

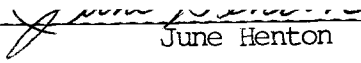
AN ABSTRACT OF THE THESIS OF

John D. Conger for the degree of Doctor of Philosophy in Human Development & Family Studies presented on September 30, 1985.

Title: Predictors of Commitment to a Dual-Work Lifestyle in Pre-Dual-Work Couples.

Redacted for privacy

Abstract approved: _____


June Henton

The purpose of the present study was to identify variables which are related to the degree of commitment to a dual-work lifestyle held by engaged individuals who indicated their intentions for such work-family patterns after marriage. The study also grouped couples according to patterns of commitment, and examined differences by group and by gender on a number of variables related to future work and family expectations.

One hundred and sixty six engaged individuals, including 52 couples, all of whom indicated their intentions for establishing dual-work marriages, completed questionnaires. Six independent variables were entered into a series of regression analyses of the dependent variable, commitment to a dual-work lifestyle, as measured by a scale developed specifically for this research which utilized varying economic and family situations, as well as varying degrees of preferred work involvement for the wife. While none of the predictor variables emerged as strong predictors of commitment, discussion centered on the significance of the development of a scale which is sensitive to family variables, and gender differences in responses.

Predictors of Commitment to a Dual-Work Lifestyle
In Pre-Dual-Work Couples

by

John D. Conger

A THESIS

submitted to

Oregon State University

in partial fulfillment of
the requirements for the
degree of

Doctor of Philosophy

Completed September 30, 1985

Commencement June 1986

APPROVED:

Redacted for privacy

Professor of Human Development and Family Studies in charge of major

Redacted for privacy

Head of Department of Human Development and Family Studies

Redacted for privacy

Dean of Graduate School

Date thesis is presented September 30, 1985

ACKNOWLEDGEMENTS

I would like to express my sincere appreciation to Dr. June Henton, my dissertation advisor, committee chairman, professional mentor, and good friend, for her unwaivering support, encouragement, and guidance which she has provided throughout this project. I would also like to thank Dr. Rodney Cate, Dr. Alan Sugawara, Dr. Sylvia Lee, and Dr. Erik Larson, who served as members of my dissertation committee, and to Dr. Jim Ponzetti, friend and colleague. Their support and advice is deeply appreciated.

I am deeply indebted to Dr. Earl Dennis, Vice President for Academic Affairs at David Lipscomb College, for his interest and encouragement, and for the financial investment in faculty at Lipscomb. Dr. Richard Kulp and Dr. Ralph Butler at David Lipscomb College also provided assistance and support with the data analysis and computer services at Lipscomb, and for this I am deeply appreciative.

Few friends have been as loyal and supportive as Dr. Jerome Reed, Department of Music at David Lipscomb College. Only he and I know and comprehend the extent of this support, and only I know how deeply it is appreciated.

I owe the deepest debt of gratitude to my dear wife and partner, Alice, and to my son, John Parker, for their tolerance, faith, advocacy, love, and encouragement. They provided these in ways and at times in which they were totally unaware, but for which I shall be forever indebted.

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PREDICTORS OF COMMITMENT TO A DUAL-WORK LIFESTYLE
IN PRE-DUAL-WORK COUPLES

CHAPTER I

INTRODUCTION

Sociologists have long recognized the economic function of families within a society, either as producers or consumers (Ogburn, 1938). In fact, Wilensky (1961) suggests that "occupational cultures" may be one of the best predictors of social behavior at large. In an extensive review of the literature on the reciprocal influences of family and work systems, Kanter (1977) suggests five general aspects of the structure and organization of work life which are particularly important in shaping and influencing the family. The first of these aspects is the relative absorptiveness of work or occupation, or the extent to which it draws in or demands performance from family members. The second aspect is the time or timing of the work, or the effects of work hours and schedules on the family. The rewards, resources, or compensation offered by the work is the third variable which holds significance for family life. The fourth aspect is the cultural dimension of work as it functions as a socializer or teacher of values. Finally, Kanter suggests that there is an emotional climate, or social-psychological dimension of work which presents a world view, as a function of one's location within an

organizational system or social hierarchy. It is important to recognize these influences of the work system on the family, particularly in light of the fact that changes in either system will likely affect changes in the other.

In an analysis of what is termed the "work-family role system," Pleck (1977) suggests that there are actually four possible roles, or sub-systems (consisting of work and family roles for both men and women), which must be recognized in order to study the relationship between work and family. Analyzing men's and women's work and family roles as components of a role system involves specifying how each role articulates with the others to which it is linked. It also requires that one look at how variations in the nature of each role (or whether the role is actualized at all) affects the others. The nature of the linkages, or relationships, between work and family systems varies with the characteristics of each system. Bailyn (1978) has noted that some systems are more "accommodative" of other systems. In this culture, for example, the woman's work role has traditionally been expected to be more accommodative of her family role, whereas the opposite is true for men. Men are allowed and sometimes expected to have their work roles "spill over" into their family roles (Papanek, 1973). Women's family roles, on the other hand, are traditionally expected to supersede their work role responsibilities. In addition to social norms or traditional expectations, other influences on the work-family system include the complexity of each system, the personalities and values of those comprising them, and the circumstances surrounding each sphere.

Despite the apparent linkages between work and family, the two can appear as separate domains, and have often been treated as such in sociological literature (Kanter, 1977; Pleck, 1977). Such an ideological separation can lead to an oversimplification of issues, a failure to recognize the complexity of the work-family system, and what Kanter (1977) has referred to as a "myth of separate worlds." This appearance of a separation of these two systems, however, may be fairly recent. Rapoport and Rapoport (1965) note that prior to industrialization, work and family roles were far less separated than they appear today.

At this point in time there are changes occurring in the work-family system which could recapitulate the feeling and existence of "coparticipation" found in pre-industrial society. An example of one such change is the dramatic rise of the dual-earner family (Rapoport & Rapoport, 1965; Orthner, 1981). The increase in the number of multi-earner families has been viewed as one of the most significant socioeconomic developments of the decade (Johnson, 1980). The major portion of this increase has come through the entry of greater numbers of married women into the paid labor force (Rapoport & Rapoport, 1969.) Since early 1970, the number of wives in the work force has increased by one third, and by 1981, 51 percent of all married women were in dual-work couples. These women comprise 59.3 percent of the total female labor force (U.S. Bureau of the Census, 1983). Between 1947 and 1975, the number of working husbands increased 27 percent, while the number of working wives increased 205 percent (Grieff & Munter, 1980).

Recent increases in the enrollment of women in graduate schools, plus the growing numbers of women who are working and preparing for work in professional, technical, and managerial fields, indicate that more women are preparing for participation in the work world now than in previous times (Gilliland, 1979; Hayghe, 1981). Should any of these women marry and, along with their husbands, attempt to combine both jobs and family life, they will add to this growing number of dual-work, or multi-earner families. According to current indicators, it is expected that this family and work pattern will continue to increase (Zeitz, 1981; Parelius, 1975).

The college years represent a particularly salient and formative period for many young people--a period in which attitudes about work and family often change (Astin & Myint, 1971) and crystallize, and when important and far-reaching decisions are made regarding both domains (Angrist, 1972; Altman & Grossman, 1977; Marini, 1978; Rosen & Anshensel, 1978). It is often during this period when individuals "embark" upon the "twin tasks of starting a family and entering the world of work" (Bailyn, 1978). Bailyn (1978) has suggested that at this point:

". . .each adult . . .has some idea of what he or she assumes the relation between family and work will be. This initial set of assumptions is based on the culture in which the person lives, an example of the parent's patterns, and on some sense by each individual of important needs and abilities" (Bailyn, 1978, p.575).

These initial orientations may be more or less "accommodative," and are subject to change when confronted with future realities of work location, demands, and role expectations, changes in family role

responsibilities, and shifts in personal values. There is also the possibility for individuals comprising a couple to hold disparate orientations. These changes and differences in orientation determine a couple's pattern of work-family role accommodation, and may influence the nature of both work and family relationships and commitments (Bailyn, 1978). An investigation of the individual, dyadic, and situational factors and circumstances contributing to and surrounding the initiation of family and work commitments could therefore prove beneficial to individuals who are in the early stages of their attempts to combine both marital and work roles. This benefit could come either directly, through information which is personally relevant, or indirectly, through family professionals, educators, or career counselors who are knowledgeable of the issues confronting those who seek to combine both of these major life roles. Furthermore, their prospective employers could possibly profit from an understanding of the characteristics, values, expectations, needs, and other attributes of this increasing proportion of the labor force with which these employers are currently forced, or will eventually be forced to contend. Based on such a rationale, therefore, it is concluded that this is an area which is open and fertile for research.

CHAPTER II

REVIEW OF THE LITERATURE ON COMMITMENT TO A DUAL-WORK LIFESTYLE

The dual-work family and lifestyle have received much attention in both the popular and research literature. This attention has resulted in the recognition of many apparent influences on the lives of these families, their work and career activity, and the work settings in which they are employed. Job location itself can be a problem, particularly when couples seek to satisfactorily coordinate their vocational, professional, or career interests (Gilliland, 1979; Berger, Foster, Wallston, & Wright, 1977). There is evidence that membership in a dual-career couple has an impact on professional productivity, and while that influence is generally positive, there are exceptions. When data are examined which compare academic pairs who work in the same field with those who work in unrelated fields, both spouses in the same field perform better than persons without spouses in a shared field (Bryson, Bryson, Licht, & Licht, 1976). Shared breadwinner roles apparently influence employment histories in terms of hours worked, vacations taken, and earned income (Pfeffer & Ross, 1982; Bryson & Bryson, 1980; Cain, 1966; Bowen & Finegan, 1969; Kreps, 1976; Young & Wilmot, 1974; Mooney, 1981). Dual-work status has also been shown to influence marital satisfaction (Burke & Weir, 1976; Orden & Bradburn, 1969) and family structure (Blood & Hamblin, 1958; Heath, 1982).

Bailyn (1978) suggests that every person is faced with the task of defining the relationship between family and work in his or her

own life. If one has few commitments (and subsequent role expectations) in either sphere, the task may appear easy. As these commitments and expectations increase, such as when an individual marries and both spouses attempt to be active in family and work systems, the task becomes more complex, since it involves the coordination of at least two family and work role systems (Pleck, 1977).

Despite the extensive research on dual-work couples, however, it is surprising that the earliest stages of such work and family patterns have not been the focus of more systematic investigation than is apparent in the literature. Much of the research on career choice and marital expectations is limited to populations of young people who have few, if any, immediate plans for either careers or marriage, and thus are relatively free to speculate on questions posed by researchers (e.g., Anshensel & Rosen, 1980). While these data are valuable, it also could prove worthwhile to include individuals in research populations who have demonstrated definite intentions for and commitments to both marital and career patterns in order to gain a better understanding of these early stages of dual-work families.

Couples who adopt a dual-work lifestyle may do so for a variety of reasons which may vary from couple to couple. Among the reasons could be: 1) economic necessity; 2) personal satisfaction or fulfillment from work or professional endeavor; 3) response to socialized norms or pressures; 4) desire for increased economic security; 5) philosophy of shared domestic and financial responsibility for their families, or because of any number of other situational or attitudinal factors. The motivation for choosing or maintaining a dual-work lifestyle has been shown to have some bearing on how an

individual perceives the experience (Orden & Bradburn, 1969; Scanzoni & Fox, 1980), and may influence one's commitment to both work and the dual-work lifestyle in general (Orden & Bradburn, 1969). For women, the perceived freedom to choose whether or not to participate in work outside the home may be a particularly important variable, since the element of choice may make it more likely that families can achieve congruence between actual and preferred lifestyles. Scanzoni and Fox (1980) point out that instead of being solely dependent on whether the wife works, high stress and low satisfaction result primarily from the inability to attain one's preferences in that regard. Similarly, if a dual-work lifestyle is adopted out of a perceived necessity rather than as a desired option, variation in the commitment to the lifestyle, as well as satisfaction realized from it, might be expected.

Commitment to work has been recognized as an important variable for the understanding of the meaning of employment of both spouses and its impact upon family life (Safilios-Rothschild, 1972). As a research construct however, there are problems with its use. For example, commitments to both work and family have been conceptualized in a number of ways, but the two are not necessarily mutually exclusive (Safilios-Rothschild, 1972). Not only is it sometimes difficult to separate commitments to work and family, it is not always desirable. Angrist (1972) found that career-salient women were committed to a total lifestyle, rather than to a particular occupation. Similarly, Kriger (1972) found that regardless of how highly and professionally trained, career women did not perceive their career

roles as discrepant from, or conflicting with, their roles as homemakers. A majority of respondents, while considering their work a career, also considered themselves to be homemakers. Kriger concludes that dichotomizing career and homemaking as two mutually exclusive sets of responsibilities may not be an accurate representation of women's multiple roles. In fact, one of the distinctions between the dual-career couple and its more traditional single provider counterpart has been the dual-career couple's simultaneous high commitments to both career and family (Zeitz, 1981). A high commitment to work does not necessarily imply a low commitment to family, since commitment to one's work could conceivably arise out of a commitment to family, as when individuals make work decisions based on economic necessities or desires to provide for the needs of family members. Conversely, individuals with high degrees of career aspiration and commitment may sometimes intentionally seek family partners and patterns which will make few demands. In this way, socially or personally desirable family roles can be fulfilled, and careers may be pursued with minimal distraction and maximum support from the spouse (Cuber & Haroff, 1965). Kasner (1981) found that college students' preferences for work and family involvements were related, and that desired involvement in work was related to preferences for traditional or egalitarian relationships in marriage.

Commitment to work is often used to distinguish between jobs and careers (Holahan & Gilbert, 1979), but this can be misleading. There may be individuals who would not consider themselves to have careers, yet who may have high degrees of work commitment (Safilios-Rothschild, 1970). Nevertheless, little attention has been paid to

this fact, and research which differentiates research populations on the basis of whether subjects hold "jobs" versus "careers" may actually be measuring job involvement rather than commitment.

Measurement problems are further complicated in that commitment to work and family are not assessed in the same way for both men and women due to different socialized norms regarding both domains (Angrist, 1971-72; Safilios-Rothschild, 1972; Malmud, 1983). A woman's choice to work regardless of economic need or the presence of young children in her family represents a departure from social and cultural expectations, whereas a man's decision not to work under these circumstances represents a similar departure (Rosen & Anshensel, 1978; Angrist, 1971-72).

These variations and issues in the measurement of work commitment are particularly useful in the development of a more global definition and indication of the degree of commitment to a dual-work lifestyle for use in this study. To this end, commitment to a dual-work lifestyle has been conceptualized as the extent to which individuals prefer to depart from traditional, single-provider family patterns in order to adopt shared breadwinner roles. The preference for the wife's work involvement across a variety of family and economic circumstances has been taken as a general indication of the relative strength of commitment to a dual-work lifestyle. Specifically, high commitment to a dual-work lifestyle has been defined as a preference for the wife to work regardless of the presence of young children or economic need in the family.

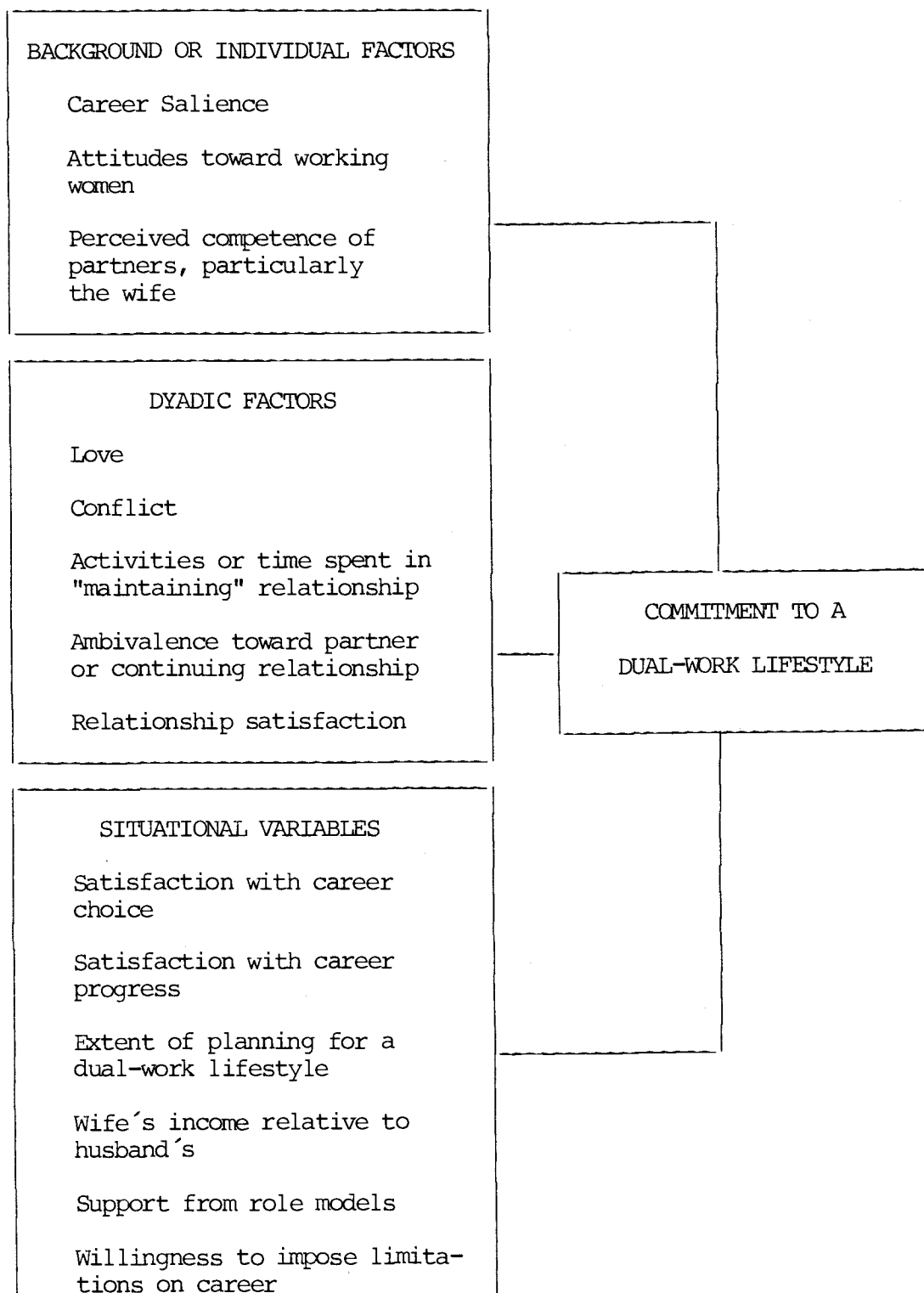
Independent Variables: Factors Related to Commitment

There are a number of factors which could theoretically influence one's commitment to a dual-work lifestyle, and which might distinguish between individuals with varying degrees of commitment. To restate, Bailyn (1978) emphasized the impact of individual, parental, and cultural variables on feelings about work and family. For the purpose of the current study, these influences will be identified as: 1) background and personality factors, 2) dyadic factors which are relative to specific couples or couple types, and 3) situational variables (see Figure 1). Research in a number of these areas will now be reviewed to develop implications for investigating the relationships of these factors to commitment to a dual-work lifestyle held by individuals who have expressed intentions for such work-family patterns, and for describing couples who vary in their commitment patterns.

Background and Personality Factors

Career salience. A limited number of studies have used a variety of definitions of career salience to indicate the relative position of work in an individual's priorities. Such definitions have described individuals with high motivation for their work, regardless of the presence of children or economic need (Angrist, 1971-72), the perceived importance of work in one's total life (Greenhaus, 1971), and the degree to which a person perceives an occupation as an important source of satisfaction and a high priority in life (Masih, 1967; Sekaran, 1982). Marshall and Wijting (1980)

FIGURE 1: Factors which may influence commitment to a dual-work lifestyle, and which may distinguish between couples with varying degrees of commitment.



incorporate the concept of career salience, along with career commitment, in their definition of "career centeredness," or an orientation which places a career above other life activities (e.g., recreation, family life, etc.) as a source of satisfaction. In general, therefore, career salience represents a degree of desired job involvement (Kasner, 1981) and may be one of the clearest predictors of commitment to a dual-work lifestyle.

