotheses were tested in this study:

1. The variables of perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes will discriminate between women in dual-career families who participate in their careers and those who terminate their careers.
2. The variables of childcare satisfaction, employer concern, respondent's income, and spouse's income will discriminate between women in dual-career families who participate in their careers and those who terminate their careers.



## CHAPTER THREE

## METHOD

Subjects

The sample for this study consisted of 74 women who were, or had been, participating in a career. Participants were found largely through the use of a press release which appeared in four newspapers as well as being broadcast over two radio stations (see Appendix A). This allowed for fairly wide coverage, and resulted in responses from women throughout Western Oregon. Participants were also obtained through the use of individual letters distributed by six area preschools, and printed in the weekly newsletters of two local corporations, as well as in the staff newsletter of Oregon State University (see Appendix B). Women were asked to volunteer for the research if they were currently participating in a career, or if they had participated in a career within the last five years.

Two hundred and seventy-four women volunteered to participate in the research, and were mailed questionnaires. Of these women, two hundred and fifty-three returned their questionnaires. This resulted in an overall return rate of 92%. In order to be chosen for the final sample, respondents had to be currently married and have at least one child. Further requirements included at least one to two years of college education, and a demonstrated career history. Seventy-four women satisfied these criteria, and became members of the final sample.

The respondents were then classified into one of two groups, those who were currently participating in a career and those who had

terminated their careers.

Career participation was defined as:

Sequence:    minimum of one        +        involvement in  
                 to two years                    a continuous,  
                 college education        full-time career path

Career termination was defined as:

Sequence:    minimum of one    +    involvement in    +    voluntary  
                 to two years                   a continuous,                   termination  
                 college education                   full-time                   from the paid  
                                   career path                   work force

Of the seventy-four women in the total sample, forty-one were classified as participators and thirty-three were classified as terminators.

In order to obtain a more complete description of the sample, demographic information was collected for each respondent. This information included age, level of education, number and age of children, as well as the age and level of education of each respondents' spouse. Because there were no significant differences between participators and terminators with regard to demographic information, this information is presented together in describing the total sample. For a more complete description of each group individually, please refer to Table 1.

Respondents ranged in age from 27 years, 3 months to 47 years, 7 months, with a mean age of 35 years, 7 months. Respondents' level of education ranged from those who had attained one to two years of college education to those who had achieved a Ph. D. or an M.D. degree. The average level of college education achieved by the respondents was a Bachelors degree. Eighty-five percent of the respondents were college

Table 1

## Demographic Information and Estimation of Socio-Economic Status

| <u>Demographic Information</u>                              | <u>Respondent</u>          |                          |
|---|----------------------------|--------------------------|
|   | <u>Participator</u>        | <u>Terminator</u>        |
| (means)   |                            |                          |
| Age   | 35 yr, 4 mo                | 34 yr, 8 mo              |
| Level of Education  | B.S. degree                | B.S. degree              |
| Number of Children  | 1.83                       | 1.97                     |
| Age of Children   | 5 yr, 5 mo                 | 4 yr                     |
| -----   |                            |                          |
|   | <u>Respondent's Spouse</u> |                          |
| Age   | 38 yr, 2 mo                | 36 yr, 2 mo              |
| Level of Education  | B.S. degree                | B.S. degree              |
| -----   |                            |                          |
| Estimation of Socio-Economic Status<br>(Hollingshead, 1975) |                            |                          |
|   | <u>Participator</u>        | <u>Terminator</u>        |
| Range of Scores   | 42.5 - 66                  | 40 - 66                  |
| Mean Score  | 57                         | 60                       |
| Estimation of<br>Socio-Economic Status                      | upper-middle<br>to upper   | upper-middle<br>to upper |

graduates, with 31% achieving graduate or professional degrees. Respondents' number of children ranged from one child to four children, with an overall average of 1.89 children. These children ranged in age from 9 months to 15 years, 10 months, with an average age of 4 years, 9 months.

With regard to the demographic information collected for respondents' spouses, the age range was 29 years, 2 months to 49 years, 8 months, with a mean age of 37 years, 5 months. Spouses' level of education ranged from those who had attained a High School education to those who had achieved a Ph. D. or an M.D. degree. The average level of education achieved by respondents' spouses was a Bachelors degree. Eighty-four percent of respondents' spouses were college graduates, and 50% had achieved graduate or professional degrees.

Respondents were classified into appropriate levels of socio-economic status utilizing the Four Factor Index of Social Status (Hollingshead, 1975). This index provides an estimation of social status through the combining of information regarding gender, marital status, type of occupation, and level of formal education achieved. Scores resulting from the use of this index range from 8 to 66, with higher scores indicating higher estimated social status. T-tests confirmed a significant difference between the mean scores of participators and terminators with regard to estimated socio-economic status ( $t = 3.37$ ,  $p < .05$ ). Participators had a mean SES score of 57, while terminators had a mean score of 60. Both groups, however, are classified as upper-middle to upper according to Hollingshead (1975). When viewed as a total population, the respondents' scores ranged from 40 to 66 with a mean score of 58. The estimation of social status for this population, then, is largely upper-middle and upper socio-economic status. For a more

complete description of each group separately, please refer to Table 1.

### Instruments

Data for this study were collected through the use of a questionnaire format (see Appendix C and E). The questionnaire consisted of six sections, including three sections for the measurement of the major independent variables as well as two sections for collection of demographic information. In addition, one final section containing six open-ended questions was included at the end of the questionnaire to allow respondents the opportunity to describe their career decisions in a qualitative manner.

Perceived Career, Maternal Role, & Marital Role Salience: The three variables of perceived career, maternal role, and marital role salience were assessed through the use of the Life Role Salience Scales (LRSS) developed by Amatea, Cross, Clark, and Bobby (1986). This scale consists of eight separate attitudinal scales designed to measure the personal expectations women and men have pertaining to their occupational, marital, parental, and home care roles. The eight sub-scales assess two aspects of the respondents' personal role expectations, "the personal importance or value attributed to participation in a particular role and the intended level of commitment of personal time and energy resources to enactment of a role" (Amatea et al., 1986, p. 831).

There are five items included in each of the eight sub-scales. Items included in the LRSS are rated using a five-point scale of "disagree" to "agree". Lower scores obtained with the LRSS indicate disagreement, while higher scores indicate agreement with the attitudinal

dimension of the scale. The scores obtained for each sub-scale may range from 5 to 25, with mid-range scores falling between 12 and 17 (Amatea et al., 1986).

"Research results indicate that the instrument has eight clearly defined scales demonstrating adequate convergent and discriminant validity and reliability" (Amatea et al., 1986, p. 831). "The coefficient alpha estimates of internal consistency were high, ranging from .79 to .94" (Amatea et al., 1986, p. 836). For the purposes of this study, the two sub-scales concerned with assessing homecare roles were not used.

Perceived Spousal Support: Perceived spousal support was measured by a three-item scale from Gilbert, Holahan, and Manning (1981). Items included in this scale are designed to tap a career woman's perception of her husband's attitude toward her as a professional, her perception of his emotional support for her career, and her perception of how positive he feels about her level of career commitment.

The items included in the Perceived Spousal Support Scale are rated using a seven-point scale of "extremely unfavorable" to "extremely favorable", "extremely unsupportive" to "extremely supportive", or "extremely negative" to "extremely positive". The range of scores for this scale are from 3 to 21, with higher scores reflecting more favorable spouse attitudes (Gilbert et al., 1981).

Construct validity for this scale is provided by Holahan and Gilbert (1979a). The Perceived Spousal Support Scale was related to selected variables and discriminated between groups in the predicted directions.

Sex-Role Attitudes: Sex-role attitudes of the respondents were assessed through the use of the Sex Role Attitude Scale (SRA) developed by Osmond and Martin (1975). This scale consists of 32 likert-type items designed to assess a respondent's attitudes on each of four sub-scales, "the familial roles of females and males; extrafamilial roles of each sex; stereotypes of male/female characteristics and behaviors; and social change as related to sex roles" (Osmond & Martin, 1975, p. 746).

Items included in the SRA are rated using a five-point scale of "strongly agree" to "strongly disagree". The two sub-scales concerned with familial roles of females/males and social change as related to sex-roles each contain eight items. The sub-scale concerning extra-familial roles of females/males contains six items, while the sub-scale concerned with stereotypes of male/female characteristics contains ten items. "A lower score on the scale indicated a modern response pattern, while a higher score reflects a traditional one" (Osmond & Martin, 1975, p. 746).

The SRA has a reliability coefficient of .88 (Cronbachs alpha). Evidence has also been presented with regard to the validity of the SRA. Construct validity has been established for the SRA by correlation of scale items to selected items expected to discriminate between individuals with traditional and modern sex-role attitudes in the predicted direction (Osmond & Martin, 1975). In addition, face validity has also been established for the SRA. Prior to scale construction ten judges, who were asked to classify all 32 scale items, unanimously agreed upon which items reflected modern or traditional sex-role orientations (Osmond & Martin, 1975).

For the purpose of this study, several of the questions found in the SRA were restated in a slightly different manner. The rewording of questions was undertaken to "update" the language of the scale, while allowing the meaning or intent of each question to remain the same. The validity of the reworded questions was established by a panel of three experts, who unanimously agreed that the scales' meaning had not been changed due to the rewording of specific questions.

Additional Variables: Information regarding childcare satisfaction, employer concern, and the two income variables were collected through the use of single-item questions. This information included satisfaction with childcare arrangements used by the respondent, overall level of employer concern for employee's family responsibilities, level of respondent's income, and level of spouse's income.

Demographic Information: Finally, demographic information was gathered through the use of single-item questions. This information included respondent's age, education level, occupation, level of income, marital status, the number of hours the respondent works/worked for pay each week, the number of years respondent has/had been professionally employed, as well as the age and number of respondent's children. Demographic information was also be collected with regard to husband's age, education level, occupation, and income level.

