

ASSESSMENT OF CONFLICT BETWEEN FAMILY
LIFE AND EMPLOYMENT

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CHAPTER I

INTRODUCTION

During the last decade social analysts and policymakers have focused increasing attention on the dynamic intersections of work and family life. At the 1980 White House Conference on Families (1980, p. 24), the highest priority issue called for "family-oriented personnel policies--flexitime, better leave policies, shared and part-time jobs, and transfer policies." General Mills chose Families at Work: Strengths and Strains as the topic for its 1980-1981 American Family Report. The Fall 1981 issue of American Family previewed 13 programs and research articles concerned with the interrelationships of families and work.

The interest in work/family issues on the national level has been sustained because the competing responsibilities of paid employment and family life are personal issues for the majority of Americans. During the 1970's, dramatic changes took place in women's labor force participation. In 1970, about 31 million or 43 percent of U.S. women, 16 years old or older were in the labor force. By 1980, 51.4 percent of all women were working or looking for work. This sizable increase in women's rate of labor force participation has been accompanied by a comparatively small decrease of less than two percent in men's labor force participation from 1970 to 1980 (U.S. Department of Labor, 1980). Overall labor force participation is higher in the United States than it has ever been and the trend is projected 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.

Historical Trends in Work and Family

An understanding of the current concerns about the relationship between work and family is enhanced by a review of the characteristics of work/family connections in earlier eras. Bohlen and Viveros-Long (1981) identified three fundamental changes in work/family relationships that have taken place over time in Europe and North America and which have created the basis for the current interest in work and family:

1. separation of workplace and home life;
2. drop in birth rate since the eighteenth century; and,
3. increase in labor force participation by women with children (p. 21).

The evolution of these developments can be seen in terms of three stages in Western family history. These stages did not occur simultaneously across all American settings, but the order of change in work-family relationships remained similar for different places and classes (Bohlen and Viveros-Long, 1981).

The Workplace and Home Were Essentially Identical

Despite widely differing evaluations of the beneficial qualities of integrated family life and work life, there does not seem to be a consensus among historians that this pattern was prevalent in the seventeenth and eighteenth centuries in the United States, Europe, and England. Some historians cite negative aspects of the pre-eighteenth century family life including evidence of neglect and abuse of children, noisiness,

crowdedness, lack of privacy and unsanitary housing conditions as well as apprenticing children away from their families and frequent brutality (deMousse, 1974; Illick, 1974). Those who do see positive features in this pre-eighteenth century life style cite the regular presence of adults and children in the same setting with the result that work and family activities were inseparable (Aries, 1962; Laslett, 1977).

Regardless of the incidence of poor living conditions, poor working conditions and the short time allowed for childhood, the arrangements that allowed children and adults to interact routinely around the necessary activities of daily life is usually viewed positively. This arrangement is often contrasted to conditions of the twentieth century in which family members spend relatively few of their waking hours with each other. Children and adults pursue life activities of work and play in separate places and the survival of the individual family members no longer depends on the sharing of tasks.

When Men's Work Took Place Away From the Home

This stage, when men's work took place away from home, presented itself at different times for different segments of the population but usually followed the previously described stage for the majority of families. In this stage, men's work increasingly took place in factories or offices separated from the home. Production activities usually associated with women's work, such as food preservation and clothing construction, gradually moved out of the home and many tasks such as cleaning, ironing, and laundering eventually became mechanized.

Concomitant to the separation of work and home was a clearer delineation of male and female roles both inside the home and outside the home

(Parsons, 1947, 1959). A highly sentimentalized woman maintained the house and reared the children but was discouraged from working outside the home except in humanitarian activities. Men acquired special authority by performing activities requiring strength and endurance to earn financial resources to maintain the household. They worked long hours, six or seven days a week, and were with the family for only a short time in the evening (Demos, 1974).

Even though stay-at-home values for women's lives were extolled, by 1900, more than 40 percent of non-white women and almost 20 percent of white American women were in the labor force. Immigrant and black women comprised the majority of women workers. Additionally, widows and wives of disabled men worked for pay. These women worked because welfare and other services were not available and they required the income to survive (Chafe, 1976; Bane, 1976; Gutman, 1976).

When Women With Children Were Labor Force Participants

The third stage of work/family connections is characterized by the dramatic changes mentioned in the introduction. Life expectancy greatly increased from mid-nineteenth to mid-twentieth century from less than 50 years to almost 80 years. During the first half of the nineteenth century, women typically gave birth to 8 or 10 children but by the middle of the nineteenth century, the birth rate had dropped to 5 births per mother. Even during the 1950's "baby boom," the average number of children was only three per woman and dropped shortly thereafter, thus continuing a general pattern of steady decline in birth rate (Tauber and Sweet, 1976).

The decline in birth rate has not been due to an increase in

childlessness among women but the decline has been in the total number of children in each family. Most women are still having children but the average mother's age at the birth of the last child has dropped dramatically (Bane, 1976). These demographic facts from the third stage have at least two strong implications for the current interest in the work/family connection. First, most women are having children and a large percentage of those women are involved in paid employment outside the home. These facts result in the issue of how to provide child care for the children of the employed women. Second, women have increasingly long stretches of adult life without the responsibilities of childrearing which they may opt to spend in paid work outside the home.

These implications were borne out in the 1970's. By the close of the decade, over one-half of all married women worked outside the home. In 1978, over half of the mothers with school-age children were in the labor force. Additionally, 49 percent of the women with preschool children, ages three to six years, and 34 percent of those with children under three were employed full-time (Grossman, 1979).

Another phenomenon affecting current family life is the high divorce rate. One result of this current high divorce rate is the increase in single-parent households. One in every six children under 18 years of age lives with only one parent which is usually a mother. Three-fifths of these single mothers hold jobs which are usually full-time (Waldman, Grossman, Hayghne, and Johnson, 1979).

Another trend, concurrent with the change in women's roles, is the rising average age of the population. Older populations precipitate three additional work/family issues:

1. large numbers of older people wish to remain in the labor force on a flexible or reduced-time basis;

2. increasing numbers of employed adults need time to spend with or help care for older members of their families; and
3. students of all ages seek part-time or flexitime work to enable them to care for their families, to attend school, to get job experience, or to help pay rising education costs--or often a combination of all three (Bohen and Viveros-Long, 1982, pp. 33-34).

This brief examination of historical trends outlines the connections between work and family activities and helps to explain some of the concerns that employers and workers have about maintaining effective participation in both work and family systems. The developments taken separately or together have complicated the challenges employed people face in balancing their work and family involvement in satisfactory ways (Bohen and Viveros-Long, 1981). An important step in meeting these challenges is an objective identification of the range and impact of interactions between work and family as perceived by workers. The major thrust of this research is the initial validation of an instrument that will be used to collect information to build that objective data base. The instrument can also serve as a diagnostic tool for organizations and individuals to identify problem areas in work/family interactions.

Family/Employment Research Team

This author has been a member of the Family/Employment Research Team at Oklahoma State University which has been studying the interactive relationship between work life and family life since July 1, 1980. The purpose of the following section is to describe certain aspects of the ongoing project which form a foundation and rationale for the research completed by this researcher as partial fulfillment for the requirements of the doctoral program of study.

The Pilot Study: Perceptions of
Family/Employment Interactions

During the summer of 1980, a random telephone survey was conducted in Stillwater, Oklahoma (Fournier, Juhnke and Engelbrecht, 1981). The purposes of the study were to:

1. identify conflicts between employment and family life; and
2. identify employee perceptions of how jobs can be changed to improve family life.

The data collection procedures yielded 150 completed interviews.

The Team's initial attempts to understand the relationship between work and family were based on a content analysis of the response to the following questions during the telephone interviews:

1. In your opinion, what are three common ways in which work can affect family?
2. In your opinion, what are three common ways in which family can affect work?

Respondents found it easy to identify conflict situations which impacted on family living. The interviews yielded 347 specific statements to Question 1 which characterized both problems experienced at work and the effect that these conflicts had on the family. Responses to Question 2, family impacts on work, were more difficult for subjects and could not be easily categorized. The initial descriptive categories are presented in Table 1.

TABLE I
WORK CONFLICTS AND FAMILY IMPACTS

Categories of Work/Family Conflict	Frequency of Occurrence	Percent of Conflicts Reported
<u>Time</u>	153	44
1. Too much time at work	95	28
2. Priorities	43	12
3. Scheduling	15	4
<u>Health</u>	109	31
1. Physical and emotional impact	101	29
2. Fatigue and energy	8	2
<u>Family Roles and Responsibilities</u>	51	15
1. Effect on family	23	7
2. Effect on marriage	6	2
3. Effect on children	2	1
4. Effect on worker	5	1
5. Household tasks	10	3
6. Child care	5	1
<u>Money</u>	34	10
1. Not enough money	29	8
2. Arguments over money	4	1
3. Control of money	1	0

The answers for work conflicts affecting family were grouped according to four categories: (1) time, (2) health, (3) family roles and responsibilities, and (4) money. Time and health were the most frequently stated conflict areas across all age groups and occupational classifications (Engelbrecht, Juhnke and Fournier, 1981).

When respondents were asked to identify ways in which family affects work, two different types of answers emerged:

1. Work impacts--specific ways that family can affect work; and
2. Family conflicts--family-related problems that impact work.

The complexity of the work/family interface and the difficulty experienced in trying to separate the work and family components became obvious to the research team. An attempt was made to keep the issues separate but this was only partially successful.

The initial content analysis divided work impacts into four categories: (1) time--e.g., loss of time at work; not being able to meet professional obligations (20%); (2) attitudes--e.g., not interested in work; decreased concentration, satisfaction, and enthusiasm (41%); (3) lowered work efficiency--e.g., fatigue and health problems (33%); and (4) personnel conflicts--e.g., taking out frustration on employers, co-workers, or clients (6%) (Fournier, Juhnke and Engelbrecht, 1982).

Family problems were categorized into three separate levels with each level representing different subsystems within the family. The three levels were: individual problems (14%), interpersonal problems (65%), and external problems (21%).

Although the initial content analysis depicted in Table I was helpful in providing descriptions of conflict areas between family life and employment, it was not a sufficient conceptual model to guide the

development of objective measurement tools. It was necessary for the research team to reanalyze the pilot data in an attempt to develop a conceptual model which was more theoretically grounded and allowed for input from both work and family areas.

Model for Conceptualizing Work/Family Conflicts

Further attempts to understand the relationship between work and family have resulted in the development of a working conceptual model. An ecosystems perspective serves as the theoretical basis of the model. The psycho-social environment of the family including both internal features (relationships between and among children and parents, including parent-child and sibling relations) and external features (work relations, governments, churches, friendships) make up a theoretical perspective often referred to as the ecosystem approach. The ecological system framework emphasizes the interdependence of organisms and environment (Compton and Hall, 1972). Individual family members are interrelated with other family members with various outside environmental systems which are physically or culturally relevant. The web of transactions carried out through the family organization constitute the basic elements of the family ecosystem (Paolucci, Hall, and Axinn, 1977).

Work and family are interdependent realms within the ecosystem. They are not separate entities. Rather, both systems engage in production and consumption of resources produced by other systems. This interdependence is necessary for the maintenance of both systems. Allen (1979) suggests that family be defined according to the producer-consumer model:

The family is . . . a group of people who are bound by their common work efforts, from which their common consumption derives. . . . Workers would be seen as family members with

constant, on-going responsibilities, and family members would, by definition, come to consider themselves in light of their total work' (pp. 35-36).

The Conceptual Model of Work/Family Conflicts developed by the Family/ Employment Research Team is depicted in Figure 1 (Fournier, 1982). The figure identifies a system of work and family problems and impacts as a four-cell matrix. The work and family subsystems are both the source of conflict and the recipient of impacts. The internal boundaries are marked by broken lines to denote permeable boundaries between each cell and illustrate the interdependent nature of family life and employment. The arrows in the center represent the primary direction of influences that occur. Influences can be exchanged across any of the proposed boundaries.

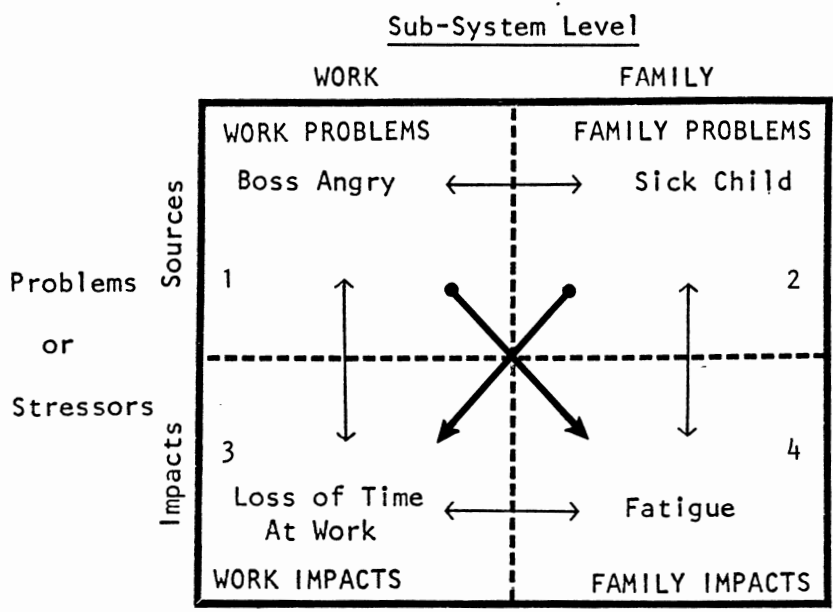


Figure 1. Work/Family Conflicts and Impacts

Cell 1 reflects Work-Related Problems (problems that stem from work) that often have an effect on functioning within the family. The primary direction of influence is toward the family (Cell 4). An example of a work conflict is "spending too many hours at work" which relates to "less time together as a family."

Cell 2 illustrates Family Problems (problems that originate within the family) that primarily affect the workplace (Cell 3). An example would be "losing time at work" due to having to "care for a sick child."

Cell 3 includes Work Impacts which are specific ways that employment functions can be affected by individual and family problems as well as work problems. The primary forces impacting on employment in Cell 3 are conflicts originating in the family. For example, an employee "experiencing marital problems" (Cell 2) may be "less able to concentrate on the job" (Cell 3).

Cell 4 reflects Family Impacts which are the specific ways in which family can be affected by outside influences. An example of a family impact would be "neglecting household tasks" (Cell 4) because of "job-related fatigue" (Cell 1).

While the dark arrows on the figure indicate the primary direction of influence, the broken lines and smaller arrows are meant to describe the open boundaries and influences shared among the cells. An example which illustrates the open exchange between conceptual areas is having to "work weekends and evenings" (Cell 1) which often affects less togetherness as a family" (Cell 4). "Less family togetherness" could then lead to more "interpersonal relationship problems within the family" (Cell 2). "Poor job performance" (Cell 3) could be one result of an increase in "family relationship problems" (Cell 2). "Poor job performance" (Cell 3)

could then be related to "lack of job promotions" (Cell 1). In this example, all cells have influenced and have been impacted by other cells.

A new content analysis of the data from the pilot project, guided by the above conceptual model and a further review of literature, resulted in a more comprehensive codification of the conflicts between work and family. This content analysis presents all levels of conflicts and impacts as identified within each of the four main cells of the model and is reproduced in Appendix A.

Purposes

A major weakness in the existing research on the reciprocal relations between work and family life is the reliance on subjective or open-ended data collection techniques. The primary goal of this project is the initial validation of the PROFILES (Personal Reflections on Family Life and Employment Stressors) Inventory. PROFILES is an instrument designed to assist individuals, families, and businesses 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. It is envisioned that PROFILES will have wide application for researchers, businesses, and families as participants in each system seek to identify the primary conflicts and most frequent impacts on the functioning in each system.

Specific objectives of the research project include:

1. Validation of the constructs identified in the conceptualization of work/family conflicts.
2. Establishment of criterion-related validity on the scales of PROFILES.

3. Establishment of internal consistency on PROFILES scales and subscales.

4. Description of the extent to which work/family conflict issues impact the day-to-day life of hotel employees.

5. Establishment of initial reliability coefficients on PROFILES scales.

The investigation of the above objectives will help form the basis for further revision of the PROFILES instrument and will provide insights into the work/family conflicts experienced by the workers in this sample.

Outline of Chapters

This research is presented in five chapters. Chapter I presents an introduction to the area of work and family, reviews historical trends in work and family, and describes current trends that contribute to the salience of work/family issues. The pilot study and the on-going development of the conceptual framework that form a foundation for this research are discussed. Finally, the purpose and specific objectives of the research are presented.

Chapter II summarizes the areas of literature related to the work/family link that were beneficial in identifying work/family conflicts. The specific areas of related literature examined are women's employment including maternal employment, child care, and dual-career issues, occupational stress, and alternative work schedules. The literature that explores the work/family link both theoretically and empirically is reviewed.

Chapter III describes the major variables included in the study, sampling plan, and the instruments (PROFILES I, PROFILES II, Family and

Work Survey, and Background Form). Data collection and coding procedures are explained, and the plan for analysis is discussed.

Chapter IV provides a summary of the demographic characteristics of the sample, documents the development of conceptually interrelated measurement scales to assess work/family conflicts, and reports normative PROFILES scores for selected subsamples of workers in the sample. The results of reliability and validity samples are presented. The final section compares the effect of the stress related to the different types of work/family conflicts.

Chapter V summarizes the purposes and objectives of the study and highlights the literature that was beneficial to the process of identifying work/family conflicts. The methodology and findings of the study are discussed. Finally, observations and recommendations are made on the basis of this research project.

