

FAMILY AND EMPLOYMENT STRESSORS
FOR WOMEN IN VARIOUS LIFE
SITUATIONS

By

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CHAPTER I.

INTRODUCTION

Within the last 10 years the number of women in the labor market has increased from 43 percent in 1970 to 51.4 percent in 1980 (U.S. Department of Labor, 1980). This increase has been due to: the increased production and availability of labor saving equipment and products for the home; the growing concerns with population growth and the trends toward smaller families; the development of more effective methods of controlling procreation; the increased sharing of childrearing responsibilities by parents and the state; and the rise of egalitarian ideologies which have raised issues concerning women's rights, roles and status in society (Burke and Weir, 1976). Along with the increase in employment women have experienced an increase in stress. As more women enter the labor market it is essential that there be a clearer understanding of the effects of employment on family life and the effects of family life on employment through the life cycle stages in order to reduce this stress.

According to Bohem and Viveros-Long (1981) three fundamental changes in work and family relationships have taken place:

1. separation of workplace and homelife;
2. drop in birthrate since the eighteenth century; and
3. increase in labor force participation by women with children (p. 21).

Overall labor force participation is higher in the United States than it has ever been and the trend is expected to continue. "As

larger numbers of people experience the complex interactions between employment and family life, the need for a clearer understanding of the relationships between work and family life becomes more critical" (Engelbrecht, 1983, pp. 1-2).

Statement of the Problem

Women have a higher visibility in today's labor market and women's employment is expected to increase in the future. By 1990, it is estimated that, at least 55 percent of the female population, aged sixteen and over, will be working (Fox and Hesse-Biber, 1984).

As a result of the increase of women in the labor market, women are facing considerable problems of strain and exhaustion in both their work and family roles. As Rapoport and Rapoport (1971) concluded, there is a psychosocial lag between the changes occurring for women in the world of work and changes in the world of the family. In their opinion, this psychosocial lag generates transitional problems of adjustment, but these will be resolved as the family catches up to changes in the workplace.

Until the family changes to deal with increased women's employment, research is needed to describe the increased stress on women and the influence of family life cycle stages on the stressors which are occurring. Research has not adequately addressed the compounding of roles that women are experiencing due to their increased employment and the stress which these new roles may be causing both at home and at work.

There is also a need for research to examine the life cycle stages of the family. According to Voydanoff (1984), if the increase in

women's employment continues a greater equality in the sharing of work and family roles by women and men will ultimately require the development of new family roles. These new family roles will be influenced by the stress load which is felt at each family life cycle stage.

Work and employment are not isolated from other aspects of people's lives. Therefore, in order to better adapt to the increase in women's employment, it is necessary to come to understand the linkages between work and family. Research studies are needed that identify increased levels of stress, multiplicity of roles and the influence of Family Life Cycle Stages. Further analysis of these areas may help employees, employers, and counselors to better cope with changing work and family patterns.

Purpose of the Study

The purpose of this research is to use the PROFILES Inventory (Personal Reflections On Family Life and Employment Stressors) to compare single women without children, single women with children, married women without children and married women with children to determine the extent of family life and employment conflict and the implied stress resulting from this accumulation of conflict. The second goal of this research is to review the Family Life Cycle Stages of the respondents to determine whether people experience more or less work/family conflict at some stages rather than during other family life cycle stages.

Identifying which types of women employees experience the highest levels of work/family stress may assist employers and employees in identifying specific conflict areas and in determining suitable programs

to reduce this stress. Identifying whether specific types of conflicts occur at each stage of the family life cycle will enable employers to better equip themselves to deal with the life stressors of their employees and to increase overall levels of productivity and job satisfaction. It is hoped that this study will provide data relevant to each of the above issues and suggest concrete goals to employee assistance.

Objectives

Although there has been considerable growth of interest in work and family interactions, research which examines the interrelationship between work and family is limited. More emphasis is needed on the roles of women and the influence of family life cycle stages on work/family stress.

Several objectives for this research project include:

1. To determine which groups of women experience the greatest number of negative impacts on family life due to employment.
2. To determine which group of women experience the greatest number of negative impacts on employment due to family life.
3. To determine which group of women experience the greatest work conflicts.
4. To determine which group of women experience the greatest family conflicts.
5. To describe what family life cycle stage is associated with the greatest work and family stress.
6. To determine if there is a difference in the stress felt by persons at various family life cycle stages.

The investigation of the above objectives will help employees, employers, and counselors to recognize stressful situations and find assistance programs or stress reducing actions to deal with these situations.

Conceptual Overview

Work and family represent two major interdependent systems within the theoretical model referred to as Family Ecosystems (Palucci, Hall, and Axinn, 1972). The ecosystems model proposes that several important levels exist within the context of work and family life and that these are important to consider in new research efforts. Examining working women with and without children presupposes the following dimensions of analysis: (1) women are individual personalities with various psychological and physical strengths and weaknesses; (2) women are elements in the complex structures involving employment, relationships with boss and co-workers, completing tasks and handling assigned duties; (3) women are contributors to numerous functions within the family including interpersonal factors such as marital and parent-child relations in addition to instrumental roles such as cooking, cleaning, and scheduling family needs; and, (4) women are buffers between family needs and various community based systems which have a daily impact on family life. These include school, medical, recreational and other responsibilities.

The ecosystems model attempts to define a broad context around specific events to allow a more complete picture to emerge during analysis. The PROFILES Inventory taps numerous dimensions from the ecosystems model and provides a context for assessing the multiple roles and stressors experienced by women in a variety of family/employment

situations. A similar context exists for analysis of individuals, both male and female, in various family life cycle stages who are employed. The rationale for this approach is also presented in Fournier and Engelbrecht (1982).

General Statement of the Hypotheses

The following hypotheses were developed to reach the goals of this research:

1. Women with children will experience a greater number of negative impacts on family life due to employment than women without children.
2. Women with children will experience a greater number of negative impacts on employment due to family life than women without children.
3. Women with children will experience more work conflicts than women without children.
4. Women with children will experience more family conflicts than women without children.
5. People who are in the latter stages of the family life cycle will experience more stress than people at earlier stages of the life cycle.

Definition of Terms

The following definitions are furnished to provide, as nearly as possible, clear and concise meanings of terms as used in this study:

Distress - An unpleasant or dysfunctional state which arises from an actual or perceived demand-capability imbalance in the family's

functioning and which is characterized by a non-specific demand for adaptive behavior (McCubbin and Patterson, 1981).

Family Conflicts - Conflicts that originate within the family (Fournier and Engelbrecht, 1982).

Family Impacts - The specific ways in which the family can be affected by outside influences (Fournier and Engelbrecht, 1982).

Family Life Cycle Stages - A descriptive device used to compare structures and functions of interaction in different stages of development. Although several categories have been suggested, the following were used in this study:

Stage I. Singles in Labor Force - persons who are single, under 30 and work more than 20 hours a week.

Stage II. Couples without Children - couples married zero to five years without children.

Stage III. Childbearing Families - families whose oldest child is two years 11 months or less.

Stage IV. Families with Preschool Children - families whose oldest child is three years to five years 11 months.

Stage V. Families with School Age Children - families whose oldest child is six years to 12 years 11 months.

Stage VI. Families with Teenagers - Families whose oldest child is 13 years to 20 years 11 months.

Stage VII. Launching Families to Retirement - Families whose first child has left extends to last child leaving home and families with empty nest (Hansen and Hill, 1967).

Personal Reflections on Family Life and Employment Stressors (PROFILES) Inventory - An instrument designed to assist individuals in

identifying the extent to which family life and employment affect each other directly and indirectly. It includes common situations that take place in the home and on the job. See Appendix A for an example. (Fournier and Englebrecht, 1982).

Stress - A state which arises from an actual or perceived demand-capability imbalance in the family's functioning and which is characterized by a non-specific demand for adaptive behavior (McCubbin and Patterson, 1981).

Stressor - A life event or occurrence in or impacting upon the family unit which produces change in the family system.

Women with Children - Women who have children still residing in their home or who have children who are living outside of the home and with whom they keep in contact.

Women without Children - Women who do not have children within their home nor any contact with children.

Work Impacts - Specific ways that employment functions can be affected by individual and family problems (Fournier and Englebrecht, 1982).

Work Related Conflicts - Conflicts that stem from work (Fournier and Englebrecht, 1982).

Organization of the Study

This research study is presented in five chapters. Chapter I introduced the study and presented the problem, the purpose and the objectives. It also describes the variables, states the hypotheses and gives a definition of terms. Chapter II includes a review of literature including a review of women's roles in the family and at

work and an introduction to the life cycle stages and the influence of the life cycle on stress. Chapter III explains the methodology used for the research by describing the population and sample; by reviewing the survey instrument and its administration, and by explaining how the data were analyzed. Chapter IV describes the findings of the study. Chapter V contains a summary, conclusions, and recommendations for further research and practice.

CHAPTER II

LITERATURE REVIEW

Related Topic Areas

Women's Employment

The large-scale movement of women into the paid labor force has raised public consciousness about conflicts between family life and employment. This movement has caused concern in areas of women's employment, women's career issues and maternal and family issues.

The trends in women's employment have been well documented by the literature. Smith (1979, p. 2) termed the movement of women into the paid labor force as a "subtle revolution in that it has been gradual and not traceable to any abrupt change."

American women have always worked; it has only been the nature of their contribution that has changed (Waters, 1982). According to Blau (1978, p. 2), women have traditionally engaged in three types of economically productive work: "producing goods and services for their families own consumption, producing goods and services at home for sale or exchange on the market, and working for pay outside the home."

During the pioneering period women were responsible for producing goods and services for the families consumption while assuming primary responsibility for child rearing. The demands of family and employment did not raise conflicts for pioneer women since both occupations took

place on the same site (Degler, 1980).

Following this period, was the onset of the industrial revolution which transformed the economic position of women in the character and conditons of their work (Hayghe, 1979). For many young women in the initial factory labor force, industrialization meant a relatively smooth passage from market-oriented household spinning and weaving to small-scale factory production (Brownlee, 1979). By the early years of the 20th century, there was a sufficient number of women combining employment and family responsibilities that it was neither novel nor rare.