There is limited evidence to suggest that differences in levels of career salience are associated with desired family patterns. Kasner (1981) found females who desired high job task involvement preferred egalitarian marriages, and those who desired low job involvement preferred traditional marriages. Elsewhere, husbands in egalitarian marriages have been found to have generally lower job involvement than husbands in traditional marriages (Bailyn, 1970; Fogarty, Rapoport, & Rapoport, 1970). In a recent study of role sharing couples, Haas (1982) found that a majority (87 percent) of the wives in her sample considered it "very important" to have a job, whereas over half of the husbands indicated that having a job was only "somewhat important" or "not at all important." Over three-fourths of the husbands were not interested in career advancement.

Although it should be emphasized that dual-work marriages are not necessarily egalitarian in nature, they do differ from traditional marriages in that some of the traditional family roles, primarily the breadwinner roles, are shared. Thus commitment to a dual-work family pattern may depend in part on the importance the individuals place on their separate jobs or careers, although this importance (i.e., career salience) may be more highly predictive of a

woman's commitment to the lifestyle than it would be of a man's for the following reasons. If a woman's career is highly salient, and if she should also desire to marry and combine a career and family life, her desire for and commitment to a dual-work lifestyle could reasonably be expected to be higher than a woman who does not hold similar values regarding work. Men, however, have traditionally been allowed and expected to have higher job involvement than women. High career salience for a man would not necessarily preclude him from participating in a dual-work family, but neither would it be a requisite for his career involvement. However, he would not be expected to express a desire for or commitment to the less traditional dual-work marital pattern similar to that of a woman whose career is highly salient. In other words, women who are highly career-salient and who also desire a family may need the flexibility of a less traditional marital pattern. On the other hand, men who are highly career salient, while they may also desire such a flexible pattern, would not necessarily be expected to do so, since traditional marriages provide more support and flexibility for a man's work involvement than for a woman's. This may help to explain Kasner's (1981) finding that women who desire high job involvement prefer less traditional marriages, but no such relationship was found between men's desired job involvement and preferred family type. Kasner concludes that women may need to be more aware of the family's impact on job involvement, since it is typically the woman's employment status that distinguishes a couple as single-provider or dual-work.

Recent research by Hardesty and Betz (1980) and Sekaran (1983) indicates that men and women with careers do not significantly differ in their perceived career salience. However, despite the fact that women consider their careers as salient as men do, women do seem to be less involved in their careers as compared to men (Sekaran, 1982). Also, there may be differences by professions or areas of work, since what is considered salient may differ by content area (Sekaran, 1983). Regardless of the finding that career salience may be similar for career-oriented men and women, variation in the level or extent of career salience may be a better predictor of commitment to a dual-work lifestyle for women than for men, although there is no reason to exclude variation in men's career salience from analysis in this regard. It is also possible for career salience to extend to such a degree for either men or women that they may choose to avoid family obligations altogether. The relationship of career salience to commitment to a dual-work lifestyle therefore may be curvilinear, with moderate levels of career salience predictive of high commitment to a dual-work lifestyle, and low or high extremes in career salience predictive of lesser commitment to the lifestyle. Marshall and Wijting (1980) suggest such a pattern. Curvilinearity would not be expected in the analysis of the proposed sample, however, since only individuals who have indicated their intentions for combining marriage and work are included in the sample. Based on these findings, therefore, it seems reasonable to suggest that a positive relationship exists between career salience and commitment to a dual-work lifestyle.

H1: Career salience is positively related to commitment to a dual-work lifestyle.

Attitudes toward working women. The increased numbers of married women in the labor force referred to earlier have been associated with changes in attitudes toward working women (Ferber, 1982). These attitudinal changes have been generally positive, and represent a significant departure from the time when wives were not expected to work outside the home except in cases of financial or economic need of the family or nation. For example, Ferber (1982) reports that an overwhelming majority (95 percent) of women in a recent longitudinal study felt that wives should work outside the home if the family needs the money, and as many as 60 percent of the women in the sample had no objection to mothers of young children working even when there is no financial need. This represents a departure from two decades previous when Siegal and Haas (1963) concluded that working mothers encountered frequent (but not total) social disapproval for attempting to combine maternal and work roles.

The literature on attitudes toward working women can be categorized into research on working mothers, working wives, and working women in general without regard for maternal or marital status. The last category, being the most general, includes both of the first two, but neither of these includes the other. In other words, not all working mothers are wives, nor are all wives who work mothers. Such differences can lead to confusion in the interpretation and generalization of research findings, since research populations are not always explicitly specified.

Much of the early research on attitudes toward working women is difficult to interpret, and often has limited generalizability. This is due in part to the fact that it has focused rather specifically on the working mother (Kaley, 1971). In a review of this research, however, Siegal and Haas (1963) included findings on working women in general, and concluded with the recognition of several problematic issues. According to their conclusions, working status alone, when included solely as a research variable, often does not yield fruitful results. They suggest instead that a woman's attitude toward her work and family, her reasons for working, and the meanings which work and family hold for her are all significant variables which should be included in research on the relationships of women and work.

Other research also suggests that not only should a woman's attitudes be assessed, but that the perception of her husband's attitudes toward her labor force participation has "one of the most pronounced relationships to her career status" (Parnes, Jusenias, Blau, Nestel, Shortlidge, and Sandell, 1976, p. 65). Career status and labor force participation are two different, albeit related, variables, and subsequent research focusing solely on participation without regard to status suggests that a husband's attitude toward his wife's working has less of an influence on her participation in the work force than does her own attitude (Ferber, 1982).

The literature contains research on the attitudes of women themselves, both in and out of the work force, and the attitudes of others, primarily husbands (whose wives do or do not work outside the home) toward the working woman generally, and more specifically toward the married woman's dual commitments to work and family. In

this abundant literature, attitudes toward working women have been used as both dependent and independent variables in attempts to discern the factors which influence attitudes, or in the latter case (and in the research proposed herein), to discover how attitudes influence still other variables, such as career status, labor force participation, marital adjustment, etc. (Ferber, 1982; Hardesty & Betz, 1980).

Attitudes toward working women have been found more recently to be generally positive, although the degree of positivity varies by gender, working status, and in some cases, by profession (Kaley, 1971; Hardesty & Betz, 1980; Ferber, 1982). Women as a group have been found to hold more positive attitudes than men, with working women expressing the most positive attitudes (Ferber, 1982; Kaley, 1971). This is consistent with earlier findings that employed women express more positive attitudes toward employment for women than do nonemployed women (Glenn, 1959; Katelman & Barnett, 1968).

Husbands of wives who have worked outside the home have also been found to have more positive attitudes toward working women than have men whose wives are homemakers, and the differences in these attitudes become even more pronounced the longer a wife participates in the labor force (Ferber, 1982). Several studies provide support for the importance of the husband's attitude to his wife's career, and a positive relation between the husband's attitude and the wife's labor force participation (Arnoff, 1972; Weil, 1961). These studies often imply or otherwise suggest that it is primarily the husband's attitude which influences, or in some instances determines the wife's working. In a recent analysis of longitudinal data, however, Ferber

(1982) offers alternative evidence that it is the wife's working which positively influences the husband's attitude. In this study, individual attitudes toward working women were assessed at the beginning of marriage, and then periodically for up to eight years following. Regression analysis revealed that a woman's attitude toward working women at the time of marriage, even more than her husband's, was predictive of her working in subsequent years. Also, a woman's attitudes at the time of her marriage (which is presumably shaped to a considerable extent prior to her marriage) are strongly related to subsequent attitudes toward working women.

Men's attitudes toward working women at the time of marriage are also predictive of subsequent attitudes. Yet movement in attitude tends to occur according to his wife's labor force participation. In other words, if a man had unfavorable attitudes toward working women at the time of marriage, and his wife did not work outside the home, his attitudes became even stronger in subsequent years. However, if his wife did work outside the home, his attitude became more favorable over time. This is especially interesting in the light of the research of Nelson and Goldman (1969) which investigated the attitudes of male and female adolescents on the employment of women. Their results show that over a six year period both males and females became more accepting of married women's employment generally, although males rejected the dual role pattern on a personal basis. It may be, however, that when faced with the reality of a working wife, attitudes may become more positive.

The attitudes toward working women at the time of marriage which are predictive of subsequent attitudes and labor force participation

of married women can be assumed to have developed in part prior to marriage. Therefore it is expected that among premarital couples, positive attitudes toward working women are directly related to their commitment to a dual-work lifestyle after marriage.

H2: Positive attitudes toward the dual-role of married, working women are directly related to commitment to a dual-work lifestyle.

Perceived competence of wife. White (1959; 1967) proposed that there is a basic, even biological urge or drive in all individuals to influence and master their environment. He called this urge or drive "effectence," which serves to develop an individual's competence, or existing capacity to interact effectively with the environment. Competence, then, is based on one's cumulative experiences with the environment, and one's "sense of competence" is a subjective evaluation or estimation of one's actual competence.

The self-estimate of competence has been shown to be a significant factor in the career commitment of married women. Stake (1979) found working women who place high self-estimates on the competence become more committed to their careers and less involved in their families than do working women who place lesser estimates on their competence. Sense of competence, therefore, appears to be one of the mediators in the work-family linkage described by Bailyn (1978).

Less is known regarding men's estimates of their wives' competence and the relationship it may have to the man's degree of acceptance for the wife's work role. Yankelovich (1974) has suggested that men whose jobs are not psychologically satisfying may take a great deal of pride in their hard work and ability to fulfill

the breadwinning role in their families, and are thus threatened by their wives' competence in this role. However, a man who chooses to enter a relationship with a woman whose competence he holds in high esteem may instead feel enhanced, rather than threatened, by his wife's competence and thus hold very different attitudes toward her work. Men who regard their partners as highly competent in job skills or professional expertise may expect and accept such manifestations of their expertise in work roles. In couples who are establishing dual-work marriages, it is expected that the wife's perception of her own competence in her area of training or expertise, and the husband's perception of her competence is related to their individual commitment to the dual-work lifestyle.

H3a: A woman's perception of her own competence in her area of vocational or professional training or expertise is positively related to her commitment to a dual-work lifestyle.

H3b: A man's perception of his partner's competence in her area of vocational or professional training or expertise is positively related to his commitment to a dual-work lifestyle.

Dyadic Factors

Relationship dimensions. In an analysis of married couples' accounts of their premarital relationships, Braiker and Kelley (1979) found the general dimensions of love, conflict, maintenance behaviors, and ambivalence. Subsequent research has shown these dimensions to vary over the course of relationships (Cate, 1979). It is unknown as to whether couples who have different relationship structures also show variation along these dimensions. For example, couples in which partners are in concert with each other may show

less conflict and ambivalence regarding their relationships than might couples in which partners disagree on their basic commitments to the lifestyle they are establishing. In the current study, assessments were made of these dimensions for current relationships and subsequently analyzed for differences which existed according to varying patterns of commitment to a dual-work lifestyle.

Relationship satisfaction. Patterns of lifestyle commitment may be particularly relevant to the satisfaction one perceives from a future dual-work lifestyle. As mentioned earlier, relationship satisfaction in dual-work couples has been shown to depend more on whether or not individuals are pleased with their situation, than on working status of family members alone (Scanzoni & Fox, 1980). This finding would support the need to include a measure which would assess the relationship satisfaction in pre-dual-work couples as well.

Situational Variables

Satisfaction with career. Individuals might also be expected to differ in the amount of satisfaction they derive from their career choices and career progress, as individual careers in dual-work couples are often constrained by the career of the other spouse (Holmstrom, 1972; Rapoport & Rapoport, 1971). Gender differences might also exist; since women in dual-work couples have been found to subordinate their career development to that of their husbands (Bryson, Bryson, Licht, & Licht, 1976; Holmstrom, 1972; Berger, Foster, Wallston, & Wright, 1977; Poloma & Garland, 1971). Premarital couples may not have had the need or the opportunity to

experience the career limitations which are typical of dual-work married couples. Since couples in the current study are engaged, however, with substantial commitment to both the relationship and work preparation, it would be of interest to learn if differences exist between individuals and couples with varying patterns of commitment to a dual-work lifestyle.

Planning for a dual work lifestyle. Since there are few existing studies of the initial stages of dual-work families, it is not surprising that the issues involved in planning such a lifestyle have likewise received little attention in the research literature. This may be explained in part by evidence which suggests that only a minimum of specific premarital planning relative to the integration of work and family may actually occur in these families (Shann, 1983). When such planning does take place, it may be indicative of a level of a couple's commitment to both their careers and to the dual-work lifestyle. Sekaran (1982) found that the extent to which couples have consciously planned for a dual-work lifestyle is related to the importance which women (but not men) place on their careers. Sekaran further suggests that these plans may contribute to a "psychological contract" and a "coming to terms" with one's self and one's future spouse. If work or a career is an integral part of one's life, it may be important to insure that the necessary planning takes place prior to family commitments in order for one's priorities to be met and preferences to be attained. Furthermore, the fact that planning for a dual-work lifestyle is significantly related to the importance which women place on their careers and does

not appear significant for men may indicate that a verbalized or otherwise understood "contract-based" marital relationship is viewed by the woman as necessary for her pursuit of a career as a salient or integral part of her life (Sekaran, 1982). Such a contract may be particularly important for the married woman who plans to be in the work force full-time, since traditional role expectations would have her place family and home above her work or career.

In addition to different traditional role expectations for men and women, the fact that researchers have asked only general questions regarding planning (e.g., "Did you and your spouse plan a dual-career family lifestyle prior to your marriage?" and ". . .state briefly what you expect to be doing in 2 years, 5 years, 10 years, 20 years") may have had some bearing on the finding of an apparent lack of influence of planning on men's career salience. A more detailed investigation of premarital activities which would be relative to planning for combining work and family roles is suggested and seems warranted (Sekaran, 1982). Drawing from the minimal research on planning which exists, it seems reasonable to suggest that planning for a dual-work lifestyle is related to commitment to such a lifestyle.

H4: Planning for a dual-work lifestyle is positively related to commitment to such a lifestyle.

Perceived relative income. A number of studies have found an inverse relationship between husband's income and the likelihood of wife's employment (Mincer, 1962; Cain, 1966; Bowen & Finegan, 1969; Sweet, 1973). This relationship is particularly strong for middle-class and better educated women (Sweet, 1973). Likewise, Hiller and

Philliber (1980) analyzed data from the four General Social Surveys conducted between 1974 and 1977 by the National Opinion Research Center, and concluded that the lower the total family income without the woman's income, the more likely she was to maintain paid employment. That is, as families become more affluent, based on the husband's salary, the greater the likelihood of the wife being unemployed. Yet the greater the relative contribution of the wife's income to the total family income, the more likely it is that she will be employed.

Income has also been found to be related to interpersonal factors in dual-career couples. Hardesty and Betz (1980) found that levels of marital adjustment increased for both the husband and wife as combined family income increased, but decreased as the wife's income increased. Wife's income was negatively related to adjustment in both husbands and wives. Marital adjustment in these couples depended in part, it seems, not only on the total amount of family income, but also on who was the major contributor. Couples reported better marital adjustment when a greater proportion of the family income was contributed by the husband.

Two factors relative to the proposed study may cast skepticism on the applicability of these findings for the sample under consideration. First, the participants are new (or relatively recent) entrants into both married life and the working world with a minimum of role expectations in either sphere. Consequently, they may require (as well as desire) two incomes. Second, the definition of commitment to a dual-work lifestyle in the proposed study allows for the exclusion of financial necessity as a factor in commitment to

the lifestyle. Nevertheless, it is expected that the woman's expected income relative to her partner's is positively related to commitment to a dual-work lifestyle for these couples.

H5: There is a positive relationship between expected income for the woman, relative to her partner's, and commitment to a dual-work lifestyle.

Influence of role models. If an individual has witnessed couples or families which have successfully chosen and maintained dual-work patterns, similar patterns may appear more viable or desirable in his or her own family. However, there is little research available or apparent in the literature on the influence of the dual-work couple as a role model per se. This may be due in part to the fact that only recently has a group or generation emerged which has consistently been exposed to families where both mother and father worked outside the home as dual-breadwinners. It has only been in the past two decades that couples of this type have been studied to any degree, beginning with the Rapoport's study in 1965, and since the large-scale entry of married women into the paid labor force. Although there have been dual-working couples long before this time, often they were a result of economic necessity, and not in existence because the lifestyle was desired or chosen.

Research findings relative to the influence of maternal employment on women's career choices, work commitment, and sex role orientation may be relevant to an individual's commitment to a dual-work lifestyle. Almquist and Angrist (1970) suggest that working mothers foster favorable attitudes toward employment among their daughters,

and Tangri (1972) reports that among college women, "role innovators," or those who aspire to sex-atypical occupations, are more likely to have mothers who are employed. This may be due in part to the perception of fewer differences in masculine and feminine roles by individuals with employed mothers (Vogel, Broverman, Broverman, Clarkson, & Rosencrantz, 1970). Similarly, Banducci (1967) found that female high school seniors with working mothers reported greater expectations for a lifetime of work than did girls with mothers who did not work outside the home.

Research findings relative to the influence of maternal employment are somewhat inconsistent, however. In a study of 50 college women, Haber (1980) found no relationship between career aspirations and maternal employment. Likewise, Baruch (1972) reported that maternal employment per se was not an influence upon subjects' attitudes toward a dual-work family pattern. Instead, findings of these last two studies, and that of Altman and Grossman (1977) suggest that parental attitude toward, or cognitive support for, women's careers or a dual-work lifestyle may be the influential variable.

The diversity and apparent inconsistency in these research findings could be due to a number of factors. Differences in the specific variables under investigation and variation in definitions (e.g., career versus job) could account for some of the inconsistency in findings. There are also problems encountered when attempting to generalize or extrapolate from maternal employment status only, without considering other intervening variables, such as maternal attitudes toward employment and/or dual-working couples, appropriate

roles for women, or towards their life choices in general, etc. Furthermore, maternal employment status alone may not provide an indication of a person's exposure to a successful dual-work couple as a role model, since many employed mothers are single parents.

Much of the research on maternal employment as an influence on career choice is limited to females, or daughters, for research populations. Less is known regarding the influence of the employed mother on sons. Limited findings suggest that it is common for adolescents to report that their post-high school plans are influenced by both parents, although when only one parent is identified, it is usually the same-sex parent. Also, mothers who work are seen as more influential than those who do not (Lueptow, 1981).

Personal influences on one's work and family pattern preferences are not necessarily limited to one's family members or actual behavioral models. Simpson and Simpson (1961) found that career oriented women indicate a wider range of people as significant influences on their career aspirations than do non-career oriented women. Similarly, Almquist and Angrist (1970) report evidence to suggest an "enrichment" view of the background of women whose careers are highly salient and gender atypical. The women in this study listed a broader experience and exposure to a wider range of role models than did women who were less career oriented and more sex typical in their career choices.

Role models may also serve to influence an individual in a direction away from actual behavioral examples. Macke and Morgan (1978) found that black women whose mothers had low status jobs have lower aspirations as compared to black women with non-working

mothers. Altman and Grossman (1977) also found that daughters of non-working women who perceived their mothers as dissatisfied were significantly more career oriented than daughters who saw their mothers as satisfied. Also, satisfied homemakers more often had daughters who planned to be homemakers. Haber (1980) maintains a similar view that maternal role model alone cannot account for social mobility or career orientation in women who are reared in either traditional or working class families. It is conceivable that an individual may perceive a given lifestyle as undesirable, and subsequently make choices to avoid a similar lifestyle.

In summary, family and work role models likely serve to influence an individual's commitment to a dual-work lifestyle. This influence can come from a direct role model, or may come in the form of "cognitive support" (Haber, 1980), encouragement, financial support for education or training, or other forms of advocacy. It is expected that one's commitment to such a lifestyle increases with the perception of the lifestyle as viable, desirable, or feasible, as a result of: 1) having seen such a lifestyle successfully operative; 2) availability of support or approval for such a lifestyle from others; or 3) being negatively influenced by role models in family or work roles which are perceived as undesirable.