### Procedure

Data collection for this study was conducted through the use of a questionnaire which was mailed to each member of the sample. Each respondent was assigned an ID number solely for the purpose of



identifying which questionnaires had been returned (Dillman, 1978).

Following the procedure suggested in Babbie (1983), there were a total of three mailings. Initially, each member of the sample received a packet containing a copy of the questionnaire, a letter of explanation, and a self-addressed/stamped envelope to allow for easy return of the questionnaire (Babbie, 1983). Two weeks after the initial mailing, a follow-up letter was mailed to each member of the sample who did not respond to the first mailing (Babbie, 1983). Two weeks after the second mailing, a second follow-up letter was sent to the members of the sample who did not respond to either of the first two mailings (Babbie, 1983). These follow-up letters are found in Appendix D. The two follow-up letters, as well as the letter requesting participants and the questionnaire cover letter, were written according to guidelines given in Dillman (1978).

## CHAPTER FOUR

### RESULTS

The purpose of the present study was to discover how perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes discriminated between career participation and termination among women in dual-career families. In addition to considering these major perceptual variables, this study also investigated the discriminating power of four additional variables. These variables were childcare satisfaction, employer concern, respondent's income, and spouse's income.

#### Data Analysis

Discriminant analysis was utilized in this study to determine in what ways perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, gender-role attitudes, childcare satisfaction, employer concern, and level of income discriminated between the group of women who were currently participating in their careers and those who had terminated their careers. This type of analysis was chosen because of its ability to study differences between groups, such as participators and terminators, by looking at a number of variables simultaneously (Klecka, 1980). Ultimately, discriminant analysis combines variables in a way which allows the two groups of women being analyzed to become "as statistically distinct as possible" (Klecka, 1975, p. 435).

In addition to analyzing the differences between participators and terminators, discriminant analysis performs two types of classification

procedures. First, discriminant analysis possesses the ability to classify each respondent into the group she most closely fits, through the use of the discriminant function equation (Klecka, 1980). Further, discriminant analysis can classify women whose group membership is unknown, using the function equation obtained from the analysis of known participators and terminators (Klecka, 1980).

In order to use discriminant analysis successfully, there are several mathematical requirements that must first be satisfied. Violation of any of these requirements may result in findings which are either distorted or inaccurate (Klecka, 1980). First, the women in this study had to be members of two "mutually exclusive groups", and each group had to have at least two members (Klecka, 1980). The women in the present study were classified as either career participators or terminators, as previously described in the methods section, with a total of 41 participators and 33 terminators. Secondly, with discriminant analysis, there is no limit to the number of discriminating variables which may be used, "as long as the total number of cases exceeds the number of variables by more than two" (Klecka, 1980, p. 9). The present research utilized 15 discriminating variables, with a total of 74 cases. All 15 of the discriminating variables were measured at the interval level, as required for discriminant analysis (Klecka, 1980). A third requirement for this type of analysis is that "no discriminating variable may be a linear combination of other discriminating variables" (Klecka, 1980, p. 11). For this reason, the total score from the Sex Role Attitude Scale (Osmond & Martin, 1975) was dropped from consideration. This score is a linear combination of the sub-scales family roles, extrafamilial roles, stereotypes, and social

change. In addition, variables that are perfectly correlated with one another may not be used together in discriminant analysis (Klecka, 1980). Pearson product-moment correlation coefficients were calculated for all of the discriminating variables. The results indicated that none of the discriminating variables were perfectly correlated with one another. A complete list of the correlation coefficients are presented in Table 2. Finally, there were two further requirements which needed to be satisfied before applying discriminant analysis. These requirements included that the variances of the discriminating variables should be approximately equal between groups, and further that "each group has been drawn from a population with a multivariate normal distribution on the discriminating variables" (Klecka, 1980, p. 11). Three of the 15 discriminating variables were thus removed from analysis due to unequal variances and high kurtosis. These variables included three sub-scales from the Osmond and Martin (1975) Sex Role Attitude Scale; extrafamilial roles,  $F(32,40) = 3.42$ ,  $p < .01$ , stereotypes,  $F(32,40) = 3.28$ ,  $p < .01$ , and social change,  $F(32,40) = 4.81$ ,  $p < .01$ . Each of these three variables had unequal variances, as well as a kurtosis of 20.05, 17.86, and 16.80 respectively. The remaining 12 variables had equal variances ( $p > .10$ ), and were generally multivariate normal distributions (eg: skewness not more than one and one half standard deviations above or below their respective means).

One additional criterion used to evaluate the discriminating variables, for the present study, included the point-biserial correlation. Point-biserial correlations were undertaken to discover the extent to which the discriminating variables correlated with the dependent variable. This is an appropriate statistic to use when it is

| Total Sample Correlation Coefficients for Discriminating Variables            |                                      |                                    |                                  |                                |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |
|---|--------------------------------------|------------------------------------|----------------------------------|--------------------------------|---------------------------------|-------------------------------|-----------------------------------|-------------------|-------------|------------------|--------------------|---------------------------|---------------------|-----------------------|
|   | OCCUPATIONAL<br>ROLE REWARD<br>VALUE | OCCUPATIONAL<br>ROLE<br>COMMITMENT | PARENTAL<br>ROLE<br>REWARD VALUE | PARENTAL<br>ROLE<br>COMMITMENT | MARITAL<br>ROLE REWARD<br>VALUE | MARITAL<br>ROLE<br>COMMITMENT | FAMILY<br>GENDER ROLE<br>ATTITUDE | EXTRA<br>FAMILIAL | STEREOTYPES | SOCIAL<br>CHANGE | SPOUSAL<br>SUPPORT | CHILDCARE<br>SATISFACTION | EMPLOYER<br>CONCERN | RESPONDENTS<br>INCOME |
| OCCUPATIONAL ROLE<br>REWARD VALUE   |                                      |                                    |                                  |                                |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |
| OCCUPATIONAL ROLE<br>COMMITMENT   | .75***                               |                                    |                                  |                                |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |
| PARENTAL ROLE<br>REWARD VALUE   | -.18                                 | -.12                               |                                  |                                |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |
| PARENTAL ROLE<br>COMMITMENT   | -.37*                                | -.20                               | .46***                           |                                |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |
| MARITAL ROLE<br>REWARD VALUE  | -.25*                                | -.23*                              | .41**                            | .26*                           |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |
| MARITAL ROLE<br>COMMITMENT  | -.22                                 | -.07                               | .26*                             | .49***                         | .58***                          |                               |                                   |                   |             |                  |                    |                           |                     |                       |
| FAMILY GENDER<br>ROLE ATTITUDE  | -.45***                              | -.36*                              | .16                              | .05                            | .38**                           | .16                           |                                   |                   |             |                  |                    |                           |                     |                       |
| EXTRA FAMILIAL<br>ROLES   | -.20                                 | -.21                               | .06                              | -.15                           | .11                             | .07                           | .53***                            |                   |             |                  |                    |                           |                     |                       |
| STEREOTYPES   | -.22                                 | -.19                               | .07                              | -.17                           | .11                             | .02                           | .58***                            | .82***            |             |                  |                    |                           |                     |                       |
| SOCIAL CHANGE   | -.20                                 | -.25*                              | .02                              | -.15                           | -.01                            | -.04                          | .47***                            | .74***            | .72***      |                  |                    |                           |                     |                       |
| SPOUSAL<br>SUPPORT  | .14                                  | .16                                | .01                              | .02                            | -.09                            | -.02                          | -.19                              | .07               | -.06        | .12              |                    |                           |                     |                       |
| CHILDCARE<br>SATISFACTION   | .07                                  | .08                                | .17                              | .28*                           | .02                             | .25*                          | -.08                              | .01               | -.02        | .03              | .24**              |                           |                     |                       |
| EMPLOYER<br>CONCERN   | .13                                  | .05                                | .18                              | .09                            | .06                             | .05                           | .01                               | -.05              | -.03        | -.06             | .23                | .26*                      |                     |                       |
| RESPONDENTS<br>INCOME   | .19                                  | .28*                               | -.07                             | -.05                           | -.04                            | -.04                          | -.23                              | -.36*             | -.33*       | .17              | .20                | .06                       | .004                |                       |
| SPOUSE'S<br>INCOME  | -.25*                                | -.13                               | -.10                             | -.004                          | .12                             | .18                           | .14                               | .11               | .16         | .07              | -.12               | -.14                      | -.31*               | .18                   |
| * p < .05                      ** p < .001                      *** p < .0001 |                                      |                                    |                                  |                                |                                 |                               |                                   |                   |             |                  |                    |                           |                     |                       |

Table 2

necessary to correlate variables which have been scored dichotomously with variables scored on a continuous or interval scale (Downie & Heath, 1965). Ultimately, three discriminating variables were removed from analysis due to correlation values which were very low. These three variables included parental role reward value and parental role commitment from the Life Role Salience Scale (Amatea et al., 1986), as well as the demographic variable respondent's own income. Their point-biserial correlation values were  $-.04$ ,  $-.06$ , and  $-.01$ , respectively. Because of their low correlation values, it is not likely that these variables would contribute to career participation or termination among the women in this study. The point-biserial correlation values for all the discriminating variables are presented in Table 3.