CHAPTER II

REVIEW OF LITERATURE

Research literature that specifically addresses the interrelationships between work life and family life is limited. There is, however, a wide range of topic areas spanning several academic disciplines that closely relate to the work/family link. To identify conflicts between work life and family life and develop an instrument to assess such conflicts required an examination of many of these literature sources. This literature review summarizes related topic areas that were useful in identifying conflicts between work and family and addresses literature that explores the linkage between work and family from both theoretical and empirical perspectives.

Related Topic Areas

Women's Employment

The phenomenon of the twentieth century that has raised public consciousness about conflicts between family life and employment is the increasing number of women who have entered and continue to remain in the paid labor force. This fact has spawned many concerns such as maternal employment, child care and dual career issues which have been addressed in the literature.

The facts of women's employment as highlighted in Chapter I reflect dramatic changes in women's attachment to the labor force. During the decade

of the 1970's, women's labor force participation increased from 31 million or 43 percent to 51.4 percent. The increase continues as indicated by the 44 million reported to be in the labor force as of March, 1980 (see Table II).

Chenoweth and Maret (1980, p. 250) predict that "approximately 90 percent of all American women will be employed at some point in their lives." Their research indicates that such employment is neither temporary nor capricious but occupies a significant portion of women's lives.

Maternal Employment. Concomitant with this increase in women's employment is the large numbers of mothers, particularly mothers of young children, who entered the labor force in the 1970's. According to Waldman, Grossman, Hayghe, and Johnson (1979),

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

The influx of mothers in the 1970's work force occurred both among those with school-age as well as those with preschool-age children. In March of 1979, 62 percent of the mothers with children 6 to 17 years old and 45 percent of those with children under age 6 were working or looking for work. Comparable rates for 1970 were 52 and 32 percent, respectively (Johnson, 1980).

During the mid-1970's, a series of reviews addressed the effects of maternal employment (Etaugh, 1974; Hoffman, 1974; and Wallston, 1973). Although all variables had not been examined and findings were somewhat mixed, there seemed to be a general consensus that maternal employment does affect children. Hoffman (1980), in a more recent review, acknowledged maternal employment as an important social change that has become

TABLE 11
 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: A Databook.
 Washington, D.C.: U.S. Department of Labor,
 Bureau of Labor Statistics, June, 1980, p. 3.

the modal pattern. Hoffman predicts that the social pattern will continue. The decreased time required in homemaking, the decreased number of children in families, and the upswing in women's educational levels enable women to obtain more satisfying employment and increases their motivation to maintain that employment. Older and more recent studies indicate that as mother's satisfaction with her role increases, her effectiveness as a parent increases (Gold and Andres, 1978; Hoffman, 1974).

In considering the effects of maternal employment on infants, one should be cautious about the findings because of the difficulty involved in studying the infancy stage. There is some evidence that the amount of expressive and vocal stimulation, the response the infant receives to his/her actions and behavior, and the amount of reciprocal interaction does affect the infant's development. But there is no evidence that the caretaker has to be the mother or that the role is better filled by a male or female (Lamb, 1977). Research in Canada compared four-year-olds whose mothers worked outside the home since birth and four-year-olds whose mothers were at home. The employed mothers' children showed better social adjustment. The negative finding was that sons of employed mothers had lower IQ scores (Gold and Andres, 1978).

For the school-age child, child care needs change considerably. Children spend less time at home and the father may become more relevant to socialization tasks (Hoffman, 1980). In her 1974 review, Hoffman summarized the studies on sex-role stereotypes of school-age children in the following manner:

In general, maternal employment is associated with less traditional sex-role concepts and a higher evaluation of female competence. Daughters of working mothers compare positively with daughters of non-working mothers, particularly with respect to

independence and achievement-related variables. The effects of maternal employment are much less clear for sons (p. 163).

In 1980, Hoffman elaborated that findings for male children differed by social class. Sons in lower-class families with employed mothers tend to be less admiring of their fathers. Another Canadian study indicated a strain in the father-son relationship when the mother was employed (Gold and Andres, 1978). Portner (1978), in her review of literature examining the effect of employment on children, found no consensus regarding how maternal employment affects children's academic performance. Etaugh (1974) and Hoffman (1974) suggested that maternal employment is to a slight degree negatively related to the academic performance of male children. However, Banducci (1967) found the reverse situation in some groups when the analysis took into consideration social class.

Very few of the studies of maternal employment during the child's adolescence have found negative effects and most have found positive effects (Hoffman, 1980). Hoffman's review further indicated that for daughters of employed mothers the pattern is clear. The daughters are more outgoing, independent, active and highly motivated, score higher on indices of academic achievement, and appear better adjusted on social and personality measures than daughters of mothers who are not employed outside the home. For sons of employed women, the needs of adolescence seem to also be suited to maternal employment but the pattern is less clear. Hoffman (1980) summarized by suggesting that maternal employment is better suited to the needs of adolescents than is full-time mothering.

Child Care and Supervision. An issue closely tied to maternal employment is the care of children while parents are at work. Surveys of day care by the U.S. Department of Health and Human Services found licensed

day care existed for only about 25 percent of the children under six years of age who have working mothers (U.S. Senate Subcommittee on Child and Human Development, 1979). Most supervision for children is privately arranged and the costs and quality of day care vary greatly. Adequate child care remains a serious problem for mothers who wish to work outside the home. Etaugh (1980, p. 310) in her review of research on nonmaternal care comments, "Only a percentage of nonmaternal care occurs in day-care centers and only a small percentage of these involve research-oriented demonstration programs." Thus, the care actually received by the large majority of preschool children is not readily evaluated.

After examining research in the areas of maternal deprivation, institutionalization, and parent-child relations, Anderson (1980) makes a case for differentiating day care and maternal employment along two dimensions: relationships and care. She concludes that the quality and stability of caregiving relationships and care settings may override the daily separation experience itself in determining the child's reaction to day care. Etaugh (1980) offers limited support for the perspective:

The absence of demonstrated consistent effects in the studies done so far do not warrant the sweeping conclusion that nonmaternal care is not harmful. The evidence does suggest a more cautious conclusion that high-quality nonmaternal care has not been found to have negative effects on the development of preschool children (p. 316).

At best these findings, as well as the facts of the limited availability of childcare, leave many unanswered questions for parents and children but raise many issues that are at the interface of employment and family life.

Dual Career Issues. According to the U.S. Bureau of the Census (1980), of the 58 million families in the United States in March, 1979,

23 million of those families (40%) were dual-employment families. Although the phenomenon of dual-employment has emerged primarily in the past two decades, a relatively large body of literature has developed about one subcase of dual employment, "dual career" families. The dual career family as defined by Rapoport and Rapoport (1969, 1971) is one in which both husband and wife pursue individual careers that have a developmental sequence and seek to maintain a family life. The theme within the body of literature that most directly addresses the family employment interface and was most useful in the development of PROFILES concerns the stresses and strains that dual career families experience.

The classic piece regarding the dual career family identifies five sources of strain: identity dilemma, work and role overload, role-cycling problems, social network dilemmas, and possible discrepancies between personal norms and social norms (Fogarty, Rapoport, and Rapoport, 1971). Identity dilemma concerns the role expectations that a husband or wife have been traditionally expected to carry out that are difficult in a dual career situation. The work or role overload as defined by Fogarty, Rapoport, and Rapoport (1971) refers to the total volume of required activities which need to be accomplished by the dual career couple. Role-cycling, the third source of stress, refers to attempts by the dual career couple to stagger the demand of each of their career ladders with family demands. The fourth area of stress is the discrepancy between personal and societal norms. Societal norms prescribe expectations for certain functions for men to perform and other expectations for women to perform. When these expectations are not met, families sometimes feel negative social sanctions. The final strain involves the limited time available to interact with friends, relatives, and acquaintances because of the extra

workload (Fogarty, Rapoport, and Rapoport, 1971). Heckman, Bryson, and Bryson (1977) identified five areas of concern to dual career families: (1) restricted job mobility, (2) demands on time and energy, (3) family versus job demands, (4) role conflicts, and (5) feelings of competition and/or resentment and bringing home problems. Other researchers (Holstrom, 1971; Bebbington, 1973; Burk and Weir, 1976) have identified similar areas of stress for dual career families.

Occupational Stress

Another area of literature that provided insights into the conflicts that occur between employment and family life is occupational stress. Cooper and Marshall (1976) in their review of occupational stress identified five sources of stress at work. The first factor included stressors intrinsic to the job such as poor working conditions, work overload, time pressures, and physical danger. A second category of stressors involved aspects of the employee's role in the organization such as role ambiguity, role conflict, responsibilities for people, and conflicts about organizational boundaries. A third set of stressors is related to career development; this refers to the impact of overpromotion, underpromotion, status incongruence, lack of job security, thwarted ambition, etc. Another major source of stress at work has to do with the nature of relationships with one's boss, subordinates, and colleagues. A fifth source of organizational stress involves those aspects of the structure of an organization which can make 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. As a final note to the list, Cooper and Marshall (1976) state:

There are a number of extra-organizational sources of stress which affect the physical and mental well-being of an individual at work, such things as family problems, life satisfaction and crises, financial difficulties, etc. (p. 22).

They further indicate that very little research has been done which examines some of the more important extra-organizational factors, particularly the relationship between family and work life.

Further acknowledgment of the incidence of stressors between work life and family life may be found in the Social Readjustment Rating Scale (SRRS) developed by Holmes and Rahe (1967). They derived 43 life events from more than 10 years of systematic observation of patients suffering from stress-related illnesses. The resulting scale can be used by individuals to estimate the amount of stress they are experiencing at any given time. The top three causes of stress, identified in the scale, are family-related: (1) death of a spouse, (2) divorce, and (3) separation from spouse. Less than 25 percent of all of the stressful life events on the SRRS are job-related (Arbrose, 1979).

Alternative Work Schedules

Alternative or rearranged work schedules may provide options for reducing some of the conflicts that occur between work and family. The interest in and experimentation with rearranged work schedules has focused on three major forms: (1) shortened work week, (2) flexible working hours, and (3) part-time employment including job sharing. The majority of these experiments with alternative work patterns have occurred as a result of management's interest in increasing productivity, decreasing absenteeism, and reducing turnover, but other benefits to workers and their families may result (Polit, 1979).

The limited research in this area usually examines indices important to employers but one study specifically evaluated the effects of a modest flextime system on management of family stress, coordination of family schedules, and the sharing of chores and childrearing between parents (Bohen and Viveros-Long, 1981). Even though a major conclusion of the study is that modest flexible work schedules alone cannot make significant differences in work/family conflicts of employed parents, the study does provide a model for further examination of the impact of alternative work patterns on families and individuals.

Another study (Waters, 1982) which has considered family indices compared job sharers and full time employees on benefit programs, job satisfaction, attitude toward employment and family responsibilities, and time flexibility. Job sharing in this study was defined as

An employment schedule in which two or three people jointly fulfill the responsibility for one full-time position or job title. Participants must perceive themselves as job sharers, communicate with their partner, and share the same workspace. Additionally, the employer must perceive the arrangement as job sharing (p. 6).

Although the scale dealing with family responsibilities was not found to be statistically significant as a whole, there were significant differences between job-sharers and full-time workers on two items. Full-time employees reported that they wished for more time to do things with family and that they felt physically drained after getting home from work. Other findings from the study indicate that job-sharers reported more satisfaction with their job and greater time flexibility than full-time workers (Waters, 1982).

Investigations of the Work/Family Link

Although this important linkage is receiving increased attention in both the lay and academic communities, the tendency has been to take a one-sided view of the work/family interaction. Both family and business researchers have tended to examine how work affects the family (Near, Rice, and Hunt, 1980; Portner, 1978). Portner (1978, p. 4) states that "most theoretical and empirical literature continues to examine the work world's impact on the family and not vice-versa." She suggests that the work on geographic mobility, the studies on the effect of a mother's working on her children, and the literature on dual-career and single-career families reflect this orientation of the world of work impacting on the family. One exception to this outlook, noted by Portner, is the recognition given by the business world to the impact of the "corporate wife" on the husband's work performance.

There is a paucity of empirical studies specifically examining the impact of family on work and the reciprocal interactions between the employment system and the family system. However, recent polls and surveys suggest that individual workers are recognizing the impacts of their families on their employment as well as the overall significance of the work/family interface (Families at Work: Strengths and Strains, 1980; Pleck, Staines, and Lang, 1980).

Theoretical Perspectives

The number of empirical studies addressing the work/family link is still small, but there have been theoretical discussions focusing on the interrelatedness of families and employment for the last two decades.

The importance of this interplay has been stressed by Rodman and Safilios-Rothschild (1963) when they state:

Neither the business world nor the family world exists in a vacuum. Each is situated within a social and cultural context that contains the other, and, for a fuller understanding, each should be examined in relation to its total context. . . . Since both business and the family play so large a part in the life of most individuals, studying the way each influences and interacts with the other is especially important (p. 313).

As early as 1965, Rapoport and Rapoport (1965, p. 381) theorized about the interdependence of work and family when they suggested that "cultural, social-structural and personal regularities interact to determine the ways in which work and family life affect each other." They analyzed the process whereby the structure of interrelationships between work and family is established and concluded that at critical transition points in work and family role systems, patterns of task accomplishment in one sphere affect those in the other. They further suggest that fitting those participation patterns in work and family together is partly a matter of individual style that emerges as the individuals meet each successive situation, rather than the outcome of conformity to or deviance from pre-existing normative patterns.

Schein (1978) addressed the work/family interface through development of a circular model that examines self (degree of involvement with self-development) overlapping with an area of work/career involvement; and finally, overlapping with either or both areas is the degree of involvement a person has in the family. This model illustrates the complexity of the work/family interaction and the systems involved. Schein (1978) postulated that work and family are likely to involve extensive conflicts. To deal with those conflicts constructively requires adaptive capacity which will depend on the nature of the family system as well as

the operation of the work setting (Kanter, 1977). Both families and organizations must remain sensitive to the complex interactions which can arise between work and family.

As a result of her synthesis of previous studies, Kanter (1977) provided a theoretical overview of the systemic relationship between work and family and postulated a framework for reflection on work/family issues. She concluded by making recommendations for research and policy development. The five areas identified by Kanter for research and theory are:

- Patterns of work-family connection and the characteristic benefits, costs and dilemmas associated with each;
- Nepotism and anti-nepotism;
- Occupational situations and organizational arrangements as structural constraints on personal and family development;
- The effects of adult career development or work progression on personal and familial relations; and
- Joint effects of work and family on disruptions on personal well-being (pp. 92-93).

Areas recommended by Kanter for social policy innovations and experiments include:

- Flextime;
- Organizational change and job redesign;
- Joint family and work-group meetings and workshops;
- Bringing children (and spouses) to work;
- On-work-site counseling;
- Community support for employed women;
- Leaves and sabbaticals;
- Workman's compensation for families of work "victims"; and
- "Family responsibility statements" by organizations (pp. 94-97).

With the goal of developing theory to relate family and organizational influences, Renshaw's research (1976) focused on people at periods, such as heavy business travel or international transfer, when the organization was placing greater than usual demands on employees and indirectly on their families. She found that the interdependence of the two systems was ignored until forced into awareness by the emergence of problems.

When the interaction of the work system and family system was recognized, there was an inclination for individuals to blame organizational events for family problems and family events were blamed for work problems. Renshaw (p. 164) theorized that "stresses in one system are not caused by events in the other system but are a function of the interactive nature of the relationship."

Empirical Investigations

During the late 1960's, a few empirical investigations began to include items relating work and family. For example, in a 1966 investigation of the relationship between identification with academic major, strength of self concept, and the incidence of major-switching during the college career, college males were also asked whether they felt that family and occupational responsibilities interfere with each other (Adamek and Goudy, 1966). Forty percent of them responded affirmatively. In addition, 70 percent of the males in the same study (85% of the females) designated the family as the primary source of satisfaction. Twenty-two percent of the males and six percent of the females chose the occupation as the primary source of satisfaction.

Wilmott (1971, p. 78) compared the responses of workers at different occupational levels to a question asking whether "the demands of your work interfere at all with the demands of your home and family life?" Among the manual workers, conflicts were described entirely in terms of long hours and shift work. However, staff members described interferences largely in terms of being irritable at home because of pressure at work or worrying about work problems at home.

Bailyn (1970) hypothesized that an educated, married woman's resolution of the "career-family" dilemma cannot be adequately evaluated without knowledge of her husband's resolution--the way he fits his work and family into his life. With a sample of 200 female university graduates and their husbands, Bailyn corroborated her hypothesis and concluded:

that identifying the conditions under which men find it possible to give primary emphasis to their families while at the same time functioning satisfactorily in their careers may be more relevant to the problem of career resolution for married women than the continued emphasis on the difficulties women face in integrating family and work (p. 108).

Culbert and Renshaw (1972) employed a quasi-experimental design to study the outcomes of a husband-wife workshop designed to help couples explore aspects of their relationship that determine their individual and joint responses to organizational and family stress, and to develop collaborative resources for coping with those stresses. Participants were identified because the husband's job required a great deal of travel. The researchers cautiously concluded that the seminar seemed to: (1) increase the problem solving resources of husbands and wives, (2) increase couples' abilities to cope with travel stresses, and (3) produce changes that carried over into other areas of organizational effectiveness such as co-worker relations and work efficiency. Culbert and Renshaw (1972, p. 337) caution that the findings are tentative due to the small sample size and the exploratory nature of the investigation but suggest that "the utility lies in demonstrating the interdependence of the family and organization and showing that progress can result from meeting issues at the interface head on."