H6: Perceptions of positive attitudes toward dual-work lifestyles among role models are positively related to commitment to such a life-style.

Career limitations. When both partners in a dual-work family have active work and family roles, there is always the possibility of what Rapoport and Rapoport (1976) have termed "role overload." This

does not necessarily imply that roles necessarily conflict, but that roles can become so complex that there is competition between them. Bailyn (1978) suggests the following three ways in which couples can reduce role complexity. First, both partners can limit their involvement in both work and family, or in one area or the other. Second, couples can "recycle" or develop new, non-traditional life cycles. This could involve such choices as postponing children, starting new careers later in life, or delaying education or other career progress in order to accommodate a spouse's plans. A third possibility is the segmentation of work roles from family roles. This might involve rejecting promotions or relocations in order not to jeopardize family stability, refusing to allow one role to usurp the other, or otherwise limiting the control of one role over the other. This may involve "joint ventures" on the part of each partner, which could reduce or increase the responsibility of each person in either work or family roles, but which may more evenly distribute the responsibilities between the roles. There is evidence that dual-career couples employ all of these to an extent (Zeitz, 1981).

Bailyn (1978) also points out that there are "patterns of accommodation" which differ between couples. One pattern has traditionally been based on a specialization of function. Though both partners maintain both family and work roles, each person has primary responsibility for one area; i.e., one is more accommodative, the other more non-accommodative. Other patterns can be based on a principle of equal sharing of responsibilities. This implies an equal sharing of the roles themselves, or shared responsibility for

paid work outside the home and care and maintenance tasks within it, and the emphasis is on shared responsibility for an area, not only on task performance within it.

It may also be that couples who vary in their commitments to a dual-work lifestyle may utilize a variety of measures to more or less accommodate the plans of the individual partners from the very earliest stages of their relationship. Patterns of accommodation may also vary during these stages. At present, however, little is known in this regard.

A Typology of Dual-Work Couples:

Patterns of Commitment to the Lifestyle

Since a dual-work lifestyle, by definition, involves at least two individuals, and since the commitment to the lifestyle is subject to individual variation, it is possible for couples to have different patterns or combinations of commitment. These patterns may have relevance for the dyadic interactions, family structures, and behavioral and emotional dimensions of the relationship. Heath (1982) noted that patterns of husband-wife occupational commitment are also crucial in determining the nature of the relationship between work commitment and the family environment. At least four possible combinations of work commitment were suggested by Pleck (1977) and investigated by Heath (1982). These included couples in which both the man and woman had high work commitment, couples in which both partners had low work commitment, and those which had mixed patterns of commitment, where the man's commitment was high and the woman's low, or vice versa.

A couple's commitment to a dual-work lifestyle, which includes the individuals' work commitment, could also be typologized in a similar manner. For example, a couple who shares a low commitment to a dual-work lifestyle (i.e., she does not want to work except out of necessity, and he does not want her to work unless under the same circumstances) could be classified as having a traditional role orientation. A premarital couple in which the individuals both have high commitments to a dual-work lifestyle (i.e., she wants to work regardless of family circumstances, and he prefers this for her as well) could be described as having a shared role orientation and may become the dual-career couple frequently described in the literature. There is also the possibility for couples to be mixed in their commitments to the lifestyle, yet adopt it nevertheless.

It should be emphasized that research on dual-work couples has primarily involved married couples. Until there are investigations of pre-dual-work couples, any application of findings from dual-work married couples to premarital couples can only be speculative. This does not necessarily preclude any findings relative to dual-work married couples from being relevant to premarital couples, however. It is unknown at present whether or not the interactions, attitudes, and characteristics of dual-work married couples have substantial foundations prior to marriage.

Purpose

The purpose of the current research is twofold. First, this study will identify 1) background and personality, 2) dyadic, and 3) situational variables which may be related to the degree of commit-

ment to a dual-work lifestyle held by engaged individuals who indicate their intentions for such work-family patterns after marriage. Second, the study will attempt to group couples according to their patterns of commitment in order to examine differences by group and by gender on a number of individual, dyadic, and situational dependent variables regarding future work and family expectations.

CHAPTER III

THE METHOD

The primary purpose of this exploratory research was to identify variables which are predictive of the commitment to a dual-work lifestyle held by individuals who indicated their intentions for such work-family patterns after marriage. A second purpose was to compare couples with varying degrees and patterns of commitment on a number of situational and interpersonal factors involving future work and family expectations.

Participants

There were two basic criteria established to determine eligibility for participation in the study. First, individuals had to indicate their current intentions and expectations to marry in the near future (i.e., they had to be engaged), and second, they had to indicate the active pursuit of a full-time job or career after marriage. Attempts were made to attract as many couples as possible for the study, although singles were not excluded. Where both members of the couple were not contacted as part of the initial sample, the single individuals who were included were encouraged to enlist the cooperation of their partners to complete a questionnaire. A total of 166 individuals, including 52 couples; comprised the sample. Sixty three men, ranging in age from 18 to 43, with a mean age of 23.5 completed questionnaires. One hundred and three women, whose ages ranged from 18 to 36, with a mean age of 22.4 completed

questionnaires. The average length of engagement at the time the questionnaires were completed was between three months and one year, and the mean projected time until marriage was 4 to 6 months. Participants were selected on the basis of availability, and are not presented as a random sample of all pre-dual-work couples.

Participants were recruited from a variety of sources, including undergraduate classes at a private, liberal arts, religiously affiliated college, a major university law school, rosters of engaged couples from pastoral counseling seminars and retreats, student professional organizations, bridal registries at department and jewelry stores, florists and bridal consultants, and through contacts with engagement announcements in local and regional newspapers. All individuals were given or sent a letter describing the study (see Appendix A), along with a questionnaire to be completed and returned in a self-addressed stamped envelope. A 3 1/2 x 5-inch card was also included on which could be indicated a desire for a copy of the final research report.

Procedure

Data collection occurred from fall, 1983, through summer, 1984. Information was gathered through self-administered questionnaires (see Appendix B), which required approximately 25 minutes to complete. All participants received and returned the questionnaires by mail. Individuals whose partners were also participating in the study were asked to refrain from any discussion of the items until after completing the questionnaire. There were 382 questionnaires

distributed, and 166 responses, with 12 being returned as undeliverable by the post office, indicating a 43 percent response rate. Non-respondents to the first mailing were sent a reminder card two weeks after the initial mailing, and a follow-up letter with a new questionnaire and return envelope were sent four weeks after the initial mailing. No further attempts to contact non-respondents were made.

Measurement of Variables

Commitment to a Dual-Work Lifestyle

Commitment to a dual-work lifestyle for women was measured by asking the female respondents to indicate the extent to which they were willing to work under different family and economic circumstances. Similarly, commitment to such a lifestyle for men was measured by asking males to indicate the working arrangement they would prefer for their wives under the same variety of family and economic circumstances. The family circumstances included "no children," "one or more children of school age or older," and "one or more children of preschool age or younger." For each of the three family situations, two economic circumstances indicating the presence or absence of economic needs was specified. Respondents were then asked to indicate, for each of the six family and economic circumstances, the working arrangement which they would prefer for themselves or their wives from among the following: 1 (not work at all), 2 (maybe work part-time), 3 (work part-time), 4 (maybe work full-time), 5 (work full-time) (see Appendix B). The scale was tested for internal consistency, and had a Cronbach's Alpha of .74.

Career Salience

An indication of career salience, or the perceived importance of work and career relative to family life was derived from responses to the Career Salience subscale of the Dual-Career Family Scales (Pendleton, Poloma, & Garland, 1980) (Appendix D). The scale consists of 8 items to which participants indicated the extent of agreement with each item on a 5-point Likert Scale. Scores could range from 8 to 40, with higher scores representing higher salience. Items 2, 6, and 8 were reverse scored.

The original scale was constructed primarily for use with women, and was modified in the current study to reflect a measure appropriate for use with both men and women. For example, item 3 was originally stated, "My career has made me a better mother than I otherwise would have been." This item was changed for the current research to read: "My career will make me a better parent than I otherwise might have been." This adapted scale was tested for internal consistency and had a Cronbach's Alpha of .08.

Attitudes Toward Employed Women

Scores on Kaley's (1971) Questionnaire on Attitudes Toward the Dual Role of the Married Professional Woman were used as an indication of participants' attitudes toward working women in general (see Appendix E). A score on this scale could be taken as a measure of traditionalism in that the items assessed the extent to which respondents felt a wife's and mother's place is in the home. Individuals responded to a 5-point Likert scale on which they indicated their extent of agreement to 5 items. Items 1 and 3 were reverse coded, so

that a low score on all items indicates a positive attitude toward a woman's combination of work and family roles. Possible scores ranged from a low extreme of 5, (indicating a favorable attitude toward women who combine family and work roles), to a high extreme of 25, indicating negative attitudes toward working women (and thus a traditional attitude toward the role of the wife and mother). The scale had a Cronbach's Alpha of .70 for this study.

Perceived Competence of the Wife

The Wagner and Morse Measure of Individual Sense of Competence (1975) was used to assess the general feeling of competence relative to work settings which the respondents held toward themselves (females) or toward their future spouse (males) (see Appendix G). The original instrument was developed for use with individuals in specific work settings and was modified slightly for use with the present study of individuals in pre-work situations. For example, the original items were constructed to tap an individual's attitude relative to performance in a specific work setting. These items were modified, where appropriate, to reflect a measure of an individual's attitude toward potential for performance in a work setting. Also, since the definition of commitment to a dual-work lifestyle in the proposed study involves the man's acceptance of his partner's work and family decisions, it was deemed important to tap his perception of her competence rather than his own. Therefore, additional modifications were made to reflect a more accurate measure of the male's perception of spousal job competence (see Appendix G, part 2). Responses to the 22 items were on a 1 to 5 Likert scale, and yielded

scores which could range from a low of 22 to a high of 110, with a high score indicating a positive perception of competence. The following items were reverse scored: 3, 4, 5, 6, 7, 11, 14, 15, 16, 18, 21 (see Appendix G). (Cronbach's Alpha=.63.)

The original instrument had a reported Kuder-Richardson reliability coefficient of .96, and a test-retest coefficient of .84 over a two-month period, with predictive validity when tested in terms of the hypothesized relationship of sense of competence with organizational and task performance. The instrument was tested for internal consistency for use in this study, and had a Cronbach's Alpha of .63. Data from studies with both industry and government supported the proposed relationship between effective organizational and task performance and individual sense of competence as measured by this instrument.

Relationship Dimensions

The Braiker and Kelley (1979) Relationship Dimension Scale (Appendix H) is comprised of 25 items, and assesses the following relationship dimensions: a) love, as it relates to caring, needing, and attachment; b) conflict, or negative aspects in terms of arguments or problems in the relationship; c) maintenance behaviors in which the individuals in the couple may engage to "maintain" the relationship (primarily communication behaviors); and d) feelings of ambivalence or confusion about the relationship, or anxiety about losing independence because of increasing commitment to the relationship. The scale was developed following a factor analysis of responses from 20 married couples' descriptions of their premarital

relationships, although it has also been utilized in research with premarital couples (Koval, 1983) and divorced individuals (Ponzetti, 1983). The original items were phrased in the past tense, but were modified for the current study to reflect the present tense.

Love. The dimension of love was assessed by 10 items (see items A, D, G, J, M, P, Q, S, U, and W, Appendix H) of the Braiker and Kelley (1979) Relationship Dimension Scale. These items reflect individuals' feelings of closeness, belonging, and attachment for their partner. Participants were asked to indicate on a 9-point Likert scale of 1 (not at all) to 9 (very much) the degree to which each statement was representative of their relationship. Scores could range from 10 to 90. Cronbach's Alpha was .42 for this scale.

Conflict. Conflict was measured by five items on the Braiker and Kelley (1979) Relationship Dimension Scale (see items C, E, L, X, Y, Appendix H). The conflict items are designed to measure overt behavioral conflict and communication of negative feelings. Participants were asked to indicate on a 9-point Likert scale the extent to which these items represent their behaviors at the current stage of their relationship (i.e., engaged). The possible range of scores for this subscale was 5 to 45. This scale had a Cronbach's Alpha of .71.

Maintenance behaviors. Five items from the Braiker and Kelley (1979) Relationship Dimension Scale (see items B, H, K, N, V, Appendix H) were used to measure this dimension. These items tap communication and self-disclosure. Participants indicated on a 9-point Likert scale the extent to which they currently engage in the particular maintenance behaviors. The possible range of scores was from 5 to 45, and Cronbach's Alpha for this scale was .52.

Ambivalence. This dimension was measured by five items from the Braiker and Kelley (1979) Relationship Dimension Scale (See items F, I, O, R, and T, Appendix H). These items tap feelings of uncertainty about continuing the relationship and concerns about loss of independence. Participants indicated on a 9-point Likert scale the degree to which they perceive themselves as feeling ambivalent about their relationship. The possible range of scores for this subscale was from 5 to 45. Cronbach's Alpha was .41 for this scale.

Relationship Satisfaction

A single-item indicator of overall satisfaction was used to assess the degree of satisfaction respondents felt for their relationship with their future spouse (see Appendix I). Responses were on a scale of 1 (extreme dissatisfaction) to 7 (extreme satisfaction).

Career Satisfaction

Two single-item indicators of general overall satisfaction were used to tap the degree of satisfaction respondents felt for their career choice and progress (see Appendix F). Responses were on a scale of 1 (extreme dissatisfaction) to 7 (extreme satisfaction).

Plans for a Dual-Work Lifestyle

Individuals were asked to respond to a single item regarding their extent of planning for a dual-work lifestyle (see Appendix J). Responses were made on a 6-point Likert scale (1 = not at all, to 6 = extensively), with a higher score representing more extensive planning.

Perceived Relative Income

Participants were asked to estimate their yearly income from their first job. Six categories were given, with a range from under \$13,000 to over \$30,000. Respondents were also asked to estimate the relative differences between their own projected income and the projected income of their future spouse. Possible scores ranged from 1 to 5, with a high score reflecting an expected greater income for the husband than for the wife (see Appendix K).

Perceived Attitudes of Potential Role Models

Participants were asked to indicate the extent to which they were aware of the attitudes of a variety of potential role models (parents, siblings, professionals in the field, teachers, etc.) toward dual-working couples. The scale constructed for the measurement of this variable was a five-point (1-5) Likert scale on which individuals indicated their perception of how positively or negatively these potential role models felt about dual-working couples. Responses could range from 1 (negatively) to 5 (positively). In addition, respondents could indicate if they did not know about a particular individual's attitudes, or if the particular response category did not apply. Responses were summed to yield a total influence score, which could range from 0 to 35. Chronbach's Alpha for this scale was .75.

Limitations on Career Activity

Participants were asked three questions regarding a number of ways in which they might consider limiting their career activity out of consideration for their future spouse's career, and their chosen

work-family lifestyle. Responses ranged from 1 (definitely would not) to 5 (definitely would) for each item, thus yielding possible total scores from 3 to 15. Each question represented one of the following types of career limitations: 1) job seeking, choice, or location limitations; 2) limitations on opportunities for advancement or growth; 3) limitations on training, education, or other preparatory activity (see Appendix M).

Personal Data

Background information gathered from respondents included months of engagement, months away from marriage, age, gender, level of education, major, career or job field, parent's employment history, religious preference, and frequency of attendance at religious activities (see Appendix N).

CHAPTER IV

RESULTS

Overview of Statistical Analysis

The statistical analysis in this study was performed in three phases. First, correlation coefficients for commitment to a dual-work lifestyle and selected variables specified in chapter one were analyzed for insight into the dynamics of pre-dual-work relationships.

Next, commitment to a dual-work lifestyle was used as the dependent variable in a direct multiple regression analysis. The individual variables (career salience, attitude toward working women, and perceived competence of the wife) and the situational variables (planning for a dual-work lifestyle, wife's income relative to husband's, and influence of potential role models) were entered as blocks of variables in an effort to determine the amount of unique variance in commitment scores accounted for by each set of variables.

In addition to the direct multiple regression analysis, the same dependent variable was used in a series of stepwise multiple regression analyses. This was done in an effort to determine the unique variance accounted for by each particular variable, and to derive the best predictive model for commitment to a dual-work lifestyle. Since there were no strong innercorrelations which reached statistical significance among the independent variables (see Table 1), and no theoretical basis for suspecting that one particular variable might account for more variance than another, the stepwise method was

TABLE 1. Correlation Matrix for Commitment and Dependent Variables

	CARSAL	ATWOMEN	COMPINCE	RELATINC	PLANNING	ROLEMODL	COMITMNT
CARSAL ¹	1.000						
ATWOMEN ²	.058	1.000					
COMPINCE ³	.187**	.100	1.000				
RELATINC ⁴	-.111	-.094	.015	1.000			
PLANNING ⁵	.112	.081	.096	-.007	1.000		
ROLEMODL ⁶	.224**	.057	.095	-.017	.024	1.000	
COMITMNT ⁷	.166*	-.087	-.067	-.173	.013	.259**	1.000

Correlation Matrix for Men

	CARSAL	ATWOMEN	COMPINCE	RELATINC	PLANNING	ROLEMODL	COMITMNT
CARSAL	1.000						
ATWOMEN	.055	1.000					
COMPINCE	.046	.143	1.000				
RELATINC	-.119	-.103	.211	1.000			
PLANNING	.108	.302	.251	.045	1.000		
ROLEMODL	.284	.271	.234	.168	.161	1.000	
COMITMNT	.177	.114	-.062	-.277*	.027	.147	1.000

Correlation Matrix for Women

	CARSAL	ATWOMEN	COMPINCE	RELATINC	PLANNING	ROLEMODL	COMITMNT
CARSAL	1.000						
ATWOMEN	.053	1.000					
COMPINCE	.236	.062	1.000				
RELATINC	-.100	-.085	-.105	1.000			
PLANNING	.104	-.046	-.026	-.037	1.000		
ROLEMODL	.198	-.057	.024	-.137	-.053	1.000	
COMITMNT	.220*	-.187*	.042	-.131	.031	.330**	1.000

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

The labels for the independent variables should be interpreted as follows:

- ¹CARSAL: Career salience
- ²ATWOMEN: Attitudes toward working women
- ³COMPINCE: Perceived competence of the wife
- ⁴RELATINC: Wife's projected income relative to husband's projected income
- ⁵PLANNING: Planning activities for a dual-work lifestyle
- ⁶ROLEMODL: Perceived attitudes of potential role models toward dual-work couples
- ⁷COMITMNT: Commitment to a dual-work lifestyle, as measured by preference for wife's work involvement across a variety of family and economic situations

deemed appropriate for this analysis. The analysis was performed generally by using the total score from the commitment scale as a dependent variable in a regression analysis, with subsequent stepwise analyses using components of the scale, separating specific family and economic circumstances for use as dependent variables. All stepwise analyses were conducted for the sample as a whole, and separately for males and females. The criterion to determine the best predictive model was an R^2 which accounted for the greatest amount of variation in commitment scores with the lowest mean square error.

In the third phase of the analysis, couples were placed into groups based on the partners' commitment to a dual-work lifestyle. There were four possible groups: 1) one in which both partners expressed a high commitment to the lifestyle (H-H); 2) a group in which the man expressed a low commitment and the woman expressed a high commitment (L-H); 3) a group in which both partners expressed a low commitment to the lifestyle (L-L); and 4) a group in which the man expressed a high commitment and the woman expressed a low commitment (H-L). Any score at the median or above on the commitment scale was judged as high commitment, with low commitment being any score below the median. A two-way analysis of variance was used to examine any differences between gender and commitment groups on the following dependent measures: perceived competence of wife, limitations on job or career, satisfaction with career choice and progress, satisfaction with relationship, and the relationship dimensions of love, conflict, maintenance, and ambivalence.