World War I facilitated the next change in women's employment. The pressure of war production and the shortage of male industrial workers necessitated the introduction of women into the male dominated occupations. According to Havener (1972):

Thousands, ultimately millions of women emerged from forgotten woman status and began to assume a new range of responsibilities. In large measure they kept the wheels of industry turning, the offices staffed, the population at home fed and clothed (p. 40).

After World War I, many women left the labor force voluntarily or were forced out by layoffs (Hesse, 1979). However, this period offered many women their first taste of employment outside of the home.

Due to the economy during the Great Depression there was a further decline in the number of women employed outside the home. However, World War II reversed this decline. Chage (1976, p. 15) stated, "In the overall history of women and work in America, World War II stands as the most decisive breaking point." Women from all social backgrounds went to work outside the home in order to contribute to the

war effort. The War's demand for labor resulted in an improvement in the status and incomes of literally millions of women (Degler, 1980).

After the War there was a strong movement for women to return to the home and traditional values. During this time many women were forced out of the industries but few returned to their traditional roles of primarily wife and mother.

Again during the 1960's and 1970's, women's labor force participation increased. This increase was due to rapid growth and prosperity of the United States economy, higher educational levels of women, the Women's Liberation Movement and the passage of legislation prohibiting discrimination (Moore and Sawhill, 1978; U.S. Department of Labor, 1980a). This increase has continued into the 1980's as indicated by the 44 million women reported to be in the labor force as of March 1980 (see Table I).

Career Issues

One of the main career issues of women today is the decision to become employed outside the home. Burke and Weir (1976) compared housewives and working wives and found that:

Housewives reported more life pressures and worries in total. The three items on which they showed the greatest difference from working wives were: (1) feeling in a rut; (2) sickness in their families; (3) increasing difficulties in communication with and showing affection for their husbands. The one large difference which caused greatest concern and worry for the working wives was not having enough time to spend with my family or for relaxation (p. 280).

However, Wojciechowski (1982) found that a central problem for working women is that of a confusing self-image. She believes that before working women can be satisfied in their new roles societal pressure must be removed from the traditional roles.

TABLE I
 LABOR FORCE PARTICIPATION RATES OF WOMEN AND MEN
 ANNUAL AVERAGES, SELECTED YEARS, 1950-1980

Year	Participation Rate (Percent of Population in Labor Force)	
	Women	Men
1950	33.9	86.4
1960	37.7	83.3
1970	43.3	79.7
1971	43.3	79.1
1972	43.9	79.0
1973	44.7	78.8
1974	45.6	78.7
1975	46.3	77.9
1976	47.3	77.5
1977	48.4	77.7
1978	50.0	77.9
1979	51.0	77.9
1980 1st Quarter (seasonally adjusted)	51.4	77.6

Source: Perspectives on Working Women: Databook.
 Washington, D.C.: U.S. Department of Labor,
 Bureau of Labor Statistics, June, 1980, p. 3.

Fox and Hesse-Biber (1984) pointed out further career issues for women. "The majority of working women are neither at the top nor at the bottom, but some where in the middle, in the ordinary white, and blue-collar jobs" (p. 97).

The typical white- and blue-collar jobs held by women are: sales, clerical, craft and kindred, operators, and transport equipment operators. A characteristic shared by all of these occupations is that they tend to be dead-end positions that are unstable and among the lowest paid. Sex segregation according to occupation has continued to be an issue causing "women's" jobs to remain as low-level, low-prestige, low-paying, low-benefit dead-end jobs. Even when women and men do hold the same or similar occupations, women receive less pay and recognition than men.

Some women do make it to the professional level. However, these women still seem to remain in lower-ranking and lower-paying positions with less prestige and power. Fox and Hesse-Biber (1984) tied this to:

(1) hinderances by cultural conflicts between a sex role requiring nurturance, empathy, and support and an occupational role demanding aggressiveness, competitiveness, and risk; (2) unusual demands on time and energy, which, when combined with family demands on women, create two imposing, and sometimes competitive roles; and (3) as a consequence of men's numbers and dominance, the professional and managerial occupations are male cultures (p. 151).

Further research could help to improve women's status in outside employment and to determine the stressors on women. Employers and organizations could then adapt their programs to accommodate the increased stress which women experience so the company can reap the benefits of women in the labor market.

Maternal and Family Issues

Employment rates of mothers tended to increase with total employment of women. According to Waldman, Grossman, and Johnson (1979),

More mothers entered and re-entered the labor force during the 1970's than ever before in the United States history; the emerging trends were increases in the number of two-earner families with children and families maintained by women (p. 39).

By 1980, 54 percent of all mothers aged 25 to 34 were employed in the labor force (U.S. Department of Labor, 1980b).

"The increased employment of women means that they have less time to devote to home and family and that they have more economic resources with which to choose a wider variety of life styles--some of them less family-oriented--than in the past" (Moore and Sawhill, 1978, p. 153). However, there has been a decrease in time required in homemaking, a decrease in number of children in families, and an upswing in women's educational levels which has lessened detrimental effects of women's employment by increasing the mother's satisfaction with her roles (Gold and Andres, 1978; Hoffman, 1974).

Due to the increase in women's employment society has seen changes in maternal and family issues in the areas of: young women marrying at a later age, an increase in the divorce rate, an decline in birth rates, and an increase in births occurring outside of marriage (see Table II). While these changes cannot be definitely linked to changes in women's employment there is some evidence that these trends are related, and the shifts of family structure that have occurred to date may well be only minor forerunners of much more fundamental shifts to come (Moore and Sawhill, 1978).

TABLE II
 WOMEN'S DIVORCE RATES, MARRIAGE RATES,
 AND CHILDBIRTH RATES

Year	Number 1,000			Rate per 1,000 population		
	Births	Marriages	Divorces	Births	Marriages	Divorces
1940	2,559	1,596	264	19.4	12.1	2.0
1945	2,858	1,613	485	20.4	12.2	3.5
1950	3,632	1,667	383	24.1	11.1	2.6
1955	4,097	1,531	377	25.0	9.3	2.3
1960	4,258	1,523	393	23.7	8.5	2.2
1965	3,760	1,800	479	19.4	9.3	2.5
1970	3,731	2,159	708	18.4	10.6	3.5
1975	3,144	2,153	1,036	14.8	10.1	4.9
1980	3,646	2,438	1,219	15.9	10.6	5.3
1981	3,646	2,438	1,219	15.9	10.6	5.3

Source: U.S. Department of Commerce, Bureau of the Census.
Statistical Abstract of the United States, 1982-1983.
 Washington, D.C.: U.S. Government Printing Office, 1982.

TABLE III
 RATE OF FIRST MARRIAGE AND MEDIAN
 AGE AT FIRST MARRIAGE

	1950	1955	1960	1965	1970	1975	1980
First Marriage of Bride							
Rate per 1,000 single women							
14 years and over	62.1	NA	87.5	84.4	82.9	68.1	62.1
18 years to 19 years	NA	NA	208.4	166.9	151.4	115.0	91.7
20 years to 24 years	NA	NA	263.9	237.3	220.1	143.8	121.9
25 years to 44 years	NA	NA	NA	96.4	82.5	81.7	76.8
45 to 64 years	NA	NA	NA	9.0	8.8	9.2	7.8
Median Age of First Marriage							
Male (years)	22.8	22.6	22.8	22.5	22.5	22.7	23.4
Female (years)	20.3	20.2	20.3	20.4	20.6	20.8	21.6

Source: U.S. Department of Commerce, Bureau of the Census.
Statistical Abstract of the United States, 1982-1983.
 Washington, D.C.: U.S. Government Printing Office, 1982.

Multiple Roles of Women

As more women have entered the work force the changes in women's roles have become more pronounced. It seems that women today are in essence accomplishing four roles: that of mother, wife, employee, and individual. The balancing of these roles has become a major issue in the areas of role strain, division of household labor, and child care and supervision.

Role Strain

In March, 1979 the United States Bureau of Census reported that of the 58 million families in the United States 23 million of those families (40 percent) were dual-employment families. The dual-career family is defined by Rapoport and Rapoport (1969, p. 1) as one in which "both husband and wife pursue individual careers that have a developmental sequence and seek to maintain a family life." When a family chooses to lead a dual-career life style both partners generally experience an increase in role strain.

Rapoport and Rapoport (1971) supported the concept that one of the features of dual-career families is considerable role strain. They identified five sources of strain which are intensified in dual-career families. These areas included: "dilemmas of work overload; dilemmas of identity; role-cycling dilemmas; dilemmas of social network norms; and discrepancies between personal and social norms" (p. 21). Work overload refers to the total of all required activities which need to be accomplished by the family. Dual-career employment often undermines the traditional roles that men and women are expected to carry out and

this many cause dilemmas of identity. The third dilemma, that of role cycling, refers to attempts by the family to coordinate the demands of each career with the demands of the family. The next dilemma is that of the limited time to be with friends and relatives due to extra role loads. The last dilemma is the discrepancy between personal and societal norms. The dual career life style often causes men and women to perform non-traditional duties which may cause the family to experience negative social sanctions.

Bebbington (1973) found that when comparing traditional families and dual career families the dual career family experiences unacceptably high stress levels. Supporting Rapoport and Rapoport's conclusions he found three areas in which stress was extremely high:

1. Dilemmas of work overload, which arise from the problem of the couple having to perform adequately in three roles simultaneously.
2. Dilemmas of identity. These are dilemmas operative at an ontological level stemming from the socio-cultural definition of work as inherently 'masculine' while homemaking and family rearing is 'feminine'.
3. Role-cycling dilemmas derive from organizational problems at critical stages (Bebbington, 1973, p. 531).

Bebbington (1973) also stated that along with these high strain areas for couples, women experienced two additional forms of strain which arise from a conflict of women working on society as a whole. These include discrepancies between personal and social norms and social network dilemmas. Along with Bebbington (1973) there are several other researchers (Wojciechowski, 1982; Burk and Weir, 1976; Heckman, Bryson and Bryson, 1977) that have identified similar areas of role strain in dual career families.