Some of the first studies that considered work and family in a systematic simultaneous fashion are those dealing with roles and stages in the family life cycle. For example, Oppenheimer (1974) examined the

interaction of men's occupational and family life cycles. Her findings indicate that the family life cycle produces a situation where men in their 40's and 50's have adolescent children to maintain and educate. Given the trends in school-leaving age, the families of men in the moderate-to-lower paying occupations increasingly operate at an economic disadvantage at the later stages of the life cycle, thus producing the "life-cycle squeeze." Oppenheimer suggests the "life-cycle squeeze" is one important factor in the high labor force participation rates of married women in their 40's and 50's. Hall (1975) also examined the mutual impact of work and family using the woman's stage in the family life cycle as a major variable. His findings indicate that the particular pressures a woman feels are strongly related to her life stages. However, the number of life roles, including employment roles, had more impact than life stage on the existence or nonexistence of conflict.

Two studies that have attempted to tease out the interrelationships between work life and family life have used a naturalistic observation methodology. Golden (1975) studied the nature of the interface between work and family settings in families with young children. Based on her observation, she conceived of the family as an energy and resource consuming system. During periods of stress, such as the illness of children or the psychological or physical absence of a parent due to conflicts between home and work settings, more energy is consumed by the system than it received and the family goes into a state of energy imbalance. The system tries to return to a state of balance. Short term efforts might include strengthening ties, exchanging labor, or hiring outside help. Long term changes require a major reorganization within the family system or the passage of time out of the infancy and pre-school age stage. Golden

(1975, p. 406) comments, "the separation of work and family spheres, with the great time demands of work obligations, has deprived families of the crucial resources of time and energy." There is probably no time when families need those resources more than during the early years.

Also using a naturalistic methodology, Piotrkowski (1979) explored the connections between work and family life in 13 working class and lower middle class families. She identified three psychological patterns at the interface of paid work and family spheres: positive carry-over, negative carry-over, and energy deficit. The general notion of carry-over is helpful in conveying the idea that there is a psychological relationship between what occurs at work and what occurs within the family. The concepts of emotional and interpersonal availability facilitate an understanding of the carry-over process.

Emotional availability denotes a worker's psychological state resulting from his or her experience at work. This state, in turn, influences the worker's interactions with other family members. Indicators of interpersonal availability are the frequency of a worker's initiations to others and the socioemotional quality of his initiations and responses.

The pattern of positive carry-over is evident in a family where the worker derives a sense of esteem and identity from his work, and his personal gratification is made available to the family system through his ability to initiate warm and interested interactions and to respond positively to other family members. The worker can emotionally charge family members, and the worker, in turn is emotionally charged by them, thus establishing a "positive" cycle of interaction.

In the negative carry-over pattern, work overload and job role conflicts cause the job to be a source of psychological strain. The worker

may try to manage this strain by worrying or displacing negative feelings about work onto other family members. Personal attempts to manage strain may cause tension in the family. Outward behavior may include the worker being unavailable to deal with the spouse's concerns or irritable with the children.

The third pattern, energy deficit, becomes evident when the researcher considered what was not there. In this pattern, the work is emotionally and physically draining without returning energy to the worker who has traded time and effort for wages. In order to muster his or her energies, a worker creates a psychological space, thereby being psychologically unavailable to other members. Patterns differ from negative carry-over in that feelings about work are not brought directly into the family system. Although Piotrkowski (1979), through her observations, was able to identify the connections between the work life and family life of the participants, they tended to adhere to the notion that work and family are quite separate.

Two studies have utilized a survey methodology to examine the interplay between employment and family systems. The most current national survey is the General Mills American Family Report, 1980-1981; Families at Work: Strengths and Strains. This survey explores changes in the work force--especially the increase in the numbers of working wives and mothers--and how they influence the outlook and activities of families. Conversely, it looks at how changing family situations shape the needs and expectations of workers. The initial report is descriptive in nature but the frequencies and percentages reflect perceptions toward work and family. The most frequently reported rewards to the family were financial. Specific financial rewards that were regularly mentioned include

the ability to buy a home and provide an education for the children. The strains that work had placed on the family were most often reported as resulting from long hours and their effects--less leisure time with families and more stress and tension. Working men and working fathers seemed generally satisfied with the amount of time they had for themselves (65% and 60%, respectively), but 63 percent of the working mothers felt that they did not have enough time for themselves.

In spite of the perceived strains of work, most family members would prefer to work either full or part time. The preference for work is pronounced among both currently working men (78%) and currently working women (58%). Women are more inclined than men to prefer part-time work combined with work at home caring for the family, even if their working is not essential to the family income. Compared with 28 percent of the working men, 41 percent of the working women would choose part-time employment.

When working adults were asked about the important reasons for their working, the three most frequent responses were: to achieve a sense of accomplishment and personal satisfaction (89%); to help make ends meet (87%); and to raise their standard of living (85%). According to Families at Work: Strengths and Strains (1981, p. 21), "The fact that a need for personal satisfaction and accomplishment head the list may explain in part why most American family members prefer to work even in the absence of economic necessity."

Another national survey, the 1977 Quality of Employment Survey (Pleck, Staines, and Lang, 1980, p. 29), asked workers, "How much do your job and your family life interfere with each other?" One-third of the

married employees reported that their jobs interfered with family "some-what" or "a lot." Specific reports of how jobs interfere with family were most likely to be excessive work time, schedule conflicts, and fatigue and irritability from work. Workers who said their job and family lives interfered with each other reported significantly lower satisfaction with both their jobs and family life (Pleck, Staines, and Lang, 1980).

Near, Rice, and Hunt (1980) in a review of empirical research on the relationship between work and nonwork domains focused on the relationship between social structures in one domain and individual reactions in another. Social structures associated with the work place included factors such as pay, physical conditions, or nature of the job, whereas examples of social structures of the nonwork type included family size, physical repair of one's residence, or condition of neighborhood. Behavioral reactions (including attitudes) at work might include an individual's absenteeism rate or degree of job satisfaction. Attitudinal and behavioral reactions away from the job might include voting behavior, frequency of attendance at religious services, or degree of satisfaction with family life. Family variables, as evidenced by the above examples, are a salient portion of the nonwork structures.

The findings of the studies reviewed suggest that work place structures are strongly related to individual attitudes and behaviors outside the workplace. Conclusions also indicate that nonwork, structural variables are moderately correlated with job satisfaction and job involvement. Family factors and demographic variables also seem to explain variance in work behaviors, especially turnover and absenteeism. The authors caution that because of the correlational nature of the data, the direction of

causality is not clear in the studies reviewed. Recommendations for future work include a more specific and precise conceptualization of the relationship between work and nonwork domains, and more sophisticated research designs and data analysis to examine the relationship between work and nonwork areas.

Summary and Implications

As this review indicates, the needs for research in the area of work and family are many and varied. The reciprocal relationship between family and work needs to be more precisely conceptualized. With a clearly developed theoretical framework serving as a basis, sophisticated designs and analytical strategies are needed to unravel the complex interactions between the work and family systems. Initially, national probability studies are needed to identify the range of work/family interactions and the normative extent to which people perceive that work and family affect one another. Methodologically, more field studies, observational procedures, time-phased data collection experiments, quasi-experimental designs, and comprehensive assessments of family functioning are needed to provide better insight and allow more confidence in the findings. There is considerable potential for innovative programming and evaluation research that will reduce tension and encourage harmony in the overlapping worlds of work and family. Perhaps more importantly, research should foster cooperative efforts between business, academics, and families as they move toward mutually agreeable goals.

CHAPTER III

METHODOLOGY

The primary purpose of this research is the statistical validation of PROFILES, a newly developed instrument designed to assist individuals in the identification of conflicts between their work and family situations. The validation of PROFILES required use of research techniques which involved correlating previously established research scales from the literature with the newly developed scales in PROFILES. Integral to this procedure are the initial reliability studies which were also carried out on the PROFILES scales. The establishment of descriptive data on the range and pervasiveness of work/family conflicts was accomplished by describing workers and the conflicts they perceived between their work life and family life.

Most of the data available on work/family problems has been collected through open-ended questions. These studies are limited in scope because they rely on the respondents' ability to accurately recall work/family issues. Since people are inclined to give answers that are most salient to them at that point in time, there has been no attempt to tap a full range of previously identified issues and their rates of occurrence.

Variables

The conceptual model of Work/Family Conflicts and Impacts presented

in Chapter I (page 11) proposes that work and family are interconnected systems within a broad socio-cultural environment. The major conceptual variables concern the problems and impacts which exist between the two levels of the ecosystem. Family Problems, Work Problems, Family Impacts, and Work Impacts are the constructs that were assessed. These constructs were operationalized by developing items from the more specific levels of the content analysis (Appendix A).

In addition to measuring Work/Family Conflicts and Impacts, a number of related concepts were assessed to allow validation of the PROFILES Inventory. These validation concepts included:

1. Marital Happiness
2. Marital Conventionalization (Social Desirability)
3. Self Esteem
4. Locus of Control
5. Parenting Satisfaction
6. Work/Family Role Strain
7. Job Satisfaction
8. Job Flexibility
9. Perception of Work Environment
10. Family Cohesion and Family Adaptability
11. Perception of Health of Household Members

Extensive demographic information was also gathered on the worker and other household members. A summary of the characteristics of the variables that were included for study may be found in Appendix C.

Sampling Plan

A volunteer sample was deemed appropriate to fulfill the objectives

of the study. Hotels were selected from a volunteer sample obtained from members of the Tulsa Lodging Association (TLA). Initial contact was made with the chairperson of the Association to gain support and cooperation for this study. The research team was invited to attend a regular meeting of the TLA on September 17, 1981, to present an overview of the proposed research. The Association supported the proposed research and encouraged individual properties to participate. Due to high employee turnover rates in the hospitality industry and low unemployment figures in the Tulsa area, the general managers from three hotels indicated interest in being involved in the present study. Anonymity was achieved by identifying each of the participating hotels as Properties 1, 2, and 3. The cooperating hotels represented a regional hotel and two national hotels. Each of the properties surveyed was located on Interstate 44, a main thoroughfare in Tulsa, Oklahoma.

The goal was to survey all employees working at each property. Since the operation of a hotel requires many types of occupations and skills ranging from housekeepers and bus boys to business executives and electricians, the hospitality industry could provide the varied sample necessary for this exploratory study.

Employees from the three cooperating hotels comprised the sample for this study. The total number of persons employed in each hotel on the days of data collection were as follows:

Property 1	128 employees
Property 2	220 employees
Property 3	180 employees

Instrumentation

Four instruments--PROFILES I and II, Family and Work Survey, and the Background Form--were utilized to accomplish the objectives of this study. A copy of each instrument can be found in Appendix B. The measurement characteristics of the major variables employed in the study are summarized in Table XV (Appendix C).

PROFILES I

PROFILES I was the primary instrument utilized to assess patterns of work and family conflict issues. The instrument includes common conflicts that take place in the family and on the job.

The construction of PROFILES was guided by the Conceptual Model of Work/Family Conflicts and Impacts (Chapter I, page 11). The initial instrument had two parts. PROFILES I (short form) consisted of 72 general items based on the second and third levels of the content analysis (see Appendix D for number of items in each category). For example, in the category of Work Impacts, there was a general item dealing with Work Productivity and another general item dealing with the Work Atmosphere. There were four more specific items dealing with Work Productivity in the areas of Time at Work, Obligations, Concentration, and Physical Readiness. Likewise, there were two more specific items concerning Work Atmosphere which dealt with Work Attitudes and Work Relationships (Appendix A). This same pattern was used to develop items in the categories of Work Problems, Family Problems, Work Impacts, and Family Impacts. The respondent was asked to identify how often each of the events occurred in his/her home life or work life on a scale of 0 to 2. Response choices included: 0 = never, 1 = rarely, 2 = sometimes, and 3 = often. Respondents were also asked to

indicate how much stress or impact was associated with a conflict in terms of functioning at home or on the job. Response choices included: 0 = no effect, 1 = some effect, and 2 = major effect. There was also a provision for the respondent to indicate whether an event did not apply to his/her life.

PROFILES II (Long Form)

PROFILES II (long form) has a slightly different format from PROFILES I. PROFILES II includes 248 statements and was based on the fourth level of most specific listing in the final content analysis (see Appendix A). The respondent was asked to indicate whether a conflict issue had occurred in the past year. The response choices were "yes" or "no." If the conflict issue had occurred, the respondent was asked to indicate whether it occurred daily, weekly, monthly, or yearly. There is one statement for each of the problems and conflicts identified in the fourth level of the content analysis.

Background Form

The Background Form was utilized to elicit extensive demographic information about each respondent. 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 and spouse
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
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.

Family and Work Survey

The Family and Work Survey elicited information necessary for establishment of criterion validity on PROFILES. The scales included in the survey are established scales from previous research. A description of each of the scales included in the Family and Work Survey follows.

Locus of Control. Items included to assess a person's perception of personal control over events and own behavior have been adapted from Rotter's Internal-External Locus of Control Scale (Rotter, 1966). When an individual believes that an event or reward is unpredictable or controlled by chance, fate or a complexity of forces, one is said to exhibit a belief in external control. If the person perceives that the event is contingent upon his own behavior or his own relatively permanent characteristics, one's belief is internal control.

Rotter's scale has been administered to numerous samples. Rotter (1966) obtained an internal consistency coefficient (Kuder-Richardson) of .70 from a sample of 400 college students. Test-retest reliability coefficients were computed for two subgroups of Rotter's (1966) sample. After one month, the test-retest reliability coefficient for a group of 60 college students was .72. After two months, a test-retest reliability coefficient of .55 was obtained for a subgroup of 117 college students. Modifications to the scale include slight changes in wording and response format from yes/no to a Likert format. The five items adapted for this study were selected on the basis of correlation coefficients and item content.

Self-Esteem. Self-esteem encompasses the feelings of self-respect and competency by an individual. The 10-item Rosenberg Self-Esteem Scale (1962) measures the self-acceptance aspect of self-esteem. Using a total of 5,024 high school students, a Guttman scale reproducibility coefficient of .92 was obtained (Rosenberg, 1962). Sibling and Tippett (1965) found a test-retest correlation over two weeks of .85 (N = 28). Sibling and Tippett (1965) also found that the scale correlated from .56 to .83 with several similar measures and clinical assessments (N = 44). Three items were used from that scale to measure self-acceptance.

Work Environment. The semantic differential included to elicit the respondents' perceptions of the work environment was adapted from a scale developed by Scott (1967) to measure "morale" of employees. The word pairs pleasant-unpleasant, comfortable-uncomfortable, always same-always changing, clean-dirty, spacious-cramped, safe-dangerous, perfect-imperfect, noisy-quiet, and neat-messy were adapted from one subscale. All

items had factor loadings of .23 or higher on the first factor except safe-dangerous which had a loading of .16. Other word pairs were developed by the researchers on the Family/Employment Research Team.

Parenting Satisfaction. The measures of satisfaction with aspects of parenting were adapted from the parent role dimensions identified by Eversoll (1979). For her study, she asked respondents to rank dimensions in order of importance. The parent role dimensions identified by Eversoll (1979) are: nurturer of emotional and physical needs, problem solver, provider of economic needs, societal model, and facilitator of leisure-time activities. To meet the goals of this study, respondents were asked to indicate level of satisfaction with parenting role on a five-point Likert scale. No established measures of validity and reliability are available for the Eversoll instrument.

Work/Family Role Strain. The five items used to measure work/family role strain were adapted from a study by Keith and Schafer (1980). No established measures of validity or reliability are available.

Job Description. The Job Description Index (JDI) attempts to measure the job satisfaction areas of pay, promotion, type of work, and people on the job. A sample of 952 individuals in seven different organizations was used in developing the JDI. The corrected split-half internal consistency coefficients are reported to exceed .80 for each of the scales (Robinson, 1969). Some evidence of stability over time was reported by Hulin (1966). Hulin (1966) also reported a correlation of -.27 between satisfaction and turnover (over a 12-month period) for clerical employees. The group of researchers at Cornell University that developed the scale

has also carried out studies involving convergent and discriminant validity (Locke, Smith, and Hulin, 1965).

Job Satisfaction. The job satisfaction questionnaire, developed by Johnson (1955), covers the following areas of work: physical and mental exertion; relations with associates; relations with employer; security, advancement, and finances; interest in, liking for, and emotional involvement in the job; job information and status; physical surroundings and work conditions; future goals and progress toward goals; and, evaluation in retrospect. The test-retest reliability coefficient over a three-week interval with 98 teachers was .90. Individual items averaged 91.4 percent complete agreement between the two questionnaires. Validity was inferred from: (1) the nature of the construction of the instrument; (2) ratings of the individual items by 10 judges; (3) ratings of work characteristics for importance to job satisfaction by 1,184 teachers; (4) a correlation of .64 between self-estimates of satisfaction; and (5) job satisfaction scores for 98 teachers which had a correlation of .61 between paired-comparison ratings of job satisfaction.

Family Adaptability and Cohesion. Items from the Family Adaptability and Cohesion Evaluation Scales (FACES), developed by Olson, Bell, and Portner (1978), were included to assess the cohesion and adaptability of the household members as perceived by the respondent.

Olson, Sprenkle, and Russell (1978, p. 3) define family cohesion as "The emotional bonding which members have toward one another and the individual autonomy that a person has in the family system." They define (p. 12) family adaptability as "The ability of a marital/family system to

change its power structure, role relationships, and relationship rules in response to situational and developmental stress."