Correlation Between Commitment to a Dual-Work Lifestyle and Specified Variables

The correlation coefficients for the variables used in the regression analysis, both for the entire sample and for men and women separately, are presented in Table 1 and discussed below. Although no strong correlations appeared, the relationships between the variables suggest trends which provide additional insight into the dynamics of pre-dual-work relationships. When directionality for relationships was hypothesized, a one-tailed test for significance was used.

Career salience. A positive correlation between career salience and commitment was expected and is present. The correlation is significant for the entire sample ($r = .166$; $p = .03$). On further inspection, however, it was determined that the women's subsample was accounting for the strength of the relationship ($r = .220$; $p = .03$). For men, career salience correlated with commitment to a dual-work lifestyle at a somewhat lower level which was not statistically significant ($r = .177$; $p = .17$), as was suggested in the review of literature. If a man's career is highly salient, he would not necessarily be expected to be committed to a dual-work lifestyle, since men have traditionally been expected and allowed to have higher work involvement than women, and traditional marriages have supported this pattern. But if a woman's career is highly salient, and if she also chooses to marry, she may need the flexibility of a less traditional marriage, and possibly a less traditional partner. Consequently, career salience was expected to be associated more strongly with a woman's commitment to a dual-work lifestyle than a man's.

Attitude toward working women. A low score on the scale used to measure attitude toward working women indicates a positive attitude toward the dual role of the married professional woman. Therefore, a negative correlation between commitment and attitude scores was expected. A low negative correlation ($r = -.087$; $p = .27$) emerged for the entire sample between attitude toward working women and commitment to a dual-work lifestyle. Once again, the women's subsample accounted for the strength of the relationship ($r = -.187$; $p = .06$). For men, attitude toward working women correlated positively with commitment at a lower level which was not statistically significant ($r = .114$; $p = .37$).

Perceived competence of the wife. It was anticipated that a positive correlation would exist between this variable and commitment to a dual-work lifestyle. A negative correlation was found for the sample ($r = -.067$; $p = .39$), with a similar correlation for men ($r = -.062$; $p = .63$). Women's responses also were minimally correlated, although positively ($r = .042$; $p = .67$). None of these correlations reached statistical significance.

Perceived relative income. As cited previously, the greater the relative contribution of the wife's income to the total family income, the more likely it is that she will be employed (Hiller & Philliber, 1980). Therefore, it was expected that as women's relative income increased, commitment to a dual-work lifestyle would also increase. A high score on the scale used to measure the wife's projected relative income indicates that the husband will make more than the wife. As scores on this scale decreased (or women's projected relative income rose), commitment scores were expected to

increase. The direction of the correlation for the sample was negative as anticipated ($\underline{r} = -.173$; $p = .03$). When controls for gender were imposed, it was determined that the men's scores were accounting for the significant correlation ($\underline{r} = -.277$; $p = .028$). The relationship between these variables did not reach statistical significance in the women's group ($\underline{r} = -.132$; $p = .19$).

The fact that the wife's relative income was related to men's commitment to a dual-work lifestyle but not to women's may indicate that men and women in this sample perceive financial issues differently. According to Malumd (1983), the popular belief is that since the breadwinner role in Western culture has traditionally been assigned to men, they may be threatened when their spouse's income approximates or surpasses their own. Rapoport and Rapoport (1971) failed to find support for such a belief among many of the dual-career couples they studied, however. In fact, many men may welcome the support in this role, and the release from some of the pressures of the breadwinning role. Whether or not this is the case with this sample, because of this responsibility, men at least may be more sensitive than women to such issues.

Planning for a dual-work lifestyle. It was indicated in the review of literature that little research attention had been given to issues related to planning for a dual-work lifestyle, perhaps because so little of it takes place (Shann, 1983). Since this particular sample indicated only minimal planning for a dual-work lifestyle (on a 5-point scale, men's $\bar{X} = 1.873$; women's $\bar{X} = 1.767$), it is not surprising that there is no correlation with commitment to such a

lifestyle (Sample, $\underline{r} = .013$, $\underline{p} = .87$; Men, $\underline{r} = .027$, $\underline{p} = .83$; Women, $\underline{r} = .031$, $\underline{p} = .76$).

Perceived attitudes of potential role models toward dual-work couples. A positive correlation was anticipated between this variable and commitment to a dual-work lifestyle. The highest correlation to emerge for any of the variables for the sample as a whole and for women was between this variable and commitment to a dual-work lifestyle (Sample, $\underline{r} = .259$, $\underline{p} = .001$; Women, $\underline{r} = .330$, $\underline{p} = .001$). A lower correlation which did not reach statistical significance was present for men ($\underline{r} = .147$; $\underline{p} = .25$). Although the perception of the attitudes of potential role models toward dual-career couples for this sample is widely diversified, a positive correlation suggests that as women perceive attitudes of their potential role models to be more positive, their commitment to a dual-work lifestyle also increases. This would be supported by previous research, as indicated in the review of literature.

Multiple Regression Analysis of Commitment

The following six independent variables were used in the series of multiple regression analyses specified in the overview: attitude toward working women, career salience, perceived competence of the woman (both her perception of her own competence, and the man's perception of his partner's competence), expected income relative to future spouse's income, extent of planning for a dual-work lifestyle, and the attitudes of potential role models toward dual-working couples.

Dependent Variable: Commitment to a Dual-Work Lifestyle

Scores for the entire sample on the dependent variable ranged from 9 to 30, (out of a possible 6 to 30) with a mean of 19.163 and a standard deviation of 4.123. Commitment scores of male respondents ranged from 9 to 30, with a mean of 17.825, and a standard deviation of 4.010. Commitment scores of females ranged from 11 to 30, with a mean of 19.981, and a standard deviation of 3.993, indicating similar scores for males and females.

Two blocks of variables were entered in a direct multiple regression analysis of commitment scores. The first block contained scores from three variables which were conceptualized for this study as individual variables. These were career salience, attitude toward working women, and perceived competence of the wife. The second block contained three variables which related to particular situations which individuals might perceive, and were thus termed situational variables. These included planning for a dual-work lifestyle, wife's income relative to husband's income, and influence of potential role models.

The variance in commitment scores accounted for by the individual variables did not reach statistical significance ($R^2 = .033$; $p = .12$). The situational variables accounted for 8.3% of the unique variance in commitment scores ($R^2 = .083$; $p = .002$).

The best predictive model for commitment to a dual-work lifestyle which emerged from the stepwise regression analysis contained two dependent variables: attitudes of potential role models and income relative to spouse's income. This model, however, accounted

for only 9.56 percent of the variance in commitment scores ($R^2 = .09565$; $F = 8.619$; $p = .0003$). All of the variables, when forced into the equation, accounted for only 12.8 percent of the variance in commitment scores ($R^2 = .12826$; $F = 3.89907$; $p = .0012$).

When the same regression analysis was conducted for males and females separately, the best model to emerge for men contained one variable, income relative to spouse's income, which accounted for 7.68 percent of the variance in men's commitment scores ($R^2 = .07681$; $F = 5.07498$; $p = .0279$). The best model to emerge for women also contained only one variable, attitudes of potential role models. This model accounts for 10.90 percent of the variance in women's commitment scores ($R^2 = .10901$; $F = 12.3574$; $p = .0007$).

Clearly, these variables are not as highly predictive of commitment to a dual-work lifestyle as previous research and the literature suggest they might be. The data were subsequently analyzed for possible insight into the low R^2 values.

The scale which was developed to measure the dependent variable was tested for internal consistency, and had a Cronbach's Alpha of .74. However, when consideration is given to the dependent variable as it was originally proposed and measured (i.e., the sum of the items in Question 1), it is difficult to separate the various aspects of, and/or influences on commitment to a dual-work lifestyle which the literature suggests may be present. Consequently, in an effort to analyze the separate influence of the presence of children in the family, the family's economic need, or the absence of these on commitment to a dual-work lifestyle, selected components of the original scale were combined to form four subscales. These subscales

scores were then used as dependent variables in further regression analyses. This phase of the analysis was concerned with building predictive models for commitment. Consequently, only stepwise regression analysis was used for this phase, since the direct regression method had provided an indication of the particular types of variables which may be the best predictors of commitment. As with the originally proposed measure of commitment, all of the subscales used the preference for a particular working (or non-working) situation for the wife as an indication of the extent of commitment to a dual-work lifestyle. Also, each subscale was tested for internal consistency, and results are reported below.

The first subscale considered the influence of the presence of children on commitment to a dual-work lifestyle by combining only those items in Question 1 which indicate that children are present in the family. Items 1C, 1D, 1E, and 1F required respondents to indicate their work preference for the wife from among various working situations when children are present in the family. Responses to these items were combined to produce a measure of the relative influence which the presence of children has on the commitment to a dual-work lifestyle. Additionally, this subscale was reverse coded, so that a high score indicates a relatively high influence of the presence of children on commitment to a dual-work lifestyle; i.e., the less work-involved a respondent prefers for the wife to be, the higher the score, thus reflecting a greater influence of the presence of children on commitment to a dual-work lifestyle. Similarly, a low score indicates the relatively low influence of the presence of

children on commitment to a dual-work lifestyle. Tests for internal consistency yielded a Cronbach's Alpha of .75 for this scale.

A second subscale considered work preferences for the wife when there are no children present in the family. Responses to items 1A and 1B were combined to yield a score which indicates the relative preference for the wife's work involvement when children are not present (i.e., a high score indicates a preference for high work involvement for the wife). This scale had a Cronbach's Alpha of .42.

The third subscale considered the influence of the presence of economic need in the family on commitment to a dual-work lifestyle, and was assessed by combining those items in Question 1 which contained stipulations in this regard. Items 1A, 1C, and 1E were combined to produce a variable which reflected the preference for work involvement for the wife when the family needs the income. A high score indicates the preference for a high work involvement for the wife when the family needs the income, regardless of the presence of children in the family. Cronbach's Alpha was .61 for this scale.

The fourth subscale was developed in an attempt to determine predictors of commitment to a dual-work lifestyle when the family's need for the income was not a factor in the preference for the wife's work involvement. The responses to items 1B, 1D, and 1F were combined to produce a measure of the preference for the wife's work involvement when the family does not need the income. A high score indicates the preference for high work involvement of the wife when the family does not need the income, regardless of the presence of children in the family. This scale had a Cronbach's Alpha of .71.

Scores on these four subscales were standardized by taking the number of items in each subscale, establishing the least common denominator (12), and multiplying each by their greatest common factor. The scales which were comprised of 3 items were multiplied by 4, the one which was comprised of 4 items was multiplied by 3, and the one which had 2 items was multiplied by 6. This standardization results in a range of 12 to 60 for each subscale. Since the scores on these subscales were entered as dependent variables in the multiple regression analysis, the standardization did not affect the independent variables.

Dependent Variable: Subscale 1, Influence of the Presence of Children on Commitment to a Dual-Work Lifestyle

The scores for the total sample on this subscale ranged from 12 to 60, with a mean of 40.066 and a standard deviation of 9.815. The scores of male respondents ranged from 12 to 60, with a mean of 43.095 and a standard deviation of 9.368. Scores of females ranged from 12 to 57, with a mean of 38.214 and a standard deviation of 9.662. Men's and women's scores differed significantly on this subscale ($t = -2.32$; $r = 0.027$). Since a higher score represents a greater influence of children on the preference for the wife's work involvement, these scores would indicate that men in this sample were influenced more by the presence of children than were women.

One variable, attitudes of potential role models, emerged from a stepwise multiple regression analysis of this subscale (working preference for the wife when children are present in the family) for the entire sample. While the model containing this variable

accounted for only 7.11 percent of the variance in these scores, it was highly significant ($\underline{R}^2 = .07108$; $\underline{F} = 12.5489$; $\underline{p} = .0005$). All of the variables, when forced into the equation; accounted for 12.5 percent of the variance in the scores on this subscale ($\underline{R}^2 = .1222$; $\underline{F} = 3.7003$; $\underline{p} = .0018$).

When the same independent variables were entered into the equation for men's scores on this subscale, the best model to emerge contained only one variable, income relative to spouse's income, which accounted for 6.35 percent of the variance in men's scores ($\underline{R}^2 = .06351$; $\underline{F} = 4.1370$; $\underline{p} = .0463$). When the same variables were entered by the stepwise method into an equation for women, the best model to emerge contained two variables, attitudes of potential role models and career salience, which accounts for 15.63 percent of the variance in women's commitment scores when children are present in the family ($\underline{R}^2 = .15627$; $\underline{F} = 9.2610$; $\underline{p} = .0002$).

Dependent Variable: Subscale 2, Work Preference for the Wife when there are No Children Present

Scores for the entire sample on the second subscale regarding work preference for the wife when there are no children present in the family ranged from 12 to 60, with a mean of 51.1 and a standard deviation of 9.002. The scores of the male respondents ranged from 24 to 60, with a mean of 49.1 and a standard deviation of 9.324. Scores of female respondents ranged from 12 to 60, with a mean of 52.311 and a standard deviation of 8.625. As with the first subscale, men and women scored significantly different on this subscale ($\underline{t} = -2.23$; $\underline{p} = 0.027$).

When compared to scores on the first subscale, where the men's mean score was higher than the women's, it appears that the women's preference for work involvement is more strongly influenced by the absence of children in the family, whereas the men's preference for their wife's work involvement is more strongly influenced by the presence of children. However, since the scores on the first subscale were reversed so that a high score would reflect a high influence of children on the preferences for work involvement, these findings are not as discrepant as they might appear. In actuality, these scores should be interpreted to mean that regardless of whether or not there are children in family, women in this sample prefer to be more involved in work than men prefer for them to be.

The scores from this subscale were regressed on the same six independent variables as used previously, using a stepwise method. In the analysis for the entire sample, the best model to emerge contained one variable, income relative to spouse's income, which explained 2.42 percent of the variance ($R^2 = .02424$; $F = 4.0734$; $p = .0452$). All of the variables, when forced into the equation, accounted for 5.33 percent of the variance in commitment scores when no children are present in the family ($R^2 = .05334$; $F = 1.4932$; $p = .1837$). In two similar analyses which controlled for gender, no model for either men or women emerged which contained a predictive variable.

Dependent Variable: Subscale 3, Work Preference for the Wife when the Family Needs the Income

Scores for the entire sample on the third subscale regarding preferences for wife's work involvement when the family needs the income, ranged from 24 to 60, with a mean of 46.265 and a standard deviation of 8.372. The scores of the male respondents ranged from 24 to 60, with a mean of 42.349 and a standard deviation of 8.274. Scores of female respondents ranged from 32 to 60, with a mean of 48.660 and a standard deviation of 7.517. Men's and women's means differed significantly on this scale ($t = -5.05$; $p < .001$). Similar to the two previous subscales, the women in this sample preferred to be more work involved when the family needs the money than men preferred for them to be.

The same six independent variables were entered into a stepwise regression analysis, using the group scores on the third subscale as the dependent variable. Three of the variables, influence of potential role models, expected income relative to future spouse's income, and perceived competence of the wife, emerged in the best predictive model for preference for the wife's working situation when the family needs the income. The model containing these variables accounted for 11.00 percent of the variance in the scores ($R^2 = .10999$; $F = 6.6735$; $p = .0003$). All of the variables, when forced into the equation, accounted for 11.50 percent of the variance in the scores on this subscale ($R^2 = .11502$; $F = 3.4440$; $p = .0032$).

Men's and women's scores on this third subscale were also used as dependent variables in separate stepwise multiple regression analyses. When the same six variables were entered into the equation

for men, the best model to emerge contained only one variable, income relative to spouse's income, which accounted for 7.43 percent of the variance in men's commitment to family scores ($R^2 = .07434$; $F = 4.8986$; $p = .0306$). When the same variables were entered by the stepwise method into an equation for women, the best model which emerged contained one variable, attitudes of potential role models. This model accounts for 14.22 percent of the variance in the scores on this subscale ($R^2 = .14218$; $F = 16.7407$; $p = .0001$).

Dependent Variable: Subscale 4, Preference for the Wife's Work Involvement when the Family Does Not Need the Income

Scores for the entire sample on the fourth subscale, preference for wife's work involvement when the family does not need the income, ranged from 12 to 60 with a mean of 30.336 and a standard deviation of 10.903. The scores of male respondents on this variable ranged from 12 to 60, with a mean of 28.952, and a standard deviation of 9.999. Scores for females ranged from 12 to 60, with a mean of 31.262, and a standard deviation of 11.379. This is the only subscale on which the difference in men's and women's means was not statistically significant.

The previously cited six independent variables were entered into a stepwise regression analysis of this variable. When the entire sample was considered, only one of the independent variables, attitudes of potential role models, emerged in the best predictive model for commitment to wife's working when need for income is not a factor. Furthermore, the model containing this variable accounted for only 4.30 percent of the variance in the scores on this fourth

subscale ($R^2 = .04305$; $F = 7.3775$; $p = .0073$). All of the variables, when forced into the equation, accounted for 10.40 percent of the variance in the scores on this subscale ($R^2 = .10391$; $F = 3.0729$; $p = .0071$).

Separate regression analyses were also conducted for males and females. When the same dependent variables which were used in the analysis for the entire sample were entered into a stepwise regression analysis for men, no model emerged. The best model which emerged for women contained one variable, attitudes of potential role models, which accounted for 4.59 percent of the variance in women's scores on this subscale ($R^2 = .04593$; $F = 4.8617$; $p = .0297$).

As with the composite measure of commitment, no R^2 from any of the subscale regression analyses is large enough to suggest that the particular independent variables are strong predictors of commitment to a dual-career lifestyle. Even when each separate circumstance as represented in Question 1 is used as a dependent variable in a regression analysis, no independent variable used in this study emerged in a strong predictive model, although some variables explain more of the variance in scores than do others (see Table 2).

While none of the independent variables emerged as strong predictors of commitment to a dual-work lifestyle, significant differences were found in the means of the subscales which indicated different circumstances (children versus no children, financial need versus no financial need). When the means of the subscales regarding the presence or absence of children in the family were analyzed (subscales 1 and 2), a significant difference was found ($t = 9.00$; $p = .001$) (see Table 3). A significant difference was also found for

TABLE 2. ²
R Values for Regression Models

Dependent Variable	Subject	Predictor Variables in best model	<u>R</u> ²	p
Commitment to a dual-work lifestyle	Sample	Relative Income Role Model Att.	.09565	.0003
	Men	Relative Income	.07681	.0279
	Women	Role Model Att.	.10901	.0007
Subscale 1: Influence of Children Present in Family	Sample	Role Model Att.	.07108	.0005
	Men	Relative Income	.06351	.0463
	Women	Role Model Att. Career Salience	.15627	.0002
Subscale 2: No children Present in Family	Sample	Relative Income	.02424	.0452
	Men	No model emerged		
	Women	No model emerged		
Subscale 3: Family Needs Income	Sample	Role Model Att. Relative Income Wife's Competence	.10999	.0003
	Men	Relative Income	.07434	.0306
	Women	Role Model Att.	.14218	.0001
Subscale 4: Family Does Not Need Income	Sample	Role Model Att.	.04305	.0073
	Men	No Model emerged		
	Women	Role Model Att.	.04593	.0297

TABLE 3: Comparison of Group Means on Subscales 1 and 2

Variable	Mean	Standard Deviation	Standard Error	(Difference) Mean	T Value	2-Tailed Prob.
Children not present in fam.	51.1084	9.002	0.699			
				11.0422	15.816	0.000
Children present in family	40.0663	9.815	0.762			

TABLE 4: Comparison of Men's and Women's Means on Subscales 1 and 2

Men:

N=63

Variable	Mean	Standard Deviation	Standard Error	(Difference) Mean	T Value	2-Tailed Prob.
Children not present in fam.	49.1429	9.324	1.175			
				6.0476	3.07	0.003
Children present in family	43.0952	9.368	1.180			

Women:

N=103

Variable	Mean	Standard Deviation	Standard Error	(Difference) Mean	T Value	2-Tailed Prob.
Children not present in fam.	52.3107	8.626	0.850			
				14.0971	9.42	0.000
Children present in family	38.2136	9.662	0.952			

both men's and women's means on these subscales (men, $t = 3.07$, $p = .003$; women, $t = 9.42$, $p = .001$) (see Table 4). Similarly, when the means of the subscales relating to preference for wife's work involvement considering the presence or absence of financial need were compared (subscales 3 and 4), a significant difference was found for the entire sample ($t = -19.87$; $p = .001$) (see Table 5). Similar differences were found for men and women on these subscales (men, $t = -11.92$, $p = .001$; women, $t = -16.33$, $p = .001$.) (see Table 6). In each case, individuals were more likely to prefer for the wife to be more work involved if there were not children present in the home, and when there was financial need. Such differences indicate a sensitivity of the scale developed for use in this study to factors which were suggested in the literature as important for consideration in the study of dual-working couples. This sensitivity, along with the Cronbach Alpha values for the scales reported earlier, reflects evidence to support the validity and reliability of the scale for use with such research samples.