The final issue that had to be dealt with before analysis of the data could begin concerned the presence of missing values with regard to the variables of childcare satisfaction, employer concern, and spouse's income. The overall occurrence of missing values, for the remaining nine variables that met the requirements of discriminant analysis, was 2.6%. Childcare satisfaction had a total of 14 missing values in the terminator data. Employer concern had a total of 3 missing values in the terminator data, and spouse's income had one missing value also in the terminator data. Because discriminant analysis cannot operate with missing values, the overall means for each of the variables were computed and substituted for the missing scores. In order to assure that the substitution of means for missing scores had not significantly altered the variance of this sample, F-tests were computed. The results of these tests revealed that the substitution of means had not significantly altered the variances of childcare satisfaction,

Table 3

Point-Biserial Correlations Between Participators/Terminators  
and the Discriminating Variables

| <u>Variable</u>                | <u>r</u> |
|--------------------------------|----------|
| Occupational Role Reward Value | .35 *    |
| Occupational Role Commitment   | .35 *    |
| Parental Role Reward Value     | -.04     |
| Parental Role Commitment       | -.06     |
| Marital Role Reward Value      | -.20     |
| Marital Role Commitment        | -.19     |
| Family Gender-role Attitudes   | -.37 *   |
| Extrafamilial Roles            | -.10     |
| Stereotypes                    | -.13     |
| Social Change                  | -.11     |
| Spousal Support                | .17      |
| Childcare Satisfaction         | .27 *    |
| Employer Concern               | .18      |
| Respondent's Income            | -.01     |
| Spouse's Income                | -.41 *   |

\*  $p < .05$

$F(18,32) = 1.74, p > .10$ , employer concern,  $F(29,32) = 1.10, p > .10$ , and spouse's income,  $F(31,32) = 1.03, p > .10$ .

### Final Analyses

Once all of the assumptions regarding discriminant analysis had been satisfied, final analyses of the data began. Rather than using only one discriminant analysis, with the nine remaining variables, a series of three discriminant analyses were undertaken to achieve the best overall model of participation and termination for the women in this study. The first discriminant analysis included the nine discriminating variables that had passed all of the requirements for this type of analysis. These variables were occupational role reward value, occupational role commitment, marital role reward value, marital role commitment, family gender-role attitudes, spousal support, childcare satisfaction, employer concern, and spouse's income. Using this model, 82.93% of participators and 81.82% of terminators were correctly classified ( $p < .0001$ ) by the discriminant function equation. The standardized function weights for each of the discriminating variables are presented in Table 4.

The results of this analysis indicated that the variables of spousal support, employer concern, occupational role reward value, and marital role reward value made very little contribution to the overall model. According to Klecka (1980), "unless there are strong theoretical reasons for keeping them, it is wise to eliminate weak or redundant variables" (p. 52-53). Two of the variables, spousal support and employer concern, were very weak. The point-biserial correlation value for spousal support was quite low ( $r = .17, p > .10$ ). The point-



**Table 4****Standardized Function Weights for Discriminant Analysis Number One**

| <u>Variable</u>                | <u>Function Weights</u> |            |
|--------------------------------|-------------------------|------------|
|                                | Participator            | Terminator |
| Childcare Satisfaction         | .48                     | -.59       |
| Occupational Role Commitment   | .44                     | -.54       |
| Spouse's Income                | -.44                    | .54        |
| Family Gender-role Attitudes   | -.37                    | .46        |
| Marital Role Commitment        | -.32                    | .39        |
| -----                          |                         |            |
| Occupational Role Reward Value | -.15                    | .18        |
| Marital Role Reward Value      | .14                     | -.18       |
| Employer Concern               | .03                     | -.03       |
| Spousal Support                | -.01                    | .02        |

biserial correlation value for employer concern was also quite low ( $r = .18$ ,  $p > .10$ ). For these reasons, spousal support and employer concern were removed for consideration in the overall model.

There are additional factors which support the removal of occupational role reward value and marital role reward value from consideration in the overall model. Klecka (1980) states that the use of highly correlated variables may have a negative effect with regard to the accuracy of discriminant analysis. Occupational role reward value correlated highly with occupational role commitment ( $r = .75$ ,  $p < .0001$ ), while marital role reward value correlated significantly with marital role commitment ( $r = .58$ ,  $p < .0001$ ). Further, the sign of the function weights for occupational role reward value and marital role reward value did not agree with the associated sign of the correlation coefficients for the same variables, indicating that their inclusion was introducing error into the overall model. Occupational role reward value was positively correlated with occupational role commitment, yet while occupational role commitment made a positive contribution to career participation, occupational role reward value made a negative contribution. In the same manner, marital role reward value was positively correlated with marital role commitment, yet while marital role commitment made a positive contribution to career termination, marital role reward value made a negative contribution. It became necessary, then, to remove occupational role reward value and marital role reward value to preserve the accuracy of the discriminant analysis.

A second discriminant analysis was then undertaken with the five remaining discriminating variables including occupational role commitment, marital role commitment, family gender-role attitudes,

childcare satisfaction, and spouse's income. Using this model, 78.05% of participators and 81.82% of terminators were correctly classified ( $p < .0001$ ) by the discriminant function equation. The standardized function weights for each of the discriminating variables are presented in Table 5. Although the classification ability of the discriminant function equation decreased somewhat when the four variables were removed, in reality only two additional participators and no additional terminators were considered to be misclassified. The best model of participation and termination for women in this study, therefore, included five discriminating variables. These variables are childcare satisfaction, spouse's income, occupational role commitment, family gender-role attitudes, and marital role commitment.

Table 5

Standardized Function Weights for Discriminant Analysis Number Two

| <u>Variable</u>              | <u>Function Weights</u> |            |
|------------------------------|-------------------------|------------|
|                              | Participator            | Terminator |
| Childcare Satisfaction       | .46                     | -.57       |
| Spouse's Income              | -.43                    | .53        |
| Occupational Role Commitment | .32                     | -.40       |
| Family Gender-role Attitudes | -.30                    | .37        |
| Marital Role Commitment      | -.21                    | .26        |

One final discriminant analysis was undertaken to determine if the substitution of means, in the variables with missing values, had altered the outcome of the model. This analysis included nineteen terminators, who had no missing values for childcare satisfaction and spouse's income, and nineteen participators who had been randomly selected for the analysis. All five of the discriminating variables, which made up the final model, were used once again for this analysis. Using this analysis, 78.95% of participators and 84.21% of terminators were correctly classified ( $p < .001$ ) by the discriminant function equation. Based on this analysis, it would seem that inclusion of means for the missing values did not significantly alter the classification ability of the overall model. The standardized function weights for each of the discriminating variables are presented in Table 6.

Table 6

Standardized Function Weights (n=38)

| <u>Variable</u>              | <u>Function Weights</u> |            |
|------------------------------|-------------------------|------------|
|                              | Participator            | Terminator |
| Childcare Satisfaction       | .72                     | -.72       |
| Spouse's Income              | -.65                    | .65        |
| Occupational Role Commitment | .36                     | -.36       |
| Marital Role Commitment      | -.35                    | .35        |
| Family Gender-role Attitudes | -.24                    | .24        |

## CHAPTER FIVE

## DISCUSSION

Because the number of dual-career couples, and thus dual-career women, are increasing each year (Holahan & Gilbert, 1979a; Jump, 1986; Maples, 1981; Sekaran, 1983), it is important to investigate women's career-related decisions. Investigations of this kind are needed, to discover the factors in women's lives which have an impact on career-related decisions. From the perspective of a symbolic interaction framework, decisions are made based on an individual's perceptions and attitudes as well as the attitudes of significant people around them (Burr et al., 1979; Eshleman, 1985). The purpose of the present study, therefore, was to discover how perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes discriminated between career participation and termination among women in dual-career families. In addition to considering these major perceptual variables, this study also investigated the discriminating power of four additional variables. These variables included satisfaction with childcare, employer concern for employees' family responsibilities, respondent's income, and spouse's income.

The final sample for this study consisted of 74 women who were, or had been, participating in a career. Forty-one of these women were ultimately classified as career participators, and 33 women were classified as career terminators. Each of the respondents were currently married, and had at least one child living at home. Respondents ranged in age from 27 years, 3 months to 47 years, 7 months, with a mean age

of 35 years, 7 months. Respondents' level of education ranged from those who had attained one to two years of college education, to those who had achieved a Ph.D. or M.D. degree. The average level of education achieved by the respondents was a Bachelors degree. The estimation of social status for this group of respondents, utilizing Hollingshead (1975), was largely upper-middle and upper socio-economic status.

Data for the present study were collected through a questionnaire format, and were ultimately analyzed through the use of discriminant analysis. Six of the original variables in the present study were removed from consideration, prior to analysis, either for failing to meet the mathematical requirements of discriminant analysis or because of low point-biserial correlation values. The variables removed included the extrafamilial roles, stereotype, and social change sub-scales from Osmond and Martin (1975), as well as the parental role reward value and parental role commitment sub-scales from Amatea, Cross, Clark, and Bobby (1986), and the demographic variable of respondent's own income. The initial discriminant analysis undertaken revealed that four additional variables; spousal support, employer concern for family responsibilities, occupational role reward value, and marital role reward value; actually made very little contribution to the overall model. These weak variables were subsequently removed from consideration, as suggested by Klecka (1980). The results of the final discriminant analysis undertaken revealed that five variables; occupational role commitment, marital role commitment, family gender-role attitudes, childcare satisfaction, and spouse's income; comprised the best model of participation and termination among women in dual-career families.

Using this model, 78.05% of participators and 81.82% of terminators were correctly classified ( $p < .0001$ ) by the discriminant function equation.

#### Hypothesis Number One

During the initial stages of the present study, two hypotheses were proposed regarding the ability of two select groups of variables to discriminate between career participation and termination among women who were members of dual-career families. The first of these two hypotheses predicted that the variables of perceived career salience, perceived salience of the maternal and marital roles, perceived spousal support, and gender-role attitudes would discriminate between women in dual-career families who participate in their careers and those who terminate their careers. This prediction was undertaken from the perspective of a symbolic interaction framework, with the belief that women's career-related decisions were strongly influenced by their own perceptions and attitudes regarding the roles in their lives as well as by the attitudes of people who are important to them. The results of the discriminant analysis revealed that the occupational role commitment component of perceived career salience, the marital role commitment component of perceived marital role salience, and the family component of gender-role attitudes did indeed discriminate between career participation and termination for the group of women in the present study. Analysis further revealed that perceived spousal support, as well as the occupational role reward value component of perceived career salience and the marital role reward value component of perceived marital role salience, did not significantly discriminate between

career participation and termination for the group of women in the present study.