Olson, Bell, and Portner (1978) conclude that FACES appears to have a high degree of clinical and empirical validity. The clinical validity was demonstrated by the fact that counselors had a high level of agreement in their evaluation of items as they placed them in a high, moderate, or low level for each subscale. The empirical or construct validity was demonstrated by the fact that the items had high factor loadings on different factors which were related to the three levels of the dimensions--high, moderate, and low.

Social desirability (using a modified version of Edmond's Conventionality Scale) was not correlated with the total score on adaptability ($r = .03$), but it was highly correlated with the total score on cohesion ($r = .45$). The internal consistency (alpha) reliability of the total scores for adaptability and cohesion were reasonably high ($r = .75$ and $r = .83$, respectively). However, the split-half reliability for each of the subscales was low (Olson, Bell, and Portner, 1978).

Because of space limitations, all of the 111 items from the FACES instrument were not included in this study. The 25 items selected were chosen based on content as related to this study.

Social Desirability. The scale used to measure social desirability in this study was the Marital Conventionalization (MC) Scale developed by Edmonds (1967). Edmonds (p. 681) defines marital conventionalization "as the extent to which a person distorts the appraisal of his marriage in the direction of social desirability." In Edmonds' initial sample the MC Scale demonstrated a .63 correlation with the Locke-Wallace short scale of marital adjustment. The first MC Scale contained 30 items. A second

MC Scale was shortened to 15 items. The short scale had a .99 correlation with the long scale. Items for this study were selected from the short scale on the basis of their content and discriminating power.

Job Flexibility. This scale was developed by the Family/Employment research team to ascertain the amount of choice that respondents had about certain aspects of their job. A semantic differential format was considered to be most efficient to assess the information.

Marital Satisfaction. This scale is a part of the 125-item ENRICH Inventory designed to assess marital relationships (Fournier, Olson, and Druckman, 1983). The purpose of the instrument is to assist counselors and clergy in marriage counseling. The marital satisfaction category provides a global measure of satisfaction by surveying ten areas of a couple's marriage. These areas include personality characteristics, role responsibilities, communication, resolution of conflict, financial concerns, management of leisure time, sexual relationships, parental responsibilities, relationships with family and friends, and religious orientation.

Olson, Fournier, and Druckman (1979, 1982) obtained an alpha reliability coefficient of .81 when the scale was administered to a national sample of 1,344. For a group of 115, the test-retest reliability coefficient was found to be .86 after a four-week interval.

Collection of Data

The battery of instruments constructed for data collection consisted of four booklets. Each booklet was professionally printed and measured 7.5 x 8.0 inches. Each respondent was given a folder containing the four booklets. Respondents were requested to complete the Background Form,

PROFILES I, and the Family and Work Survey during the released time provided at the job site. If their work schedule permitted, the employees were encouraged to complete PROFILES II during the work-release time. However, a postage-paid return envelope was provided so that the employees who did not complete PROFILES II on the job site could finish at their convenience and return by mail.

Confidentiality of the respondents was maintained through the following procedure. Each set of instruments was given an individual identification number. No list was made of the names of employees who completed the questionnaires. The identification numbers were the only identification system used for coding, cleaning, and analyzing the data.

Certain aspects of the data collection process were similar for all hotels. Each hotel provided a comfortable room for their employees to complete the battery of instruments. This researcher personally presented the questionnaires to each respondent at the research sites and collected completed questionnaires. Aspects of the data collection process that varied by property are addressed in the following discussion.

Property 1

The researcher and the project director met with the general manager of Property 1. Specific goals of the research project were reviewed and plans for data collection were developed. On the recommendation of the general manager, the project director and this researcher met with the managerial staff of the property during a regular executive meeting. An overview of the project was presented and all managers present completed the Background Form, PROFILES I, and the Family and Work Survey. Having general familiarity with the project and instrument, the managers

developed specific plans for the employees in each department to complete the questionnaires. The plans required that the researcher return to that property on four different afternoons to collect data from the different departments.

Property 2

The project director and the researcher met with the general manager and the personnel director of Property 2. During the meeting, the decision was made that the hotel would send the information about the project and data collection through the mail to each employee. The mailing included a letter from the project director and this researcher describing the collection procedures and a letter of support from the general manager. Copies of these letters may be found in Appendix E. The decision was also made to begin data collection at 8:00 a.m. on a Friday and to continue through the day until 12:30 a.m. The day used for data collection was a pay day for the hotel employees.

Property 3

The project director and this researcher met initially with five members of the managerial staff at a regular executive meeting to explain project goals, outcomes, and data collection procedures. Letters introducing the project and a letter of support from the general manager (see Appendix E) were attached to the paychecks of all employees in the hotel. Actual data collection took place for 34 hours, from 6:30 a.m. the first day until 4:30 p.m. the second day in order to accommodate a large group of part-time employees available on the second day.

Coding of Data

Data collected from the questionnaires were coded by this researcher and four senior college students trained to assist with coding and cleaning of data as a part of a class project. Coding was on-going as data were collected from the hotels during the spring of 1982.

Training for the coders was extensive and involved a number of systematic checks for the accuracy of recording. During the first session, individuals were given an overview of the research project and were instructed on the importance of accuracy in the transfer of data from the questionnaires to the recording forms. Reading materials were provided for the coders to help familiarize them with the project. Prior to the second session, recording forms, 40 by 80 grids, were labeled to allow for coding 20 computer cards of 72 columns each. During the session, each coder was provided with a set of blank questionnaires marked with the exact card and column placement of each variable. The project director and this researcher worked individually with each coder as she coded at least two questionnaires. During the third session, the coders coded questionnaires independently. The completed questionnaires were carefully checked for accuracy. Problem areas were identified and discussed thoroughly. This researcher continued to make visual checks of all completed code sheets and was available to answer questions and solve problems throughout the coding process.

Coded forms were keypunched by a professional data entry staff and verified for accuracy. This was accomplished by having two operators independently keypunch the same data. The two versions were then compared and any discrepancy was corrected. After keypunching, this researcher

obtained paper listings of all cards on the computer and checked the completeness and sequencing of all data.

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 (SPSS) computer programs (Nie, Hull, Jenkins, Steinbrenner, and Bent, 1975) available at Oklahoma State University.

The purpose of this section is to briefly describe the statistical procedures utilized for this initial validation step of the PROFILES Inventory. The section has been divided according to the major sections of the findings chapter.

Frequency Distributions

Absolute frequencies, relative frequencies, and adjusted frequencies of all variables were obtained. The frequency distributions were essential for cleaning the data, determining the feasibility of scale and subscale scoring, and served as the basis for the sample description provided in Chapter IV.

Characteristics of Occurrence and Frequency

Scale Scores on PROFILES I

Two types of scales were calculated from the data collected on PROFILES I. The Occurrence Scale Scores were calculated by counting the number of times a respondent indicated that the conflict situations occurred

within a scale. For example, on a five-item scale, the score would be four if the respondent marked often, sometimes, or rarely on four items and never on a fifth item.

The Frequency Scores were calculated by summing the values assigned to the response choices (often--3, sometimes--2, rarely--1). To correct for missing data, the mean of the scale for each individual was multiplied by the number of non-missing items. Respondents had to answer at least half of the items in the scale; if less than half of the items in a scale were answered by a respondent, the scale score for that individual was considered missing and was not used in the analysis. A summary table of the central tendency, standard deviation, and range of both scores for each category is provided in Chapter IV.

Statistics for Establishing the Normative

Structure of PROFILES Scores

Nunnally (1967) emphasizes that one of the most important steps in instrument development is the establishment of norms. He defines norms (p. 244) as "any scores that provide a frame of reference for interpreting the scores of particular persons." A basic requirement for a diagnostic tool is the establishment of a normative structure on scales for important subpopulations of individuals who will possibly use the test. This procedure was done on all 16 scales of PROFILES I. The mean score for each PROFILES category was identified for six different background characteristics of individuals. These include:

1. Sex (male, female)
2. Education of respondent (8 years or less of schooling, some high school, completed high school, some college work, vocational training

after high school, college degree complete, graduate or professional training)

3. Age (19 years and younger, 20 through 29 years, 30 through 39 years, 40 through 49 years, 50 years and older)

4. Household size (1 member, 2 members, 3 members, 4 members, and 5 members or more)

5. Family monthly income (less than \$300, \$300 to \$600, \$600 to \$900, \$1200 to \$1500, \$1500 to \$1800, \$1800 to \$2100, over \$2100)

6. Occupational classification of respondent (higher executives, proprietors of large concerns, and major professionals; business managers, proprietors of medium-sized businesses, and lesser professionals; administrative personnel, small independent businesses and minor professionals; clerical and sales workers, technicians, and owners of little businesses; skilled manual employees; machine operators and semi-skilled employees; unskilled employees; students; and housewives).

A one-way analysis of variance (ANOVA) was performed on each PROFILES I scale by Frequency and by Occurrence using the SPSS BREAKDOWN program. BREAKDOWN compares subpopulation means and computes the F-ratio of differences between means. A significant F-ratio indicated important differences among different subpopulations. The tables summarizing the normative data include the F-ratio and the significance level associated with the value.

Statistics for Establishing Scale Reliability

Kerlinger (1973, p. 443) defined reliability "as the relative absence of errors of measurement in a measuring instrument." A reliable measurement device has the ability to obtain consistently repeatable,

and accurate measurements on some trait or characteristic. Therefore, a reliable research or clinical tool should be usable by others with a similar level of precision. In essence, reliability theory proposes that each scale or tool has the obtained score, X_t , that has two components: a "true" component and an error component. The true score can never be determined exactly. The symbol " ∞ ," infinity sign, is used to signify "true." Each person also has an error score, X_e , which may result from several of the factors responsible for errors of measurement. The resulting equation basic to the theory is

$$X_t = X_{\infty} + X_e$$

which says that any obtained score is made of two components, a "true" component and an "error" component. The goal is to minimize the error component and approximate the true component as nearly as possible.

Alpha Reliability Coefficient. In this study, three reliability measures are reported for each of the PROFILES I scales. Coefficient alpha provides the proportion or percentage of variance shared by the items in the scale. Because it is an estimate of reliability based on the average correlation among items, it is a measure of the "internal consistency" of a scale. According to Nunnally (1967, p. 211), "coefficient alpha provides a good estimate of reliability in most situations, since the major source of measurement error is because of the sampling of content."

Split-Half Reliability Coefficient. Another coefficient reported for each scale is calculated by the split-half method. Alternate form reliability determines the ability of two measures to tap a hypothetical

pool of items that assess the same concept. Split-half reliability provides a method for estimating alternate form reliability when it is not possible to develop two measurement tools. The procedure involves dividing a scale into two equivalent halves and correlating the two summed scores. If the instrument has internal consistency, the scores on either half should correlate strongly. The split-half coefficient is a maximum likelihood estimate which means the true reliability coefficient is probably lower.

Guttman Reliability Coefficient. Guttman proposed a minimum set of assumptions under which the reliability of a simple sum of scores across items could be estimated. The Guttman method produces six different coefficients. According to Hull and Nie (1981), all estimates underestimate the true reliability. They suggest one should select the largest of the six coefficients computed by the subprogram for calculating Guttman reliabilities because it is a minimum likelihood estimate which means the true reliability coefficient is probably higher. The highest of the six coefficients for each scale generated by the Guttman reliability subprogram is reported.

Statistics for Establishing Validity.

A scale, in a very general sense, is valid if it does what it is intended to do. Validity is never measured directly but can only be inferred. Nunnally (1967, p. 75) states, "Validity is a matter of degree rather than an all-or-none property, and validation is an unending process." The following sections will describe the procedures used in the validation process.

Item Analysis. The individual items that comprise each PROFILES scale are the basic units of validity. They represent the operational definitions of the constructs represented by each scale. Critical analysis may or may not verify them empirically. Seven statistics are reported for each item in Appendix F. These are summarized and a rank is assigned to each, based on its relative contribution to scale reliability.

The mean (\bar{X}) and standard deviation (sd) are reported for each item. These measures of distribution and central tendency determine the overall scale score and the proportion of individuals falling above or below certain levels.

As emphasized by Nunnally (1967), the internal consistency of a scale depends on the ability of items to share a core of variance. One method of assessing internal consistency is to find the average correlation of each item with all other items in the scale. The mean correlation (\bar{r}) was found by adding the Pearson Correlation of each item with the other items in the scale and dividing by the number of items in the scale. The procedure will help identify the weaker items in the scale.

The Pearson Product Moment Correlation between each item and the scale score provides another statistic of value. The statistic identifies the amount of variance shared between the item and the total scale. It will also assist in discriminating between strong and weak items. The words, \bar{r} with scale, represents the correlation between each item and the scale score in the table.

Another item statistic that is helpful in assessing and improving scale reliability is Coefficient Alpha calculated without a particular item. By comparing the full-scale alpha with the alpha computed without a particular item, it is possible to determine whether an item makes a

positive or negative contribution to overall scale reliability. The alpha computed for each scale without each individual item is represented in Appendix F as alpha.

Factor analysis procedures can provide important item statistics that relate to overall reliability. Communality, referred to as h^2 , is a technique which separates common variance shared by variables from unique variance attributable specifically to one variable. When only the items in one scale are factor analyzed, the communality scores should be high.

A final statistic reported for each item is the factor loading of each item on the unrotated first factor in principle components factor analysis. Since the goal of principle components factor analysis is to find the best linear combination of variables which explains the most variance, the loading on the first unrotated factor will indicate the relative contribution of each item to that factor. This statistic is reported as UnrFL.

Content Validity. Content validity refers to the representativeness or sampling adequacy of the content of a scale. It is the least empirical of all validity procedures and is usually based on the judgment of experts. Two strategies were employed to obtain minimal levels of content validity. Initially, a thorough search of the literature on work and family was made to identify issues and areas of concerns. Second, the pilot project described in Chapter I provided verification of the issues and problems identified through the literature search. These procedures provided the basis for some confidence in the sampling of content for the PROFILES scales.

Construct Validity. Essential to the understanding of construct validity is the understanding of what a construct is. Nunnally (1967) says that to the extent that a variable is abstract rather than concrete, it is a construct. A construct is subjective abstraction determined by a researcher that does not necessarily exist as an isolated, observable dimension of behavior. Thus, construct validity is the empirical verification of the ability of a construct to explain the common variance shared by variables selected to operationalize the construct. If variables that are hypothesized to relate, do interrelate in the manner predicted by the construct, there is support for the existence of the construct. However, if variance is not explained by the construct, other related constructs may have to be identified or different procedures employed to assess the construct. The process of validating constructs is ongoing but each empirical investigation contributes to a clearer understanding of the domain of the construct. For this initial phase of the validation of PROFILES, two techniques of assessing construct validity were used.

1. Factor Analysis Procedures: Factor analysis techniques seek to find the best linear combination of variables to explain the most variance and therefore can be a powerful tool in the process of construct validity. Since one goal of factor analysis is to verify the theoretical constructs, factor analysis was used with three levels of abstractness in PROFILES to explore constructs and subordinate constructs in the theoretical framework of work and family conflicts discussed in Chapter I.

The PROFILES I instrument is comprised of 72 items in four major categories labeled as Work Problems, Family Problems, Family Impacts, and Work Impacts. Each content category is composed of several scales which are identified in the content analysis in Appendix A.

Factor analysis techniques were used on items that make up each of the four cells of the theoretical framework. Since the subordinate constructs or scales in each are hypothesized to be related, oblique rotation was also used. For each of the four cells, a factor analysis should result in the identification of the same number of factors as there are scales or content categories. For example, in the cell of Work Problems, six scales were developed in the content area: Work Schedules, Job Location, Salary and Benefits, Work Conditions, Work Relationships, and Job Characteristics. A factor analysis of the Work Problems cell should result in the identification of six factors defined along the lines of the content of the scales.

Another test of scale construct validity is the ability of one construct to explain the majority of variance that comprises that one scale. Since the purpose of principle components factor analysis is to find the single linear combination of items that explains the majority of shared variance, the ability of items to cluster around the first unrotated variable is a measure of their ability to tap the single construct. This was done with the 16 scales in PROFILES I using varimax rotation which was designed to be used with factors that are hypothesized to be independent.

2. Correlational Analysis. As described in Chapter I, the content analysis on which PROFILES I and II were developed has four identifiable levels of abstraction. The items in PROFILES I were based on the second and third levels of the content analysis while the items in PROFILES II were based on the fourth level which is very specific. Another method of assessing construct validity is to correlate the items and scales built on the more abstract levels in PROFILES I with the scales based on the fourth or very specific levels in PROFILES II. A reasonably high

positive correlation among items and scales identified as being in the same content category would support the existence of the overall construct. The correlational analysis between items and scales in both PROFILES I and II were carried out on all PROFILES I scales and their derivative subscales in PROFILES II.

Criterion-Related Validity. Kerlinger (1973, p. 459) stated that, "criterion-related validity is studied by comparing test or scale scores with one or more external variables, or criteria, known or believed to measure the attribute under study." It is characterized by prediction to an outside criterion and by checking a measuring instrument either in the present or in the future against some outcome or measure. To establish criterion-related validity on PROFILES, patterns of relationship between PROFILES scales and relevant external variables were examined. All of the variables in the Family and Work Survey relate to PROFILES scales. For example, high scores on the scales in the work problems dimension would be expected to be related to low scores on job satisfaction as measured by the Job Description Index. Also, high scores on the Personal Well-Being variable would be expected to be related to a low self-esteem score as measured by Rosenberg's (1962) Self-Esteem Scale. Since all variables have a continuous response format, the Pearson Product Moment Correlation was used for analysis.