When the means for each subscale were compared, significant differences were found for men and women on all subscales with the exception of one: preference for wife's work involvement when the family does not need the income (see Table 7). When the means for each individual item in Question 1 were examined, significant differences were found for men and women only on those items where the family needed the income (see Table 8). In each case, when the family needs the income, regardless of the presence or age of children, women prefer to be more work-involved than men prefer for

TABLE 5: Comparison of Group Means on Subscales 3 and 4

Variable	Mean	Standard Deviation	Standard Error	(Difference) Mean	T Value	2-Tailed Prob.
Family does not need income	30.3855	10.903	0.846	-15.8795	-19.87	0.000
Family does need income	46.2651	8.372	0.650			

TABLE 6: Comparison of Men's and Women's Means on Subscales 3 and 4

Men:

N = 63

Variable	Mean	Standard Deviation	Standard Error	(Difference) Mean	T Value	2-Tailed Prob.
Family does not need income	28.9524	9.999	1.260	-13.3968	-11.92	0.000
Family does need income	42.3492	8.274	1.042			

Women:

N = 103

Variable	Mean	Standard Deviation	Standard Error	(Difference) Mean	T Value	2-Tailed Prob.
Family does not need income	31.2621	11.379	1.121	-17.3981	-16.33	0.000
Family does need income	48.6602	7.517	0.741			

TABLE 7: T-Tests Comparing Men's and Women's Scores on Separate Subscales

Variable	Group	Mean	Standard Deviation	Standard Error	T Value	2-Tailed Prob.
Computed Subscales:						
Subscale 1:						
Children present	Men	43.0952	9.368	1.180		
in family	Women	38.2136	9.662	0.952	3.20	0.002
Subscale 2:						
Children not present	Men	49.1429	9.324	1.175		
in the family	Women	52.3107	8.626	0.850	-2.23	0.027
Subscale 3:						
Family needs the	Men	42.3492	8.274	1.042		
income	Women	48.6602	7.517	0.741	-5.05	0.000
Subscale 4:						
Family does not	Men	28.9524	9.999	1.260		
need income	Women	31.1621	11.379	1.121	-1.33	0.186

TABLE 8: T-Tests Comparing Men's and Women's Means on Individual Items in Question 1

Variable	Group	Mean	Standard Deviation	Standard Error	Value	2-Tailed Prob.
Q1A: No children; family needs income	Men	4.6825	0.618	0.078		
	Women	4.9320	0.449	0.044	-3.01	0.003
Q1A: No children; family does not need income	Men	3.5079	1.148	0.145		
	Women	3.7864	1.258	0.124	-1.43	0.155
Q1C: Older children, family needs income	Men	3.5873	1.042	0.131		
	Women	4.2718	0.931	0.092	-4.39	0.000
Q1D: Older children, fam. does not need income	Men	2.3651	1.209	0.152		
	Women	2.5922	1.309	0.129	-1.12	0.266
Q1E: Young children, family needs income	Men	2.3175	1.031	0.128		
	Women	2.9612	1.120	0.110	-3.72	0.000
Q1F: Young children, fam. does not need income	Men	1.3651	0.768	0.097		
	Women	1.4369	0.925	0.091	-0.52	0.606

their wives to be. When the family does not need the income, no significant differences were found in men's and women's scores.

Analysis of Couple Scores on Selected Variables

Only couples were used in this phase of analysis, with data from a total of 52 couples available. A median split on the commitment scale scores was performed to determine low and high commitment, with any score at the median or above taken as high commitment. Partners were then placed into one of four groups, based on their commitment scores. Group 1 (both partners high in commitment) contained 14 couples. Group 2 (man low, woman high) contained 13 couples. Group 3 (both partners low in commitment) contained 21 couples. Group 4 (man high, woman low) contained only 4 couples.

A series of four (groups) X two (gender) two-way analyses of variance were used to examine the effects of gender and commitment group on the following 11 dependent variables: satisfaction with career choice, satisfaction with career progress, overall satisfaction with the relationship, limits on career plans and progress, perceived competence of wife, attitude toward working women, planning activities, and the relationship dimensions of love, conflict, maintenance, and ambivalence.

No significant differences were found for satisfaction with career progress, overall satisfaction with the relationship, and the relationship dimensions of conflict and ambivalence. Significant findings for the remaining variables are reported and discussed below.

Satisfaction with Career Choice

A significant main effect was found for gender on satisfaction with career choice ($F = 2.183$; $df = 3, 1$; $p = .02$). A comparison of the means for men and women indicates that men in this sample indicate higher satisfaction with their career choices. No significant main effect was found for commitment groups, and no significant interactions were found (see Table 9).

Limitations on Career Progress and Plans

A significant main effect was also found for gender on limitations on career progress and plans ($F = 77.838$; $df = 3, 1$; $p < .001$). A comparison of the means on this variable indicate that men are less willing than women to limit their career progress and plans out of consideration for their future spouse. No significant main effects were found for commitment groups, and no significant interactions were found for this variable (see Table 10).

Perceived Competence of the Wife

There was a significant main effect for gender on the measure of perceived competence of the wife ($F = 8.383$; $df = 3, 1$; $p = .005$). An examination of the means reveals that men in this sample perceive their future wives as more competent than women perceive themselves to be. As with the previous variables, no significant main effects were found for commitment groups, and no significant interactions were found (see Table 11).

TABLE 9. Analysis of Variance on Satisfaction With Career Choice

Source of Variation	df	MS	F ratio
Commitment Group	3	2.252	2.183
Gender	1	5.538	5.345*
Type X Gender	3	1.903	1.836
Residual	96	1.036	

* $p = .023$

Men's $\bar{X} = 5.98$

Women's $\bar{X} = 5.52$

TABLE 10. Analysis of Variance on Limitations on Career Activity

Source of Variation	df	MS	F ratio
Commitment Group	3	3.488	0.933
Gender	1	291.115	77.838*
Type X Gender	3	0.909	0.243
Residual	96	3.740	

* $p < .001$

Men's $\bar{X} = 7.38$

Women's $\bar{X} = 4.04$

TABLE 11. Analysis of Variance on Perceived Competence of Future Wife

Source of Variation	df	MS	F ratio
Commitment Group	3	53.677	1.338
Gender	1	336.250	8.383*
Type X Gender	3	5.837	0.147
Residual	96	40.108	

* $p = .005$

Men's $\bar{X} = 68.92$

Women's $\bar{X} = 65.33$

TABLE 12. Analysis of Variance on Maintenance Dimension of Relationships

Source of Variation	df	MS	F ratio
Commitment Group	3	8.792	0.440
Gender	1	77.885	3.894*
Type X Gender	3	35.281	1.764
Residual	96	20.001	

* $p = .051$

Men's $\bar{X} = 35.94$

Women's $\bar{X} = 37.67$

Maintenance

A significant main effect was found for gender on the maintenance dimension of relationships ($F = 3.894$; $df = 3, 1$; $p = .05$). An examination of the means indicates that women in this sample scored higher than men on this measure. No significant main effects were found for commitment groups, and no significant interactions were found (see Table 12).

Love

A significant main effect was found for commitment groups on the love dimension of relationships. Duncan's Multiple Range Procedure with an alpha level of .05 was used as a post hoc measure. An examination of the means and plots indicates the difference lies with Group 1 (woman high, man high) and Group 2 (woman high, man low), with women in Group 1 scoring higher. There were no significant main effects for gender, and no significant interactions were found (see Table 13).

Attitudes Toward Working Women

No significant main effects were found for either commitment group or gender for attitudes toward working women. A significant interaction was found, however ($F = 3.002$; $df = 3, 1$; $p = .03$). Duncan's Multiple Range Procedure ($\alpha = .05$) was used in a post hoc analysis of this interaction. Examination of means and plot revealed that men in Group 4 (man high, woman low) scored lower than all other men and women in all other groups, including the women in Group 4. Since a low score on the attitude scale indicates a positive attitude toward working women, men in Group 4 (who prefer a high

TABLE 13. Analysis of Variance on Love Dimension of Relationships

Source of Variation	df	MS	F ratio
Commitment Group	3	95.071	2.815*
Gender	1	0.240	0.71117062 ⁻⁰²
Type X Gender	3	25.198	0.746
Residual	96	33.776	

* $p = .04$

Group 1 $\bar{X} = 85.000$

Group 2 $\bar{X} = 80.615$

Group 3 $\bar{X} = 82.429$

Group 4 $\bar{X} = 84.375$

work involvement for their wives) would be expected to hold more positive attitudes than men in Group 2 or women in Group 4, both of whom prefer lower work involvement (see Table 14).

Planning Activities

No significant main effects were found for commitment group or gender for planning for a dual-work lifestyle, but a significant interaction was found ($F = 2.730$; $df = 3, 1$; $p = .04$). Post hoc analysis, using Duncan's Multiple Range Procedure ($\alpha = .05$), revealed that the interaction is between the men in Group 4 and the men in Group 2 and women in Group 4. The men in Group 4 had a lower mean planning score than did men in Group 2 and women in Group 4 (see Table 15).

The results of the analyses of this interaction effect is inconsistent with what might be expected from men who are above the median in commitment to a dual-work lifestyle. Any explanation of such findings must be somewhat tenuous, however, with only four couples in the group.

TABLE 14. Analysis of Variance on Attitudes Toward Working Women

Source of Variation	df	MS	F ratio
Commitment Group	3	4.242	1.933
Gender	1	0.038	0.13173932 ⁻⁰¹
Type X Gender	3	8.766	3.002*
Residual	96	2.920	

* $p = .04$

Means:

Group:

1	2	3	4
16.50	16.27	16.10	14.88

Men	Women
1.94	2.02

Men	Women
-----	-------

Group 1	17.00	16.00	(Men high, women high)
Group 2	16.62	15.92	(Men low, women high)
Group 3	15.71	16.48	(Men low, women low)
Group 4	13.75	16.00	(Men high, women low)

TABLE 15. Analysis of Variance for Planning Activities

Source of Variation	df	MS	F ratio
Commitment Group	3	0.373	0.498
Gender	1	0.154	0.329
Type X Gender	3	1.276	2.730*
Residual	96	0.467	

* $p = .04$

Means:

Group:

1	2	3	4
1.96	2.15	1.90	1.88

Men Women

1.94	2.02
------	------

Men Women

Group 1	2.07	1.85	(Men high, women high)
Group 2	2.23	2.08	(Men low, women high)
Group 3	1.81	2.00	(Men low, women low)
Group 4	1.25	2.50	(Men high, women low)

CHAPTER V

DISCUSSION

As stated at the outset, this research was primarily exploratory in nature and by design. While guided to some extent by previous research on dual-working married couples, the current effort attempted to extend this body of research to include pre-marital couples who have indicated their intentions for establishing and maintaining such a lifestyle.

Previous research on dual-professional couples has shown that the years before marriage are important ones for formulating commitments to family and work after marriage (Malmud, 1983). Yet, the earliest stages of such family types and lifestyles have been neglected as a subject of research activity. There is also research which indicates that many women in college who aspire to careers that demand time and effort in advanced education do not always pursue their goals after graduation, but marry instead (Turner, 1964; Harmon, 1970; Angrist, 1971; Van Dusen & Sheldon, 1976). Much of this research, however, does not specifically or necessarily include engaged individuals, or both men and women partners. Furthermore, much of it was conducted over a decade ago, before the current influx of dual-worker couples into the labor market, the expanded opportunities for (and acceptance of) career-oriented women in the work force, and numerous role changes for men and women in both public and private spheres. The current population of college-aged

individuals who are entering both first marriages and first jobs has been exposed to a wider variety of role models and family types than were similar populations a decade or more ago. This study sought to address these voids in the research literature by focusing on individuals engaged to be married, who have made substantial investment and commitment to both career and partner, and who indicated their intentions for establishing and maintaining a dual-work lifestyle.

The sample involved in the research reported herein is not presented as typical or representative of the population of all pre-dual-worker couples. It is a highly educated, conventional group, the majority of which came from intact families in which the father was the primary breadwinner and the mother was the primary homemaker. The sample tends to follow traditional sex roles which are expressed in a number of ways, such as men's and women's perceptions of unequal importance of their respective jobs, even when the wife is expected to surpass her husband's income. Men and women in this sample predominately view the woman's career as secondary to the man's, with a third again as many women as men indicating they are willing to limit their career plans and progress out of consideration for their future spouse. This pattern is not unusual, as it is often found in the literature on dual-work couples (Poloma, 1972; Papanek, 1973). Similarly, Atkinson and Boles (1982) reported that couples who perceive the wife's work as superior to the husband's are often viewed as deviant by friends, family, and co-workers, resulting in considerable social stress for these couples.

The sample is also highly religious and involved in church-related activities. Furthermore, the sample is limited by a predominately undergraduate student sample. Future research in this area could be strengthened by the inclusion of a larger representation of individuals in preparation for professional careers or jobs that require even more investment than undergraduate education. Engaged couples or individuals in such situations are not always readily available or accessible, however. As one second year law student reported on her questionnaire, "The engaged law student is a rarity; we don't have a lot of time for socializing." Students in medical school and other graduate programs have conveyed similar reports of their social lives. Nevertheless, when such individuals can be located, their inclusion in research samples might prove fruitful in understanding the anatomy of commitment to a lifestyle that is increasingly prevalent in society today.

The scale which was developed for the measurement of commitment to a dual-work lifestyle in this research appears to be a needed contribution to the literature. Although previous research on working women indicates that children and economic need must be a consideration in women's work commitments, an instrument which was sensitive to both of these factors was not apparent in the literature. The fact that the scale had high internal consistency, and that three out of four of the subscales also demonstrated high levels of internal consistency supports the reliability of the measure. Additionally, expected significant differences were found in commitment scores of the subscales which considered the presence and absence of children and financial need in the family, thus offering

support for the validity of the scale. As reported in an earlier chapter, when the comparison was made between the means of the subscales relating to the preference for wife's work involvement when children are present or absent in the home, it was found that individuals were more likely to prefer the wife to be more work involved if there were no children. Significant differences were also found when comparing the means of subscales regarding the presence or absence of economic need in the family, with both men and women scoring higher in commitment when the family needs the money (see Table 2). Of interest is the finding that during times of economic necessity, women preferred to become more involved in work than men preferred for their spouses to be. This finding raises questions for further research regarding the relative influence of potential or expected income as a factor in commitment to a dual-work lifestyle as opposed to a particular philosophy of shared role responsibilities, equalitarian values, etc.

The scale also was sensitive to differences in couple types. Married dual-work couples have been typologized for previous research (Heath, 1982), and this conceptualization appears appropriate for premarital couples as well. Particularly intriguing was the finding that a significant difference ($p = .05$) on the love dimension exists for the two groups of women with high commitment to a dual-work lifestyle, with the women in couples in which their partners shared in this commitment indicating higher love than did women in which there was not a shared commitment. It is conceivable that the women in couples with shared commitment perceive more support from their partners than do women in couples without the shared commitment, and

this is manifested in the higher love score. Since high or low commitment was determined by a median split on commitment scores, however, future research could be strengthened by procuring a sample large enough to compare individuals who score at opposite extremes of the scale.

This study also made a needed conceptual distinction in the different types of variables which might affect couple and individual commitment to a chosen lifestyle. Failure to distinguish between the categories of variables could have led to some misleading conclusions regarding commitment to a dual-work lifestyle. Situational variables (planning for a dual-work lifestyle, wife's income relative to husband's, attitudes of potential role models), rather than individual variables (career salience, attitude toward working women, perceived competence of the wife), accounted for the greatest amount of variance in commitment scores for this sample. When the situational variables were entered as a block in a direct multiple regression analysis of commitment scores, these accounted for eight percent ($p = .002$) of the unique variance above that accounted for by the individual variables. This provides theoretical support for the study, and suggests implications for future research. Specifically, it may be that situational variables (job availability, income opportunity, etc.) are more important factors in career and lifestyle decisions for dual-working couples than are personal philosophy, ideology or commitments. This is consistent with other research findings, such as those of Berger, Foster, Wallston, and Wright

(1977), who found that job location is often problematic for dual-worker couples, and that such couples often feel compelled to compromise and accept less than ideal or desired job opportunities for at least one of the partners.

It is interesting to note that the two predictive models which accounted for most of the variance in commitment scores were for women: the model with Subscale 1 (children present in the family) as the dependent variable, and the model with Subscale 3 (family needs the income) as the dependent variable. Similarly, for every dependent variable used in a regression analysis, if a predictive model emerged for both men and women, there was always more variance accounted for in women's scores than in men's (see Table 2). In the one instance where a model emerged for one but not the other, the model to emerge was for women. The proclivity for predictors to emerge for women may be due to the structure of the dependent variable. Women were asked to respond to personal preferences regarding their own work involvement, whereas men were asked to respond with their preference for their future wives. Since there was no inquiry into men's personal work involvement, it is possible that men may have responded with less exactitude. Although there is no suggestion that this actually occurred in this study, this might be a consideration for future research.

In every instance when a predictive model emerged for women, attitudes of potential role models was present. This may have occurred because each dependent variable was only a variation of the composite commitment scale. Nevertheless, such findings support earlier research which indicates that attitudes of, and support from,

significant individuals in one's life may be more important than actual behavioral models in determining a desire for (and commitment to) a career (Almquist and Angrist, 1970). This broadens the conceptualization of role models that is typically seen in the literature, and appears to be an important and needed distinction.

Other gender differences were apparent when responses to the independent measures were compared. Men were more satisfied with their career choices, less willing to limit their career progress and plans out of consideration for their future spouse, perceived their wives as more competent than women perceived themselves to be, and scored lower on the maintenance dimension of their relationships.

While the literature indicates that little premarital planning for a dual-work lifestyle occurs (Shann, 1983), when such planning does take place, it is related to the importance placed on careers, particularly for women (Sekaran, 1982). There is little indication that the individuals and couples in this sample are actively planning for a lifestyle which they have chosen to adopt. This may explain why the planning score, when entered as an independent variable in the regression analysis, never emerged as a predictor of the commitment score. Only 17 percent of this sample indicated that they had actively planned for the lifestyle they intended to establish, although 57 percent indicated that they had done "some planning." Twenty-six percent indicated that they had done very little or no planning. This finding may indicate a level of romanticism among premarital couples, as well as a lack of attention on the part of these couples to issues that are important after marriage. This finding also holds implications for educators, counselors, and

others who might be in a position to influence those individuals who are considering important life decisions such as marriage and careers.

Clearly, many of the subjects in this sample have chosen a dual-work lifestyle because of situational factors (they anticipate the financial need for it, or because they have no children), and not necessarily because they have some philosophical commitment to shared role responsibilities or equalitarianism. It would be interesting in future research to include measures of sex role orientation, equalitarianism, or philosophical orientation as a factor in commitment to a dual-work lifestyle.