Career Salience: The findings of the present study support previous research (Hardesty & Betz, 1980; Sekaran, 1982; 1983), which found that women in careers do perceive their careers to be salient. One aspect of perceived career salience, occupational role commitment, made a significant contribution to the overall model of career participation and termination for women in dual-career families. Occupational role commitment contributed in a positive direction to career participation for the women in the present study. This finding is supported by past research (Holahan & Gilbert, 1979b) which found that women in careers are personally invested and committed to their work. Additional research, utilizing a sample of married graduate student women, has assumed that perceived career salience correlates with higher levels of career participation for women (Reading & Amatea, 1985). Evidence regarding the validity of this assumption comes from the present research. Women, in the present study, who were currently participating in careers perceived higher levels of commitment to their careers, than did women who had terminated their careers. T-tests confirmed a significant difference between the mean scores of participants and terminators with respect to occupational role commitment ( $t = 3.33, p < .01$ ). Participants had a mean occupational role commitment score of 17.20, while terminators had a mean score of 14.30. This data, viewed in conjunction with the results of the discriminant analysis, would indicate that higher levels of perceived occupational role commitment do in fact relate to career participation.

It is clear that women in the present study who were currently



participating in careers perceived themselves as more committed to their careers, than did women who had terminated their careers. In addition, while occupational role reward value did not make enough of a contribution to remain in the overall model of career participation and termination, t-tests did reveal a significant difference between the two groups of women with regard to this variable ( $t = 3.18, p < .01$ ). Participators had a mean occupational role reward value score of 18.00, while terminators had a mean score of 15.24. The results of the t-test indicate that women who were participating in careers derived a higher level of reward value from their careers, than did women who had terminated careers. When women who were currently participating in careers were asked what factors contributed to their remaining on the job, they often responded by writing that they were very interested in or stimulated by their work. These women typically found their careers to be challenging or rewarding, and many stated that they achieved a sense of satisfaction or a sense of fulfillment from their careers. These women, therefore, seemed to perceive their careers as highly salient, with this perception ultimately contributing to career participation.

Salience of the Marital Role: Two aspects of marital role salience, marital role reward value and marital role commitment, were assessed in the present study. One component, marital role commitment, made a significant contribution to the overall model of career participation and termination for women in dual-career families. Perceived marital role commitment contributed in a positive direction to career termination for the women in the present study. The present research, then, provides evidence suggesting that a woman's perceptions of

commitment to her marital role do indeed impact on her career-related decisions. Past research, such as Poloma, Pendleton, and Garland (1981), would lead us to believe that the marital role does not have limiting effects on women's career roles. This research, however, did not investigate women's perceptions of their marital roles, but rather focused on career and family patterns over the life cycle. In essence, research such as this focuses on decisions after they have been made, while disregarding the underlying perceptions behind the decisions. The present research provides evidence suggesting that a woman's perceptions of marital role commitment can indeed impact her career-related decisions.

Further evidence regarding the impact of perceived marital role commitment on women's career-related decisions comes through examination of the means. Women who had terminated their careers had a slightly higher mean perceived marital role commitment score ( $m = 21.67$ ) than career participators ( $m = 20.61$ ), although this was not statistically significant ( $t = -1.43$ ,  $p > .10$ ). In addition, while marital role reward value made only a small contribution to the overall model of career participation and termination, t-tests revealed that terminators ( $m = 17.58$ ) tended to ( $t = -1.67$ ,  $p < .10$ ) perceive a higher level of marital role reward value than did participators ( $m = 15.71$ ). These findings indicate that career terminators derived a slightly higher level of reward from, and were slightly more committed to, the marital role. Although this evidence does not have the strength of the discriminant analysis, since they are only tendencies toward significance, they do further substantiate the contribution of marital role salience to career termination. When viewed in conjunction with the more significant

findings of the discriminant analysis, these results add support for the impact of perceived marital role salience on women's career-related decisions.

Family Gender-Role Attitudes: The family component of gender-role attitudes was assessed through the use of one sub-scale from the Sex Role Attitude Scale developed by Osmond and Martin (1975). Gender-role attitudes regarding the family made a significant contribution to the overall model of career participation and termination, contributing in a positive direction to career termination for women in the present study. T-tests confirmed a significant difference between mean scores of participators and terminators with regard to family gender-role attitudes ( $t = -3.43$ ,  $p < .01$ ). Terminators had a mean family score of 18.24, while participators had a mean score of 15.24. A higher score on this scale indicates a more traditional attitude, while a lower score indicates a less traditional attitude (Osmond & Martin, 1975). Women in the present study who had terminated careers held more traditional gender-role attitudes, regarding families, than did women who were currently participating in their careers. This data, viewed in conjunction with the discriminant analysis, would indicate that more traditional attitudes regarding the family contribute to career termination.

Past research has presented somewhat opposite findings with regard to the impact of gender-role attitudes on women's careers and jobs. Research, such as that of Gordon and Kammeyer (1980), suggests that gender-role attitudes may not affect women's employment. The findings of the present research, however, lend support to past research such as that of Gaddy, Glass, and Arnkoff (1983) and Pirnot and Dustin (1986),

who found that women's gender-role attitudes did indeed impact on their career-related decisions. The present study goes one step further, by defining which gender-role attitude actually makes the greatest impact on women's career-related decisions; family gender-role attitudes.

This finding lends support to the work of Heckman, Bryson, and Bryson (1977), which found that women who held more traditional gender-role attitudes had placed family needs and husband's career goals ahead of their own careers. Indeed, when women in the present study were asked what factors contributed to the termination of their careers, family considerations were usually among the first reasons given. Perhaps this is best described by the woman who wrote, "My husband was traveling quite a bit, which with three children would have been a big strain on me if I were working. Also, he recently started a new job which will mean extra hours for him." Another woman wrote that she needed to lend general support to the family structure because her husband traveled a great deal and had time consuming job-related responsibilities.

Noncontributing Variables: One perceptual variable, perceived spousal support, did not appear important in determining career behavior for the group of women in the present study. While perceived spousal support did make a very minor contribution to the overall model, contributing in a positive direction to career termination, it was ultimately removed from consideration due to the weakness of its contribution. Examination of the means revealed that while career participators had a slightly higher mean spousal support score ( $m = 18.44$ ), than terminators ( $m = 17.24$ ), this difference was not statistically significant ( $t = 1.60$ ,  $p > .10$ ). It is likely that

perceived spousal support made only a minor contribution to career participation and termination, in the present study, because both groups of women perceived their spouses as generally supportive.

Finally, the variable perceived salience of the maternal role as well as three components of gender-role attitudes were removed from consideration prior to analysis. Salience of the maternal role, as measured by parental role reward value and parental role commitment, was removed from consideration due to lack of significant point-biserial correlation with career participation and termination. It is likely that such a low correlation existed due to the fact that both career participators and terminators perceived their maternal roles as equally salient. The three components of gender-role attitudes removed from consideration prior to analysis included extrafamilial roles, stereotypes, and social change. These components would not have been accurate in discriminating between career participation and termination, for the women in the present study, due to the fact that both groups of women responded to the sub-scales in a similar less traditional manner.

Symbolic Interaction Framework: The results of the present research, with regard to the major perceptual variables, lend support to the use of a symbolic interaction framework in explaining women's career-related decisions. Symbolic interaction proved to be an important research tool, ultimately substantiating the need to focus on perceptions and attitudes in the investigation of women's career-related decisions. It is clear that the perceptual variables of occupational role commitment, marital role commitment, and family gender-role attitudes made significant contributions to career participation and termination for the women in the present study. Women's

perceptions regarding their commitment to occupational and marital roles, as well as their attitudes regarding the family, directly affected their career role behavior. Women who perceived themselves as less committed to their occupational roles, as committed to their marital roles, and as more traditional in their family gender-role attitudes were more likely to be career terminators. Women who perceived themselves as highly committed to their occupational roles, somewhat less committed to their marital roles, and as less traditional in their family gender-role attitudes were more likely to be career participators. It would seem, then, that behavior is directly influenced by the meanings and values an individual ultimately perceives to be important (Burr et al., 1979).

#### Hypothesis Number Two

The second hypothesis proposed at the beginning of the present study predicted that the variables of childcare satisfaction, employer concern, respondent's income, and spouse's income would discriminate between women in dual-career families who participate in careers and those who terminate their careers. The result of the discriminant analysis revealed that childcare satisfaction and spouse's income did indeed discriminate between career participation and termination for this group of women.

Childcare Satisfaction: Childcare satisfaction made a significant contribution to the overall model of career participation and termination, contributing in a positive direction to career participation. Women who participated in careers were more likely to be satisfied with their childcare, than were women who had terminated

their careers. T-tests confirmed a significant difference between the means of participators and terminators with regard to childcare satisfaction ( $t = 3.17$ ,  $p < .01$ ). Participators had a mean satisfaction level of 4.32, while terminators had a mean satisfaction level of 3.63. While significant differences were found with regard to level of childcare satisfaction, chi-square tests found no significant differences regarding the types of childcare utilized by participators and terminators ( $\chi^2 = 0.72$ ,  $p > .10$ ). The types of childcare used by both groups of women included care given in the respondent's own home, center-based care, home daycare, or a combination of these three.

The findings of the present research, regarding childcare satisfaction, lend support to past research (Rudd & McKenry, 1986) which found that satisfactory childcare arrangements were a primary concern of employed mothers. Satisfactory childcare arrangements were also very important to the women in the present study, contributing in a positive direction to career participation. It seems likely, then, that women who are satisfied with their childcare arrangements would be more likely to continue participating in their careers, while women who are less satisfied might be more likely to terminate their careers.

This is not surprising in view of further results from the present study, which revealed that maternal role salience was equally high for both participators as well as terminators. Maternal role salience was measured by two sub-scales, parental role reward value and parental role commitment, with 25 points possible for each sub-scale. The mean score for participators with regard to parental role reward value was 22.27, while the mean score for parental role commitment was 22.37.