Division of Household Labor

Wojciechowski (1982) found that although women now have permission to work outside the home and fulfill various ambitions women do not feel that they have permission to redefine their traditional roles and to rank and delegate their many household responsibilities. He believed that although young men and women who are getting married today are more likely to agree in theory that household and child care responsibilities should be shared as a matter of course, both partners often enter marriage with preconceived ideas of traditional husband-wife, mother-father role portrayals. To combat these stressors Wojciechowski (1982) suggested that "women must rid themselves of the idea that only they alone know how to care for a child, or clean a house, or do grocery shopping" (p. 109).

Walker (1973) found that upon outside employment a woman's workweek increased to a total of 65-75 hours of job and household work. He also found that husbands contributed about the same to family tasks whether their wives were employed outside the home or not and that between one-quarter and two thirds of all husbands did no housework at all.

Kreps and Leaper (1976) suggested that women who are employed outside of the home must make a three way decision with their families on how to best spend their time. The family must decide "how much time to give to housework without dollar compensation, how much time to give to market work for pay and how much time to give to leisure" (p. 62).

Meisner, Humphreys, Meis and Scheu (1975) suggested that women have four options for dealing with the division of household labor these include: (1) relying on non-paid help from spouse; (2) reducing housekeeping standards; (3) become more efficient at housework; or (4) work part-time.

Child Care and Supervision

According to Moore and Hofferth (1979):

Most young mothers expect to have children and most also expect to work. Only three percent of the 17 year old girls surveyed in the National Assessment of Educational Progress in 1973-74 selected housewife as their first career choice and only about 10 percent of young women expect to be childless (pp. 130-131).

A study by Waldman, Grossman, Hayghe, and Johnson (1979) showed that in 1977 of the 17.1 million preschool children in the United States 6.4 million had employed mothers. Of the children living in dual career families only 10-15 percent were cared for in day care centers (U.S. Department of Health, Education, and Welfare, 1978). The remaining child care responsibilities were delegated to private home care by relatives or non-relatives or the children were left to fend for themselves. In the latter two cases of child care there has not been adequate research.

To help dual-career families deal with the emotional strains in child care and supervision Anderson (1980) concluded that the quality and stability of caregiving relationships and care settings may override the daily separation experience. Anderson's conclusions are given little support. Polit (1979) on the other hand, suggested that women in dual-career families should seek part-time employment to better deal with the stresses that result from outside child care and supervision.

Stress

Both men and women experience an increase in stress levels when they become a dual career family. The increase in stress comes from a

variety of different areas including occupational stress, family stress, and family life cycle stress. Due to the increase in dual career families "people from every level, from national policy-makers to workers and family members are seeking a better balance between job and family demands" (Fournier and Englebrecht, 1982, p. 93).

Occupational Stress

In a study by Fournier and Engelbrecht (1982), the main occupational stressors were found to be: work schedules, job location, salary and benefits, physical work environment, work relationships, and job characteristics. When considering dual-career families these stressors are particularly important since they affect both the male and the female employee.

The above research results were supported by Cooper and Marshall's (1976) research which identified five sources of stress at work. The first source of stress encompassed stress which was intrinsic to the job such as physical danger, poor working conditions, work overload and time pressures. The second area of stress included the effects of the employee's role in the organization such as role ambiguity, role conflict, responsibilities for people and conflicts about organizational boundaries. The third set of stressors are related to career development. These include the impacts of overpromotion, underpromotion, status congruence, lack of job security and thwarted ambition. A fourth source of stress is the relationship with boss, subordinates, and colleagues. The last area of occupational stress involves the structure of an organization which makes work life either satisfactory or stressful, such as little or no participation in the

decision making process, lack of effective consultation, and restrictions on behavior. The total effects of these occupational stressors cannot be seen without looking at the coinciding family stressors.

Family Stress

According to Burke and Weir (1976), when a woman commits herself to work outside the home she experiences increased stress but, by working outside of the home she also causes the husband and children to lose part of their support system. "The husband finds himself undertaking more of what was once considered the woman's work in the home" (p. 285). These changes in family patterns cause increased stress for all members of the family.

Other areas in which the family stress level is effected by dual careers are: time, health, family roles and responsibilities, and money (Engelbrecht, Juhnke, and Fournier, 1981). The three most important issues of time were priorities between time at work and with family and scheduling problems. Issues identified under health were physical and emotional impact of work conditions and reduced energy level and fatigue. Stress under family roles and responsibilities was found to come from family relationships such as marriage, children and sibling relationships, and individuality. There was also increased conflict concerning household tasks and child care. The final area of stress was money. In this area conflicts arose with regard to money matters and disagreements about the control of money.

Family Life Cycle Stress

Hall (1975) examined the pressures of work, home, and personal roles of women in the various stages of women in the various stages of the family life cycle. He concluded that the interaction between employment and family life will become more relevant to employers and organizations will feel increasing pressure to help employees cope with the conflicting demands of work and family. "The most important point to be noted about the family life cycle is that marriage and parenthood involve major commitments to other people and that these commitments impose constraints on the person far beyond those imposed by a job or career (Schein, 1978, p. 53).

The impact of personal and family roles upon work roles is especially strong for women. Hall (1975) addressed some tensions that women feel at different stages in the life cycle.

The married woman with no children will feel tension between home and work. The woman just starting a family is suffering not from role conflict (either home or work) but rather from role overload (more roles). As the children grow older work and time pressures are no longer sources of dissatisfaction, but home pressures are (p. 130).

One option which would help to accommodate the change in pressure that women feel throughout the life cycle would be for employers and family members to come to understand these changes and modify their environments to better deal with the changing stressors.

Life-cycle stress can also be associated with the stages of a man's life. One source of this stress can be termed the "life-cycle squeeze" (Oppenheimer, 1974). Oppenheimer (1974, p. 228) pointed out that "just as the earnings of men are not uniform over the life-cycle

neither are the families economic needs." This may lead to a situation in which, when the family is requiring the most income the man is bringing home the least income. This situation leads to the life-cycle squeeze. In order to deal with this stress, organizations need to make the median earnings curve more closely parallel the cost of living curve. By doing so stress would be reduced by allowing the times of the families greatest need to coincide with the times of the husbands peak income.

In looking at these life-cycle stressors the literature has pointed out how the life-cycle approach is valuable. It can help society to recognize and better deal with the life-stages of men and women and the impacts that they make on the work environment and the family.

Summary

As this review indicates there have been many changes in the labor force and in women's roles. To accommodate these changes further research may be done in the areas of women's employemnt and the effects it has on the family and the employer or organization. Also, extensive research could be done to better enable the employer and employee to deal with changes in stress levels, both family stress and occupational stress, throughout the life cycle.

CHAPTER III

METHODOLOGY

Research Procedures

The following research procedures provided the format for obtaining information about the stressors of working women and people throughout the life-cycle stages. Additionally, it provided a method for relating these stressors to role strain, division of household labor, child care and supervision, occupational stress, family stress and related family life cycle stress. The procedure involved determining: (1) the type of research; (2) population and sampling; (3) instrumentation; (4) data collection; and, (5) analysis of data.

Type of Research

This study compared single women without children, single women with children, married women without children, and married women with children to determine the amount of stress felt by each group. It also compared both men and women across the Family Life Cycle Stages I-VII to determine whether any one stage had more or less stress associated with it. The data for this research were accumulated by the survey method of descriptive research. The survey method provided a device which the researcher could use to make an inquiry into the topic of stress associated with working women and life cycle stages.

Population and Sampling

The projected population for the research was all working women and people from every Family Life Cycle Stage I-VII. The characteristics of the actual respondents for this study will be related to national averages for these groups in Chapter IV.

The actual research sample was made up of employed individuals from four different work sites. Three groups came from the hotel and restaurant industry and the fourth group is a medical service unit. Since the research population included both men and women and is not a probability sample, an attempt was made to clearly describe the characteristics of the persons who made up the specific sub-groups used for this study.

The sample for the study represented 391 employees who responded to a Background Information Form and the Short Form of the PROFILES Inventory. Two samples were selected from this group: (1) all female employees for the primary analysis (N=277); and, (2) all individuals, both men (N=108) and women (N=277), for the family life cycle analysis (N=391). The women were divided into four groups: single without children (N=74), single with children (N=32), married without children (N=82), and married with children (N=87). The demographic characteristics of this group will be listed and analyzed in Chapter IV.

Instrumentation

Two instruments, the Short Form of the PROFILES Inventory and the Background Information Form, were utilized to accomplish the objectives of this study. Samples of each instrument can be found in Appendix A.

PROFILES Inventory

The PROFILES Inventory was the primary instrument used to assess levels of stress by examining patterns of work and family conflicts. The instrument included common conflicts which took place in the family and on the job. The form consisted of 72 general statements about common conflicts. The respondent was asked to identify how often each of the events occurred in his/her home or work situation on a scale of 0 to 3. Response choices included: 0 = never, 1 = rarely, 2 = sometimes, and 3 = often (see Appendix A). Respondents were also asked to indicate how much stress was associated with a conflict in terms of the effect that the conflict had on functioning at home or on the job. Response choices included: 0 = no effect, 1 = some effect, and 2 = major effect. If the event did not apply to the respondents life the respondent could check the box "Does Not Apply".

For each scale in the PROFILES Inventory three types of reliability coefficients were calculated: Alpha, Split-half and Guttman. Although multiple methods of calculating reliability coefficients were used to allow comparison, coefficient alpha is considered to be one of the most useful assessments for new measurement techniques (Nunnally, 1967). The coefficient alpha was used to report the results of the PROFILES Inventory reliability. However, Table IV summarizes all PROFILES reliability coefficients.

The PROFILES Inventory scale reliability coefficients range from .57 for Work Location to .79 for Salary and Benefits and Work Relationships. The scales with the highest reliability scores are Salary and Benefits (.79), Work Relationships (.79), Household

Functions (.78), Personal Well-Being (.78), Job Characteristics (.77), and Family Schedules (.77). The least reliable scales included Job Location (.57), Personal Problems (.58), and Family Consensus (.61).

Nunnally (1967, p. 226) suggested that in early stages of research on predictor tests or hypothesized measures of a construct, "one saves time and energy by working with instruments that have only modest reliability, for which purpose reliabilities between .50 and .60 will suffice." According to the guidelines discussed above, reliability scores are sufficient for use in assessing behavioral and attitudinal trends which can help employees, employers, and personnel counselors to identify conflict areas in both the work and home environment.