Description of Impact of Work/Family Conflicts

The analysis discussed throughout this chapter has been based on the frequency responses of respondents to PROFILES items. This final analysis describes the impact responses of respondents to PROFILES items. Specifically, this entails a description of the second response made to

each item which basically answers the question, how much does this conflict or problem affect your life?

In order to assess which categories of conflicts or problems caused the greatest concern or tension, the simple summed scale score was divided by the number of items in the scale correcting for missing. The resulting scores can be compared across scales to give some indication as to which content area caused the greatest concern. PROFILES scales are ranked as to the mean impact per item.

CHAPTER IV

FINDINGS

The primary purposes of this study are to establish initial reliability and validity estimates for the newly developed PROFILES Inventory and to begin the process of describing the extent to which family life and employment conflicts affect persons in a variety of occupations. This chapter will provide a summary of the demographic characteristics of the sample, document the development of conceptually interrelated measurement scales to assess work/family conflict, report normative PROFILES Scale Scores for selected subsamples of workers in the study, and highlight the results of reliability and validity analyses designed to answer a number of important empirical questions about PROFILES. The final section in this chapter discusses the calculation of impact or stress points for the items in each scale in order to relate the level of stress experienced to the different types of work/family conflict.

Sample Characteristics

Ideally, the assessment of conflict between work and family should involve subjects representing a wide range of occupational classifications in many different industries. However, due to the exploratory nature of this study, the sample was drawn from a range of occupational classifications within one industry, the hospitality industry. Future studies must be directed to other industrial and employee categories prior to making

generalizations to larger populations. Table III is a summary of selected background characteristics of the hotel employees that comprised the sample. A higher proportion of the respondents were female (148 females compared to 88 males) with six persons declining to report their sex. In general, the sample is young with the greatest number of respondents falling in the 20 through 29 age bracket. At least two factors might contribute to the youth of the sample. These include: (1) the hotel industry has a wide range of entry level jobs which provide work opportunities for young people who do not have much work experience, and (2) many of the employees are students drawn from nearby colleges and universities.

The educational level of the respondents showed considerable variety; 47 (19.4%) had not completed high school but 42 (19.4%) had completed at least one college degree. Additionally, some of the employees were working toward a degree at the time of data collection. Eighty percent of the respondents had finished high school or higher education.

Household size reported by respondents in this study was small. Over half of the sample lived in households with three members or less. A household, as defined by this study, could be composed of one person living alone, unrelated males and/or females living together, as well as kinship groups. A variety of household styles were represented by the respondents in this study.

The item assessing income provided a range of monthly household incomes and respondents were asked to check the most appropriate category (see Appendix B, page 156). The greater number of responses were in the \$300 to \$600, \$600 to \$900 and over \$2100 categories. The answers could reflect income earned by other household members and income from other sources such as second jobs or investments. These facts help to explain

TABLE III
 SELECTED BACKGROUND CHARACTERISTICS OF THE SAMPLE
 (N = 242)*

Characteristic	Number	Percent	Characteristic	Number	Percent
<u>Sex of Respondents</u>			<u>Monthly Household Income</u>		
Males	88	36	Less than \$300	15	06
Females	148	61	\$300 to \$600	35	15
Missing	6	03	\$600 to \$900	38	16
<u>Age of Respondents</u>			\$900 to \$1200	34	14
19 years or younger	42	18	\$1200 to \$1500	30	12
20 through 29 years	112	46	\$1500 to \$1800	25	10
30 through 39 years	44	18	\$1800 to \$2100	20	08
40 through 49 years	25	10	Over \$2100	35	15
50 through 59 years	18	08	Missing	10	04
60 years or older	1	00	<u>Occupational Classifications of the Respondents</u>		
<u>Education of Respondents</u>			Higher executives	4	02
Did not finish high school	47	19	Business managers, lesser professionals	7	03
Completed high school	60	25	Administrative personnel, minor professionals	30	12
Some college, did not finish	55	23	Clerical and sales workers	47	19
Vocational training after high school	38	16	Skilled manual employees	15	06
College degree completed	42	17	Machine operators, semi-skilled employees	89	37
<u>Household Size</u>			Unskilled employees	28	11
1 member	49	20	Students	11	05
2 members	75	31	Housewives	1	00
3 members	43	17	Missing	10	04
4 members	38	16			
5 or more members	33	14			
Missing	4	02			

*The overall response rate for this study was 46 percent. This included: 68 of 128 employees from Property 1; 107 of 220 employees from Property 2; and 67 of 180 employees from Property 3.

why one of the categories with the largest number of responses is that of a monthly income over \$2100. Other than the deviation of the over \$2100 category, the distribution of household income was fairly even across the ranges provided.

The largest number of respondents (37%) had jobs that were classified as machine operators or semi-skilled. If employees worked two or more jobs or had another major role responsibility such as being a student, only the job reported as the "first job" is reflected in Table III.

In summary, the sample was largely female, young, and lived in small households. The educational level as well as the monthly household income varied widely across the sample. A range of occupational classifications were represented with the largest number of persons being clerical workers, sales workers, machine operators, and semi-skilled workers.

A comparison of these findings with background characteristics of hotel employees at the city, state, or national level would be enlightening. However, several discussions with both national and state industry spokespersons and exhaustive library searches indicate this specific information is not available. Compared to a profile of employed Americans, this sample had a higher percentage of females and was slightly younger. Sixty-one percent of this sample were women while only 43.9 percent of the civilian labor force participants were women. The median age of this sample was 27 while the median age for all civilian labor force participants was 34. The average household size of this sample, 2.53, was very similar to the national average household size of 2.73. Nationally, 70 percent of the labor force had completed high school whereas 80 percent of this sample had earned a high school diploma (Population Profile of the United States: 1981). In summary, although there were some unique aspects of

this sample that may limit the generalizability of the results, several characteristics were similar to other employed Americans and may provide a beginning point for generalization of results to large populations.

Empirical Characteristics of the Occurrence Method and Frequency Method of Comput- ing Work/Family Conflict Scores

Two methods were used to calculate scales assessing the amount of work/family conflict from the PROFILES Inventory. These are called the Frequency Method and the Occurrence Method. As discussed in the methodology chapter, the Occurrence Method simply counts the number of items within a scale reported to be a conflict by each respondent. With the Frequency Method of calculation, scores are determined by summing the values assigned to the response choices of each item in the scale.

The Occurrence Method of calculating scale scores provides information as to whether a conflict ever occurred, thus allowing researchers to ascertain whether the conflict was ever an issue or problem. The maximum score possible for an individual is the number of items in a scale. A maximum score would indicate that the individual has experienced the full range of conflicts included in the scale. On only three scales, Salary and Benefits, Job Characteristics, and Personal Well-Being, did the mean exceed one-half the maximum possible. This may indicate that most respondents experience some but not all of the conflicts or issues included in a scale.

The Frequency Method of calculating scores provides information as to the relative frequency (often, sometimes, never) with which a conflict or issue occurred. For an individual to have a maximum score on a

Frequency Scale, he or she would have to check "often" to all conflict issues in a particular scale. As reflected in Table IV, maximum scores were obtained by respondents in the sample on only four scales, Salary and Benefits, Job Characteristics, Personal Well-Being, and Family Schedules. By this method of scale score calculation, all means were less than half of the maximum possible score. In addition, standard deviations are very high, thus influencing skewness and departure from a normal distribution. The four highest means using the Frequency Method were for Salary and Benefits, Job Characteristics, Personal Well-Being, and Work Schedules. These same four scales also had the highest means when scale calculations used the Occurrence Method. Table V compares relative rank-ordering of the conflict scores when calculated by the Frequency and Occurrence Methods. When scores are corrected for the number of items in the scale, Household Functioning ranked number one while other categories had very similar ranks.

In summary, a comparison of the characteristics of the two types of scale score calculations reflects a consistency in the types of conflicts experienced as well as the frequency with which conflicts were mentioned by the respondents. However, in the developmental stages of a new instrument, it is important and prudent to utilize multiple methods of data analysis to gain insight about the consistency and stability of the measurements.

PROFILES Normative Scores for Important Subsamples

This section presents data which summarize PROFILES I scale scores for the total sample and for important subsamples of hotel employees. Tables VI and VII provide a summary of PROFILES I scales by sex of the

TABLE IV
EMPIRICAL CHARACTERISTICS OF OCCURRENCE AND FREQUENCY SCALES

PROFILES I Scales	Occurrence Scales				Frequency Scales				
	Range		Mean	Std. Dev.	Min.	Max. (Sample)	Max. (Possible)	Mean	Std. Dev.
	Min.	Max.							
Work Schedules	0	4	2.293	1.43	0	12	12	4.93	3.11
Job Location	0	5	1.090	1.24	0	8	15	1.72	2.12
Salary and Benefits	0	5	2.770	1.80	0	15	15	6.14	4.19
Work Conditions	0	3	1.240	1.15	0	7	9	1.94	2.15
Work Relationships	0	5	2.410	1.81	0	13	15	4.40	3.10
Job Characteristics	0	5	2.900	1.83	0	15	15	5.93	3.64
Personal Concerns	0	4	1.490	1.25	0	8	12	2.16	1.95
Interpersonal Concerns	0	5	1.460	1.58	0	13	15	2.08	2.78
External Concerns	0	6	2.650	1.86	0	17	18	4.76	3.90
Work Productivity	0	5	2.390	1.73	0	13	15	4.09	2.91
Work Atmosphere	0	3	1.720	1.08	0	8	9	3.05	2.16
Household Functioning	0	3	2.010	1.17	0	9	9	3.91	2.77
Personal Well-Being	0	5	2.650	1.63	0	15	15	5.10	3.65
Family Schedules	0	5	2.080	1.58	0	15	15	4.22	3.69
Family Satisfaction	0	4	1.570	1.49	0	11	12	2.80	2.86
Family Consensus	0	5	1.190	1.44	0	12	15	1.84	2.63

TABLE V
 RANK ORDERING* OF PROFILES CATEGORIES
 BY SCALE TYPES

Conflict Category	Rank for Occurrence	Rank for Frequency
Work Schedules	6	6
Job Location	16	16
Salary and Benefits	2	1
Work Conditions	14	15
Work Relationship	5	8
Job Characteristics	1	2
Personal Concerns	12	13
Interpersonal Concerns	13	12
External Concerns	4	4
Work Productivity	7	9
Work Atmosphere	10	11
Household Functioning	9	7
Personal Well-Being	3	3
Family Schedules	8	5
Family Satisfaction	11	10
Family Concerns	15	14

*Spearman Rank-Order correlation coefficient $r_s = .95$; $p < .01$.

TABLE VI
NORMATIVE STRUCTURE OF PROFILES OCCURRENCE
SCALE SCORES FOR RELEVANT SUBSAMPLES

Subsample Description	Scale Title Scale Range	Mean Scores for PROFILES Categories															
		SCH 0-4	LOC 0-5	SB 0-5	WC 0-3	WR 0-5	JC 0-5	PS 0-4	INT 0-5	EXT 0-6	WP 0-5	WA 0-3	HF 0-3	PWB 0-5	FSC 0-5	FS 0-4	FC 0-5
Total Sample	(N = 242)	2.31	1.08	2.77	1.23	2.43	2.91	1.50	1.47	2.67	2.39	1.72	2.05	2.68	2.11	1.60	1.21
Males	(N = 88)	2.45	1.32	3.23	1.43	2.77	3.35	1.56	1.64	2.82	2.66	1.86	2.05	2.48	2.13	1.74	1.44
Females	(N = 148)	2.22	0.95	2.50	1.11	2.23	2.65	1.46	1.37	2.53	2.24	1.64	2.05	2.80	2.11	1.51	1.07
F-Ratio		NS	*	**	*	*	**	NS	NS	NS	NS	NS	NS	NS	NS	NS	*
Age of Respondent																	
19 years or younger	(N = 42)	1.95	1.24	2.81	1.19	2.33	2.48	1.00	1.24	3.10	2.21	1.69	1.81	2.21	1.76	1.12	0.95
20-29 years	(N = 112)	2.51	1.09	2.78	1.24	2.52	3.13	1.51	1.38	2.94	2.73	1.87	2.13	2.78	2.17	1.55	1.20
30-39 years	(N = 44)	2.75	0.95	3.02	1.36	2.48	3.13	2.05	2.20	2.98	2.39	1.64	2.25	2.23	2.34	2.34	1.80
40-49 years	(N = 25)	1.92	1.16	2.76	1.08	2.20	2.60	1.56	1.36	2.28	2.20	1.56	1.76	2.24	1.56	1.28	0.92
50 years and older	(N = 19)	1.21	0.95	2.11	1.21	2.05	2.26	1.05	0.79	1.84	1.00	1.37	1.53	2.00	1.21	1.32	0.63
F-Ratio		***	NS	NS	NS	NS	NS	***	**	**	***	NS	NS	**	***	***	**
Education of Respondent																	
Did not finish high school	(N = 47)	2.04	0.98	2.19	0.98	1.74	2.17	1.51	1.38	2.43	2.04	1.34	1.70	2.45	1.98	1.66	1.11
Completed high school	(N = 60)	2.07	1.03	2.50	1.10	2.10	2.48	1.28	1.33	2.37	2.10	1.63	2.05	2.58	1.95	1.33	1.07
Some college, did not finish vocational training after high school	(N = 55)	2.44	0.93	2.96	1.33	2.67	3.16	1.41	1.29	2.64	2.71	1.87	2.02	2.56	1.93	1.56	1.09
College degree completed	(N = 38)	2.48	1.18	2.87	1.34	2.58	3.16	1.63	1.68	3.00	2.42	1.95	2.26	3.02	2.53	1.71	1.34
F-Ratio	(N = 42)	2.57	1.43	3.48	1.50	3.10	3.71	1.71	1.71	2.98	2.74	1.98	2.07	2.71	2.19	1.71	1.45
F-Ratio		NS	NS	**	NS	**	***	NS	NS	NS	NS	*	NS	NS	NS	NS	NS
Household Size																	
1 member	(N = 49)	2.18	1.06	2.73	1.24	2.57	2.90	0.92	0.49	1.98	2.29	1.68	1.80	2.00	1.45	0.29	0.20
2 members	(N = 75)	2.33	1.12	2.95	1.28	2.60	3.12	1.52	1.45	2.85	2.28	1.81	2.15	2.73	2.09	1.75	1.33
3 members	(N = 43)	2.40	1.42	2.74	1.25	2.40	3.09	1.81	1.79	3.00	2.72	1.88	2.07	3.21	2.44	2.16	1.70
4 members	(N = 38)	2.63	1.00	2.82	1.05	2.32	2.76	1.87	1.18	3.03	2.58	1.71	2.18	2.82	2.68	2.18	1.68
5 or more members	(N = 33)	2.03	0.82	2.42	1.33	2.00	2.61	1.58	1.83	2.55	2.27	1.48	2.00	2.52	2.09	1.79	1.24
F-Ratio		NS	NS	NS	NS	NS	NS	***	***	*	NS	NS	NS	**	**	***	***
Monthly Household Take-Home Pay																	
Less than \$600	(N = 50)	1.94	1.30	2.60	1.14	1.68	2.52	1.16	1.12	2.62	2.04	1.44	1.74	2.18	1.90	1.18	0.74
\$600 to \$1200	(N = 72)	2.26	1.17	3.04	1.39	2.47	2.89	1.40	1.31	2.63	2.29	1.81	2.04	2.71	2.21	1.38	1.07
\$1200 to \$1800	(N = 55)	2.53	0.87	2.51	1.18	2.80	3.09	1.73	1.76	2.76	2.60	1.93	2.20	2.87	2.22	1.91	1.58
Over \$1800	(N = 55)	2.55	1.09	2.96	1.29	2.75	3.24	1.82	1.84	2.84	2.76	1.78	2.25	3.00	2.22	2.02	1.51
F-Ratio		NS	NS	NS	NS	**	NS	*	*	NS	NS	NS	NS	*	NS	**	**
Occupational Categories																	
Higher executives, administrators and professionals	(N = 41)	2.63	0.59	2.85	1.12	2.95	3.46	1.80	1.71	2.63	2.59	1.66	2.20	1.48	2.34	1.90	1.24
Clerical and salesworkers, skilled manual employees	(N = 62)	2.31	1.13	3.03	1.31	2.56	3.05	1.48	1.40	2.68	2.45	1.90	2.26	1.41	2.19	1.69	1.13
Machine operators, semi-skilled employees	(N = 89)	2.07	1.13	2.43	1.20	2.16	2.51	1.40	1.30	2.56	2.02	1.63	1.91	1.70	1.84	1.42	1.16
Unskilled employees, students and housewives	(N = 44)	2.58	1.50	3.13	1.38	2.33	3.15	1.40	1.67	2.80	2.93	1.80	1.92	1.77	2.40	1.43	1.30
F-Ratio		NS	**	NS	NS	NS	*	NS	NS	NS	*	NS	NS	*	NS	NS	NS

NS = Not Significant.
 *p < .05 > .01.
 **p < .01 > .001.
 ***p < .001.

SCH = Work Schedules; LOC = Job Location; SB = Salary and Benefits; WC = Work Conditions; WR = Work Relationships; JC = Job Characteristics; PS = Personal Concerns; INT = Interpersonal Concerns; EXT = External Concerns; WP = Work Productivity; WA = Work Atmosphere; HF = Household Functioning; PWB = Personal Well-Being; FSC = Family Schedules; FS = Family Satisfaction; FC = Family Consensus.