What is not conclusive from this study is the precise relationship of the variables used in this research to a preference for a lifestyle in which the wife pursues full employment, regardless of financial need or presence of young children. It may be that engagement is an idealistic time, when practicalities and details of life after the wedding may be lost in romanticism for many young couples. Most of the previous research on dual-working couples has used married samples, and many of the current findings call into question the appropriateness of generalizing such findings to pre-marital couples. The current study has tapped an important yet neglected area of family research, and provides the impetus for further exploration. In addition to the implications and suggestions for further research which have been noted, future areas which might prove fruitful include the relative importance of other situational variables not considered in this study (e.g., age of individual, level of education, typicality of career, etc.) in commitment, the

difference made by couples who are more invested, and especially, the need for longitudinal data on subjects as they move into and establish the lifestyle they have intended.

This study has indicated the complexity of the issues surrounding the premarital commitment to a desired and chosen lifestyle after marriage, as well as raised numerous implications and suggestions for future research. As often occurs with exploratory research, it has raised more questions than it has answered. Every indication from the data on the numbers of couples that are expected to enter or adopt dual-working lifestyles suggest that this is a timely area of investigation. Hopefully this research will serve as a rudimentary pioneering effort into some limited, yet vitally important issues for a rapidly increasing segment of the population.

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APPENDICES

Appendix A

Cover Letter

College of
Home Economics



Corvallis, Oregon 97331

(503) 754-3521

Congratulations on the recent announcement of your engagement. This can be one of the most exciting (and hectic) times of your life. As researchers in the Department of Human Development and Family Studies at Oregon State University, we are well aware of this, and ask for only a little of your time and help.

Those of us who are in the business of studying families, plus those businesses which employ individuals with family commitments, are interested in learning more about adults who are at the brink of both family lives and work patterns. Specifically, we are seeking engaged couples from various geographical locations who are willing to provide information regarding their family and work plans by completing the enclosed questionnaire.

Should you choose to participate in the study, you may be assured that your responses will be totally confidential. Your name appears nowhere on the questionnaire, nor will it ever be associated with it. The number at the top of the first page is for coding purposes only. Instructions for completing and returning the questionnaire are enclosed. Since the focus of this research is on couples, it would be helpful if your future spouse could also complete a questionnaire. In the event that she has not received one, but is willing to participate in the study, please indicate this on the enclosed card and return it with the questionnaire.

The information which only you can provide is very valuable, and your help will be greatly appreciated. Thank you in advance for any effort you may give to this research. May we add our best wishes for you as you begin this new phase of your life.

Sincerely,

John Conger, Researcher
Department of Human Development
and Family Studies

June Henton, Ph.D., Head
Department of Human Development
and Family Studies

Enclosure

Appendix B

Questionnaire

FAMILIES AND WORK QUESTIONNAIRE

Form M

1. Below are some family-related conditions and work arrangements under which some women choose to work. Suppose that after you marry, your wife has the opportunity to work at a job or career of her choice. For each of the following situations, please circle the type of working (or non-working) arrangement for your wife that would be the most acceptable to you.

		NOT WORK AT ALL	MAYBE WORK PART-TIME	WORK PART-TIME	MAYBE WORK FULL-TIME	WORK FULL-TIME
NO CHILDREN	a. Family needs her income	1	2	3	4	5
	b. Family does <u>not</u> need her income	1	2	3	4	5
ONE (OR MORE) OLDER CHILDREN (SCHOOL-AGE OR OLDER)	c. Family needs her income	1	2	3	4	5
	d. Family does <u>not</u> need her income.	1	2	3	4	5
ONE (OR MORE) YOUNG CHILDREN) (PRE-SCHOOL OR YOUNGER)	e. Family needs her income	1	2	3	4	5
	f. Family does <u>not</u> need her income.	1	2	3	4	5

2. There may be some people in your life who are or have been particularly close to you, such that you would know their attitudes about certain topics. From what you know about those listed below, how negatively or positively do you think each one views a family in which both the husband and wife work full-time, regardless of the family's financial need or the presence of young children in the family?

		NEITHER POSITIVELY NOR NEGATIVELY	SOMEWHAT NEGATIVELY	SOMEWHAT POSITIVELY	POSITIVELY	DON'T KNOW/ DOESN'T APPLY	
a.	FATHER	1	2	3	4	5	9
b.	MOTHER	1	2	3	4	5	9
c.	FUTURE SPOUSE.	1	2	3	4	5	9
d.	BROTHERS OR SISTERS.	1	2	3	4	5	9
e.	TEACHERS	1	2	3	4	5	9
f.	PROFESSIONALS IN YOUR CHOSEN FIELD, IF OTHER THAN THOSE ALREADY LISTED.	1	2	3	4	5	9
g.	OTHERS (Please specify): _____ _____	1	2	3	4	5	9

(PLEASE GO ON TO THE NEXT PAGE)

3. Listed below are some statements about work and families. Think about your own work, or the work you expect to do after you marry (if, indeed, you expect to work after marriage). Then please indicate whether you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with each statement by circling the number which comes closest to how you feel.

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
a. I view my work more as a job than as a career	1	2	3	4	5	9
b. I would cut back on my career or job involvement in order not to threaten my marriage	1	2	3	4	5	9
c. I feel my work or career will make me a better parent than I otherwise might have been	1	2	3	4	5	9
d. I am as work or career-oriented as most of my colleagues and peers	1	2	3	4	5	9
e. I would recommend that anyone who is contemplating a career complete their professional training before marriage	1	2	3	4	5	9
f. In case of conflicting demands between work and family, a person's primary responsibilities are to his or her family	1	2	3	4	5	9
g. It is possible for a husband and wife to work in separate cities to maximize career possibilities and have a successful marriage at the same time	1	2	3	4	5	9
h. If I were to receive an exceptional job offer in another city (one that I wanted to accept), I would not expect my spouse to accompany me unless he or she were assured of a suitable position for themselves	1	2	3	4	5	9

4. Thinking about the importance of your work, and that of your future spouse (or the work the two of you hope to find), which of the following would best represent how you feel? (Circle one number.)

- 1 MY WORK IS MUCH MORE IMPORTANT THAN HER'S
- 2 MY WORK IS SOMEWHAT MORE IMPORTANT THAN HER'S
- 3 OUR WORK IS EQUALLY IMPORTANT
- 4 MY WORK IS SOMEWHAT LESS IMPORTANT THAN HER'S
- 5 MY WORK IS MUCH LESS IMPORTANT THAN HER'S

(PLEASE CONTINUE TO THE NEXT PAGE)

5. Below are some statements about married, working women. Please indicate how much you agree or disagree with each statement by circling the number that best represents your feelings.

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
a. In general, the married, professional woman is able to adequately meet her responsibilities to both her family and her career	1	2	3	4	5	9
b. In general, the full-time homemaker fulfills her obligations to her family better than the married professional woman who is employed full-time.	1	2	3	4	5	9
c. The needs of children from homes in which the mother is employed are met as well as the needs of children from homes where the mother is a homemaker.	1	2	3	4	5	9
d. If a married, professional woman discontinues her employment to assume a full-time homemaking role, it necessarily follows that she will better fulfill her family obligations	1	2	3	4	5	9
e. Some professions of the married, employed woman interfere more than others with her ability to fulfill her family obligations.	1	2	3	4	5	9

6. Sometimes couples participate in activities which help them prepare for marriage, and specifically for the combination of work and family roles. Such activities might include time thinking about or discussing future lifestyle with partner or others, reading books or articles on the dual-work lifestyle, attending classes or workshops, or changing attitudes about family roles, etc.

To what extent have you (either individually or with your partner) engaged in activities which might help you prepare for the combination of work and family roles? (Circle one number)

0	1	2	3
NOT AT ALL	VERY LITTLE	SOME	A LOT

7. All things considered, how satisfied are you thus far with your choice of careers or job fields? (Circle one number)

1	2	3	4	5	6	7
EXTREMELY DISSATISFIED	DISSATISFIED	NEUTRAL DISSATISFIED	NEUTRAL	NEUTRAL SATISFIED	SATISFIED	EXTREMELY SATISFIED

All things considered, how satisfied are you with the progress you have made in your career thus far? (Circle one number)

1	2	3	4	5	6	7
EXTREMELY DISSATISFIED	DISSATISFIED	NEUTRAL DISSATISFIED	NEUTRAL	NEUTRAL SATISFIED	SATISFIED	EXTREMELY SATISFIED

8. Sometimes decisions must be made between career opportunities and family lifestyles. Thinking about your commitment to your future spouse, lifestyle, and career, please indicate whether or not you would do each of the following. (Circle one number for each item.)

	DEFINITELY WOULD NOT	PROBABLY WOULD NOT	UNCERTAIN	PROBABLY WOULD	DEFINITELY WOULD
a. Consider or seek jobs only in certain geographical locations in order to be near the location of my future spouse's job.	1	2	3	4	5
b. Pass up, turn down, or otherwise miss promising personal job or career opportunities because of consideration for my future spouse and our lifestyle.	1	2	3	4	5
c. Delay my educational or career progress to help further my future spouse's career	1	2	3	4	5

9. Below are some statements which people sometimes make about their work and their ability to do a job. In general, when you think about your future wife in relation to her job, or the job she hopes to get, please indicate if you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with each of the following statements.

(Circle one number for each statement)

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
a. I feel my future wife is better qualified for work in her field than her colleagues.	1	2	3	4	5	9
b. Most problems are easy for my future wife to solve once she understands the various consequences of her actions, a skill which she has acquired	1	2	3	4	5	9
c. Even though preparation for her career or chosen work field could be rewarding, I find that my future wife is often frustrated, and motivated only because she thinks it will eventually pay off.	1	2	3	4	5	9
d. My future wife meets my personal expectations for excellence in most of life's situations.	1	2	3	4	5	9
e. My future wife doesn't know why it is, but sometimes when she is supposed to be in control, she feels more like the one being manipulated.	1	2	3	4	5	9
f. Unfortunately, my future wife's worth often passes unrecognized no matter how hard she tries.	1	2	3	4	5	9
g. My future wife does not know as much as most people who are preparing for work in her field.	1	2	3	4	5	9

(CONTINUED ON THE NEXT PAGE)

	STRONGLY DISAGREE	DISAGREE	NEUTRAL AGREE OR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
h. My future wife would make a fine model for someone to emulate in order to learn what he or she would need to succeed in her line of work. 1	2	3	4	5	9	
i. I find that most of the projects my future wife undertakes are usually manageable, and any problems tend to be completely resolved. 1	2	3	4	5	9	
j. In questionable situations, if anyone can find the answer, my future wife can. 1	2	3	4	5	9	
k. When I think about her job, or the job she is trying to locate, sometimes I feel like my future wife is not getting anything done. 1	2	3	4	5	9	
l. My future wife welcomes opportunities to test herself and her abilities 1	2	3	4	5	9	
m. My future wife's chosen career or job field offers subjective rewards; i.e., the work is valuable to her mainly because she likes to do it 1	2	3	4	5	9	
n. Often my future wife ends her day the same way she began it in the morning, feeling like she has not accomplished a whole lot. . 1	2	3	4	5	9	
o. A difficult problem in the job or career activity in which my future wife is now involved is not knowing the results of one's actions. 1	2	3	4	5	9	
p. My future wife's talents, or where she concentrates her attention best, are found in areas not related to much of her current activity 1	2	3	4	5	9	
q. Considering the time she has spent on it, I feel that my future wife is thoroughly prepared for her career or job field. 1	2	3	4	5	9	
r. If work was more interesting, my future wife would be motivated to perform better 1	2	3	4	5	9	
s. I honestly believe that my future wife has all the skills necessary to perform well in her chosen career or job field . . . 1	2	3	4	5	9	
t. My future wife feels that doing well on a job is a reward in itself. 1	2	3	4	5	9	
u. My future wife can get so wrapped up in her work that she forgets what time it is and even where she is. 1	2	3	4	5	9	
v. Mastering a job means a lot to my future wife. 1	2	3	4	5	9	

10. The following questions concern aspects common to many premarital relationships. Thinking about the relationship you now have with your future spouse, circle the number that would represent your feelings.

a. To what extent do you have a sense of "belonging" with your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

b. To what extent do you reveal or disclose very intimate facts about yourself to your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

c. How often do you and your partner argue with one another?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

d. How much do you feel you "give" to the relationship?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

e. To what extent do you try to change things about your partner that bother you (e.g., behaviors, attitudes, etc.)?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

f. How confused are you about your feelings toward your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

g. To what extent do you love your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

h. How much time do you and your partner spend discussing and trying to work out problems between you?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

i. How much do you think about or worry about losing some of your independence by being involved with your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

(PLEASE GO TO THE NEXT PAGE)

- j. To what extent do you feel that the things that happen to your partner are also important to you?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

- k. How often do you and your partner talk about the quality of your relationship—e.g., how good it is, how satisfying, how to improve it, etc?

1	2	3	4	5	6	7	8	9
NEVER								VERY
								OFTEN

- l. How often do you feel angry and resentful toward your partner?

1	2	3	4	5	6	7	8	9
NEVER								VERY
								OFTEN

- m. To what extent do you feel that your relationship is somewhat unique compared to others you have been in?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

- n. To what extent do you try to change your own behavior to help solve certain problems between you and your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

- o. How ambivalent or unsure are you about continuing your relationship with your partner?

1	2	3	4	5	6	7	8	9
NOT UNSURE								EXTREMELY
AT ALL								UNSURE

- p. How committed do you feel toward your partner?

1	2	3	4	5	6	7	8	9
NOT AT								EXTREMELY
ALL								

- q. How close do you feel to your partner?

1	2	3	4	5	6	7	8	9
NOT CLOSE								EXTREMELY
AT ALL								CLOSE

- r. To what extent do you feel that your partner demands or requires too much of your time?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

(PLEASE GO TO NEXT PAGE)

s. How much do you need your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

t. To what extent do you feel "trapped" or pressured to continue this relationship?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

u. How sexually intimate are you with your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

v. How much do you tell your partner what you want or need from the relationship?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

w. How attached do you feel to your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

x. When you and your partner argue, how serious are the problems or arguments?

1	2	3	4	5	6	7	8	9
NOT SERIOUS								VERY
AT ALL								SERIOUS

y. To what extent do you communicate negative feelings toward your partner—e.g., anger, dissatisfaction, frustration, etc?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

11. All things considered, how satisfied are you generally with your current relationship with your partner?

1	2	3	4	5	6	7
EXTREMELY						EXTREMELY
DISSATISFIED						SATISFIED

(PLEASE CONTINUE TO THE NEXT PAGE)

12. Below is a list of family-related tasks and activities. Considering your future marriage, circle the number on each of the appropriate scales which would represent:
1) How likely it is that you will actually do each task in your family, and 2) How much you would prefer to do each task in your family.

<u>ACTUAL</u>						<u>IDEAL</u>				
(How likely is it that you will do each task?)						(How much would you prefer to do each task?)				
<u>VERY UNLIKELY</u>						<u>NOT AT ALL</u>	<u>VERY MUCH</u>			
1	2	3	4	5		1	2	3	4	5
					a. Share the responsibility of housekeeping, cleaning, laundry, etc.					
					b. Share the responsibility for meals, including planning, shopping, preparation, cooking, serving, and clean-up.					
					c. Support and/or encourage equal privileges for both spouses in such things as going out at night with friends or colleagues, "stopping off" on the way home from work, independent recreational or leisure activities, etc.					
					d. Share the responsibility for financial matters, such as payment of bills, handling accounts, investments, taxes and records, major purchases (homes, automobiles, etc.)					
					e. Accept responsibility for entertainment functions within the home, including planning, hosting, and serving.					
					f. Accept the responsibility for letter-writing and contact with relatives on birthdays, special holidays, etc.					
					g. Share the responsibility for child care, including bathing, changing/dressing, feeding, entertaining, and "sick duty" (i.e., the father is as likely to be called upon for these tasks as is the mother.)					
					h. Share the responsibility for decisions in matters of home furnishings (e.g., china patterns, color schemes, etc.) and other matters of taste and/or "quality."					
					i. Limit job involvement in order to assume a greater responsibility for family tasks.					
					j. Accept responsibility for birth control.					
					k. Share equally the role of initiating sexual activity.					

(PLEASE GO ON TO NEXT PAGE)

13. Now, we would like to know something about your projected income.

- a. Based on what you know about your chosen field, and the job you now have or may be considering, estimate your actual or projected annual income (before taxes). (If you are currently employed, estimate next year's income. If you expect to be employed in the future, estimate your income for the first year on the job.)

(circle the number by the best approximation)

- 1 UNDER \$13,000
- 2 \$13,000 to \$18,900
- 3 \$19,000 to \$24,900
- 4 \$25,000 to \$30,000
- 5 OVER \$30,000
- 6 DON'T KNOW

b. Now, compare your probable income to that of your future spouse: (circle one number)

- 1 I WILL PROBABLY MAKE MUCH LESS
- 2 I WILL PROBABLY MAKE A LITTLE LESS
- 3 WE WILL PROBABLY MAKE ABOUT THE SAME
- 4 I WILL PROBABLY MAKE A LITTLE MORE
- 5 I WILL PROBABLY MAKE MUCH MORE

14. How many months (approximately) have you and your partner been engaged?

- 1 LESS THAN 3 MONTHS
- 2 3 TO 6 MONTHS
- 3 MORE THAN 6 MONTHS, BUT LESS THAN 1 YEAR
- 4 1 TO 2 YEARS
- 5 LONGER THAN 2 YEARS

15. Approximately how many months is it until your wedding?

- 1 LESS THAN A MONTH
- 2 1 TO 3 MONTHS
- 3 4 TO 6 MONTHS
- 4 7 MONTHS TO 1 YEAR
- 5 LONGER THAN 1 YEAR
- 6 UNCERTAIN

16. What is your age?
_____ YEARS

17. What is the highest level of formal education you have completed? (circle one number)

- 0 NO FORMAL EDUCATION
- 1 SOME GRADE SCHOOL
- 2 COMPLETED GRADE SCHOOL
- 3 SOME HIGH SCHOOL
- 4 COMPLETED HIGH SCHOOL
- 5 SOME COLLEGE OR VOCATIONAL TRAINING
- 6 COMPLETED COLLEGE OR VOCATIONAL TRAINING (Specify degree and major) _____
- 7 SOME GRADUATE WORK
- 8 A GRADUATE DEGREE (Specify degree and major) _____

(PLEASE GO TO THE NEXT PAGE)

18. What is the highest level of education that your father and mother have completed?
(Circle number of one choice in each column.)

<u>FATHER</u>	<u>MOTHER</u>	
0	0	NO FORMAL EDUCATION
1	1	SOME GRADE SCHOOL
2	2	COMPLETED GRADE SCHOOL
3	3	SOME HIGH SCHOOL
4	4	COMPLETED HIGH SCHOOL
5	5	SOME COLLEGE
6	6	COMPLETED COLLEGE
7	7	SOME GRADUATE WORK
8	8	A GRADUATE DEGREE
9	9	DON'T KNOW/DOESN'T APPLY

19. During most of the time when you were growing up, were your parents: (Circle the number by the answer which is the best description.)

- 1 SINGLE
- 2 MARRIED
- 3 WIDOWED
- 4 SEPARATED/DIVORCED
- 5 OTHER (Please specify) _____

20. Please indicate which of the following best represents those adults that were present in your home for most of the years when you were growing up.

- 1 FATHER ONLY (GO TO QUESTION 20a)
- 2 MOTHER ONLY (GO TO QUESTION 20b)
- 3 BOTH FATHER AND MOTHER (GO TO QUESTIONS 20a and 20b)
- 4 NEITHER FATHER NOR MOTHER (SKIP TO QUESTION 21)
- 5 OTHER ADULTS (PLEASE SPECIFY) _____ (GO TO QUESTION 20c)

20a. Was father employed full-time outside the home during most of the years while you were growing up?

- 1 YES (PLEASE SPECIFY TYPE OF EMPLOYMENT) _____
- 2 NO

20b. Was mother employed full-time outside the home during most of the years while you were growing up?

- 1 YES (PLEASE SPECIFY TYPE OF EMPLOYMENT) _____
- 2 NO

20c. Were these other adults employed full-time outside the home during most of the years while you were growing up?