Background Information Form

The Background Form of PROFILES described demographic information about each respondent (see Appendix A). The items in the Background Form provided specific information for the following variables:

1. Number of persons living in household
2. Age of household members
3. Sex of household members
4. Perceived health of household members
5. Marital status of respondent
6. Living arrangement of respondent
7. Employment status of respondent
8. Job titles of respondent and spouse
9. Time spent in selected activities
10. Number of employees in work place
11. Family monthly take-home pay

TABLE IV
 PROFILES RELIABILITY COEFFICIENTS CALCULATED FOR EACH SCALE

Category Title	No. of Items in Scale	Reliability Coefficients		
		Alpha	Split-Half	Guttman*
Work Schedules	4	0.72	0.78	0.78
Job Location	5	0.57	0.61	0.62
Salary and Benefits	5	0.79	0.82	0.82
Work Conditions	3	0.72	0.77	0.73
Work Relationships	5	0.79	0.73	0.82
Job Characteristics	5	0.77	0.74	0.77
Personal Problems	4	0.58	0.59	0.61
Interpersonal Problems	5	0.76	0.76	0.77
External Problems	6	0.68	0.71	0.69
Work Productivity	5	0.70	0.67	0.71
Work Atmosphere	3	0.62	0.67	0.62
Household Functioning	3	0.78	0.76	0.78
Personal Well-Being	5	0.78	0.82	0.79
Family Schedules	5	0.77	0.74	0.77
Family Satisfaction	4	0.75	0.76	0.76
Family Consensus	5	0.61	0.76	0.75
Average		0.71	0.73	0.74

*Guttman created six likelihood estimates called lambda. The highest lambda was selected.

Source: Engelbrecht, J. Assessment of Conflicts Between Family Life and Employment. (Unpub. Doctoral Dissertation, Oklahoma State University, 1983.)

12. Consistency of family income sources
13. Other sources of income
14. Frequency of employment income
15. Educational level of household members
16. Ethnic origin of respondent (optional)
17. Job history of respondent.

The information collected from these items was used to form the independent variables single women without children, single women with children, married women without children, married women with children, and the Family Life Cycle Stages I-VII.

To create the four groups of women, the variables single (never married), single (widowed), single (divorced), married (first marriage), married (separated), and remarried were used to determine marital status. These six values were recorded so that the first three are single women and values four through six are married women. The variable, children, is analyzed by calculating household members other than self and spouse and setting the variables equal to son and daughter. Then the variables of sex (female), marital status and children were computed to form the four groups of women. The four groups of women consisted of: 74 women being single without children; 32 women being single with children; 82 women being married without children; and, 87 women being married with children.

The categories contained in the Family Life Cycle Stages I-VI were determined by considering the age of the respondent, years at marital status, and age of household members. The research instrument was not designed to determine if respondents had children who lived outside of

the home. Therefore, Stage VII is determined by age of respondent (older than 40) and length of marital status.

Data Collection

The PROFILES Inventory and the Background Form were professionally printed in booklets measuring 7.5 x 8.0 inches. Each respondent was given a folder containing the two booklets. Respondents were requested to complete the surveys at the job site during the release time provided by the employer.

Confidentiality of the respondents was maintained through the following procedure. Each set of instruments was given an individual identification number. A list was not made of the employees who completed the questionnaires. The identification numbers were the only system used for coding, cleaning, and analyzing the data. Each job site provided a comfortable room for their employees to complete the instruments. A researcher personally presented the questionnaires to each respondent and collected the completed questionnaires.

Coding of Data

Coding of the data was done by a trained research team. The data were coded upon completion of the questionnaires.

A number of methods were used by coders to check for accuracy of recording. During the first session, the coders were introduced to the research project and were informed of the necessity of accuracy in coding the data from the questionnaires to the recording forms. Forty by 80 grids were developed and labeled for use in coding computer cards of 72 columns each. During the second session coders were given mock

questionnaires with the exact card and column placement of each response. One on one supervision was given to each coder as they accurately coded at least two questionnaires. A third session was held which allowed coders to independently code questionnaires. The coded questionnaires were then checked for accuracy by the research team.

A professional data entry staff keypunched the coded forms. The forms were then checked for accuracy by having two operators keypunch the same data and compare and correct their results. After keypunching, paper listings of all cards on the computer and the compiling and sequencing of all data were checked.

Analysis of Data

Analyses were conducted through the facilities of the computer center at Oklahoma State University. The statistical procedures used came from the Statistical Package for the Social Sciences (SPSSX) computer program (SPSSX Users Guide, 1983) available at Oklahoma State University and is recognized as one of the most used statistical packages for family research.

The goal of this research was to identify the differences that existed between four groups of women (single women without children, single women with children, married women without children, and married women with children) and to report if there were significant differences found between these four groups. The statistic most used to assess this type of data is the One-way Analysis of Variance (ANOVA).

The One-way ANOVA was used to determine the main effects of the variables by themselves. The One-way ANOVA was a single composite test to compare all sample means simultaneously and tell whether or not a statistically significant difference exists somewhere in the data. It also has a more accurate estimation of population variance than most other tests, since it can base its estimate on all sample data. The F-ratio is used in conjunction with the One-way ANOVA to determine if there is enough difference between groups to present a statistically significant difference. The One-way ANOVA is only a beginning step in research and must be followed by more accurate means of measurement (Isaac and Michael, 1982).

A Tukey-HSD was used to follow-up the One-way ANOVA. The Tukey-HSD is used to determine significant differences between the four groups of women on a six item comparison scale (1vs2, 1vs3, 1vs4, 2vs3, 2vs4, 3vs4). It compares all groups to each other in a conservative estimation procedure. The Tukey is called an Honest Significant Difference measure because it will only judge group differences if the overall F-Ratio is significant at the .05 level or lower. This form of analysis offers greater confidence in the significance scores.

A Two-way ANOVA was used to further examine the differences in the four groups of women. This statistical procedure allowed for the comparison of groups according to the effects of marriage and children and for the interaction of these two variables. This provided the researcher with a better understanding of the causes of stress in the four groups of women.

Operational Hypotheses

The following operational hypotheses were developed to reach the the goals of this research:

1. Women with children will have higher occurrence and impact scores on the five scales of the Family Impact categories in PROFILES than women without children.
2. Women with children will have higher occurrence and impact scores on the two scales of the Work Impact category in PROFILES than women without children.
3. Women with children will have higher occurrence and impact scores on the six scales of the Work Problems category in PROFILES than women without children.
4. Women with children will have higher occurrence and impact scores on the three scales of Family Problems category in PROFILES than women without children.
5. Patterns of scores on the 16 scales in PROFILES will show significant differences across the eight stages of the family life cycle.

CHAPTER IV

ANALYSIS OF THE DATA

This study was designed to compare single women without children, single women with children, married women without children and married women with children to determine the extent of family life and employment conflict and the implied stress resulting from this accumulation of conflict. The second goal of this research was to review the life stages of the respondents to determine if, at some point in the life cycle, people experience more or less conflict than at other life stages.

The first section of Chapter IV deals with background characteristics the respondents. The second section summarizes the analysis of the research questions along the categories assessed by the PROFILES Inventory.

Characteristics of Respondents

The Background Information Form was divided into two categories: personal information and employment information. These data are summarized in Tables V and VI.

Table V reports selected personal characteristics of the respondents. Twenty-eight percent of the respondents were male; while 72 percent of the respondents were female.

TABLE V
PERSONAL CHARACTERISTICS OF THE SAMPLE

Characteristics	Frequency	Percent
<u>Sex</u>		
Male	108	28.1
Female	277	71.9
<u>Number of Persons in Household</u>		
1	64	16.5
2	129	33.3
3	82	21.2
4	69	17.8
5	26	6.7
6 or more	17	3.3
<u>Marital Status of Respondent</u>		
Single (Never Married)	94	24.4
Single (Widowed)	8	2.1
Single (Divorced)	55	14.2
Married (1 st Marriage)	151	39.1
Married (Separated)	12	3.1
Remarried	66	17.1
<u>Ethnic Background</u>		
Afro-American/Black	36	9.4
Asian American	2	.5
Caucasion/White	311	81.6
Native American/Indian	20	5.2
Spanish Desent	3	.8
Other	9	2.4
<u>Age of Respondent</u>		
17-27	161	43.7
28-37	110	29.8
38-47	59	16.0
48-57	26	7.5
58 and over	12	3.4
<u>Womens Status</u>		
Single without Children	74	26.9
Single with Children	32	11.6
Married without Children	82	29.8
Married with Children	87	31.6

The number of persons living in the household ranged from one to 11. Sixteen percent of the respondents lived in single households; 33 percent in a household of two; 21 percent with three household members; 17 percent with four household members. The remaining 3.3 percent of respondents lived in households of six or more people.

The majority of respondents were Caucasian/White (31 percent) and most of the respondents were either in their first marriage (39 percent) or single and never married (24 percent).

Ages of the respondents ranged from 17 to 63. The 17-27 year old age group represented 42 percent of all respondents. Twenty-eight percent of the respondents were in the age group 28 to 37; while 15 percent were ages 38-47. The remaining respondents ranged in age from 48 to 58.

Womens status ranged from 11 percent of women being single with children to 31 percent of women being married with children. The remaining two groups, single women without children and married women without children, contained approximately the same number of respondents.

Table VI, Employment Characteristics of the Sample, includes monthly take home pay, regularity of pay, and income from other sources. Incomes reported in this table reflect a wide range of salaries; from less than \$300 per month to over \$2100 per month. At the lower end of the scale, three percent of the respondents earned less than \$300 per month. Nine percent reported incomes of \$300 to \$600 per month. Thirteen percent was reported at both the \$600 to \$900 range and the \$900 to \$1200 range per month. Fourteen percent earned \$1200 to \$1500; 11 percent earned \$1500 to \$1800; and 13 percent earned \$1800 to \$2100. The highest percentage (21 percent) of employees received over \$2100 per month.