The mean score for terminators with regard to parental role reward value was 22.58, while the mean score for parental role commitment was 22.82. T-tests revealed no significant differences between the scores of participators and terminators, indicating that both groups of women derived high levels of reward value from ( $t = -.42, p > .10$ ), and were highly committed to ( $t = -.81, p > .10$ ), their maternal roles. Since it is clear that both groups of women perceive their maternal roles as very important, it is not surprising that satisfaction with childcare arrangements would impact their career-related decisions. Past research had revealed that motherhood tends to have a limiting effect on women's career development (Heckman et al, 1977; Poloma et al., 1981), with some evidence that a strong negative relationship exists between the maternal role and women's level of employment (Morgan & Hock, 1984). The results of the present study, however, indicate that perceived satisfaction with childcare arrangements may actually contribute to career participation for women in dual-career families. It would seem that it is not motherhood itself that limits women's careers, but their perceptions regarding satisfactory care for their children.

Spouse's Income: The final discriminating variable which made a contribution to career participation and termination for the group of women in the present study was spouse's income. Spouse's income made a positive contribution to career termination, indicating that women who terminated their careers were more likely to have higher spouse's incomes than women currently participating in careers. T-tests confirmed a significant difference between the means of participators and terminators with regard to spouse's income ( $t = -3.92, p < .001$ ). Women who had terminated careers had a mean spouse's income score of



7.75, while women who were participating in careers had a mean score of 5.93. On the average, terminators' spouses earned between \$25,000 and \$49,999 each year, while the average yearly income of participators' spouses was between \$15,000 and \$24,999.

The findings of the present research regarding spouse's income are not surprising in view of evidence from past research highlighting the fact that women often enter the paid work force, and are more likely to remain employed, if there is economic need in the family (Gordon & Kammeyer, 1980; Hiller & Philliber, 1980). Past research has also shown, however, that career women are more likely to work even when it is not economically necessary (Holahan & Gilbert, 1979b). The women in the present study who terminated their careers may have had more freedom to exercise that option because family financial need was not dependent on their income. Participators, on the other hand, may have maintained their careers partly out of economic necessity. Indeed, when asked what factors contributed to their remaining on the job, women in the present study often cited financial considerations as a major reason for career participation.

Noncontributing Variables: The results of the discriminant analysis ultimately revealed that the variable, employer concern for family responsibilities, did not have a significant impact on career participation and termination for the group of women in the present study. It is likely that the level of employer concern did not contribute to career participation or termination due to the fact that both groups of women perceived employer concern as fairly low. T-tests revealed no significant differences between levels of employer concern for the two groups of women in the present study

( $t = 1.64$ ,  $p > .10$ ). Career participators had a mean level of 3.32 for employer concern, while career terminators had a mean level of 2.90. A score of three on this scale indicated that an employer was neither concerned or unconcerned regarding employee's family responsibilities. In order to gather further information, respondents were asked to write in what ways they felt that their work environment was concerned about their family responsibilities. Chi-square tests were conducted utilizing categories which were developed from the responses given. Results of the chi-square analysis revealed that there were no significant differences regarding the types of employer concern which were listed by participators and terminators ( $\chi^2 = 4.85$ ,  $p > .10$ ). The types of concern listed by both groups of women included no apparent concern, general concern for family health and welfare, individual manager shows concern, as well as flexible schedule/working hours provided, and employer involvement with childcare.

One final variable, respondent's own income, was removed from consideration prior to analysis. Respondent's own income was removed from the analysis due to lack of a significant point-biserial correlation with career participation and termination. It is likely that respondent's income would not contribute to the overall model of career participation and termination because there were no significant differences between the two groups with regard to level of own income. Women who participated in careers had a mean income score of 6.75, while women who had terminated their careers had a mean score of 6.67. On the average, both career participators and terminators earned, or had earned, between \$20,000 and \$34,999 each year.

### Contribution of Discriminating Variables

In addition to revealing which variables ultimately discriminated between career participation and termination, discriminant analysis also yields standardized function weights for each of the discriminating variables. These function weights make it possible to identify the discriminating variables which have the greatest impact on, or as stated by Klecka (1975) which contribute the most to, career participation and termination among women in dual-career families. Ultimately, function weights help establish the relative contribution each of the discriminating variables makes in the overall model, as well as the order of these contributions.

The discriminating variable which made the greatest contribution to career participation and termination for the group of women in the present study was childcare satisfaction. Childcare satisfaction had a function weight of .46 for career participators, with a weight of -.57 for career terminators. The discriminating variable which made the second highest contribution to career participation and termination was spouse's income, with a function weight of -.43 for participators and a weight of .53 for terminators. These variables were followed by occupational role commitment, with a function weight of .32 for career participators and -.40 for career terminators. Family gender-role attitudes proved to be the next contributor in the overall model, with a function weight of -.30 for career participators and .37 for career terminators. The final discriminating variable, contributing to career participation and termination, was marital role commitment. Marital role commitment had a function weight of -.21 for career participators

and .26 for career terminators.

When the discriminating variables are viewed in order of contribution to the overall model, it becomes apparent that those variables which dealt with actual life circumstances had a greater impact than the variables which dealt with perceptions and attitudes regarding life roles. These findings might, at first, appear contradictory to the basic tenets of symbolic interaction. When the results of the present study are viewed as an integrated whole rather than as individual parts, however, it can be seen that the findings actually lend support to the symbolic interaction perspective.

The fact that childcare satisfaction made the greatest contribution to career participation and termination is not surprising, when this finding is viewed in conjunction with two other findings of the present study. First, family gender-role attitudes also made a significant contribution to career participation and termination, indicating that women's attitudes regarding their families have an important impact on their career-related decisions. Women who had terminated their careers held more traditional family gender-role attitudes and were less satisfied with their childcare arrangements. Women who were participating in careers, on the other hand, held less traditional gender-role attitudes and were more satisfied with their childcare arrangements. Perhaps satisfaction with childcare arrangements is, in part, influenced by how traditional an individual's views are regarding the family. Someone with more traditional family gender-role attitudes might be inclined to view childcare as less satisfactory, than an individual with less traditional attitudes, because childcare has been the traditional role of the mother.

When perceived role salience was measured in the present study; for maternal, marital, and occupational roles; the life role that received the highest scores overall was the maternal role. As stated previously, both career participators as well as career terminators perceived a high level of commitment to and derived a high level of reward value from their maternal roles. According to Sheldon Stryker (1980), it is possible to predict behavior based on the location a role occupies in the salience hierarchy. It is apparent that the maternal role is at the top of the salience hierarchy for both career participators as well as career terminators. It is, therefore, not surprising that the realities of satisfaction with childcare, which in part may be influenced by attitudes regarding the family, made the greatest impact with regard to women's career-related decisions.

The importance of spouse's income in the overall model of career participation and termination is also understandable when the findings of the present study are viewed together. Again, family gender-role attitudes help to explain why the variables which dealt with actual life circumstances made such an impact in the overall model. Women who were more traditional regarding family gender-role attitudes were more likely to be career terminators. These women were less committed to their occupational roles, and also had higher levels of spouse's income. Perhaps the more traditional attitudes held by these women, coupled with the fact that they perceived their careers as less salient, made leaving careers somewhat easier. This would be especially true considering family economic security may not have been disrupted due to the higher levels of spouse's income. Career participators, on the other hand, were more committed to their occupational roles and had

lower levels of spouse's income. It is possible that these women were more committed to their occupational roles, because these roles helped to insure family economic security. It is also possible that these women were more committed to their occupational roles because they were less traditional in their family gender-role attitudes.

It would seem, then, that although the variables of childcare satisfaction and spouse's income made the greatest contributions to the overall model of career participation and termination, these variables may have been influenced by the respondents' perceptions and attitudes regarding their family, career, and maternal roles. It appears that each of the variables in the overall model not only makes a direct contribution to career participation or termination, but also that each variable is likely to influence the others. In this manner, the variables which impact career participation and termination must ultimately be viewed as an interactive model.

### The Final Model

The results of the present research reveal that there are five variables which are of particular importance in determining career participation or career termination for women in dual-career families. These variables include childcare satisfaction, spouse's income, occupational role commitment, family gender-role attitudes, and marital role commitment. Each of these variables made a significant contribution to career-related decisions for the women in the present study. Career terminators were less satisfied with childcare arrangements, had higher levels of spouse's income, were less committed to their occupational roles, were more traditional in their family gender-role attitudes, and

perceived a slightly higher level of commitment to their marital roles. Career participators were more satisfied with childcare arrangements, had lower levels of spouse's income, were more committed to their occupational roles, were less traditional in their family gender-role attitudes, and were somewhat less committed to their marital roles.

Evidence for the validity of this model comes from the final discriminant analysis which was undertaken. This analysis utilized a smaller sample,  $n=38$ , for which there were no instances of missing values. The results of this analysis confirmed the relative contributions of the five variables to career participation and termination, with some slight differences. Childcare satisfaction, the variable which made the greatest contribution in the original model, made an even greater contribution in the second model. The contribution of spouse's income also increased in the second model, while the contribution of occupational role commitment remained largely the same. The last two variables, family gender-role attitudes and marital role commitment, reversed positions in the second analysis. This resulted in family gender-role attitudes making somewhat less of a contribution than originally, while marital role commitment made a somewhat greater contribution. A comparison of the function weights, resulting from the two analyses, are presented in Table 7.