TABLE VII
 NORMATIVE STRUCTURE OF PROFILES FREQUENCY
 SCALE SCORES FOR RELEVANT SUBSAMPLES

Subsample Description	Scale Title Scale Range	Mean Scores for PROFILES Categories															
		SCH 0-12	LOC 0-15	SB 0-15	WC 0-9	WR 0-15	JC 0-15	PS 0-12	INT 0-15	EXT 0-15	WP 0-18	WA 0-9	HF 0-9	PWB 0-15	FSC 0-15	FS 0-12	FC 0-15
Total Sample	(N = 242)	4.02	1.74	5.39	1.87	3.48	5.11	2.43	2.53	4.69	3.35	2.83	3.83	4.75	4.08	2.84	1.94
Males	(N = 88)	4.32	1.98	6.20	2.02	3.92	5.84	2.57	2.73	4.81	3.65	2.95	3.75	4.36	4.07	3.10	2.30
Females	(N = 148)	3.84	1.59	4.91	1.78	3.22	4.67	2.34	2.42	4.61	3.18	2.76	3.87	4.98	4.09	2.69	1.74
F-Ratio		NS	NS	*	NS	NS	*	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS
Age of Respondent																	
19 years or younger	(N = 42)	3.74	2.36	5.83	1.90	3.69	4.38	1.74	2.24	4.02	3.31	3.05	3.19	3.88	3.36	1.93	1.69
20-29 years	(N = 112)	4.54	1.72	5.54	1.91	3.71	5.66	2.52	2.46	5.18	3.93	3.07	4.16	5.11	4.33	2.83	1.92
30-39 years	(N = 44)	4.55	1.55	5.73	2.09	3.34	5.52	3.41	3.86	5.11	3.16	2.73	4.20	5.73	5.50	4.32	2.89
40-49 years	(N = 25)	2.84	1.40	4.88	1.44	2.56	4.00	2.20	1.84	3.80	2.92	2.12	3.16	3.48	2.76	2.12	1.32
50 years and older	(N = 19)	1.79	1.37	3.84	1.79	2.89	3.68	1.37	1.16	2.95	1.16	2.32	2.37	3.32	1.84	1.95	0.84
F-Ratio		***	NS	NS	NS	NS	*	**	**	*	***	NS	*	**	**	**	*
Education of Respondent																	
Did not finish high school	(N = 47)	4.00	1.64	4.64	1.51	2.47	4.13	2.66	2.72	4.96	3.09	2.45	3.60	4.74	4.04	3.11	2.04
Completed high school	(N = 60)	3.58	1.63	4.62	1.65	2.98	3.90	2.03	2.26	3.97	2.88	2.63	3.58	4.42	3.65	2.32	1.70
Some college, did not finish	(N = 55)	4.18	1.33	5.89	2.02	3.93	5.62	2.31	2.20	4.40	3.80	3.07	3.78	4.38	3.76	2.71	1.65
Vocational training after high school	(N = 38)	4.00	1.97	5.66	2.05	3.68	5.66	2.50	3.03	5.37	3.13	3.21	4.26	5.50	4.74	3.42	2.32
College degree completed	(N = 42)	4.43	2.33	6.62	2.31	4.43	6.64	2.79	2.55	4.96	3.98	2.98	3.69	4.74	4.19	2.71	2.02
F-Ratio		NS	NS	NS	NS	**	***	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS
Household Size																	
1 member	(N = 49)	3.57	1.41	5.37	1.82	3.53	4.69	1.27	0.84	3.39	3.12	2.86	3.31	3.18	2.84	0.41	0.22
2 members	(N = 75)	3.96	1.91	5.68	2.05	3.84	5.64	2.53	2.45	5.13	3.35	3.00	3.88	4.89	3.83	3.19	2.15
3 members	(N = 43)	4.47	2.40	5.53	2.00	3.47	5.33	2.95	2.91	5.19	3.63	3.09	4.00	5.79	4.81	3.65	2.84
4 members	(N = 38)	4.79	1.61	5.24	1.39	3.16	4.79	3.05	4.00	5.39	3.79	2.66	4.32	5.29	5.45	4.08	2.74
5 or more members	(N = 33)	3.58	1.33	4.73	2.03	2.97	4.79	2.76	3.12	4.33	3.06	2.48	3.64	4.70	4.00	3.18	1.94
F-Ratio		NS	NS	NS	NS	NS	NS	***	***	*	NS	NS	NS	**	**	***	***
Monthly Household Take-Home Pay																	
Less than \$600	(N = 50)	3.58	2.20	5.50	1.74	2.46	4.52	2.14	2.28	5.32	3.34	2.56	3.38	4.10	3.76	2.16	1.34
\$600 to \$1200	(N = 72)	3.93	1.88	6.13	2.10	3.69	5.28	2.19	2.26	4.69	3.13	3.18	4.01	4.72	4.32	3.47	1.83
\$1200 to \$1800	(N = 55)	4.55	1.45	4.78	1.98	4.04	5.53	2.98	3.07	4.85	3.64	3.11	4.15	5.13	4.35	3.51	2.51
Over \$1800	(N = 55)	4.15	1.56	5.27	1.76	3.65	5.29	2.64	2.80	4.27	3.60	2.58	3.82	5.15	4.04	3.38	2.11
F-Ratio		NS	NS	NS	NS	*	NS	NS	NS	NS	NS	NS	NS	NS	NS	*	NS
Occupational Categories																	
Higher executives, administrators and professionals	(N = 41)	4.44	0.71	4.93	1.80	3.66	5.76	2.63	2.56	4.10	3.32	2.29	3.93	5.44	4.05	3.15	1.93
Clerical and salesworkers, skilled manual employees	(N = 62)	3.89	1.69	6.13	1.97	3.63	5.32	2.42	2.40	4.66	3.23	3.10	4.08	5.15	4.31	2.98	1.90
Machine operators, semi-skilled employees	(N = 89)	3.70	1.94	4.85	1.76	3.28	4.51	2.30	2.48	4.76	3.06	2.85	3.64	4.33	3.67	2.65	1.87
Skilled employees, students and housewives	(N = 40)	4.65	2.58	6.20	2.15	3.60	5.73	2.55	2.83	5.00	4.33	3.13	3.70	4.13	4.65	2.48	1.93
F-Ratio		NS	***	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS	NS

NS = Not Significant.

*p < .05 > .01.

**p < .01 > .001.

***p < .001.

SCH = Work Schedules; LOC = Job Location; SB = Salary and Benefits; WC = Work Conditions; WR = Work Relationships; JC = Job Characteristics; PS = Personal Concerns; INT = Interpersonal Concerns; EXT = External Concerns; WP = Work Productivity; WA = Work Atmosphere; HF = Household Functioning; PWB = Personal Well-Being; FSC = Family Schedules; FS = Family Satisfaction; FC = Family Consensus.

respondents, monthly household take-home pay, and occupational classification of the respondent. Table VI presents the normative scores using the Occurrence Method of calculating scale scores while Table VII presents the normative scores using the Frequency Method of calculating scale scores.

Caution should be exercised in interpreting the group normative scores when there are large differences in group size. For example, the 20- to 29-year-old age category has an N of 112 while the 50 years and older group has only 19. Wide variation in the small group would be more likely to affect the mean than wide variation in a larger group. Likewise, substantive differences in groups should be considered. For example, one-member households would be less likely to experience Interpersonal Concerns within their families than those sharing a domicile with other family members.

Since different scales have varying numbers of items, the range of scores is provided for each scale at the top of each table. For the Occurrence Scores, the range for each scale is from zero to the maximum number of items in each scale. When scales are calculated by the Frequency Method, the range is from a minimum of zero to a maximum of three times the number of items in the scales. In both types of calculation, the higher the means the greater the problems or conflicts reported by the respondents. F-ratios and significance of differences between levels are reported in each section of Tables VI and VII.

Occurrence Scales

As evidenced in Table VI, the score associated with the most conflict for the entire sample was for the scale Job Characteristics. The items in

this scale deal with employer requirements, employee expectations, how the actual work performed affects the worker, and the prestige, stability and availability of the job. There were significant differences between males and females with males perceiving more conflict with characteristics of their jobs. Other groups that reported conflicts with Job Characteristics are those with more education, those in professional and higher administrative positions, and those respondents living in households with higher incomes.

The second highest conflict area for the total sample is for the Salary and Benefits scale. Significant differences were found between males and females with males indicating the greatest number of problems in this area. Significant differences in problems with Salary and Benefits were also found among respondents having different educational levels. Persons holding college degrees reported more problems with their Salary and Benefits.

Two other categories with relatively high conflict scores are Household Functioning and Personal Well-Being which both fall in the Family Impacts cell of the conceptual model. There were no significant differences among the subsamples for Household Functioning, suggesting the conflicts involved in getting tasks done at home effectively and efficiently are similar for the entire sample. However, there were several subsamples with significant differences in the category of Personal Well-Being. Those respondents in the 20 to 29 age group perceived greater conflicts in areas of personal health and fatigue, disposition, and guilt about neglecting family. A similar pattern was found for respondents from three-person households and for those in higher income households.

For the entire sample, the categories causing the least concern were Job Location and Family Consensus. However, two subsamples did reflect significant differences in the Family Consensus category which deals with work/family priorities, family support of worker and his or her job, concern about the worker's activities while at work, and issues in dual career families. Those respondents in the 20 to 29 and 30 to 39 age groups indicated more conflicts in these areas. Also, those respondents living in households with three or four members indicated more conflicts. These differences seem to be among persons living in family situations. However, the significant differences among respondents in households with differing incomes are more difficult to explain. Perhaps those living in households with lower incomes are single-member households or roommate situations where the issues in the Family Consensus category cause less conflict.

An interesting trend among subsamples is the significant differences that appear among groups that could most readily be identified as living in family situations on scales dealing with specific family problems and issues. For example, there were significant differences in reported conflict on the Personal Concerns, Interpersonal Concerns, and External Concerns for the age and household size groups most likely to be living in family situations. Significant differences were also found in these groups on four of the five scales dealing with Family Impacts.

Frequency Scales

Across the entire sample, the categories perceived as creating the most conflicts were Salary and Benefits and Job Characteristics. This verifies the pattern found when using the Occurrence Scales. However,

using the Frequency score calculation, Salary and Benefits had the highest mean. Comparing subsamples on the Salary and Benefits Scale, significant differences were only found by sex with males perceiving the most conflicts. In the category of Job Characteristics, significant differences were perceived among three of the subsamples. Males perceived more problems than females. People in the 20 to 29 and 30 to 39 age groups reported a greater amount of problems as did persons with a higher level of education. Those with college degrees had the highest overall mean of 6.64, indicating a perception of high conflict in this area.

The category with the third highest overall mean is Personal Well-Being which is consistent with the results using the Occurrence Method of calculation. There are significant differences in means among the subsample divided by age and the subsample divided by household size. In the age subsample, those individuals in the 20 to 29 and 30 to 39 age brackets indicated the most conflicts in this area.

The category with the fourth highest mean is External Concerns, a scale in the Family Problems Cell of the Conceptual Model. Again, those subsamples with the highest means are those most likely to be living in family situations. The subsamples reporting the most conflicts are those in the 20 to 29 age bracket and those living in three- and four-member households.

The three scales with the lowest overall reported conflict are Family Consensus, Work Conditions, and Job Location which are generally consistent with the results using Occurrence Scale Scores. The Job Location Scale has the lowest overall mean. The only subsample reflecting significant differences is the one divided according to occupational categories. Those individuals in the unskilled category indicated the greatest

conflict with their Job Location. The scale with the second lowest overall mean was Work Conditions. There were no significant differences among any of the subsamples in this category. The third lowest category was Family Consensus with significant differences appearing only in the subsamples divided by age and household size. In the age subsample, those in the two age brackets ranging from 20 to 30 indicated the most conflict. For size of households, those living in three- and four-member households indicated more conflict than households with more or fewer persons.

In general, membership in various subsamples did not markedly affect conflict scores. The subsample breakdown that showed the greatest variation in means across all scales is by age. All categories dealing specifically with family issues and problems (those in the Family Problems and Family Impacts Cells of the Conceptual Model) reflected significant differences by age. Additionally, there were significant mean differences on the scales of Work Schedules and Work Productivity. Without exception the two age groups perceiving the greatest frequency of conflicts on the scales mentioned above were those in the 20 to 29 and 30 to 39 age brackets.

There were also six scales with significant mean differences among the household size breakdowns. The scales with significant mean differences are those in the Family Problems and Family Impacts Cells. The lone exception was Household Functioning which reflected no significant differences among means of different age groups. Again, as reflected in the Occurrence Scale calculations, those living in three- and four-member households perceived more conflicts between work and family.

In summary, subsample effects are minimal except in categories which identify subjects more likely to be living in a nuclear family situation.

Those living in multiperson family situations tend to have higher means, indicating more conflicts or problems between work and family. Sex, education, income, and occupation differences appear to be minimal. These findings suggest that PROFILES can be used with a wide range of workers and family members to assess a variety of work/family conflict situations.

PROFILES I Scale Reliabilities

Alpha, split-half and Guttman reliability coefficients were calculated for each scale in PROFILES I. The calculation procedures for these coefficients usually assume interval level data. Since these data have ordinal characteristics, several items and scales were randomly selected and correlation coefficients calculated using both parametric and nonparametric methods (Appendix G). Because a comparison of the two sets of correlations revealed only slight differences, the decision was made to use the coefficients calculated by parametric procedures and interpret them conservatively. Although multiple methods of calculating reliability coefficient estimates were utilized to allow comparison, coefficient alpha is considered to be one of the most useful assessments for new measurement techniques (Nunnally, 1967). Coefficient alpha will be used in reporting the results of PROFILES reliability analysis. However, Table VIII summarizes all PROFILES I reliability coefficients.

The PROFILES I scale reliability coefficients range from .57 for Work Location to .79 for Salary and Benefits and Work Relationships. The most reliable scales are Salary and Benefits (.79), Work Relationships (.79), Household Functioning (.78), Personal Well-Being (.78), Job Characteristics (.77), and Family Schedules (.77). The least reliable scales include Job Location (.57), Personal Concerns (.58), and Family Consensus

TABLE VIII
 PROFILES I RELIABILITY COEFFICIENTS CALCULATED
 FOR EACH SCALE (N = 242)

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 Concerns	4	0.58	0.59	0.61
Interpersonal Concerns	5	0.76	0.76	0.77
External Concerns	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 creates six likelihood estimates called lambda. The highest lambda was selected.

(.61). These results will be evaluated from three perspectives: (1) as applied, predictive scales, (2) as diagnostic/research scales; and (3) potential for improvement.

Nunnally (1967) emphasizes that a reliability coefficient of .90 is the minimum that should be tolerated for predictive scales and a reliability coefficient of .95 should be considered the desirable standard. PROFILES I scales were not reliable enough for use as predictive measures and were never intended for use in decisions related to employment or termination procedures. However, in its present form, PROFILES I can be used to assess behavioral and attitudinal trends which can help employers, personnel counselors, and family life educators identify conflict areas in both the work and home environment. Assessments can be made on a group or an individual basis. Nunnally (1967, p. 226) suggests 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." He goes on to say (p. 226) that for basic research "increasing reliabilities beyond .80 is wasteful." At least part of the rationale for these guidelines lies in the relationship between increased reliability and increased number of items. The excessive number of items that would be required to raise the reliability to .90 would very likely make the instrument too cumbersome and time-consuming to administer and score. The potential problem is only magnified when one considers the wide range of attitudes and behaviors covered by the 16 different scales in PROFILES I.

Using the guidelines discussed above, all of the PROFILES I scales are reliable enough to identify behavioral and attitudinal trends. As

indicated in Appendix F, the three least reliable scales, Job Location, Personal Concerns, and Family Consensus can be improved to the .60 range by deleting one item. Likewise, the reliability coefficients of two of the more reliable scales, Work Relationships and Interpersonal Problems, can also be improved by revising one item. The deletion of one item from the other 11 scales did not improve the reliability coefficient. Nine of those scales are in the .70 range which is quite acceptable for research and descriptive purposes. The remaining scale, External Problems (.63), contains six items. Rewording or revision of content potentially could improve the reliability coefficient to the .70 range.

In summary, 11 of the PROFILES I scales are within the .70 range of reliability and can be applied with confidence for research purposes. One of the remaining five scales can be easily revised to reach the .70 range. The other four scales can be improved to the .60 range by deleting one item. PROFILES I reliabilities are adequate for a new instrument and with careful revision have the potential for higher reliabilities and more sensitive assessment purposes.

Statistics for Establishing Validity

Factor Analysis of Items in the Four Cells of the Conceptual Model

Factor analysis of items in each cell can serve at least two purposes: (1) to verify the interrelatedness of the scales in each cell; and (2) to locate factors or constructs resembling the scales or categories within each cell. Since the content of PROFILES is hypothesized to be highly interrelated, factor analysis utilizing oblique rotation

will be reported for each of the four cells. Community (h^2) is the proportion of a variable's variation that is shared among other variables in a factor solution. Definitions of the constructs represented by each factor will be determined by summarizing the content of the two items that load highest on that factor.

Work Problems Cell. The communalities in the Work Problems Cell range from .27 to .72 with an average of .49. Table IX reflects seven factors with an eigenvalue over one which account for 63 percent of the total variance. These seven factors compare with six content scales defined in the content analysis and assessed by PROFILES.