TABLE VI
EMPLOYMENT CHARACTERISTICS AND FAMILY LIFE
CYCLE STAGES OF THE SAMPLE

Characteristics	Frequency	Percent
<u>Monthly Take Home Pay for Household</u>		
Less than \$300	15	3.9
\$300 to \$600	35	9.2
\$600 to \$900	50	13.1
\$900 to \$1200	50	13.1
\$1200 to \$1500	54	14.2
\$1500 to \$1800	42	11.0
\$1800 to \$2100	53	13.9
Over \$2100	82	21.5
<u>Regularity of Income</u>		
Yes, always	178	46.6
Yes, most of the time	177	46.3
No, not often	27	7.1
<u>Income from Other Sources</u>		
Yes	114	30.2
No	263	69.8
<u>Family Life Cycle Stages</u>		
Stage I	85	25.4
Stage II	55	16.4
Stage III	28	8.4
Stage IV	25	7.5
Stage V	43	12.8
Stage VI	50	14.9
Stage VII	49	14.6

The majority of the respondents showed a regularity in the amount of income received with 46 percent of the respondents being in both the "yes, always" and the "yes, most of the time" groups. The remaining seven percent of the respondents were in the group "no, not often".

The majority (69 percent) of the respondents reported that the income reported for the household was the only source of family income. Thirty percent reported that the family income was supplemented by other sources of income such as stocks, bonds, inheritance, child support, etc.

Singles within the Labor Force (85) and Couples without Children (55) represented the largest groups of respondents. Larger subsequent groups were found in the later Family Life Cycle Stages, with Families with Teenagers containing 50 respondents and Launching Families to Retirement containing 49 respondents.

The sample population for this study, when compared to national averages, has a higher percentage of females (72 percent compared to 43 percent) and is slightly younger. The median age of the sample was 25 while the median age for all labor force participants is 34. The characteristic of household size compared very closely to the national average.

The generalizability of this research to individuals was jeopardized by the differences between the respondents and the national averages. However, as a research tool to assess behavioral and attitudinal trends in family life and employment stressors, the research could help employees, employers, and personnel counselors to identify conflict areas in both the work and home environment.

Analysis of Research Questions

Methods of analysis used to examine the research questions of this study were ANOVA (One-way Analysis of Variance), Two-way Analysis of Variance and the Tukey-HSD. The ANOVA was used to analyze research questions concerning significant differences in the negative impacts on family life and employment according to the independent variables: single women without children, single women with children, married women without children, and married women with children. The Two-way Analysis of Variance was used to further differentiate between the four individual groups of women and describe the effects of children, marriage, and the interaction of these variables. The Tukey-HSD was used to determine if a significant difference ($<.05$) exists between the four groups of women.

Hypothesis I. Women with children will have higher occurrence and impact scores on the five scales of the Family Impact categories in PROFILES than women without children.

According to Moore and Sawhill (1978, p. 153), "the increased employment of women means they have less time to devote to home and family and that they have more economic resources with which to choose a wider variety of life styles, some of them are less family oriented, than in the past." It appears that married women today are in essence accomplishing four roles that of mother, wife, employee, and individual. The balancing of these roles has become major issue of today's society.

The research findings dealing with Household Functions, Personal

Well-Being, Family Satisfaction and Family Consensus are reported in Table VII. These findings supported the hypothesis that married women with children reported the highest occurrence of conflicts in all areas except Household Functioning. Further supporting the hypothesis, single women with children experienced the highest amount of conflict on Household Functioning.

All five variables showed significance between single women without children and married women with children. The most important of the remaining differences were found between single women without children and single women with children; and, married women without children and married women with children.

The impact of conflicts supported the findings on the occurrences of conflicts with married women with children reporting the highest impacts on Household Functions, Personal Well-Being, Family Satisfaction and Family Consensus. On the variable of conflicts in Family Schedules, single women with children and married women with children reported the same score.

There were significant differences found on each variable between single women without children and married women with children. This indicated that married women with children experienced a great deal more stress than single women without children. There were also significant differences found between single women without children and single women with children; and married women without children and married women with children. In support of the hypothesis, these findings showed that women with children experience more stress than women without children. A Two-way ANOVA was performed with no statistically significant interaction effects found.

Hypothesis II. Women with children will have higher occurrence and impact scores on the two scales of the Work Impact category in PROFILES than women without children.

Fox and Hesse-Biber (1984) pointed out that women in the labor market are typically found in jobs which are low-level, low-prestige, low-paying, low-benefit, and dead-end. They tied this to cultural hinderances, family demands of time and energy and male dominance in the professional world.

By acknowledging and dealing with the increased stress load of women with children, families, employers, and organizations could benefit. In doing so, women will be allowed greater flexibility in occupations and family life.

Table VIII describes the negative occurrences of conflicts dealing with employment due to family life according to Work Productivity and Work Atmosphere. Supporting the hypothesis, single women with children reported the highest levels of negative occurrences in both Work Productivity and Work Atmosphere. However, there were not significant differences reported between the four groups on these scales.

The impact of work conflicts in Work Productivity and Work Atmosphere differed from the occurrences. Single women with children were found to have the highest negative impacts according to Work Productivity. However, contrary to the hypothesis, single women without children reported the highest impacts on Work Atmosphere. A significant difference existed according to Work Atmosphere between single women without children and married women with children. A Two-way ANOVA was performed with no statistically significant interaction effects found.

TABLE VIII
 PROFILES SUBSCALES ON WORK IMPACTS

PROFILES Subscales On	Women's Work Family Status				F	Ratio	P	Group Contrasts (Tukey HSD, *= $<.05$)					
	Single Without Children	With Children	Married Without Children	With Children									
Work Impacts	\bar{X}	sd	\bar{X}	sd									
<u>Occurrences</u>													
Work Productivity	3.6	2.5	4.4	3.2	3.6	2.9	4.0	2.7	0.1	.422	-	-	-
Work Atmosphere	3.5	2.3	3.6	1.7	3.1	2.0	2.8	2.0	1.9	.117	-	-	-
<u>Impacts</u>													
Work Productivity	7.3	2.2	7.5	2.3	6.9	1.5	7.3	1.9	0.8	.489	-	-	-
Work Atmosphere	5.5	1.7	5.3	1.4	5.1	1.4	4.7	1.4	3.6	.014	-	-	*

Hypothesis III. Women with children will have higher occurrence and impact scores on the six scales of the Work Problems category in PROFILES than women without children.

Cooper and Marshal (1976) described five sources of stress at work: stress intrinsic to the job, the employee's role in the organization, career development, relationship with boss, subordinates, and colleagues, and the organizational structure. They believe that when women with children become employed the women must deal with work pressures and family pressures which cause a higher level of stress than found in men. This stress should be recognized and dealt with to increase the effectiveness of women in the labor market.

According to Table IX, women with children reported the highest occurrence of negative conflicts on Work Schedules, Working Conditions, and Job Characteristics. Single women with children reported the highest occurrence of negative conflicts on Work Schedules and Job Characteristics; while married women with children reported the most negative conflicts on Working Conditions. Work Schedules exhibited a significant difference between single women with children and married women without children. A significant difference was found between single women with children and married women with children on Work Conflicts.

The remaining categories (Job Locations, Salary and Benefits, and Work Relationships) did not support the hypothesis. These categories showed the highest occurrence of negative impacts to be on either single women without children or married women without children.

Table IX shows that single women with children experienced the

TABLE IX
 PROFILES SUBSCALES ON WORK PROBLEMS

PROFILES Subscales on	Women's Work Family Status										P	F Ratio	Group Contrasts (Tukey HSD, *=<.05)					
	Single		Married		Without Children		With Children		sd	sd			1vs2	1vs3	1vs4	2vs3	2vs4	3vs4
	X	sd	X	sd	X	sd	X	sd										
Work Problems	3.2	2.9	4.3	3.2	2.2	2.6	3.1	2.6	4.3	.005	-	-	-	-	-	-	-	
Occurrences	2.2	2.9	1.7	2.7	2.2	2.6	2.0	2.3	.3	.819	-	-	-	-	-	-	-	
Work Schedules	3.7	4.1	4.2	4.1	5.3	3.4	5.3	3.3	3.1	.026	-	*	-	-	-	-	-	
Job Location	1.3	2.2	1.8	2.2	2.1	1.7	2.5	1.4	3.6	.014	-	-	-	-	-	*	-	
Salary & Benefits	4.0	3.0	3.6	3.2	3.7	2.9	3.2	2.3	1.0	.396	-	-	-	-	-	-	-	
Working Conditions	5.7	3.9	5.8	3.8	4.8	2.9	5.0	3.4	1.1	.320	-	-	-	-	-	-	-	
Work Relationships	5.7	1.9	6.4	2.2	5.2	1.7	5.9	1.8	3.4	.017	-	-	-	-	*	-	-	
Job Characteristic	6.3	1.6	5.8	1.6	6.2	1.6	6.0	1.3	1.1	.362	-	-	-	-	-	-	-	
Impacts	8.2	2.7	8.3	3.1	7.0	2.2	7.0	2.1	5.2	.002	-	*	-	*	-	-	-	
Work Relationships	4.4	1.5	4.2	1.3	4.0	1.2	3.6	.80	5.6	.001	-	-	-	*	-	-	-	
Job Characteristic	7.8	2.5	7.2	2.0	7.4	2.2	6.9	1.8	2.2	.090	-	-	-	-	-	-	-	
Work Relationships	8.7	2.8	8.5	2.7	7.8	1.9	7.9	2.4	2.2	.091	-	-	-	-	-	-	-	
Job Characteristic	8.7	2.8	8.5	2.7	7.8	1.9	7.9	2.4	2.2	.091	-	-	-	-	-	-	-	

greatest negative impacts on Work Schedules and Salary and Benefits. Work Schedules produced a significant difference between single women with children and married women without children. Single women with children exhibited the highest impact. Salary and Benefits exhibited significant differences between single women without children and married women without children; and single women without children and married women with children. The highest impacts according to Salary and Benefits were found to be on single women.

The areas of Job Location, Work Conflicts, Work Relationships, and Job Characteristics did not support the hypothesis. These areas had the greatest impacts on single women without children. A Two-way ANOVA was performed with no statistically significant interaction effects found.

Hypothesis IV. Women with children will have higher occurrence and impact scores on the three scales of Family Problems category in PROFILES than women without children.