Table 7

Comparison of Discriminant Analysis Function Weights  
(n=74 and n=38)

| <u>Variable</u>              | <u>Function Weights</u>            |      |                                  |      |
|------------------------------|------------------------------------|------|----------------------------------|------|
|                              | Participator<br>(n=74)      (n=38) |      | Terminator<br>(n=74)      (n=38) |      |
| Childcare Satisfaction       | .46                                | .72  | -.57                             | -.72 |
| Spouse Income's              | -.43                               | -.65 | .53                              | .65  |
| Occupational Role Commitment | .32                                | .36  | -.40                             | -.36 |
| Family Gender-role Attitudes | -.30                               | -.24 | .37                              | .24  |
| Marital Role Commitment      | -.21                               | -.35 | .26                              | .35  |

#### Implications For Employers

The findings of the present research have serious implications for employers who wish to retain women in career occupations. The present study revealed that women's perceptions regarding their commitment to occupational and marital roles, as well as their attitudes regarding the family, directly affected their career-related decisions. The findings of the present study, for example, would predict that a woman might be likely to terminate her career if she was experiencing dissatisfaction with childcare arrangements, if her husband's income was great enough to meet family economic needs, if she was not highly committed to her occupational role, if she was committed to her marital role, and if she held more traditional family gender-role attitudes. It is clear, then, that employers must be willing to take women's perspectives regarding their career and family roles into account,



if they wish to retain these women in their work force.

Employers, thus far, have not always taken women's perspectives regarding their family responsibilities into account. Based on data provided in the present study, it would seem that women view their employers as somewhat ambiguous in their concern regarding employees' family responsibilities. It is possible that such ambiguity does not promote, and may actually reduce, employee loyalty to the company or corporation. Employer's lack of concern may ultimately make it easier for women to leave their careers behind. Employers who wish to retain career women must be more willing, therefore, to give consideration to employees' family responsibilities.

Satisfaction with childcare arrangements had the greatest impact on career participation and termination, suggesting that employers who face the inadequacies in the childcare arena might actually retain career women in their work force. Forty-one career participators took part in the present study, and from among this group, six reported employer involvement with childcare. Four of these women had employers who provided pre-tax accounts for financing childcare, and two indicated that their employers subsidized their childcare costs. All of these women stated that they were satisfied with their childcare arrangements, with two of the women indicating that they were very satisfied. Further, childcare satisfaction had a low, but significant, positive correlation ( $r = .26$ ,  $p < .05$ ) with level of employer concern. While this is not definitive proof that employer involvement in childcare impacts employee retention, it would seem that such support might be important. At the very least, pre-tax accounts for the financing of childcare might provide employees with greater latitude regarding

choice of childcare.

It is important not to assume, however, that career participation is the right choice for every woman. Women who had terminated their careers often stated that they had made the best choice for themselves as well as their families, and further that they considered their mother role to be a full-time career. These women repeatedly expressed the concern that mothering/childrearing has been seriously undervalued in our society.

This thesis has not been an attempt to judge the relative value of women's choices regarding their life roles. Rather, it has been an attempt to increase knowledge and understanding regarding why such choices are made. Knowledge such as this may ultimately have an impact on society's understanding and support of whatever roles women choose to emphasize in their lives.

### Limitations of the Present Study and Suggestions for Future Research

A number of research limitations were encountered throughout the course of the present study. These limitations, along with suggestions for future research, are listed below.

Sample: The sample in the present study was self-selected, with each of the respondents volunteering to participate in the research. An attempt was made to gather a large sample from all over the state of Oregon, and while the respondents do represent a fairly wide geographic area, the resulting sample was small and fairly homogenous. The majority of the respondents were well-educated, and came from upper-middle and upper socio-economic status. This might call into question the ability to generalize these findings to the larger population. Further research in this area should be focused on a larger random sample of career participators and terminators. The research sample might also be expanded to include women from dual-earner families, allowing for comparison between women from these families and women from dual-career families.

Measurement: Several limitations surfaced with regard to measurement in the present study. First, while this research focused on women, it was assumed that these women were members of dual-career families. The career histories for each respondent were well documented in the questionnaire. The only career information requested for the spouses, however, included current occupation, education level, and present yearly income. In retrospect, it is necessary to also ask for each spouse's career history, in order to say with certainty that the respondent is from a dual-career family.

The second limitation with regard to measurement results from the occurrence of missing values. Missing values occurred when questions in the questionnaire booklet were left unanswered. Because discriminant analysis cannot operate with missing values, it was necessary to substitute the means for each variable with missing values.

A third limitation resulted from the use of the Osmond and Martin (1975) Sex Role Attitude Scale. Three of the sub-scales; extrafamilial roles, stereotypes, and social change; from this scale were not included in the discriminant analysis due to violation of the requirements for this type of analysis. Both participators and terminators responded to these three sub-scales in a similar, less traditional, manner. This calls into question the ability of this scale to measure the sex-role attitudes of contemporary women. It is possible that the women in the present study were fairly homogenous with regard to the sex-role attitudes, measured by these three sub-scales, due to their similar education levels and socio-economic status. It is also possible, however, that this scale may no longer accurately measure such attitudes, even though the language of the scale was updated for the present research.

A fourth limitation of the present research may have resulted from the inclusion of the Perceived Spousal Support Scale (Gilbert, Holahan, & Manning, 1981). This scale failed to discriminate between career participators and terminators, with regard to the level of perceived spousal support. This lack of discrimination may have resulted from the fact that both participators as well as terminators perceived their husbands to be generally supportive. It is possible, however, that the three questions which make up the scale do not accurately tap the more subtle aspects of perceived spousal support.

One final limitation comes from the use of the questionnaire format itself. Respondents filling out the questionnaire may have been inclined to respond with "socially acceptable" answers. Due to this type of limitation, future research should consider the use of an interview format. The use of an interview format would allow the researcher to ultimately ask questions which would help to establish congruence of responses. Further, the use of an interview format aids in establishing a rapport between the researcher and the respondent, which ultimately allows the respondent to feel more comfortable and to respond to questions more honestly.

Directions for Future Research: This research project resulted in a large amount of additional data which was not analyzed for the current study. For example, data were collected for a group of dual-career women who had no children at the time of the present study. Future research might follow these women longitudinally, to see if their perceptions and attitudes regarding work and family roles, as well as their career role behavior, changes when children are added to the family.

The current research project also resulted in data from women who were members of dual-earner families. Future research could compare the perceptions and attitudes of these women, as well as their career-related decisions, to those of the women who were members of dual-career families. Ultimately both of the future research projects, which have been mentioned above, would benefit from additional data gathered from interviews with the respondents. Interviews would provide valuable insight into the reasons which underlie women's career-related decisions. Many women wrote, in the section of the question-

naire which asked for any additional comments, that they would have liked to be able to qualify some of their responses to the questions which were asked. An interview format would allow women to respond to questions, and also to process any feelings which may arise as a result of the research process.

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## APPENDICES

## APPENDIX A

## PRESS RELEASE

Appeared in the following newspapers:

Albany Democrat-Herald  
Gazette-Times (Corvallis)  
Statesman-Journal (Salem)  
The Oregonian (Portland)

Broadcast over the following radio stations:

KEJO/KLFY (Corvallis)  
KEX (Portland)

## PRESS RELEASE

Participants are needed from throughout Oregon for a study of women's career decisions by researchers at Oregon State University.

"The study will be done through a one-time, confidential questionnaire," said Virginia Adduci, a graduate student working with Dr. Alan Sugawara, professor of human development and family studies.

"We want to look at how women's attitudes and perceptions of their various roles affect their career decisions," said Adduci. The study needs both women currently working and those who have left a career within the last five years. Married participants, with or without children, are being sought.

"We want to know what's important to women in relation to their multiple roles and how that affects their decision to stay in a career or terminate it," said Adduci. The questionnaire will examine women's roles of mother and spouse; spouse support; gender role attitudes; experiences with childcare arrangements; and her career history.

The researchers are soliciting volunteers from anywhere in Oregon because of the mail-in questionnaire. "A postage-paid envelope is included for return," said Adduci. Participants will receive a copy of the study results.

To sign up, volunteers should call her at 754-4765. Queries also can be addressed to her at the department of human development and family studies, Milam Hall, OSU, Corvallis, OR 97331.

## APPENDIX B

### LETTER REQUESTING PARTICIPANTS

Dear Mothers:

Many women today are members of dual-career families. This type of family is one where both the wife and husband are deeply committed to their careers, as well as to their family lives. We are currently conducting an investigation to learn more about how career and family aspects of a woman's life impact on her career-related decisions.

We are asking those of you who are either currently participating in a career, or have participated in a career within the last five years, to take part in this investigation. Each of you will be asked to fill out a questionnaire. Included in this questionnaire will be items about your occupational, maternal, and marital roles; your family; and your attitudes regarding the roles of women and men. All the information that you provide will be treated as confidential.

We would like to encourage you to participate in this investigation. The information you provide will be invaluable in helping us answer questions regarding women's career-related decisions. The results of this investigation will be important to women who currently face career-related decisions, as well to women who will be facing such decisions in the future.

If you are interested in participating, please contact Virginia Adduci at 754-4765 or 745-5788. All participants will receive a summary of the results from this investigation.

Thank you very much for your help. If you have any questions, please do not hesitate to call Virginia Adduci at either of the numbers listed above.

Sincerely,

Virginia B. Adduci  
Principal Investigator  
Dept. of Human Development  
and Family Studies

Alan I. Sugawara  
Co-Investigator  
Dept. of Human Development  
and Family Studies

## APPENDIX C

### QUESTIONNAIRE COVER LETTER



Dear Participant:

We would like to take this opportunity to thank you for your help with this investigation. At the present time, information regarding the impact of women's career and family lives on their career-related decisions is somewhat limited. The information that you provide on the enclosed questionnaire will help us to understand not only how women make career-related decisions, but also the reasons behind the decisions that are made.

All the information that you provide will be treated as confidential. Each questionnaire will be identified by a number to allow us to record which questionnaires have been returned. However, your name will never be placed on the questionnaire or associated with any of the information that you have given.

We are asking that you complete and return the questionnaire to us within two weeks. Please place your completed questionnaire in the enclosed postage paid envelope, and return it to:  
Virginia Adduci  
1010 NW Overlook Dr.  
Corvallis, Oregon 97330

Participation in this project is totally voluntary, and all participants will receive a summary of the results from this investigation.