The first factor, which accounts for 29 percent of the total variance relates strongly to the Salary and Benefits scale. Factors Four and Five mirror the Work Schedules and Work Conditions scales. Factors Three and Seven both deal with the content of the Work Relationships scale. Factor Three contains items that assess relations with co-workers whereas Factor Seven contains items that concern relations with supervisors and employers. The top defining items for both Factors Two and Six are concerned with Job Location. The items in the scale labeled Job Characteristics did not factor together. Items from that scale were only mildly related to other factors, suggesting a need to rethink the content of that scale in relation to the others. In general, five of the six scales of the Work Problems Cell were identified. Although there is a need for improvement, there is initial verification that each scale has an identifiable underlying construct as well as evidence that scales within this cell are highly interrelated.

Family Problems Cell. The generally high communalities in the Family

TABLE IX
 IDENTIFICATION OF FACTORS WITHIN THE FOUR CELLS
 OF CONCEPTUAL MODEL OF WORK/FAMILY
 CONFLICTS AND IMPACTS

Factor No.	Eigen-value	Percent Variation	Cumulative (%)	Loading on Top Two Definers
<u>Work Problems Cell (27 Items)</u>				
1	7.77	28.8	28.8	B119 (.75); C106 (.60)
2	1.97	7.3	36.1	C127 (.93); A102 (.50)
3	1.91	7.1	43.2	B124 (-.85); C114 (-.82)
4	1.78	6.6	49.8	B127 (-.77); B123 (-.68)
5	1.24	4.6	54.4	A112 (-.57); C117 (-.53)
6	1.18	4.4	58.8	A111 (.42); B108 (-.28)
7	1.06	3.9	62.7	C124 (-.71); B109 (-.55)
<u>Family Problems Cell (15 Items)</u>				
1	5.79	38.6	38.6	A115 (.68); C121 (.56)
2	1.37	9.1	47.7	C126 (.38); B116 (.25)
3	1.19	8.0	55.7	C102 (-.65); B121 (-.58)
4	1.02	6.9	62.5	A114 (-.83); B110 (-.45)
<u>Work Impacts Cell (8 Items)</u>				
1	3.12	39.0	39.0	C108 (.72); B111 (.61)
2	1.07	13.4	52.4	A107 (.83); C122 (.44)
<u>Family Impacts Cell (22 Items)</u>				
1	8.33	37.9	37.9	C125 (.83); B126 (.74)
2	1.85	18.4	46.3	B113 (.70); A110 (.60)
3	1.42	6.5	52.8	C116 (.76); C110 (.59)
4	1.11	5.1	57.9	A117 (-.70); B112 (-.47)

Problems Cell again verify the interrelatedness of the items. The communalities range from a low of .21 to a high of .71 with an average of .47. The four identifying factors account for 63 percent of the total variance in the factor pattern.

The first factor which accounts for over one-third of the variance is a general factor which cuts across several of the content categories. Factors Two, Three, and Four seem to break into content areas of concerns about children and resources, personal problems, and marital difficulties. This initial analysis provides support for the need to revise conceptually the categories in this area.

Work Impacts Cell. The communalities in the Work Impacts Cell are somewhat lower than those in the Work Problems and Family Problems Cells. They range from .16 to .34 with an average of .23. There are only two factors with an eigenvalue over 1.0 which account for 52 percent of the variance. The top loading variables in Factor One are items from the Work Productivity Scale and the top loading items on Factor Two are items from the Work Atmosphere scale. Although communalities are slightly lower in the Work Impacts Cell, the underlying constructs are clearly verified.

Family Impacts Cell. The communalities in the Family Impacts Cell range from .33 to .61 with an average of .50. The four factors with an eigenvalue over 1.0 account for 57.9 percent of the variance. The first factor which accounts for one-third of the variance seems to be a general factor which cuts across all the content categories of Family Impacts. Factor Two reflects content that relates to lack of family support for the worker while Factor Three encompasses issues dealing with the spouse's

work. Both Factors Two and Three relate to issues in the Family Consensus Scale. Factor Four clearly includes content about how the worker is affected by work which is very similar to the Personal Well-Being Scale. The communalities in this cell are very high which again may account for some of the overlapping categories. A reordering of the underlying constructs is empirically indicated.

Factor Analysis of PROFILES I Scales

Another analysis that is important in establishing construct validity is the factor analysis of individual scales. Using the unrotated first factor of principle components factor analysis, each scale will be tested for a one factor solution. Principle components factor analysis produces the one factor which combines item variances in such a way as to account for the greatest amount of overall variance. If PROFILES I scales are tapping one construct, the first factor should have high loadings and residual factors should be minor in comparison. To assess the one factor solution, eigenvalues and the percent of variance explained were compared for the first two factors. Additionally, the factor loadings were examined. With a one factor solution, the highest item loadings should be on the first factor. Table X presents the PROFILES I scales analyzed independently.

In the Work Problems Cell, four of the scales had eigenvalues over two and a first factor which explained over 50 percent of the variance. The eigenvalue of the scale, Work Conditions, is only 1.92 but 64.1 percent of the variance is explained. The eigenvalue of the other remaining scale, Job Location, is 1.99 and explains only 39.8 percent of the variance. The Job Location Scale also has the lowest alpha reliability

TABLE X
 FACTOR ANALYSIS OF PROFILES I SCALES TESTING
 FOR ONE FACTOR SOLUTION (N = 242)

PROFILES I Scales	Unrotated Factors				No. of Items in Scale	No. of Items With Highest Loading on	
	Eigen- value Factor 1	% Var. Factor 1	Eigen- value Factor 2	% Var. Factor 2		First Two Unrotated Factors Factor 1	Factor 2
<u>Work Problems Cell</u>							
Work Schedules	2.25	56.3	0.74	18.6	4	4	0
Job Location	1.99	39.8	1.08	21.6	5	3	1
Salary & Benefits	2.89	57.8	0.66	13.2	5	5	0
Work Conditions	1.92	64.1	0.62	20.8	3	3	0
Work Relationships	2.71	54.1	0.95	18.9	5	4	0
Job Characteristics	2.61	52.2	0.74	14.7	5	5	0
<u>Family Problems Cell</u>							
Personal Concerns	1.90	47.5	1.01	52.3	4	3	1
Interpersonal Concerns	2.61	52.3	0.92	18.4	5	4	0
External Concerns	2.40	39.9	1.01	16.8	6	6	0
<u>Work Impacts Cell</u>							
Work Productivity	2.35	47.0	0.87	17.4	5	5	0
Work Atmosphere	1.73	57.8	0.69	23.1	3	3	0
<u>Family Impacts Cell</u>							
Household Functioning	2.09	69.6	0.50	16.6	3	3	0
Personal Well-Being	2.66	53.1	0.79	15.7	5	5	0
Family Schedules	2.67	53.4	0.82	16.4	5	5	0
Family Satisfaction	2.30	57.5	0.70	17.6	4	4	0
Family Consensus Items	2.13	42.7	1.30	26.1	5	4	0

coefficient in the Work Problems Cell. In all six scales in the Work Problem Cell, the first factor is by far the strongest factor.

In the Family Problems Cell, two of the three scales have eigenvalues well over two on the first factor but only in the case of Interpersonal Concerns Scale does the first factor account for over 50 percent of the variance. The Personal Concerns Scale which has an eigenvalue of 1.90 also had the lowest alpha reliability coefficient which may indicate a need for revision. However, in all three scales, the majority of items load on the first factor, providing some support for the one factor solution.

In the Work Impacts Cell, the Work Productivity Scale has an eigenvalue well over two on the first factor but accounts for only 47 percent of the variance. The Work Atmosphere Scale has an eigenvalue of only 1.73 on the first factor but accounts for 57.8 percent of the variance. All items in both scales load highest on the first factor, providing support for the one-factor solution.

All five scales in the Family Impacts Cell have eigenvalues over two on the first factor and four of the first factors account for over 50 percent of the variance. The Family Consensus Scale had a first factor that accounted for less than 50 percent of the variance and had the lowest alpha reliability coefficient. By far the majority of the items in each scale loaded on the first factor, providing support for the single factor solution.

In summary, all scales generally support the one-factor solution. In each case, the scales with eigenvalues less than two also had lower alpha reliability coefficients, suggesting a need for revision. In general, this analysis supports the conclusions that PROFILES scales do tap

previously defined constructs and indicates that with revision construct validity could be improved.

Factor Analysis of PROFILES I

Another logical analysis for construct validity is principle components factor analysis for the entire 72 items in PROFILES I. This analysis was completed but is not reported in this chapter because the number of cases (242) does not meet the minimum suggested guidelines of 10 persons per item recommended by Nunnally (1967). However, for those interested in the trends in this preliminary analysis, a table of the factors identified using oblique rotation of all 72 items is provided in Appendix H. In general, the analysis identified 11 substantive factors that included items from all 16 scales from PROFILES I.

Internal Consistency

One method of testing for construct validity is to examine the correlations between second and third level items in PROFILES I and fourth level scales in PROFILES II. The items in PROFILES I are more abstract and therefore relate more closely to the constructs of work/family conflict while the items in PROFILES II are more concrete. Positive correlations are an indication of internal consistency in the PROFILES instrument and construct validity for the four-cell conceptualization of work/family conflict. Tables XI and XII report the correlations between second and third level items in PROFILES I and fourth level scales in PROFILES II.

Work Problems. The correlations in the Work Problem Cell generally fall in the .30 to .40 range. The -.02 correlation on the Undesirable Location Scale indicates a need for careful examination of wording and

TABLE XI
CORRELATIONS BETWEEN SECOND AND THIRD LEVEL ITEMS AND FOURTH LEVEL SCALES
FOR THE WORK PROBLEMS AND FAMILY PROBLEMS CELLS (N = 103)*

Subscales From PROFILES II	Correlations Between PROFILES II (Long Form) Scales and PROFILES I (Short Form) Items		Subscales From PROFILES II	Correlations Between PROFILES II (Long Form) Scales and PROFILES I (Short Form) Items	
	2nd Level Item From PROFILES I	3rd Level Item From PROFILES I		2nd Level Item From PROFILES I	3rd Level Item From PROFILES I
<u>Work Problems</u>			<u>Job Characteristics</u>		
Work Schedules			Employer Requirements	0.19	0.34
Irregular Hours	0.32	0.48	Employee Expectations	0.29	0.41
Hours at Work	0.37	0.42	Work Performed	0.39	0.54
Flexibility of Hours	0.34	0.52	Type of Job	0.26	0.24
Job Location			<u>Family Problems</u>		
Distance	0.77	0.74	<u>Personal Concerns</u>		
Dangerous	0.44	0.54	Worker	0.51	0.11
Variable	0.31	0.42	Spouse	0.54	0.58
Undesirable	0.30	-0.02	Children	0.57	0.38
Salary and Benefits			<u>Interpersonal Concerns</u>		
Salary	0.41	0.58	Marriage	0.68	0.48
Benefits	0.43	0.43	Whole Family	0.66	0.58
Payment Schedule	0.32	0.35	Parent-Child	0.78	0.49
Promotions	0.38	0.19	Siblings	0.43	0.55
Work Conditions			<u>External Concerns</u>		
Dangerous	0.20	0.17	Extended Family/Friends	0.23	0.37
Undesirable	0.49	0.25	Schedules	0.30	0.40
Work Relationships			Transportation	0.19	0.04
Employment/Management	0.26	0.42	Finances	0.40	0.59
Coworkers	0.40	0.31	Life Style	0.21	0.09
Supervisor	0.31	0.41			
Clientele	0.14	0.13			

*Of the total sample of 242 persons, 103 persons completed both PROFILES I and II.

TABLE XII
CORRELATIONS BETWEEN SECOND AND THIRD LEVEL ITEMS AND FOURTH LEVEL SUBSCALES
FOR THE WORK IMPACTS AND FAMILY IMPACTS CELLS (N = 103)*

Subscales From PROFILES II (Long Form)	Correlation Between PROFILES II (Long Form) Scales and PROFILES I (Short Form) Items		Subscales From PROFILES II (Long Form)	Correlation Between PROFILES II (Long Form) Scales and PROFILES I (Short Form) Items	
	2nd Level Item From PROFILES I	3rd Level Item From PROFILES I		2nd Level Item From PROFILES I	3rd Level Item From PROFILES I
<u>Work Impacts</u>			<u>Family Schedules</u>		
Work Productivity			Health Maintenance	0.52	0.52
Time at Work	0.36	0.05	Community/School Activities	0.56	0.50
Obligations	0.23	0.08	Leisure Activities	0.60	0.44
Concentration	0.47	0.40	Child Care	0.39	0.36
Physical Readiness	0.32	0.16	<u>Family Satisfaction</u>		
Work Atmosphere			Home Environment	0.40	0.49
Work Attitudes	0.42	0.61	Family Needs	0.44	0.47
Work Relationships	0.35	0.45	Marital Needs	0.31	0.32
<u>Family Impacts</u>			<u>Family Consensus Issues</u>		
Personal Well-Being			Work/Family Priorities	0.65	0.37
Health	0.42	0.45	Aspects of Employment	0.64	0.48
Fatigue	0.62	0.50	Activities at Work	0.21	0.13
Disposition	0.59	0.41	Dual Career Issues	0.12	0.03
Guilt	0.38	0.51			
Household Functioning					
Task Assignments and Completion	0.53	0.48			
Task Efficiency vs. Quality	0.54	0.49			

*Of the total sample of 242 persons, 103 persons completed both PROFILES I and II.

content. In addition, the .14 and .13 correlations for the subscale of Clientele also indicates a need for careful evaluation and revision. However, in general, the correlations are indicative of a fairly strong relationship between PROFILES I and PROFILES II for the Work Problem Cell.

Family Problems. The correlations in the Family Problems Cell are more widely spread in general and tend to be higher on the Personal Concerns and Interpersonal Concerns Scales. In the Personal Concerns category, the .11 correlation between the third level item and the fourth level scale should be carefully examined. All of the correlations in the Interpersonal Concerns category are fairly high and indicate a strong relationship between the more specific and general levels.

The range of correlations in the External Concerns category suggest a need for revising the content of that category. PROFILES II contains only one item dealing with transportation which may account for the low correlations. Future refinements should address this weakness.

Work Impacts. The correlations in the Work Productivity Scale of the Work Impacts Cell are mixed. The relatively high correlations of .36 and .23 for the Time at Work and Obligations Subscales, respectively, when the second level item is included suggests a fairly strong relationship between the second and fourth level items. The low correlations of .05 and .08 for the same scales when the second level item is not included suggests that the third level item of both subscales should be examined for content and wording. The correlations on both the Concentration and Physical Readiness Subscales are fairly strong, suggesting a positive relationship between the more abstract and concrete levels. The correlations for the Concentration Subscale are high, reflecting consistency

among the levels of abstraction and verifying the construct. The .16 correlation on the Physical Readiness Subscale when the second level is excluded suggests that the third level item also needs revising.

Family Impacts. In general, the correlations in the Family Impacts Cell are strong, substantiating a consistency between the different levels. The category with the lowest correlation is Family Consensus, particularly in the subscale of Activities at Work which had to do with concern about spouse's activities at work and dual career issues. Perhaps the low correlations are a reflection of the low number of married people in the sample.

In summary, the correlations among the different levels of specificity provide for the internal consistency of PROFILES and the construct validity of the Conceptual Framework of Work/Family Conflict.

Criterion Validity With General Variables

Table XIII is a summary of the correlations and significance levels of PROFILES I scales with variables that generally relate to work and family systems and the interface between the two. Only correlations significant at the .01 level of probability or greater are reported because a priori hypotheses were not made. Given the preliminary nature of this study, it was considered important to examine the pattern of relationships that emerged rather than hypothesize these relationships. By charting only the most significant relationships, it was expected that patterns of interrelatedness would be more clearly visible. There are 26 correlations between .05 and .01 significance levels in Table XIII that should be interpreted with caution due to the low amount of variance that was actually explained. High scores on PROFILES scales indicate the incidence of

TABLE XIII

PROFILES SCALE SCORE CORRELATION WITH VARIABLES OF GENERAL RELEVANCE (N = 242)

Item	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Work Schedules	***	***				***							***	***	***		**			
	-.41	-.29				-.32							-.34	-.22	-.40		-.21			
Job Location	**		**	***									***	**	*	***	***		**	
	-.27		-.21	-.28									-.29	-.20	-.13	-.38	-.25		-.21	
Salary and Benefits	**	**		**		**			***	**	***	**	***	***	***		***	***		
	-.27	-.27		-.19		-.17			-.42	-.14	-.22	-.20	-.35	-.37	-.37		-.27	-.32		
Work Conditions		*		*		**			**											
		-.16		-.19		-.22			-.14											
Work Relationships	*			*	**	**	**						***	**	***		**			
	-.20			-.19		-.21	-.20						-.49	-.18	-.38		-.21			
Job Characteristics	**	*		**	*	***	*		*	*										
	-.22	-.19		-.23	-.19	-.35	-.14		-.12	-.11										
Personal Concerns	***	***	**	**		**							*		*		**		**	
	-.51	-.57	-.19	-.22		-.21							-.15		-.13		-.18		-.25	
Interpersonal Concerns	***	***	**	*	**	***							*	*	**		**		**	
	-.57	-.57	-.21	-.20	-.24	-.25							-.13	-.12	-.17		-.19		-.29	
External Concerns	***	***	*	**	**	***							***	**	***		***	**	***	
	-.57	-.51	-.20	-.26	-.24	-.28							-.27	-.22	-.27		-.32	-.15	-.30	
Work Productivity	***	***	***	***	**	***							***	***	***		***	***	**	**
	-.43	-.39	-.30	-.34	-.31	-.38							-.35	-.23	-.40		-.24		-.21	-.19
Work Atmosphere	***	*		***		***	**	**	*	*	*	*	**	**	***		***	***	**	**
	-.31	-.18		-.35		-.22	-.18	-.16	-.11	-.15	-.11	-.18	-.42	-.18	-.44		-.39	-.25	-.21	
Household Functioning	***	***	*	*		***							**	**	***	**	***	***	**	**
	-.37	-.41	-.16	-.18		-.25						-.11	-.18	-.42	-.19	-.44	-.39	-.25	-.21	
Personal Well-Being	***	***	**	***	**	***							***	***	***		*		**	**
	-.43	-.39	-.24	-.30	-.18	-.35							-.29	-.26	-.37		-.19		-.24	
Family Schedules	***	***	***	***		***							***	***	***	*	***	*	**	**
	-.40	-.35		-.21		-.23							-.21	-.26	-.27	-.12	-.23	-.13	-.21	
Family Satisfaction	***	***	**	**	*	***							**	**	**		**		**	**
	-.55	-.57	-.23	-.23	-.17	-.26							-.17	-.18	-.18		-.20		-.26	-.21
Family Consensus	***	***	**	**		***							**	***	***		***	***	**	***
	-.51	-.35	-.23	-.22		-.25							-.21	-.22			-.31			-.23

*p < .05 > .01.
 **p < .01 > .001.
 ***p < .001.