Burke and Weir (1976) stated, when a woman commits herself to work outside the home she experiences increased stress, but by working outside of the home, she also causes the husband and children to experience increased stress. Upon experiencing this increased stress, areas such as time, health, family roles and responsibilities, and money often come into conflict. The woman will also experience increased conflicts concerning household tasks and child care (Engelbrecht, Juhnke, and Fournier, 1981).

Table X reports that married women with children had the highest rate of occurrences of negative conflicts due to Personal Problems,

TABLE X
 PROFILES SUBSCALES ON FAMILY PROBLEMS

PROFILES Subscales on Family Problems	Women's Work Family Status				F Ratio	P	Group Contrasts (Tukey HSD, *= $<.05$)							
	Single Without Children	Single With Children	Married Without Children	Married With Children			1vs2	1vs3	1vs4	2vs3	2vs4	3vs4		
	\bar{X}	sd	\bar{X}	sd										
<u>Occurrences</u>														
Personal Problems	1.5	1.5	3.0	2.4	3.6	2.2	4.6	2.5	27.2	.001	*	*	-	*
Interpersonal Problems	1.3	1.9	4.1	3.1	2.5	2.7	5.9	3.7	34.6	.001	*	-	-	*
External Problems	3.2	2.8	5.4	3.8	3.8	3.2	5.8	2.9	12.2	.001	*	-	-	*
<u>Impacts</u>														
Personal Problems	4.9	1.2	5.8	1.6	5.8	1.5	6.9	1.8	20.8	.001	-	*	-	*
Interpersonal Problems	5.9	1.5	7.4	2.2	6.7	2.0	9.1	2.6	29.7	.001	*	-	-	*
External Problems	7.0	2.1	8.7	2.9	7.2	1.9	8.5	2.2	7.9	.001	*	-	*	*

Interpersonal Problems, and External Problems. Single women with children reported the second highest occurrence rate in Interpersonal Problems and External Problems. Contrary to the hypothesis, married women without children experienced the second highest rate of occurrences in the area of Personal Problems.

There were significant differences found in Personal Problems, Interpersonal Problems, and External Problems between single women with-out children and single women with children; and married women without children and married women with children. These findings were in support of the hypothesis showing women with children, single and married, experienced more stress than women of the same marital status without children.

Personal Problems demonstrated an additional significant relationship between single women without children and married women with children. These findings support the hypothesis that women with children will experience more work conflicts than women without children.

A significant difference was found in Interpersonal Problems between single women with children and married women with children. This difference pointed out that in this area the stress level is higher for women who are married than it is for women who are single. A Two-way ANOVA was performed with no statistically significant interaction effects found.

Hypothesis V. Patterns of scores on the 16 scales in PROFILES will show significant differences across the seven stages of the Family Life Cycle.

Hall (1975) believed that the interaction of employment and family life is becoming more relevant to employers and organizations. As these

areas increased in relevancy, employers and organizations will feel increasing pressure to help employees cope with the conflicting demands of work and family. Schein (1978) pointed out that people who are married and have children have major commitments to other people and that these commitments far outweigh those imposed by a job or career. Through studies such as this, employees, employers, and personnel counselors may become aware of the constraints and commitments of work and family. They can acknowledge specific trends within the Family Life Cycle and help people to better deal with the stress level found at each stage.

Table XI reports the mean conflict score and its rank (1-7) across the Family Life Cycle Stages I-VII. The group reporting the highest occurrence of conflicts was Group III, Childbearing Families. Group V, Families with School Age Children, reported the second highest occurrence of conflict; while, Group VII, Launching Families to Retirement, reported the least occurrence of conflict.

Although Childbearing Families and Families with School Age Children report the highest overall scores on work/family conflict, some interesting differences were found. Childbearing Families had the highest conflict scores in work related categories (6 out of 8) while Families with School Age Children had the highest conflict scores in family related areas (6 out of 8). Launching Families to Retirement had the lowest conflict scores in work related categories (7 out of 8) while Couples without Children had the lowest conflict scores in family related areas.

TABLE XI

RANK AND MEAN AVERAGES OF PROFILES SCALES ACCORDING TO FAMILY LIFE CYCLE STAGE

Work/Family Conflict Scales	Stage of Family Life Cycle														Groups Significantly Different From Each Other At The <.05 Level
	I		II		III		IV		V		VI		VII		
	X	Rank	X	Rank	X	Rank	X	Rank	X	Rank	X	Rank	X	Rank	
Work Schedules	4.4	2	2.9	6	4.2	3	3.0	5	4.7	1	3.2	4	2.1	7	(7<1,3,5)
Job Location	2.2	3	2.8	1	2.3	2	2.0	5	2.2	4	1.9	6	1.6	7	(7<1,3)
Salary & Benefits	5.8	2	4.7	6	6.6	1	4.8	4	5.0	3	4.8	5	3.5	7	(7<1,3)
Working Conditions	2.0	3	2.4	2	2.2	1	1.7	6	2.0	4	1.8	5	1.4	7	(7<1,2,3)
Work Relationships	4.2	3	4.6	2	4.6	1	2.8	6	3.9	4	3.2	5	2.5	7	(7<3)
Job Characteristics	5.9	2	5.6	4	7.0	1	5.0	6	5.7	3	5.0	5	4.6	7	(1<2,3,4,5,6,7) (2<5,6) (7<5)
Personal Problems	1.6	7	3.0	6	4.4	2	3.4	4	4.9	1	4.3	3	3.2	5	(1<3,4,5,6) (2<5,6) (7<3,5)
Interpersonal Problems	1.6	7	3.0	5	4.6	3	4.0	4	6.2	1	5.3	2	2.8	6	(1<3,5) (2<5) (7<3,5)
External Problems	3.6	6	4.5	5	6.4	2	5.0	4	6.7	1	5.1	3	3.4	7	(7<1,2,3,5)
Work Productivity	4.2	4	4.4	3	5.2	1	3.6	6	4.4	2	3.7	5	2.7	7	(6<1)
Work Atmosphere	3.7	2	3.4	4	3.8	1	2.8	5	3.4	3	2.5	7	2.7	6	(1<3,4,5,6)
Household Functions	3.6	7	4.6	6	5.5	2	5.3	3	6.1	1	5.1	4	4.6	5	(1<3,4,5,6) (2<3,5) (7<3,5)
Personel Well-Being	4.2	7	5.5	5	7.7	1	6.1	3	7.5	2	6.1	4	4.5	6	(1<3,4,5,6) (2<3,4,5,6) (4<5) (7<3,5,6)
Family Schedules	3.3	6	3.3	7	5.8	3	5.7	4	8.4	1	6.1	2	3.4	5	(1<2,3,4,5,6) (7<3,5,6)
Family Satisfaction	1.6	7	4.1	5	5.5	2	4.3	4	5.7	1	4.8	3	2.9	6	(1<2,3,4,5,6) (6<3,5) (7<2,3,4,5)
Family Consensus	0.8	7	2.6	4	3.8	1	3.1	3	3.7	2	2.1	5	1.1	6	
Average Rank Score	4.7		4.4		1.7		4.5		2.1		4.3		6.3		
	N=85		N=55		N=28		N=25		N=43		N=50		N=49		

Singles in the Labor Force, Couples without Children, Families with Preschool Children, and Families with Teenagers all reported very similar rank scores ranging from 4.3 to 4.7. Singles in the Labor Force experienced the most conflict in the areas of Work Schedules, Salary and Benefits, Job Characteristics, and Work Atmosphere. Couples without Children experienced very few high conflict areas with the exception of being the highest group on Job Location. Families with Preschool Children did not report high levels of conflict in any particular area. They experienced moderate to low levels of conflict across the 16 categories resulting in a 4.5 overall ranking. Personal Problems and Family Schedules were found to be the most prominent areas of conflict in Families with Teenagers.

Significant differences existed on all scales except Job Location and Salary and Benefits. On the remaining 14 scales, 12 were found to have significant relationships between Group VII, Launching Families to Retirement and at least one other group. Singles in the Labor Force were also found to be a significant factor in eight of the remaining 14 categories.

These findings lent partial support to the hypothesis. There were significant differences found on 14 of the 16 PROFILES scales across the VII Stages of the Family Life Cycle. The data showed that differences in conflict levels existed across the family life cycle with Childbearing Families experiencing the most conflict while Launching Families to Retirement experienced the least conflict.

CHAPTER V

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Background, Purpose, and Objectives

Family life and employment stress are inseparably linked due to their mutual interdependence. Family units provide sources of labor for business in return for economic resources necessary for living. Public interest in the area of work and family has been sustained because the management of the responsibilities of employment and of family life is an adjustment issue for the majority of Americans. During the 1970's, women entered the labor market in increasing numbers. Because of this continuing high rate of labor force participation by women, people at every level from national policy-makers to workers and family members are seeking a clearer understanding of the interactive relationship between employment and families.

The purpose of this research was to use the PROFILES Inventory to compare single women without children, single women with children, married women without children, and married women with children to determine the extent of family life and employment conflict and the implied stress resulting from the accumulation of conflict. This research also attempted to review the life stages of the respondents to determine if at some point in the Family Life Cycle people experience more or less conflict than at other life stages. The resolution of these purposes will assist employees and employers in identifying specific

conflict areas, and in determining if there are specific ranges of conflicts, which occur at specific life cycle stages.

Historical trends in work and family suggested three fundamental stages which have occurred in the relationship between work and family that contribute to an understanding of the current interest in both work and family. During the seventeenth and eighteenth centuries, a pattern of highly integrated work and family life was indicated. This was due to large segments of the population living in rural areas. This pattern allowed children and adults to interact on a regular daily basis. A second stage presented itself as men's work increasingly took them out of the home and away from their families for most of the day. As this pattern became more predominate, men's and women's roles became more clearly differentiated. The men's role was to go outside of the home to earn the financial resources necessary to maintain a family standard of living and the women's role was to maintain the home and care for the children. During the nineteenth century, the birth rate began to drop. This fact, combined with others including a later age at marriage and a higher divorce rate, helped explain the third major stage in work and family which is the increased labor force participation of women (Engelbrecht, 1983).