- 1 YES (PLEASE SPECIFY TYPE OF EMPLOYMENT) _____
- 2 NO

(PLEASE PROCEED TO NEXT PAGE)

21. Please describe the occupation or professional field in which you are currently working or expect to work:

Title: _____

Kind of work you do (or expect to do): _____

Type of company, business, or institution: _____

22. What is your religious affiliation, if any? (Please specify) _____

- 22a. How frequently do you attend church or religious activities?
(Circle one number)

- 1 AT LEAST ONE A WEEK
- 2 ABOUT MONTHLY
- 3 A FEW TIMES A YEAR
- 4 ONCE A YEAR
- 5 LESS THAN ONCE A YEAR

23. Thank you very much for your help in providing this information regarding families and work. Is there anything you would like to add regarding this subject?

THIS COMPLETES THE QUESTIONNAIRE. THANK YOU AGAIN FOR YOUR HELP.

FAMILIES AND WORK QUESTIONNAIRE

Form F

1. Below are some family-related conditions under which some women choose to work. Suppose that after you marry, you have the opportunity to work at a job or career of your choice. Please indicate for each of the following situations, whether you would not work, might work, or would work by circling the appropriate number for each situation.

		WOULD NOT WORK	MIGHT WORK PART-TIME	WOULD WORK PART-TIME	MIGHT WORK FULL-TIME	WOULD WORK FULL-TIME
NO CHILDREN	a. Family <u>needs</u> your income	1	2	3	4	5
	b. Family does <u>not</u> need your income	1	2	3	4	5
ONE (OR MORE) OLDER CHILDREN (SCHOOL-AGE OR OLDER)	c. Family <u>needs</u> your income	1	2	3	4	5
	d. Family does <u>not</u> need your income	1	2	3	4	5
ONE (OR MORE) YOUNG CHILDREN (PRE-SCHOOL OR YOUNGER)	e. Family <u>needs</u> your income	1	2	3	4	5
	f. Family does <u>not</u> need your income	1	2	3	4	5

2. There may be some people in your life who are or have been particularly close to you, such that you would know their attitudes about certain topics. From what you know about those listed below, how negatively or positively do you think each one views a family in which both the husband and wife work full-time, regardless of the family's financial need or the presence of young children in the family?

	NEGATIVELY	SOMEWHAT NEGATIVELY	NEITHER POSITIVELY OR NEGATIVELY	SOMEWHAT POSITIVELY	POSITIVELY	DON'T KNOW/ DOESN'T APPLY
a. FATHER	1	2	3	4	5	9
b. MOTHER	1	2	3	4	5	9
c. FUTURE SPOUSE	1	2	3	4	5	9
d. BROTHERS OR SISTERS	1	2	3	4	5	9
e. TEACHERS.	1	2	3	4	5	9
f. PROFESSIONALS IN YOUR CHOSEN FIELD, IF OTHER THAN THOSE ALREADY LISTED	1	2	3	4	5	9
g. OTHERS (Please specify): _____	1	2	3	4	5	9

(PLEASE GO ON TO THE NEXT PAGE)

3. Listed below are some statements about work and families. Think about your own work, or the work you expect to do after you marry (if, indeed, you expect to work after marriage). Then please indicate whether you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with each statement by circling the number which comes closest to how you feel.

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
a. I view my work more as a job than as a career	1	2	3	4	5	9
b. I would cut back on my career or job involvement in order not to threaten my marriage	1	2	3	4	5	9
c. I feel my work or career will make me a better parent than I otherwise might have been	1	2	3	4	5	9
d. I am as work or career-oriented as most of my colleagues and peers	1	2	3	4	5	9
e. I would recommend that anyone who is contemplating a career complete their professional training before marriage	1	2	3	4	5	9
f. In case of conflicting demands between work and family, a person's primary responsibilities are to his or her family	1	2	3	4	5	9
g. It is possible for a husband and wife to work in separate cities to maximize career possibilities and have a successful marriage at the same time	1	2	3	4	5	9
h. If I were to receive an exceptional job offer in another city (one that I wanted to accept), I would not expect my spouse to accompany me unless he or she were assured of a suitable position for themselves	1	2	3	4	5	9

4. Thinking about the importance of your work, and that of your future spouse (or the work the two of you hope to find), which of the following would best represent how you feel? (Circle one number.)

1. HIS WORK IS MUCH MORE IMPORTANT THAN MINE
2. HIS WORK IS SOMEWHAT MORE IMPORTANT THAN MINE
3. OUR WORK IS EQUALLY IMPORTANT
4. HIS WORK IS SOMEWHAT LESS IMPORTANT THAN MINE
5. HIS WORK IS MUCH LESS IMPORTANT THAN MINE

(PLEASE CONTINUE TO THE NEXT PAGE)

5. Below are some statements about married, working women. Please indicate how much you agree or disagree with each statement by circling the number that best represents your feelings.

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
a. In general, the married, professional woman is able to adequately meet her responsibilities to both her family and her career	1	2	3	4	5	9
b. In general, the full-time homemaker fulfills her obligations to her family better than the married professional woman who is employed full-time.	1	2	3	4	5	9
c. The needs of children from homes in which the mother is employed are met as well as the needs of children from homes where the mother is a homemaker.	1	2	3	4	5	9
d. If a married, professional woman discontinues her employment to assume a full-time homemaking role, it necessarily follows that she will better fulfill her family obligations.	1	2	3	4	5	9
e. Some professions of the married, employed woman interfere more than others with her ability to fulfill her family obligations.	1	2	3	4	5	9

6. Sometimes couples participate in activities which help them prepare for marriage, and specifically for the combination of work and family roles. Such activities might include time thinking about or discussing future lifestyle with partner or others, reading books or articles on the dual-work lifestyle, attending classes or workshops, or changing attitudes about family roles, etc.

To what extent have you (either individually or with your partner) engaged in activities which might help you prepare for the combination of work and family roles? (Circle one number)

0	1	2	3
NOT AT ALL	VERY LITTLE	SOME	A LOT

7. All things considered, how satisfied are you thus far with your choice of careers or job fields? (Circle one number)

1	2	3	4	5	6	7
EXTREMELY DISSATISFIED	DISSATISFIED	MODERATELY DISSATISFIED	MODERATELY SATISFIED	MODERATELY SATISFIED	SATISFIED	EXTREMELY SATISFIED

All things considered, how satisfied are you with the progress you have made in your career thus far? (Circle one number)

1	2	3	4	5	6	7
EXTREMELY DISSATISFIED	DISSATISFIED	MODERATELY DISSATISFIED	MODERATELY SATISFIED	MODERATELY SATISFIED	SATISFIED	EXTREMELY SATISFIED

8. Sometimes decisions must be made between career opportunities and family lifestyles. Thinking about your commitment to your future spouse, lifestyle, and career, please indicate whether or not you would do each of the following. (Circle one number for each item.)

	<u>DEFINITELY</u> <u>WOULD NOT</u>	<u>PROBABLY</u> <u>WOULD NOT</u>	<u>UNCERTAIN</u>	<u>PROBABLY</u> <u>WOULD</u>	<u>DEFINITELY</u> <u>WOULD</u>
a. Consider or seek jobs only in certain geographical locations in order to be near the location of my future spouse's job.	1	2	3	4	5
b. Pass up, turn down, or otherwise miss promising personal job or career opportunities because of consideration for my future spouse and our lifestyle	1	2	3	4	5
c. Delay my educational or career progress to help further my future spouse's career	1	2	3	4	5

9. Below are some statements which people sometimes make about their work and their ability to do a job. In general, when you think about yourself in relation to your job, or the job you hope to get, please indicate if you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with each of the following statements.

(Circle one number for each statement)

	<u>STRONGLY</u> <u>DISAGREE</u>	<u>DISAGREE</u>	<u>NEITHER</u> <u>AGREE NOR</u> <u>DISAGREE</u>	<u>AGREE</u>	<u>STRONGLY</u> <u>AGREE</u>	<u>DON'T KNOW/</u> <u>NO OPINION</u>
a. I feel I am better qualified for work in my field than my colleagues.	1	2	3	4	5	9
b. Most problems are easy to solve once you understand the various consequences of your actions; a skill which I have acquired	1	2	3	4	5	9
c. Even though preparation for my career or chosen work field could be rewarding, I find that I am frustrated, and am motivated only because I think it will eventually pay off	1	2	3	4	5	9
d. I meet my own personal expectations for excellence in most of life's situations. . .	1	2	3	4	5	9
e. I do not know why it is, but sometimes when I am supposed to be in control, I feel more like the one being manipulated . .	1	2	3	4	5	9
f. Unfortunately, an individual's worth often passes unrecognized no matter how hard he or she tries	1	2	3	4	5	9
g. I do not know as much as most people who are preparing for work in my field	1	2	3	4	5	9

(PLEASE GO TO THE NEXT PAGE)

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/ NO OPINION
h. I find that most projects I undertake are usually manageable, and any problems tend to be completely resolved.	1	2	3	4	5	9
i. I would make a fine model for someone to emulate in order to learn what he or she would need to succeed in my line of work.	1	2	3	4	5	9
j. In questionable situations, if anyone can find the answer, I can.	1	2	3	4	5	9
k. When I think about my job, or the job I would like to locate, sometimes I feel like I am not getting anything done	1	2	3	4	5	9
l. I welcome opportunities to test myself and my abilities.	1	2	3	4	5	9
m. My chosen career or job field offers subjective rewards; i.e., the work is valuable to me mainly because I like to do it	1	2	3	4	5	9
n. Often I end my day the same way I begin it in the morning, feeling I have not accomplished a whole lot.	1	2	3	4	5	9
o. A difficult problem in the job or career activity I am now involved in is not knowing the results of one's actions. . . .	1	2	3	4	5	9
p. My talents, or where I concentrate my attention best, are found in areas not related to much of my current activity. . .	1	2	3	4	5	9
q. Considering the time I've spent on it, I feel thoroughly prepared for my career or job field.	1	2	3	4	5	9
r. If work was more interesting, I would be motivated to perform better	1	2	3	4	5	9
s. I honestly believe I have all the skills necessary to perform well in my chosen career or job field	1	2	3	4	5	9
t. Doing well on a job is a reward in itself .	1	2	3	4	5	9
u. I can get so wrapped up in my work that I forget what time it is and even where I am.	1	2	3	4	5	9
v. Mastering a job means a lot to me	1	2	3	4	5	9

(PLEASE GO ON TO THE NEXT PAGE)

10. The following questions concern aspects common to many premarital relationships. Thinking about the relationship you now have with your future spouse, circle the number that would represent your feelings.

a. To what extent do you have a sense of "belonging" with your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

b. To what extent do you reveal or disclose very intimate facts about yourself to your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

c. How often do you and your partner argue with one another?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

d. How much do you feel you "give" to the relationship?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

e. To what extent do you try to change things about your partner that bother you (e.g., behaviors, attitudes, etc.)?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

f. How confused are you about your feelings toward your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

g. To what extent do you love your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

h. How much time do you and your partner spend discussing and trying to work out problems between you?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

i. How much do you think about or worry about losing some of your independence by being involved with your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

(PLEASE GO TO THE NEXT PAGE)

- j. To what extent do you feel that the things that happen to your partner are also important to you?

1 2 3 4 5 6 7 8 9
NOT AT VERY
ALL MUCH

- k. How often do you and your partner talk about the quality of your relationship—e.g., how good it is, how satisfying, how to improve it, etc?

1 2 3 4 5 6 7 8 9
NEVER VERY
OFTEN

- l. How often do you feel angry and resentful toward your partner?

1 2 3 4 5 6 7 8 9
NEVER VERY
OFTEN

- m. To what extent do you feel that your relationship is somewhat unique compared to others you have been in?

1 2 3 4 5 6 7 8 9
NOT AT VERY
ALL MUCH

- n. To what extent do you try to change your own behavior to help solve certain problems between you and your partner?

1 2 3 4 5 6 7 8 9
NOT AT VERY
ALL MUCH

- o. How ambivalent or unsure are you about continuing your relationship with your partner?

1 2 3 4 5 6 7 8 9
NOT UNSURE EXTREMELY
AT ALL UNSURE

- p. How committed do you feel toward your partner?

1 2 3 4 5 6 7 8 9
NOT AT EXTREMELY
ALL

- q. How close do you feel to your partner?

1 2 3 4 5 6 7 8 9
NOT CLOSE EXTREMELY
AT ALL CLOSE

- r. To what extent do you feel that your partner demands or requires too much of your time?

1 2 3 4 5 6 7 8 9
NOT AT VERY
ALL MUCH

(PLEASE GO TO NEXT PAGE)

a. How much do you need your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

t. To what extent do you feel "trapped" or pressured to continue this relationship?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

u. How sexually intimate are you with your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

v. How much do you tell your partner what you want or need from the relationship?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

w. How attached do you feel to your partner?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

x. When you and your partner argue, how serious are the problems or arguments?

1	2	3	4	5	6	7	8	9
NOT SERIOUS								VERY
AT ALL								SERIOUS

y. To what extent do you communicate negative feelings toward your partner--e.g., anger, dissatisfaction, frustration, etc?

1	2	3	4	5	6	7	8	9
NOT AT								VERY
ALL								MUCH

1. All things considered, how satisfied are you generally with your current relationship with your partner?

1	2	3	4	5	6	7
EXTREMELY						EXTREMELY
DISSATISFIED						SATISFIED

(PLEASE CONTINUE TO THE NEXT PAGE)

12. Below is a list of family-related tasks and activities. Considering your future spouse, circle the number on each of the appropriate scales which would represent:
1) How likely it is that he will actually do each task in your family, and 2) How much you would prefer for him to do each task in your family.

<u>ACTUAL</u> (How likely it is that spouse will do each task)						<u>IDEAL</u> (How much you would prefer for spouse to do each task)				
<u>VERY</u> <u>UNLIKELY</u>				<u>VERY</u> <u>LIKELY</u>		<u>NOT AT</u> <u>ALL</u>				<u>VERY</u> <u>MUCH</u>
1	2	3	4	5	a. Share the responsibility of housekeeping, cleaning, laundry, etc.	1	2	3	4	5
1	2	3	4	5	b. Share the responsibility for meals, including planning, shopping, preparation, cooking, serving, and clean-up.	1	2	3	4	5
1	2	3	4	5	c. Support and/or encourage equal privileges for both spouses in such things as going out at night with friends or colleagues, "stopping off" on the way home from work, independent recreational or leisure activities, etc.	1	2	3	4	5
1	2	3	4	5	d. Share the responsibility for financial matters, such as payment of bills, handling accounts, investments, taxes and records, major purchases (homes, automobiles, etc.)	1	2	3	4	5
1	2	3	4	5	e. Accept responsibility for entertainment functions within the home, including planning, hosting, and serving.	1	2	3	4	5
1	2	3	4	5	f. Accept the responsibility for letter-writing and contact with relatives on birthdays, special holidays, etc.	1	2	3	4	5
1	2	3	4	5	g. Share the responsibility for child care, including bathing, changing/dressing, feeding, entertaining, and "sick duty" (i.e., the father is as likely to be called upon for these tasks as is the mother.)	1	2	3	4	5
1	2	3	4	5	h. Share the responsibility for decisions in matters of home furnishings (e.g., china patterns, color schemes, etc.) and other matters of taste and/or "quality."	1	2	3	4	5
1	2	3	4	5	i. Limit job involvement in order to assume a greater responsibility for family tasks.	1	2	3	4	5
1	2	3	4	5	j. Accept responsibility for birth control.	1	2	3	4	5
1	2	3	4	5	k. Share equally the role of initiating sexual activity.	1	2	3	4	5

(PLEASE GO ON TO NEXT PAGE)

13. Now, we would like to know something about your projected income.

- a. Based on what you know about your chosen field, and the job you now have or may be considering, estimate your actual or projected annual income (before taxes). (If you are currently employed, estimate next year's income. If you expect to be employed in the future, estimate your income for the first year on the job):

(circle the number by the best approximation)

- 1 UNDER \$13,000
- 2 \$13,000 to \$18,900
- 3 \$19,000 to \$24,900
- 4 \$25,000 to \$30,000
- 5 OVER \$30,000
- 6 DON'T KNOW

b. Compare your probable income to that of your future spouse. Will he probably:

- 1 MAKE MUCH LESS THAN I WILL
- 2 MAKE A LITTLE LESS THAN I WILL
- 3 MAKE ABOUT THE SAME AS I WILL
- 4 MAKE A LITTLE MORE THAN I WILL
- 5 MAKE MUCH MORE THAN I WILL

14. How many months (approximately) have you and your partner been engaged?

- 1 LESS THAN 3 MONTHS
- 2 3 to 6 MONTHS
- 3 MORE THAN 6 MONTHS, BUT LESS THAN 1 YEAR
- 4 1 TO 2 YEARS
- 5 LONGER THAN 2 YEARS

15. Approximately how many months is it until your wedding?

- 1 LESS THAN A MONTH
- 2 1 TO 3 MONTHS
- 3 4 TO 6 MONTHS
- 4 7 MONTHS TO 1 YEAR
- 5 LONGER THAN 1 YEAR
- 6 UNCERTAIN

16. What is your age?

_____ YEARS

17. What is the highest level of formal education you have completed? (circle one number)

- 0 NO FORMAL EDUCATION
- 1 SOME GRADE SCHOOL
- 2 COMPLETED GRADE SCHOOL
- 3 SOME HIGH SCHOOL
- 4 COMPLETED HIGH SCHOOL
- 5 SOME COLLEGE OR VOCATIONAL TRAINING
- 6 COMPLETED COLLEGE OR VOCATIONAL TRAINING (Specify degree and major) _____
- 7 SOME GRADUATE WORK
- 8 A GRADUATE DEGREE (Specify degree and major) _____

(PLEASE GO TO NEXT PAGE)

18. What is the highest level of education that your father and mother have completed? (Circle number of one choice in each column.)

<u>FATHER</u>	<u>MOTHER</u>	
0	0	NO FORMAL EDUCATION
1	1	SOME GRADE SCHOOL
2	2	COMPLETED GRADE SCHOOL
3	3	SOME HIGH SCHOOL
4	4	COMPLETED HIGH SCHOOL
5	5	SOME COLLEGE
6	6	COMPLETED COLLEGE
7	7	SOME GRADUATE WORK
8	8	A GRADUATE DEGREE
9	9	DON'T KNOW/DOESN'T APPLY

19. During most of the time when you were growing up, were your parents: (Circle the number by the answer which is the best description.)

- 1 SINGLE
- 2 MARRIED
- 3 WIDOWED
- 4 SEPARATED/DIVORCED
- 5 OTHER (Please specify) _____

20. Please indicate which of the following best represents those adults that were present in your home for most of the years when you were growing up.

- 1 FATHER ONLY (GO TO QUESTION 20a)
- 2 MOTHER ONLY (GO TO QUESTION 20b)
- 3 BOTH FATHER AND MOTHER (GO TO QUESTIONS 20a and 20b)
- 4 NEITHER FATHER NOR MOTHER (SKIP TO QUESTION 21)
- 5 OTHER ADULTS (PLEASE SPECIFY) _____ (GO TO QUESTION 20c)

- 20a. Was father employed full-time outside the home during most of the years while you were growing up?

- 1 YES (PLEASE SPECIFY TYPE OF EMPLOYMENT) _____
- 2 NO

- 20b. Was mother employed full-time outside the home during most of the years while you were growing up?

- 1 YES (PLEASE SPECIFY TYPE OF EMPLOYMENT) _____
- 2 NO

- 20c. Were these other adults employed full-time outside the home during most of the years while you were growing up?

- 1 YES (PLEASE SPECIFY TYPE OF EMPLOYMENT) _____
- 2 NO

(PLEASE PROCEED TO NEXT PAGE)

21. Please describe the occupation or professional field in which you are currently working or expect to work:

Title: _____

Kind of work you do (or expect to do): _____

Type of company, business, or institution: _____

22. What is your religious affiliation, if any? (Please specify) _____

- 22a. How frequently do you attend church or religious activities?
(Circle one number)

- 1 AT LEAST ONE A WEEK
- 2 ABOUT MONTHLY
- 3 A FEW TIMES A YEAR
- 4 ONCE A YEAR
- 5 LESS THAN ONCE A YEAR

23. Thank you very much for your help in providing this information regarding families and work. Is there anything you would like to add regarding this subject?