Again, thank you very much for your help. If you have any questions, please do not hesitate to call Virginia Adduci at 754-4765 or 745-5788.

Sincerely,

Virginia B. Adduci  
Principal Investigator  
Dept. of Human Development  
and Family Studies

Alan I. Sugawara  
Co-Investigator  
Dept. of Human Development  
and Family Studies

## APPENDIX D

### FOLLOW UP LETTERS

Dear Participant:

Approximately two weeks ago you received a questionnaire seeking information with regard to the possible impact of career and family lives on women's career-related decisions. The information that you provide on this questionnaire is very important to our research project. Your input will enable us to have a more complete understanding of the factors involved in decisions of this kind.

This study involves women from all over the state of Oregon, and is the first study of this type to be conducted on a statewide basis. The results will be of particular importance to women who currently face career-related decisions, as well as to women who will be facing such decisions in the future.

It is for these reasons that we would like to encourage you to complete your copy of the questionnaire, and return it in the envelope provided to:

Virginia Adduci  
1010 Overlook Dr.  
Corvallis, Oregon 97330

If by some chance your questionnaire has been misplaced, please contact Virginia Adduci at 754-4765 to receive another copy.

Your participation in this project is greatly appreciated!

Sincerely,

Virginia B. Adduci  
Principal Investigator  
Dept. of Human Development  
and Family Studies

Alan I. Sugawara  
Co-Investigator  
Dept. of Human Development  
and Family Studies

Dear (name of participant):

Approximately four weeks ago you received a questionnaire seeking information with regard to the possible impact of career and family lives on women's career-related decisions. The information that you provide on this questionnaire is very important to our research project. Your input will enable us to have a more complete understanding of the factors involved in decisions of this kind.

This study involves women from all over the state of Oregon, and is the first study of this type to be conducted on a statewide basis. The results will be of particular importance to women who currently face career-related decisions, as well as to women who will be facing such decisions in the future.

It is for these reasons that we would like to encourage you to complete your copy of the questionnaire, and return it in the envelope provided to:

Virginia Adduci  
1010 Overlook Dr.  
Corvallis, Oregon 97330

If by some chance your questionnaire has been misplaced, please contact Virginia Adduci at 754-4765 to receive another copy.

Your participation in this project is greatly appreciated!

Sincerely,

Virginia B. Adduci  
Principal Investigator  
Dept. of Human Development  
and Family Studies

Alan I. Sugawara  
Co-Investigator  
Dept. of Human Development  
and Family Studies

**APPENDIX E****QUESTIONNAIRE**

GENERAL INSTRUCTIONS: You may use a pen or a pencil to complete this questionnaire. Most of the questions may be answered by placing an X in the appropriate space; other questions ask for written responses. You may also write additional comments on the questionnaire if you would like to do so.

-----

**SECTION ONE**

IN THE FOLLOWING SECTION YOU WILL FIND A NUMBER OF STATEMENTS REGARDING OCCUPATIONAL, MARITAL, AND MATERNAL ROLES.

Next to **each** of the statements which are given below, please specify whether you Disagree, Somewhat Disagree, Neither Agree nor Disagree (Neither), Somewhat Agree, or Agree. Please select only one response for each statement which is given, and place an X in the appropriate space for that response.

- |   | D   | S D |     | S   |     |
|---|-----|-----|-----|-----|-----|
|   | I   | O I | N   | O   |     |
|   | S   | M S | E   | M   |     |
|   | A   | E A | I   | E A | A   |
|   | G   | W G | T   | W G | G   |
|   | R   | H R | H   | H R | R   |
|   | E   | A E | E   | A E | E   |
|   | E   | T E | R   | T E | E   |
| 1. I expect to work hard to build a good marriage relationship even if it means limiting my opportunities to pursue other personal goals. | ( ) | ( ) | ( ) | ( ) | ( ) |
| 2. I expect to devote a significant amount of my time to building my career and developing the skills necessary to advance in my career.  | ( ) | ( ) | ( ) | ( ) | ( ) |
| 3. Having work/a career that is interesting and exciting to me is my most important goal.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 4. Being married to a person I love is more important to me a than anything else.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 5. My life would seem empty if I never married.   | ( ) | ( ) | ( ) | ( ) | ( ) |

|  | D<br>I<br>S<br>A<br>G<br>R<br>E<br>E | S D<br>O I<br>M S<br>E A<br>W G<br>H R<br>A E<br>T E | N<br>E<br>I<br>T<br>H<br>E<br>R | S<br>O<br>M<br>E A<br>W G<br>H R<br>A E<br>T E | A<br>G<br>R<br>E<br>E |
|--|--------------------------------------|--|---------------------------------|--|-----------------------|
| 6. If I chose not to have children, I would regret it.   | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 7. Devoting a significant amount of my time to being with or doing things with a marriage partner is not something I expect to do.         | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 8. The whole idea of having children and raising them is not attractive to me.   | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 9. I expect marriage to give me more real personal satisfaction than anything else in which I am involved.                                 | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 10. I do not expect to be very involved in childrearing.   | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 11. I expect to be very involved in the day-to-day matters of rearing children of my own.  | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 12. I expect to commit whatever time is necessary to making my marriage partner feel loved, supported, and cared for.                      | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 13. Having a successful marriage is the most important thing in life to me.  | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 14. Becoming involved in the day-to-day details of rearing children involves costs in other areas of my life which I am unwilling to make. | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 15. It is important to me to feel successful in my work/career.  | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |
| 16. I expect to devote a significant amount of time and energy to the rearing of children of my own.                                       | ( )                                  | ( )  | ( )                             | ( )  | ( )                   |

|   |     |   |     |   |
|---|-----|---|-----|---|
| D | S D |   | S   |   |
| I | O I | N | O   |   |
| S | M S | E | M   |   |
| A | E A | I | E A | A |
| G | W G | T | W G | G |
| R | H R | H | H R | R |
| E | A E | E | A E | E |
| E | T E | R | T E | E |

- |  |     |     |     |     |     |
|--|-----|-----|-----|-----|-----|
| 17. It is important to me to have some time for myself and my own development rather than have children and be responsible for their care. | ( ) | ( ) | ( ) | ( ) | ( ) |
| 18. I expect to make as many sacrifices as are necessary in order to advance in my work/career.  | ( ) | ( ) | ( ) | ( ) | ( ) |
| 19. Really involving myself in a marriage relationship involves costs in other areas of my life which I am unwilling to accept.            | ( ) | ( ) | ( ) | ( ) | ( ) |
| 20. It is important to me to feel I am (will be) an effective parent.  | ( ) | ( ) | ( ) | ( ) | ( ) |
| 21. Building a name and reputation for myself through work/a career is not one of my life goals.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 22. Although parenthood requires many sacrifices, the love and enjoyment of children of one's own are worth it all.                        | ( ) | ( ) | ( ) | ( ) | ( ) |
| 23. I expect to put a lot of time and effort into building and maintaining a marital relationship.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 24. I value being involved in a career and expect to devote the time and effort needed to develop it.                                      | ( ) | ( ) | ( ) | ( ) | ( ) |
| 25. I expect the major satisfactions in my life to come from my marriage relationship.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 26. It is important to me that I have a job/career in which I can achieve something.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 27. I expect to devote whatever time and energy it takes to move up in my job/career field.  | ( ) | ( ) | ( ) | ( ) | ( ) |



|   |   |   |   |   |
|---|---|---|---|---|
| D | S | D | S |   |
| I | O | I | O |   |
| S | M | S | M |   |
| A | E | A | E | A |
| G | W | G | W | G |
| R | H | R | H | R |
| E | A | E | A | E |
| E | T | E | T | E |

28. I expect my job/career to give me more  
real satisfaction than anything else I do. ( ) ( ) ( ) ( ) ( )
29. My life would be empty if I never had  
children. ( ) ( ) ( ) ( ) ( )
30. I want to work, but I do not want to have  
a demanding career. ( ) ( ) ( ) ( ) ( )
- 

## SECTION TWO

IN THE FOLLOWING SECTION YOU WILL FIND A NUMBER OF  
QUESTIONS REGARDING YOURSELF AND YOUR WORK EXPERIENCES

Please fill in the appropriate blank for each of the questions.

### ABOUT YOU:

31. Birthdate (fill in) month\_\_\_\_\_, day\_\_\_\_\_, year\_\_\_\_\_
32. Education: highest level achieved (check one)
- High School Degree ( )
  - 1 - 2 years of college ( )
  - 3 - 4 years of college ( )
  - Bachelors Degree ( )
  - Masters Degree ( )
  - Doctoral Degree ( )
  - Other (please specify)\_\_\_\_\_
33. Current marital status: (check one)
- Now married ( )
  - Widowed ( )
  - Divorced ( )
  - Separated ( )
  - Never Married ( )

34. Occupation: Are you currently employed at a paid job?

Yes ( )

No ( )

35. Please, describe your current (or last) occupation in the space provided below; including your **job title** and **responsibilities**.