Two purposes of the PROFILES Inventory were: (1) a diagnostic tool for employers and personnel counselors to use when assessing areas of work and family conflicts for individuals and organizations, and (2) a research tool to collect data about the patterns of conflicts that exist between Family Life Cycle Stages and employment (Engelbrecht, 1983).

This study represented the use of the PROFILES Inventory to assess patterns of conflict which existed between four categories of women and people across stages of the Family Life Cycle. Specific objectives of this

research were:

1. To determine which groups of women experience the greatest number of negative impacts on family life due to employment.
2. To determine which group of women experience the greatest number of negative impacts on employment due to family life.
3. To determine which group of women experience the greatest work conflicts.
4. To determine which group of women experience the greatest family conflicts.
5. To describe what life cycle stage is associated with the greatest work and family stress.
6. To determine if there is a difference in the stress felt by individuals at various stages of the Family Life Cycle.

Brief Overview of Relevant Literature

An examination of the literature addressing the interconnection of employment and family life was informative in describing the conflicts which exist between the two systems. The topic areas addressed in this were: womens employment including career issues and maternal and family issues; multiple roles of women; and stress including occupational stress, family stress, and family life cycle stress. Some of these topics will be addressed. The literature concerning women's employment reflected the changes which have occurred throughout history concerning women in the labor force. It also described the range of conflicts which women must deal with in the areas of career development and time devoted to home and family.

The multiple roles of women in the literature provided insights into areas of concern such as excessive demands on time and energy,

role conflicts, role overload, and discrepancies between personal norms and societal norms. The literature in this area further dealt with the stress of finding adequate child care and supervision and how these conflicts affect the family as a whole.

Another facet of the review was the examination of both occupational and family life cycle stress. Fournier and Englebrecht (1982), Hall (1975), Schein (1978) and Oppenheimer (1974) all identified variables, patterns, and theories which help explain the connection between occupations, family life cycle stage and stress level.

Based on these findings it appeared that there may be a pattern to stress levels experienced according to the position in the Family Life Cycle Stages. This literature and further research in these areas can help people to recognize and better deal with the stress experienced by men and women throughout the life cycle.

Summary of Methodology and Findings

The primary purpose of this thesis was to use the PROFILES Inventory to compare single women without children, single women with children, married women without children, and married women with children to determine the extent of family life and employment conflict and the implied stress resulting from this accumulation of conflict. The second purpose of this research was to review the life stages of the respondent to determine if at some point in the Family Life Cycle people experience more or less conflict than at other life stages. To accomplish this purpose, a sample of 391 employees completed a Background Form and the PROFILES Inventory assessing information about family life and employment situations. Data collected from the

questionnaires were coded, cleaned, and analyzed after receiving completed forms from the respondents.

The respondents in this sample were largely female (72 percent), young (72 percent were under 38 years of age), and lived in three-member households or smaller. Most respondents were either single (24 percent) or in their first marriage (39 percent). When compared to a profile of employed Americans, this sample has a higher percentage of females (72 percent compared to 43 percent) and is slightly younger. The median age of this sample is 25 while the median age for all labor force participants is 34. On the characteristics of household size the mean response of the sample compared very closely to national averages. Household income varied widely with 21 percent of the sample living in a household that had a monthly income over \$2100 per month, while 14 percent lived in a household with incomes between \$900 and \$1200 per month. Most respondents (92 percent) reported a regularity in income patterns and 69 percent of respondents reported no income from other sources.

Five operational hypotheses were analyzed in this study.

1. Women with children will have higher occurrence and impact scores on the five scales of the Family Impact categories in PROFILES than women without children.

2. Women with children will have higher occurrence and impact scores on the two scales of the Work Impact category in PROFILES than women without children.

3. Women with children will have higher occurrence and impact scores on the six scales of the Work Problems category in PROFILES than women without children.

4. Women with children will have higher occurrence and impact scores

on the three scales of Family Problems category in PROFILES than women without children.

5. Patterns of scores on the 16 scales in PROFILES will show significant differences across the seven stages of the family life cycle.

Hypothesis one was supported by the finding that women with children reported the highest occurrence and impact of conflict on the categories of Household Functions, Personal Well-Being, Family Schedules, Family Satisfaction, and Family Consensus. There was a significant difference found on each variable between single women without children and married women with children.

Hypothesis two was supported by the finding, single women with children experienced the highest levels of negative occurrences of conflict in the areas of Work Productivity and Work Atmosphere. However, women with children did not report the highest level of impact according to the category Work Atmosphere.

In support of the third hypothesis, women with children reported the highest occurrence of negative conflicts on Work Schedules, Working Conditions, and Job Characteristics. However, the remaining categories, Job Location, Salary and Benefits, and Work Relationships had the highest occurrence rate in women without children.

The greatest impacts of conflict were felt by women with children in the areas of Work Schedules and Salary and Benefits. Job Location, Working Conditions, Work Relationships, and Job Characteristics exhibited the greatest impact on women without children.

The findings according to Personal Problems, Interpersonal Problems, and External Problems are in support of the fourth hypothesis. These findings showed that women with children will experience more stress due to

the occurrence and impact of conflict according to these three categories than women without children. There was also an additional finding in this area which alluded to the fact that women who are married will experience more stress in these areas than women who are not married.

According to a mean ranking of the 16 scales in PROFILES coded with the seven Family Life Cycle Stages, a pattern was found with Childbearing Families exhibiting the greatest occurrence of conflicts. This was followed by Families with School Age Children experiencing the second greatest occurrence of conflict and Launching Families to Retirement experiencing the least conflict. However, there were no significant patterns found between Singles in the Labor Force, Couples with out Children, Families with Preschool Children, and Families with Teenagers.

All hypotheses found parital support within the bounds of the study. Therefore, this study should assist employees and employers in identifying the specific ranges of conflict which occur within each group of women and during each life cycle stage. Employees, employers, and personnel counselors may be able to use these findings to help them better deal with these life stressors.

Conclusions

The following conclusions have been reached as a result of the information gathered in this report:

1. Women with children had higher occurrence and impact scores on all five scales of the Family Impact categories in PROFILES than women without children.
2. There was no significant difference found between women with children and women without children according to occurrence and impact on

the scales Work Productivity and Work Atmosphere.

3. Women with children had higher occurrence and impact scores on Work Schedules, Working Conditions, and Job Characteristics than women without children.

4. Women with children had higher occurrence and impact scores on Personal Problems, Interpersonal Problems, and External Problems than women without children.

5. Distinct patterns existed within three of the Family Life Cycle Stages. Childbearing Families experienced the most conflict across the 16 PROFILES categories while Families with School Age Children ranked second. Launching Families to Retirement experienced the least conflict across the family life cycle stages.

Recommendations

Based on this study the following recommendations are made:

1. There may be a need for the study to be replicated with a random sample of people which would more closely parallel the national averages and the people should be from a wider range of occupational classifications and industries. This would enable further generalizability of the study.

2. In order to better study the family life cycle stages a revision in the Background Form to include a way for respondents to identify grown children living out of the home could be beneficial. This would allow a distinction to be made between Launching Families and Families at Retirement.

3. With the high divorce rate found in the United States, further breakdown of the Family Life Cycle Stages. This could include categories

of divorced, separated, and never married with children.

4. The findings from this study suggest that conflicts between work and family are different for women in various life situations. Further research projects could be done to determine if the same is true for men.

5. The results from this study could be applied to the corporate world by establishing recognition of stressors and programs to deal with these stressors. An example of such programs could be: job sharing, in-house nurseries, and company supported recreation programs. After the establishment of these programs, further research would help to determine if a reduction of stress has occurred in men and women.

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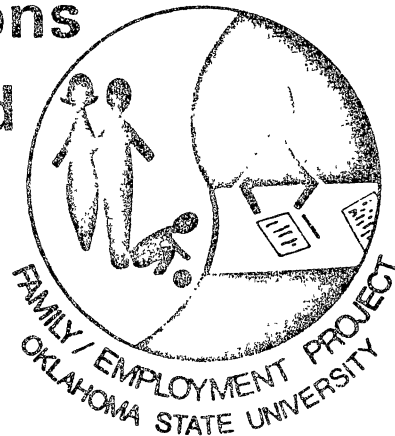
APPENDIXES

APPENDIX A

INSTRUMENTS

PROFILES

Personal Reflections On Family Life and Employment Stressors



DESCRIPTION

OSU

The PROFILES Inventory was designed to assist individuals in identifying the extent to which family life and employment affect each other both directly and indirectly. The following lists cover common situations that take place at home and on the job. Please identify the events that have occurred to you and then indicate how much effect the event had on your life. Your answers will help you and others better understand the relationship between work and family.

FORM R PART 2 Date _____

Dr. David G. Fournier
OKLAHOMA STATE UNIVERSITY
FAMILY/EMPLOYMENT PROJECT
FAMILY STUDY CENTER
STILLWATER, OKLA. 74078

ID _____

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INSTRUCTIONS

PLEASE FILL IN THE CIRCLES THAT BEST DESCRIBE YOUR EXPERIENCES.
PLEASE IDENTIFY HOW OFTEN EACH OF THE FOLLOWING EVENTS OCCUR IN YOUR HOME LIFE OR WORK SETTING.

3= Often 2= Sometimes 1= Rarely 0= Never

WHEN THE FOLLOWING SITUATIONS OCCUR, HOW MUCH STRESS OR IMPACT DOES EACH HAVE ON YOUR FUNCTIONING AT HOME OR ON THE JOB.

2= Major Effect 1= Some Effect 0= No Effect

Check DOES NOT APPLY(✓) if the statement is not possible for you.