THIS COMPLETES THE QUESTIONNAIRE. THANK YOU AGAIN FOR YOUR HELP.

Appendix C

Commitment to a Dual-Work Lifestyle

Form F, For Females

Below are some family-related conditions under which some women choose to work. Suppose that after you marry, you have the opportunity to work at a job or career of your choice. Please indicate for each of the following situation, whether you would not work, might work, or would work by circling the appropriate number for each situation.

		WOULD NOT WORK	MIGHT WORK PART-TIME	WOULD WORK PART-TIME	MIGHT WORK FULL-TIME	WOULD WORK FULL-TIME
NO CHILDREN	a. Family needs your income.	1	2	3	4	5
	b. Family does <u>not</u> need your income	1	2	3	4	5
ONE (OR MORE) OLDER CHILDREN (SCHOOL-AGE OR OLDER)	c. Family needs your income.	1	2	3	4	5
	d. Family does <u>not</u> need your income	1	2	3	4	5
ONE (OR MORE) YOUNG CHILDREN (PRE-SCHOOL OR YOUNGER)	e. Family needs your income.	1	2	3	4	5
	f. Family does <u>not</u> need your income	1	2	3	4	5

Form M, For Males

Below are some family-related conditions under which some women choose to work. Suppose that after you marry, your wife has the opportunity to work at a job or career of her choice. For each of the following situations, please circle the type of working (or non-working) arrangement for your wife that would be the most acceptable to you by circling the appropriate number for each situation.

		WOULD NOT WORK	MIGHT WORK PART-TIME	WOULD WORK PART-TIME	MIGHT WORK FULL-TIME	WOULD WORK FULL-TIME
NO CHILDREN	a. Family needs her income . . .	1	2	3	4	5
	b. Family does <u>not</u> need her income	1	2	3	4	5
ONE (OR MORE) OLDER CHILDREN (SCHOOL-AGE OR OLDER)	c. Family needs her income . . .	1	2	3	4	5
	d. Family does <u>not</u> need her income	1	2	3	4	5
ONE (OR MORE) YOUNG CHILDREN (PRE-SCHOOL OR YOUNGER)	e. Family needs her income . . .	1	2	3	4	5
	f. Family does <u>not</u> need her income	1	2	3	4	5

Appendix D

Career Salience Subscale, Dual-Career Family Scales
Pendleton, Poloma, and Garland (1980)

Please circle the number which best represents your current feelings about your work.

- | | | Strongly
Disagree | | | | Strongly
Agree |
|-----|---|----------------------|---|---|---|-------------------|
| (+) | 1. I view my work more as a job
that I enjoy than as a career. | 1 | 2 | 3 | 4 | 5 |
| (-) | 2. I would cut back on my career
involvement in order not to
threaten my marriage | 1 | 2 | 3 | 4 | 5 |
| (+) | 3. I feel my career will make me
a better parent than I otherwise
might have been | 1 | 2 | 3 | 4 | 5 |
| (+) | 4. I am as career-oriented as most
of my colleagues and peers | 1 | 2 | 3 | 4 | 5 |
| (+) | 5. I would recommend that anyone who
is contemplating a career complete
their professional training before
marriage | 1 | 2 | 3 | 4 | 5 |
| (-) | 6. In case of conflicting demands
between work and family, a
professional person's primary
responsibilities are to his or
her family | 1 | 2 | 3 | 4 | 5 |
| (+) | 7. It is possible for a husband and
wife to work in separate cities
to maximize career possibilities
and have a successful marriage at
the same time. | 1 | 2 | 3 | 4 | 5 |
| (-) | 8. If I were to receive an exceptional
job offer in another city (one that
I wanted to accept), I would not
expect my spouse to accompany me
unless he or she were assured of a
suitable position for themselves | 1 | 2 | 3 | 4 | 5 |

Appendix E

Kaley's (1971) Questionnaire on Attitudes Toward the Dual Role
of the Married Professional Woman

Please indicate how much you agree with the following statements by circling the appropriate number:

(-)

1. In general, the married, professional woman is able to adequately meet her responsibilities to both her family and career.

1 _____ 2 _____ 3 _____ 4 _____ 5
Strongly Disagree Strongly Agree

(+)

2. In general, the full-time homemaker fulfills her obligations to her family better than the married, professional woman who is employed full-time.

1 _____ 2 _____ 3 _____ 4 _____ 5
Strongly Disagree Strongly Agree

(-)

3. The needs of children from homes where the mother is employed in a profession are met as well as the needs of children from homes where the mother is a homemaker.

1 _____ 2 _____ 3 _____ 4 _____ 5
Strongly Disagree Strongly Agree

(+)

4. If the married, professional woman discontinues her employment to assume a full-time homemaking role, it necessarily follows that she will better fulfill her family obligations.

1 _____ 2 _____ 3 _____ 4 _____ 5
Strongly Disagree Strongly Agree

(-)

5. Some professions of the married, employed woman interfere more than others with her ability to fulfill her family obligations.

1 _____ 2 _____ 3 _____ 4 _____ 5
Strongly Disagree Strongly Agree

Appendix F

Career Satisfaction

All things considered, how satisfied are you thus far with your choice of careers or job fields?

1 2 3 4 5 6 7
Extremely Dissatisfied Extremely Satisfied

All things considered, how satisfied are you with the progress you have made in your career thus far?

1 2 3 4 5 6 7
Extremely Dissatisfied Extremely Satisfied

Appendix G

Wagner and Morse (1975) Measure of Individual Sense of Competence

Modified for use with Pre-Dual-Work Couples

Instructions for females:

Below are some statements which people sometimes make about their work and their ability to do a job. In general, when you think about yourself in relation to your job, or the job you hope to get, please indicate if you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with each of the following statements.

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/NO OPINION
(+)						
1. I feel I am better qualified for work in my field than my colleagues	1	2	3	4	5	9
(+)						
2. Most problems are easy to solve once you understand the various consequences of your actions; a skill which I have acquired	1	2	3	4	5	9
(-)						
3. Even though preparation for my career or chosen work field could be rewarding, I find that I am frustrated, and am motivated only because I think it will eventually pay off	1	2	3	4	5	9
(-)						
4. I meet my own personal expectations for excellence in most of life's situations	1	2	3	4	5	9
(-)						
5. I do not know why it is but sometimes when I am supposed to be in control, I feel more like the one being manipulated	1	2	3	4	5	9
(-)						
6. Unfortunately, an individual's worth often passes unrecognized no matter how hard he or she tries	1	2	3	4	5	9

(-)

7. I do not know as much as most people who are preparing for work in my field 1 2 3 4 5 9

(+))

8. I would make a fine model for someone to emulate in order to learn what he or she would need to succeed in my line of work 1 2 3 4 5 9

(+))

9. I find that most projects I undertake are usually manageable, and any problems tend to be completely resolved 1 2 3 4 5 9

(+))

10. In questionable situations, if anyone can find the answer, I can 1 2 3 4 5 9

(-)

11. When I think about my job, or the job I am trying to locate, sometimes I feel like I'm not getting anything done 1 2 3 4 5 9

(+))

12. I welcome opportunities to test myself and my abilities 1 2 3 4 5 9

(+))

13. My chosen career or job field offers subjective rewards; i.e., the work is valuable to me mainly because I like to do it 1 2 3 4 5 9

(-)

14. Often I end my day the same way I began it in the morning, feeling I have not accomplished a whole lot 1 2 3 4 5 9

- (-)
15. A difficult problem in the job or career activity I am now involved in is not knowing the results of one's actions 1 2 3 4 5 9
- (-)
16. My talents, or where I concentrate my attention best, are found in areas not related to much of my current activity 1 2 3 4 5 9
- (+)
17. Considering the time I've spent on it, I feel thoroughly prepared for my career or job field . 1 2 3 4 5 9
- (-)
18. If work was more interesting, I would be motivated to perform better 1 2 3 4 5 9
- (+)
19. I honestly believe I have all the skills necessary to perform well in my chosen career or job field . . . 1 2 3 4 5 9
- (+)
20. Doing well on a job is a reward in itself . . . 1 2 3 4 5 9
- (-)
21. I can get so wrapped up in my work that I forget what time it is and even where I am 1 2 3 4 5 9
- (+)
22. Mastering a job means a lot to me 1 2 3 4 5 9

Instructions for males:

Below are some statements which people sometimes make about their work and their ability to do a job. In general, when you think about your future wife in relation to her job, or the job she hopes to get, please indicate if you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with each of the following statements.

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/NO OPINION
(+)						
1. I feel my future wife is better qualified for work in her field than her colleagues	1	2	3	4	5	9
(+)						
2. Most problems are easy for my future wife to solve, once she understands the various consequences of her actions; a skill which she has acquired	1	2	3	4	5	9
(-)						
3. Even though preparation for her career or chosen work field could be rewarding, I find that my future wife is frustrated, and motivated only because she thinks it will eventually pay off.	1	2	3	4	5	9
(-)						
4. My future wife meets my own personal expectations for excellence in most of life's situations	1	2	3	4	5	9
(-)						
5. My future wife doesn't know why it is, but sometimes when she is supposed to be in control, she feels more like the one being manipulated	1	2	3	4	5	9

- (-)
6. Unfortunately, my future wife's worth often passes unrecognized no matter how hard she tries 1 2 3 4 5 9
- (~)
7. My future wife does not know as much as most people who are preparing for work in her field . 1 2 3 4 5 9
- (+)
8. My future wife would make a fine model for someone to emulate in order to learn what he or she would need to succeed in her line of work . . 1 2 3 4 5 9
- (+)
9. I find that most of the projects my future wife undertakes are usually manageable, and any problems tend to be completely resolved 1 2 3 4 5 9
- (+)
10. In questionable situations, if anyone can find the answer, my future wife can . . . 1 2 3 4 5 9
- (-)
11. When I think about her job, or the job she is trying to locate, sometimes I feel like my future wife is not getting anything done 1 2 3 4 5 9
- (+)
12. My future wife welcomes opportunities to test herself and her abilities 1 2 3 4 5 9
- (+)
13. My future wife's chosen career or job field offers subjective rewards; i.e., the work is valuable to her mainly because she likes to do it 1 2 3 4 5 9

- (-)
14. Often my future wife ends her day the same way she began it in the morning, feeling like she has not accomplished a whole lot 1 2 3 4 5 9
- (-)
15. A difficult problem in the job or career activity in which my future wife is currently involved is not knowing the results of one's actions 1 2 3 4 5 9
- (-)
16. My future wife's talents, or where she concentrates her attention best, are found in areas not related to much of her current activity 1 2 3 4 5 9
- (+)
17. Considering the time she has spent on it, I feel that my future spouse is thoroughly prepared for her career or job field . . . 1 2 3 4 5 9
- (-)
18. If work was more interesting, my future wife would be motivated to perform better . . . 1 2 3 4 5 9
- (+)
19. I honestly believe that my future wife has all the skills necessary to perform well in her chosen career or job field . . . 1 2 3 4 5 9
- (+)
20. My future wife feels that doing well on a job is a reward in itself . . . 1 2 3 4 5 9

(-)

21. My future wife can get
so wrapped up in her work
that she forgets what
time it is and even
where she is 1 2 3 4 5 9

(+)

22. Mastering a job means a
lot to my future wife . 1 2 3 4 5 9

Appendix H

Braiker and Kelley (1979) Relationship Dimensions

The following questions concern aspects common to many premarital relationships. Think about the relationship you now have with your future spouse, and respond by circling the number that comes closest to how you presently feel.

1. To what extent do you have a sense of "belonging" with your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

2. To what extent do you reveal or disclose very intimate facts about yourself to your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

3. How often do you and your partner argue with one another?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

4. How much do you feel you "give" to the relationship?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

5. To what extent would you try to change things about your partner that bother you (e.g., behaviors, attitudes, etc.)?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

6. How confused are you about your feelings toward your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

7. To what extent do you love your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

8. How much time do you and your partner spend discussing and trying to work out problems between you?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

9. How much do you think about or worry about losing some of your independence by being involved with your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Not at Very
 all much

10. To what extent do you feel that the things that happen to your partner are also important to you?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Not at Very
 all much

11. How much do you and your partner talk about the quality of your relationship—e.g., how good it is, how satisfying, how to improve it, etc.?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Never Very
 Often

12. How often do you feel angry and resentful toward your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Never Very
 Often

13. To what extent do you feel that your relationship is somewhat unique compared to others you have been in?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Not at Very
 all much

14. To what extent do you try to change your own behavior to help solve certain problems between you and your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Not at Very
 all much

15. How ambivalent or unsure are you about continuing your relationship with your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Not unsure Extremely
 at all unsure

16. How committed do you feel toward your partner?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9
 Not at Extremely
 all

17. How close do you feel to your partner?

1 2 3 4 5 6 7 8 9
Not close at all Extremely close

18. To what extent do you feel that your partner demands or requires too much of your time or attention?

1 2 3 4 5 6 7 8 9
Not at Very
all much

19. How much do you need your partner?

1 2 3 4 5 6 7 8 9
Not at Very
all much

20. To what extent do you feel "trapped" or pressured to continue in this relationship?

1 2 3 4 5 6 7 8 9
Not at Very
all much

21. How sexually intimate are you with you partner?

1 2 3 4 5 6 7 8 9
Not at Very
all much

22. How much do you tell your partner what you want or need from the relationship?

1 2 3 4 5 6 7 8 9
Very little Very much

23. How attached do you feel to your partner?

1 2 3 4 5 6 7 8 9
Not at Very
all much

24. When you and your partner argue, how serious are the problems or arguments?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not serious Very
at all Serious

25. To what extent do you communicate negative feelings toward your partner—
e.g., anger, dissatisfaction, frustration, etc.?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____ 7 _____ 8 _____ 9 _____
Not at Very
all much

Appendix I

Relationship Satisfaction

All things considered, how satisfied are you generally with your current relationship with your future spouse?

1	2	3	4	5	6	7
Extremely						Extremely
Dissatisfied						Satisfied

Appendix J

Planning for a Dual-Work Lifestyle

Sometimes couples participate in activities which help them prepare for marriage, and specifically for the combination of work and family roles. Such activities might include time thinking about or discussing future lifestyle with partner or others, reading books or articles on the dual-work lifestyle, attending classes or workshops or changing attitudes about family roles, etc.

To what extent have you (either individually or with your partner) engaged in activities which might help you prepare for the combination of work and family roles? (Circle one number)

0	1	2	3
<hr/>	<hr/>	<hr/>	<hr/>
NOT AT ALL	VERY LITTLE	SOME	A LOT

Appendix K

Perceived Relative Income

Considering what is realistic for your chosen field, and the possible employment you are in or may now be considering, estimate your actual or projected annual (approximate) income for the first year or so on the job:

- 1 Under \$13,000
- 2 \$13,000 to \$18,900
- 3 \$19,000 to \$24,900
- 4 \$25,000 to \$30,000
- 5 OVER \$30,000
- 6 DON'T KNOW

For males:

Now, compare your probable income to that of your future spouse:
(circle one number)

- 1 I WILL PROBABLY MAKE MUCH LESS
- 2 I WILL PROBABLY MAKE A LITTLE LESS
- 3 WE WILL PROBABLY MAKE ABOUT THE SAME
- 4 I WILL PROBABLY MAKE A LITTLE MORE
- 5 I WILL PROBABLY MAKE MUCH MORE

For females:

Compare your probable income to that of your future spouse. He will probably:

- 1 MAKE MUCH LESS THAN I WILL
- 2 MAKE A LITTLE LESS THAN I WILL
- 3 MAKE ABOUT THE SAME AS I WILL
- 4 MAKE A LITTLE MORE THAN I WILL
- 5 MAKE MUCH MORE THAN I WILL

Appendix L

Influence of Role Models

There may be some people in your life who are or have been particularly close to you, such that you would know their attitudes about certain topics. From what you know about those listed below, how negatively or positively do you think each one views a family in which both the husband and wife work full-time, regardless of the family's financial need or the presence of young children in the family?

	STRONGLY NEG.	NEG.	NEITHER POS. NOR NEG.	POS.	STRONGLY POS.	DON'T KNOW/DOESN'T APPLY
a. FATHER	1	2	3	4	5	9
b. MOTHER	1	2	3	4	5	9
c. FUTURE SPOUSE	1	2	3	4	5	9
d. BROTHERS OR SISTERS	1	2	3	4	5	9
e. TEACHERS	1	2	3	4	5	9
f. PROFESSIONALS IN YOUR CHOSEN FIELD, IF OTHER THAN THOSE ALREADY LISTED	1	2	3	4	5	9
g. OTHERS (please specify):						
_____	1	2	3	4	5	9

Appendix M

Career Limitations

To what extent would you consider doing any of the following because of your commitment to your future spouse and family lifestyle?

(Circle one number)

	Not at all				Very much
1. Consider or seek jobs only in certain geographical locations in order to be near the location of my future spouse's job	0	1	2	3	4
2. Pass up, turn down, or otherwise miss promising personal job or career opportunities because of consideration for my future spouse and our lifestyle	0	1	2	3	4
3. Delay my educational or career progress to help further my spouse's career	0	1	2	3	4

Appendix N

Personal Data

1. How many months (approximately) have you and your partner been engaged?
(Circle the number by the correct answer.)

- 1 Less than 3 months
- 2 3 to 6 months
- 3 6 months to 1 year
- 4 1 to 2 years
- 5 Longer than 2 years

2. Approximately how many months is it until your wedding?

- 1 Less than a month
- 2 1 to 3 months
- 3 4 to 6 months
- 4 7 months to 1 year
- 5 Longer than 1 year
- 6 Uncertain

3. What is your age? _____ years

4. What is the highest level of formal education you have completed?
(Circle number)

- 1 No formal education
- 2 Some grade school
- 3 Completed grade school
- 4 Some high school
- 5 Completed high school
- 6 Some college or vocational training
- 7 Completed college or vocational training
(specify degree and major) _____
- 8 Some graduate work
- 9 A graduate degree
(specify degree and major) _____

5. What is the highest level of education that your father and mother have completed?

(Circle number of one choice in each column)

Father Mother

- | | | |
|---|---|-----------------------------|
| 1 | 1 | No formal education |
| 2 | 2 | Some grade school |
| 3 | 3 | Completed some grade school |
| 4 | 4 | Some high school |
| 5 | 5 | Completed high school |
| 6 | 6 | Some college |
| 7 | 7 | Completed college |
| 8 | 8 | Some graduate work |
| 9 | 9 | A graduate degree |
| 0 | 0 | Don't know/doesn't apply |

6. During most of the time when you were growing up, were your parents:
(Circle the number by the answer which is the best description)

- | | |
|---|------------------------------|
| 1 | Single |
| 2 | Married |
| 3 | Widowed |
| 4 | Separated/Divorced |
| 5 | Other (please specify) _____ |

7. Please indicate which adults were present in your home for most of the years when you were growing up. (Circle the number by the answer which is the best description)

- 1 Father only (go to question 7a)
- 2 Mother only (go to question 7b)
- 3 Both father and mother (go to questions 7a and 7b)
- 4 Neither father nor mother (skip to question 7c)
- 5 Others (please specify) _____ (skip to question 7c)

- a. Was father employed full-time outside the home while you were growing up?

- 1 yes (please specify type of employment)

- 2 no

- b. Was mother employed full-time outside the home while you were growing up?

- 1 yes (please specify type of employment)

- 2 no

- c. Were these other adults employed full-time outside the home during most of the years while you were growing up?

- 1 yes (please specify type of employment)

- 2 no

8. Please describe the occupation or professional field in which you are currently working or expect to work:

Title: _____

Kind of work you do (or expect to do): _____

Type of company, business, or institution: _____

9. What is your religious affiliation, if any? (Please specify): _____

9a. How frequently do you attend church or religious activities?
(Circle one number)

- 1 At least once a week
- 2 About monthly
- 3 A few times a year
- 4 Once a year
- 5 Less than once a year