36. On the average, how many hours do (did) you work at your paid job each week? (please specify) \_\_\_\_\_

37. How many years have (had) you been employed at your most recent job? (please specify) \_\_\_\_\_

38. How many **total** years have you been employed in your career field? (please specify) \_\_\_\_\_

39. If you are not currently participating in a career, how long have you been out of the paid workforce? (please specify) \_\_\_\_\_ years, \_\_\_\_\_ months

40. In the space provided below, please list your career history from the completion of your education to the present time.

| <b>Dates:</b>                   | <b>Job Title:</b> | <b>Responsibilities:</b>                                |
|---------------------------------|-------------------|---|
| (example)<br>9/30/80 to 6/15/83 | Instructor        | Teaching Prenatal and Infant Development (H.D.F.S. 225) |

41. What is your present personal yearly income level? (check one)

|                      |     |                      |     |
|----------------------|-----|----------------------|-----|
| No income            | ( ) | \$20,000 to \$24,999 | ( ) |
| less than \$5,000    | ( ) | \$25,000 to \$34,999 | ( ) |
| \$5,000 to \$9,999   | ( ) | \$35,000 to \$49,999 | ( ) |
| \$10,000 to \$14,999 | ( ) | \$50,000 or more     | ( ) |
| \$15,000 to \$19,999 | ( ) |                      |     |

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### SECTION THREE

IN THE FOLLOWING SECTION YOU WILL FIND A NUMBER OF  
STATEMENTS REGARDING THE ROLES OF WOMEN AND MEN

The statements which are given below express some strong opinions regarding the roles of men and women. Next to each of the statements, please specify whether you Strongly Agree, Agree, are Undecided, Disagree, or Strongly Disagree. Please select only one response category for each item which is given, and place an X in the appropriate space.

|  | S   |     | U   |     |     |
|--|-----|-----|-----|-----|-----|
|  | T   |     | N   | D   | S D |
|  | R   |     | D   | I   | T I |
|  | O A | A   | E   | S   | R S |
|  | N G | G   | C   | A   | O A |
|  | G R | R   | I   | G   | N G |
|  | L E | E   | D   | R   | G R |
|  | Y E | E   | E   | E   | L E |
|  |     |     | D   | E   | Y E |
| 42. Men should have more freedom to do such things as cook and care for children.      | ( ) | ( ) | ( ) | ( ) | ( ) |
| 43. Women generally prefer light conversations over rational discussions.              | ( ) | ( ) | ( ) | ( ) | ( ) |
| 44. Women generally like being dependent on men.                                       | ( ) | ( ) | ( ) | ( ) | ( ) |
| 45. A man's self-esteem is severely injured if his wife makes more money than he does. | ( ) | ( ) | ( ) | ( ) | ( ) |
| 46. Women should not challenge the natural tendency men have to dominate and lead.     | ( ) | ( ) | ( ) | ( ) | ( ) |
| 47. There is evidence that men, in general, are superior to women.                     | ( ) | ( ) | ( ) | ( ) | ( ) |
| 48. Men should stop appraising women solely on the basis of appearance.                | ( ) | ( ) | ( ) | ( ) | ( ) |

|   | S<br>T<br>R<br>O<br>N<br>G<br>L<br>E<br>Y | A<br>A<br>G<br>R<br>E<br>E | U<br>N<br>D<br>E<br>C<br>I<br>D<br>E<br>D | D<br>I<br>S<br>A<br>R<br>E<br>E | S<br>D<br>T<br>I<br>R<br>S<br>O<br>A<br>N<br>G<br>R<br>L<br>E<br>Y |
|---|---|----------------------------|---|---------------------------------|--|
| 49. A husband who is the breadwinner in the family should make all the important decisions.   | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 50. Men should take the same amount of responsibility as women in caring for the home and children.                                 | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 51. The way that men and women behave is more a result of their genetic make-up than of the environments in which they were raised. | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 52. Women can attain true equality in this country only through a major change in society.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 53. I would feel uncomfortable if my immediate supervisor at work was a woman.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 54. Whoever is the better wage earner, wife or husband, should be the breadwinner.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 55. There should be low-cost, high-quality child-care centers for working parents.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 56. I would vote for a woman for President of the United States.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 57. Generally, most women prefer the male role over the female role.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 58. Women should have equal rights with men.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 59. Women with children in elementary school should, if at all possible, stay at home rather than pursue a career.                  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 60. Women are less capable of making important decisions than men are.  | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |
| 61. It is possible for women to satisfy their needs for achievement through their husbands.   | ( )                                       | ( )                        | ( )                                       | ( )                             | ( )  |

|  | S<br>T<br>R<br>O<br>N<br>G<br>L<br>E<br>Y | A<br>A<br>G<br>R<br>E<br>E | U<br>N<br>D<br>E<br>C<br>I<br>D<br>E<br>D | D<br>I<br>S<br>A<br>G<br>R<br>E<br>E | S<br>D<br>T<br>I<br>R<br>S<br>O<br>A<br>N<br>G<br>R<br>L<br>E<br>Y |
|--|---|----------------------------|---|--------------------------------------|--|
| 62. Career women generally experience more psychological problems.                   | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 63. Females should be encouraged to plan for a career, not just a job.               | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 64. Men need the freedom to be themselves equally as much as women do.               | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 65. Women should get equal pay with men for doing the same jobs.                     | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 66. Women are as capable as men of enjoying a full sex life.                         | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 67. Men's clubs and organizations should be required to admit women.                 | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 68. To a great extent, women are less able to make a career commitment than men are. | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 69. Women with preschool children should not pursue a career, if at all possible.    | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 70. Men are more capable of assuming leadership than women are.                      | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 71. Women should have equal job opportunities with men.                              | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |
| 72. Women should cater to or even humor men to get what they want.                   | ( )                                       | ( )                        | ( )                                       | ( )                                  | ( )  |

## SECTION FOUR

73. Are you currently married?

Yes ( ) please continue on to question 74  
 No ( ) please go on to question 82

IN THE FOLLOWING SECTION YOU WILL FIND  
THREE STATEMENTS REGARDING YOUR SPOUSE

Please select one response for each of the statements listed below. If you are not currently employed outside the home, please answer the next three questions based on the last time you participated in your job or career. Select one response for each item given, and place an X in the appropriate space.

74. How favorable is (or was) your spouse's attitude toward your participating in a career?

Extremely Unfavorable ( )  
Very Unfavorable ( )  
Unfavorable ( )  
Neither Favorable nor Unfavorable ( )  
Favorable ( )  
Very Favorable ( )  
Extremely Favorable ( )

75. What degree of emotional support does (or did) your spouse provide for your career participation?

Extremely Unsupportive ( )  
Very unsupportive ( )  
Unsupportive ( )  
Neither Supportive nor Unsupportive ( )  
Supportive ( )  
Very Supportive ( )  
Extremely Supportive ( )

76. How positive does (or did) your spouse feel about your degree of commitment to your career?

Extremely Negative ( )  
Very Negative ( )  
Negative ( )  
Neither Positive nor Negative ( )  
Positive ( )  
Very Positive ( )  
Extremely Positive ( )

The following questions ask for information regarding your spouse.

77. Birthdate (fill in) month\_\_\_\_\_, day\_\_\_\_\_, year\_\_\_\_\_

78. Education: highest level achieved (check one)

High School degree ( )  
 1 - 2 years of college ( )  
 3 - 4 years of college ( )  
 Bachelors Degree ( )  
 Masters Degree ( )  
 Doctoral Degree ( )  
 Other (please specify)\_\_\_\_\_

79. Occupation: Is your husband currently employed in a paid job?

Yes ( )  
 No ( )

80. Please describe your husband's current (or last) occupation in the space provided below; including job title and responsibilities.

81. What is your husband's present personal yearly income level? (check one)

|                      |     |                      |     |
|----------------------|-----|----------------------|-----|
| No income            | ( ) | \$20,000 to \$24,999 | ( ) |
| less than \$5,000    | ( ) | \$25,000 to \$34,999 | ( ) |
| \$5,000 to \$9,999   | ( ) | \$35,000 to \$49,999 | ( ) |
| \$10,000 to \$14,999 | ( ) | \$50,000 or more     | ( ) |
| \$15,000 to \$19,999 | ( ) |                      |     |

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### SECTION FIVE

THE FOLLOWING QUESTIONS ASK FOR INFORMATION REGARDING YOUR CHILDREN.  
 (If you do not have children, please go on to question 91)

82. How many children do you have? (please specify)\_\_\_\_\_

|                 | birthdate: | sex:  |
|-----------------|------------|-------|
| 83. Please list | _____      | _____ |
| the birth-      | _____      | _____ |
| dates and       | _____      | _____ |
| the sex of      | _____      | _____ |
| each of your    | _____      | _____ |
| children        | _____      | _____ |

84. Are you currently using any type of childcare arrangements for your children? (If you are no longer working outside the home, did you use any type of childcare while you were employed?)
- Yes ( )  
No ( )
85. What type, or types, of childcare arrangements are you currently using (or did use when you were employed)?  
(please specify in the space provided below)
86. How satisfied are you (were you) with your childcare arrangements?  
(please check one)
- Very Unsatisfied ( )  
Unsatisfied ( )  
Neither Satisfied nor Unsatisfied ( )  
Satisfied ( )  
Very Satisfied ( )
87. Does (did) your employer make any provisions for employee childcare?
- Yes ( )  
No ( )
88. If your answer was **yes**, please specify what type of provisions are (were) made by your employer in the space provided below.



89. Do you feel that your work environment is (was) concerned about employees' family responsibilities? (please check one)

Very Unconcerned (   )  
Unconcerned (   )  
Neither Concerned or Unconcerned (   )  
Concerned (   )  
Very Concerned (   )

90. In what ways is (was) your work environment concerned about employees' family responsibilities?  
(please specify in the space provided below)

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SECTION SIX

PLEASE ANSWER THE NEXT TWO QUESTIONS IF YOU ARE CURRENTLY PARTICIPATING IN A CAREER. (If you are not currently participating in a career, please go on to question 93.)

91. If you are currently participating in a career, is there any time when you think you may interrupt your career? (If so, when and for what length of time?)

92. If you are currently participating in a career, what factors contribute to your remaining on the job?

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**Please answer the following questions if you  
are currently not participating in a career.**

(If you are currently participating in a career, please go on to question 96)

93. If you are currently not participating in a career, do you intend to return to work within the next year, and if so, why?
94. If you are currently not participating in a career, and you do not intend to return to work within the next year, what factors contribute to your remaining at home?

95. If you are currently not participating in a career, what factors contributed to your leaving the paid workforce?

- 
96. Are there any additional comments that you would like to make?

THANK-YOU VERY MUCH FOR YOUR COOPERATION,  
YOUR CONTRIBUTION TO THIS PROJECT IS GREATLY APPRECIATED!