Work and Family Conflict Issues	HOW OFTEN?				HOW AFFECTED?			
	Often 3	Sometimes 2	Rarely 1	Never 0	Does Not Apply ✓	Major Effect 2	Some Effect 1	No Effect 0
My work schedule creates problems for me	(fill in one circle)					(fill in one)		
Distance to my job creates problems for me	3	2	1	0		2	1	0
Getting a promotion is a problem where I work	3	2	1	0		2	1	0
Problems getting along with customers or clients	3	2	1	0		2	1	0
Children's personal problems need my attention	3	2	1	0		2	1	0
Problems with transportation to work or other places	3	2	1	0		2	1	0
Anger or tense relations lead to bad work atmosphere	3	2	1	0		2	1	0
Too tired to do things with family when get home	3	2	1	0		2	1	0
Scheduling adequate child care is difficult	3	2	1	0		2	1	0
Family does not support or approve of job	3	2	1	0		2	1	0
Problems due to changing job site or location	3	2	1	0		2	1	0
Work conditions are uncomfortable or distracting	3	2	1	0		2	1	0
My job is not everything I wanted it to be	3	2	1	0		2	1	0
Marital difficulties are a source of concern	3	2	1	0		2	1	0
Problems with family financial matters	3	2	1	0		2	1	0
The family is not physically ready when go to work	3	2	1	0		2	1	0
Not busy, bored or frustrated when get home	3	2	1	0		2	1	0
Home is not as close as it could be	3	2	1	0		2	1	0

Work and Family Conflict Issues	HOW OFTEN?	HOW AFFECTED?
	Often <input type="radio"/> 3 Sometimes <input type="radio"/> 2 Rarely <input type="radio"/> 1 Never <input type="radio"/> 0	Does Not Apply <input type="checkbox"/> ✓ Major Effect <input type="radio"/> 2 Some Effect <input type="radio"/> 1 No Effect <input type="radio"/> 0
Long working hours are a problem for me	(fill in one circle) 3 2 1 0	(fill in one) 2 1 0
Employer policy on payment of wages creates problems	3 2 1 0	2 1 0
My employer demands too much from my job	3 2 1 0	2 1 0
Problems with parent-child relationships	3 2 1 0	2 1 0
Loss of time at work because of other problems	3 2 1 0	2 1 0
My personal health is a problem	3 2 1 0	2 1 0
Hard to find enough time to be alone with spouse	3 2 1 0	2 1 0
The place I work is in a dangerous location	3 2 1 0	2 1 0
Trouble getting along with my employer	3 2 1 0	2 1 0
My spouses' personality creates problems	3 2 1 0	2 1 0
Personal concerns reduce my productivity at work	3 2 1 0	2 1 0
My health and satisfaction are affected by problems	3 2 1 0	2 1 0
Family disagreements about things related to work	3 2 1 0	2 1 0
Salary and benefits of my job creates problems	3 2 1 0	2 1 0
Some things about my job are a problem for me	3 2 1 0	2 1 0
Lack resources to meet family's desired lifestyle	3 2 1 0	2 1 0
Home duties are unfinished or not done very well	3 2 1 0	2 1 0
Family members are irritable or tense at home	3 2 1 0	2 1 0
My pay is unfair or not enough	3 2 1 0	2 1 0
Type of job I have creates problems for me	3 2 1 0	2 1 0
My lifestyle and personal interests lead to problems	3 2 1 0	2 1 0
Family needs and activities are hard to schedule	3 2 1 0	2 1 0
Can never be sure what hours I will work	3 2 1 0	2 1 0
Trouble getting along with some of my co-workers	3 2 1 0	2 1 0
Difficulties caused by friends or relatives	3 2 1 0	2 1 0
Feel guilty about neglect of family	3 2 1 0	2 1 0
Having no control over work hours is a problem	3 2 1 0	2 1 0

Work and Family Conflict Issues	HOW OFTEN?		HOW AFFECTED?					
	Often 3	Sometimes 2	Rarely 1	Never 0	Does Not Apply ✓	Major Effect 2	Some Effect 1	No Effect 0
Work situation is dangerous or unsafe	(fill in one circle)		(fill in one)					
My personality or personal habits create problems	3	2	1	0		2	1	0
Other commitments interfere with my work performance	3	2	1	0		2	1	0
Not taking time to do extra things around house	3	2	1	0		2	1	0
Disagree on whether should be at work or with family	3	2	1	0		2	1	0
My employee benefits are not enough for my needs	3	2	1	0		2	1	0
Family member personal problems create difficulties	3	2	1	0		2	1	0
Problems concentrating on my job when at work	3	2	1	0		2	1	0
Community or school meetings are hard to attend	3	2	1	0		2	1	0
Disagree with spouse on need for both of us to work	3	2	1	0		2	1	0
My job is demanding, tedious and/or too tense	3	2	1	0		2	1	0
Not interested in or happy about my job	3	2	1	0		2	1	0
Family satisfaction is less due to other problems	3	2	1	0		2	1	0
Problems getting along with some people at work	3	2	1	0		2	1	0
Problems created by trying to schedule family needs	3	2	1	0		2	1	0
Concern about what spouse does while at their job	3	2	1	0		2	1	0
Working conditions at my job are a problem	3	2	1	0		2	1	0
Marriage or family matters create problems for me	3	2	1	0		2	1	0
Family health checkups or exercise hard to set up	3	2	1	0		2	1	0
My job is located in an undesirable place	3	2	1	0		2	1	0
Family problems are a source of concern	3	2	1	0		2	1	0
Trouble with co-workers causes bad work situation	3	2	1	0		2	1	0
Hard to complete household duties when tired or busy	3	2	1	0		2	1	0
Supervisor on my job creates problems for me	3	2	1	0		2	1	0
Difficult to schedule recreational activities	3	2	1	0		2	1	0
Concern about children fighting with each other	3	2	1	0		2	1	0
Location of my job leads to certain problems	3	2	1	0		2	1	0



BACKGROUND FORM

Confidential

PLEASE DO NOT PUT YOUR NAME ON THIS FORM.

Date _____ ID _____

9. Please list the JOB TITLE for your fulltime or most important job and any part-time or other job you may have at this time.

<u>SELF</u>	<u>SPOUSE</u>
_____ First Job _____	
_____ Second Job _____	
_____ Third Job _____	

10. Please use the area below to describe how many hours per week you spend doing each of the listed activities.

A C T I V I T I E S	HOURS PER WEEK FOR ACTIVITY	
	Self	Spouse(If married)
a. Work At Job Outside The Home	_____	_____
b. Volunteer Work Away From Home	_____	_____
c. Housework or Yardwork At Home	_____	_____
d. Entertainment/Recreation[Not Home]	_____	_____
e. Watch Television While At Home	_____	_____
f. Do Job-Related Work While At Home	_____	_____

11. How many people work for the company that employs you?
[Please guess if not sure] _____
12. If you add the monthly pay for everyone in your household, which amount is closest to your family's monthly take-home pay?
 ___ Less than \$300 ___ \$900 to \$1200 ___ \$1800 to \$2100
 ___ \$300 to \$600 ___ \$1200 to \$1500 ___ \$Over \$2100
 ___ \$600 to \$900 ___ \$1500 to \$1800
13. Do you always receive the amount of income listed above?
[Please check one of the following]
 Yes, always _____ Yes, most of the time _____ No, not often _____
14. Do you have any income from other sources? ___ Yes ___ No
 [Examples: stocks, bonds, inheritance, child support etc.]
15. In general, how often do you receive your pay? [Check one]
 ___ Daily ___ Weekly ___ Twice A Month ___ Monthly

16. Check the highest level of education completed by yourself, your spouse(if married), your mother and your father.

LEVEL OF EDUCATION

[check one for each person] SELF SPOUSE MOTHER FATHER

Less Than 8 Years Of Schooling	_____	_____	_____	_____
Some High School	_____	_____	_____	_____
Finished High School	_____	_____	_____	_____
Some College, Did Not Finish	_____	_____	_____	_____
Vocational Training[After High Sc]	_____	_____	_____	_____
College Degree Completed	_____	_____	_____	_____
Graduate or Professional Training	_____	_____	_____	_____

17. What is your ethnic background? [optional - check one]

____ Afro-American/Black	____ Native American/Indian
____ Asian-American	____ Spanish Descent
____ Caucasion/White	____ Other [Specify]_____

18. Please list the Job Title of your present and most recent jobs. Also, please list the other information requested.

	<u>JOB TITLE</u>	<u>TYPE OF EMPLOYER</u> [ex. hotel, office etc.]	<u>YEARS</u> <u>ON JOB</u>	<u>REASON FOR</u> <u>LEAVING</u>
a.	_____	_____	_____	_____
	Present Job Title			
b.	_____	_____	_____	_____
	Previous Job Title			
c.	_____	_____	_____	_____
	Previous Job Title			
d.	_____	_____	_____	_____
	Previous Job Title			

Thank You

APPENDIX B

CONTENT AREAS CONTAINED IN THE PROFILES INVENTORY

TABLE XII

CONTENT AREAS CONTAINED IN THE PROFILES INVENTORIES

Two Most Abstract Levels of Categorization Scheme	No. of Items in PROFILES
<u>1000 Work Problems</u>	
1100 Work Schedules	4
1200 Job Location	5
1300 Salary and Benefits	5
1400 Work Environment	3
1500 Work Relationships	5
1500 Job Characteristics	<u>5</u>
Sub-Total	27
<u>2000 Family Problems</u>	
2100 Personal Problems	4
2200 Interpersonal Problems	5
2300 External Problems	<u>6</u>
Sub-Total	15
<u>3000 Work Impacts</u>	
3100 Work Productivity	5
3200 Work Atmosphere	<u>3</u>
Sub-Totals	8
<u>4000 Family Impacts</u>	
4100 Household Functioning	9
4200 Personal Well-Being	22
4300 Family Schedules	15
4400 Family Satisfaction	15
4500 Family Consensus	<u>21</u>
Sub-Total	82
Total	72

Source: Fournier, D. & Englebrecht, J. Assessing conflict between family life and employment: Conceptual issues in instrument development. In B. Hirschlein and W. Braun (Eds.), Families and Work. Stillwater, OK: University Printing Services, 1982.

VITA 2

Tonya Renae Smith Schwartz

Candidate for the Degree of

Master of Science

Thesis: FAMILY AND EMPLOYMENT STRESSORS FOR WOMEN IN VARIOUS LIFE SITUATIONS

Major Field: Family Relations and Child Development

Biographical:

Personal Data: Born in Perry, Oklahoma, August 9, 1961, the daughter of James E. and Lois L. Smith. Married Daniel K. Schwartz, June 4, 1983.

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Professional Organizations: Member of National Council on Family Relations, Certified in Cardiopulmonary Resuscitation by the Red Cross.