1 = Marital Happiness; 2 = Social Desirability; 3 = Self Esteem; 4 = Locus of Control; 5 = Parental Satisfaction; 6 = Work Family Role Strain; 7 = JDI--Supervisors; 8 = JDI--People at Work; 9 = JDI--Pay; 10 = JDI--Present Work; 11 = JDI--Promotion; 12 = JDI Scale; 13 = Work Environment; 14 = Job Flexibility; 15 = Johnson Interest and Concern for Work; 16 = Johnson Work Conditions; 17 = Johnson Job Status; 18 = Johnson Goals and Promotions; 19 = Family Cohesion; 20 = Family Adaptability.

problems or conflicts whereas high scores on most criterion variables indicate a lack of problems or conflicts in the content area. Thus, marital happiness, parenting satisfaction, and other scales that may have significant correlations with PROFILES scales have negative coefficients.

The criterion scales having the largest number of significant correlations (15) with PROFILES Scores are Marital Happiness and Work/Family Role Strain (see Table XIII). Low scores on Marital Happiness are strongly related to high conflict scores in the Family Problems Cell. Likewise, low scores on Marital Happiness are strongly related to high conflict scores on five scales in the Family Impacts Cell. However, the significant correlations with four of the five scales in the Work Problems Cell are somewhat less expected and seem to illustrate the interrelatedness of the work and family systems.

Marital Conventionalization, the social desirability scale used in this study, was intermixed with the Marital Happiness Scale so that only married persons completed items comprising that scale. The higher correlations between social desirability and the PROFILES scales dealing with family issues and problems is consistent with other findings which indicate that people generally tend to idealize their marital and family situations. It is interesting that Social Desirability correlated significantly with the Work Schedules and Salary and Benefits Scales. Those strong correlations seem to suggest that individuals want their work schedules and salaries to appear positively to researchers collecting data.

Another variable showing an overall relationship with PROFILES scores is Work/Family Role Strain. On every scale except Job Location, a high PROFILES Score is related to feelings of work/family role strain.

People who feel strain between their work life and family life perceive problems at home and work.

Job Location was the only scale in the Work Problems Cell that was significantly related to Self-Esteem. Perhaps people who generally do not accept themselves are less accepting of the place they work or do not feel positive about it. Low Self-Esteem Scores were significantly related to all three of the scales in the Family Problems Cell as well as to three scales in the Family Impacts Cell, suggesting that low self-esteem in an individual very much affects their personal and family life.

High scores on the Locus of Control Scale indicates that an individual perceives that he or she has control over personal behavior. Those people with low scores (indicating that they did not feel in control) perceived problems with their Work Location, Salary and Benefits, and Job Characteristics. Likewise, there were significant relationships between external control and Personal Concerns, External Concerns, Work Atmosphere and all the scales in the Family Impacts Cell except Household Functioning. These findings reflect the range of problems experienced by individuals who do not perceive that they have control over their lives.

The Job Description Index (JDI) provides an overall measure of job satisfaction and contains subscales measuring satisfaction in the area of Supervisors, People at Work, Pay, Present Work, and Promotions. An overall low score in the JDI is significantly related to only two PROFILES Scales, Salary and Benefits and Household Functioning. However, JDI Subscales are significantly related to PROFILES scales that are similar in content. For example, the JDI Pay scale was strongly related to the Salary and Benefits Scale as well as to Work Conditions. Likewise, the JDI Promotion subscale was related to Salary and Benefits. The JDI

Present Work scale was also significantly related to Salary and Benefits. This last correlation reflects the overriding concern about pay expressed by many respondents.

Both the Work Environment and Job Flexibility Scales reflected a stronger overall relationship to PROFILES scales than might have been expected. The findings suggest that individuals who report a negative working environment perceive conflicts and problems in most areas of their work and family lives. Likewise, those who perceived that they had little choice or flexibility in various aspects of their job also perceived problems and conflicts on the job and in their personal and family situations.

Four subscales were selected from the Johnson Job Satisfaction instrument because they covered concepts not included in other scales selected for the criterion validation. The subscale dealing with interest in, liking for, and emotional investment in the job was significantly related to 14 of the 16 PROFILES scales. This finding suggests that positive involvement with one's work strongly influences the worker's feelings about both his work and family system. Likewise, the Johnson subscale assessing Job Status has an overall relationship to PROFILES scales. In general, those who perceive their jobs have low status or were embarrassed about their jobs perceived more conflicts at home and on the job. Specifically, strong correlations appear in both the Work Impacts and Family Impacts Cells. The final Johnson subscale utilized in this analysis relates to Future Goals and Progress on the job. The only significant relationship was found with the Salary and Benefits Scale.

The Family Cohesion and Adaptability Scales (FACES) were included to specifically examine patterns of relationships between PROFILES scales

and measures of family functioning. All scales in the Family Problems Cell and four of the scales in the Family Impacts Cell were significantly related to Family Cohesion. Likewise, low scores on Family Cohesion were significantly related to lower Work Productivity and poor Work Atmosphere. The only other scale significantly related to Family Cohesion is Work Location.

It is somewhat surprising that Family Adaptability was significantly related to only three PROFILES scales. The small number of items included from the Family Adaptability scale may have influenced this finding. The correlation with Work Productivity seems to indicate that rigidity or inability to change negatively affects Work Productivity. The significant correlations with the two scales in the Family Impacts Cell were in the areas of Family Satisfaction and Family Consensus suggest that rigidity in the family is related to problems in these areas.

In summary, those PROFILES scales dealing specifically with work issues correlated significantly with the content-related scales from both the JDI and Johnson Inventory. Likewise, the PROFILES scales dealing more specifically with family issues were more strongly related to the criterion scales measuring individual and family functioning--Marital Happiness, Self-Esteem, Parental Satisfaction, Family Cohesion, and Family Adaptability. The only criterion scale that attempts to measure the interactions between work and family is the Work/Family Role Strain Scale. Significant correlations between that scale and 15 of the 16 PROFILES scales does suggest that the PROFILES scales are tapping some of the interactions between work and family that lead to problems and/or stress.

The Impact of Work/Family Conflicts

The findings discussed thus far in this chapter have been based on the set of responses to the first question on PROFILES I. The focus has been on the Frequency or Occurrence of conflict situations in the home life and the work setting. The response choices to the first question are 0 = never, 1 = rarely, 2 = sometimes, and 3 = often. The discussion in this section is based on the responses to the second question on work/family conflict situations. This question taps the level of stress or impact that each conflict has on one's functioning at home or on the job. The response choices are 0 = no effect, 1 = some effect, and 2 = major effect.

Table XIV reflects the level of perceived impact for each item in a scale. Higher impact levels suggest that people have more difficulty coping with those conflicts than areas with less perceived impact. Table XIV ranks the perceived stress or impact of each scale in PROFILES I.

To ascertain the impact per item, a summed scale score was calculated correcting for missing items. That scale score was then divided by the number of items in the scale answered by the individual. The mean or average of the scores for each scale is listed in Table XIV. A higher mean impact score indicates that a problem in that area causes more tension or concern than a problem or concern in an area with a lower impact score. Using these criteria, problems on the Salary and Benefits and Job Characteristics Scales cause the greatest concern and tension. Problems in the categories of Family Consensus and Job Location caused the least tension or concern for the respondents in this sample.

TABLE XIV
 PERCEIVED IMPACT PER ITEM IN EACH SCALE RANKED
 ACCORDING TO HIGHEST LEVEL OF IMPACT

Scale	Impact Per Item	Rank	Percent of Scale Items Reported as Conflict
Salary and Benefits	.68	1.0	56
Job Characteristics	.63	2.0	58
Household Functioning	.62	3.0	67
Work Atmosphere	.59	4.0	57
Personal Well-Being	.58	5.5	52
Work Schedules	.58	5.5	58
External Concerns	.52	7.5	43
Family Schedules	.52	7.5	42
Family Satisfaction	.47	9.0	40
Personal Concerns	.45	10.0	38
Interpersonal Concerns	.44	11.0	30
Work Relationships	.43	12.0	48
Work Productivity	.41	13.0	48
Work Conditions	.38	14.0	40
Family Consensus	.27	15.0	24
Job Location	.21	16.0	58

CHAPTER V

SUMMARY AND CONCLUSIONS

Background, Purpose and Objectives

Family life and employment systems are inextricably linked because of their mutual interdependence. Family units provide sources of labor for business in return for economic resources necessary for living. This study represents the initial validation of the PROFILES Inventory, a tool designed to assist individuals in identifying the extent to which family life and employment affect each other directly and indirectly. During the 1970's and thus far in the 1980's, work/family issues have received a great deal of attention at the national level through legislative hearings, conferences, and publications. This public interest 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 force in ever-increasing numbers while the majority of men remained in the labor force. Because of this continuing high rate of labor force participation, 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.

Historical trends in work and family suggest three fundamental stages which have occurred in the relationship between work and family that

contribute to an understanding of the current interest in work and family. During the seventeenth and eighteenth centuries, in both the United States and Europe, a pattern of a highly integrated work and family life is indicated. This was due to large portions of the population living in rural areas and/or having family shops or businesses. Although this pattern was not without problems, it did allow children and adults to interact on a regular basis throughout the days and weeks. A second stage presented itself as men's work increasingly took them to factories or offices away from their families for most of their waking hours. As this pattern became more predominate, men's and women's roles became more clearly differentiated. The men's role was to go outside the home to earn the financial resources necessary to maintain day-to-day 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 and continues to drop. This fact, combined with other factors including more educational opportunities for women and a higher divorce rate, helps explain a third major stage in work/family connections which has occurred in the twentieth century: increased labor force participation by women.

Other changes that have contributed to the interest in balancing work and family are the larger numbers of older people who wish to be involved in paid employment on a limited basis, increasing numbers of adults who need time to care for their aging family members, and the current need for students of all ages to combine education with employment.

The Family/Employment Research Team at Oklahoma State University has been studying the interactions between paid employment and family life for several years. Using an ecosystem theoretical perspective, work and family have been identified as interacting subsystems in a shared context

or environment. A four-cell matrix has been developed to serve as a conceptual model of work/family conflicts and impacts. Both subsystems serve as sources of conflict and as recipients of impacts.

Using the conceptual model of work/family conflicts and an extensive literature review of work and family issues, the PROFILES (Personal Reflections on Family Life and Employment Stressors) Inventory was developed. The instrument was designed to serve two purposes: (1) as a diagnostic tool for employers to use in assessing areas of work/family conflicts for individuals and organizations, and (2) as a research tool to collect data about the patterns of conflicts that exist between family life and employment across different occupational categories and industries.

The purpose of this research was the initial validation of the PROFILES Inventory. Specific objectives were as follows:

1. to validate the constructs identified in the conceptualization of work/family conflicts and impacts;
2. to establish criterion-related validity on the scales of PROFILES I (Short Form);
3. to establish internal consistency on PROFILES scales and subscales;
4. to describe the normative extent to which work/family conflict issues impact the day-to-day life of the respondents; and
5. to establish initial reliability coefficients on PROFILES I scales.

Brief Overview of Relevant Literature

Literature actually addressing the intersections between employment and family life is sparse, but an examination of several related topic

areas was beneficial in identifying the conflicts that exist between the two systems. The most helpful topic areas in identifying conflicts between employment and family were: women's employment including maternal employment, child care, and dual career issues; occupational stress; and alternative work schedules. Some of these topics will be addressed.

The growing body of literature dealing with dual career issues reflects a range of conflicts that occur between family life and employment. Common areas of concern include excessive demands on time and energy, role conflicts, role overload, and discrepancies between personal norms and societal norms.

The occupational stress literature provided insights into stressors within the job, such as work relationships or work conditions, that may manifest themselves in the family arena. Likewise, there is a recognition within these writings that extra-organizational sources of stress such as family problems or financial difficulties may be carried into the work place.

Another facet of the review was the examination of theoretical discussions addressing families and employment. Rapoport and Rapoport (1965), Renshaw (1976), and Schein (1978) identified patterns and used models to explain the interrelatedness of work and family systems. Using her synthesis of previous studies, Kanter (1977) postulated a framework of work/family issues in need of research and theory development. Based on that framework, she recommended areas for social policy innovation.

In the late 1960's, a few studies focusing on problems of corporate executives or career plans began to include items relating work and family. Some of the studies dealing with stages and roles in the family life cycle considered work and family in a systematic simultaneous fashion.

However, findings usually related to personal or family life cycle stages rather than to the interactions between work and family.

Near, Rice, and Hunt (1980) reviewed empirical research on the relationship between work and nonwork domains. Their conclusions indicate that work place structures are strongly related to individual attitudes and behaviors, and that family factors and demographic variables seem to explain variance in work behaviors.

Summary of Methodology and Findings

The primary purpose of this dissertation is the initial validation of the PROFILES Inventory. To accomplish this purpose, a sample of 242 hotel employees completed a battery of instruments including a Background Form, a Family and Work Survey, and the PROFILES Inventory assessing information about family life and employment situations. The Background Form elicited extensive demographic information. The Family and Work Survey contained established scales necessary for validation. Both PROFILES I (Short Form, 72 items) and PROFILES II (Long Form, 248 items) were included in the battery. Data collected from the questionnaires were coded, cleaned, and analyzed during the spring and summer of 1982.

The respondents in this sample were largely female (61%), young (54% were under 40 years of age), and lived in small households (68% lived in three-member households or smaller). Nineteen percent had not completed high school but 56 percent had some training beyond high school. Household income also varied widely: 33 percent of the sample lived in a household that had a monthly income over \$1800, while 31 percent lived in households with incomes of less than \$900 per month. The occupational classifications of the respondents also varied with the greatest number falling

in the classification of machine operators and semi-skilled employees. When compared to a profile of employed Americans, this sample has a higher percentage of females (61% as compared to 43.9%) and is slightly younger. The median age of this sample is 27 while the median age for all labor force participants is 34. On characteristics of household size and education, this sample compared very closely to national averages.

Two different methods were used to calculate the scales assessing the Frequency and Occurrence of work/family conflict from the PROFILES Inventory. The Occurrence Method of calculation simply counts the number of items within a scale that a respondent reports to be a conflict; whereas, scores using the Frequency Method are determined by summing the values assigned to the response choices of each item in the scale. The Occurrence Method provides information as to whether a conflict ever occurred, while the Frequency Method provides information about how often a conflict issue occurred. A maximum score, using the Occurrence Method, indicates the individual has experienced the full range of conflicts in the scale, whereas a maximum score using the Frequency Method indicates the respondent has experienced every conflict issue in the scale "often." Using the Occurrence Calculation Method, the scales on which respondents indicated the most conflict were Job Characteristics, Salary and Benefits, Personal Well-Being, and External Concerns. Using the Frequency Calculation Method, respondents indicated more conflict on the Salary and Benefits, Job Characteristics, Personal Well-Being, and External Concerns Scales. A comparison of the characteristics of the two types of scale score calculations reflect a consistency in the types of conflicts experienced as well as the frequency in which conflicts were perceived to have occurred by respondents.

The normative structure for PROFILES I Scales for both methods of calculation are summarized in Tables VI and VII (pp. 70, 71). The two subsamples reflecting the most significant differences using the Occurrence Calculation Method were age and household size. In both cases, higher means--indicating more conflicts--were found among subsamples most likely to be living in a family situation. For example, the highest means for four of the five scales in the Family Impacts Cell were scored by respondents in the 20 to 29 and 30 to 39 years age brackets. Likewise, the same age groups exhibited higher means on all three scales in the Family Problems Cell. The same pattern of high means for four of the five scales in the Family Problems Cell and for all scales in the Family Impacts Cell was scored by respondents living in three- and four-member households. A significant difference was also found on the Work Productivity and Work Schedules Scales using the age breakdown. Significant differences were found between males and females on five of the six scales in the Work Problems Cell. Although mean differences were not always large, males consistently had higher conflict scores on the Work Problems Scale. In general, differences in means were small in the subsamples compared by education and occupational categories. Small differences in means were also reflected in the subsamples compared by levels of monthly income.

A similar pattern of significant mean differences for the age subsample was found using the Frequency Scale calculation. Significant differences were found on all five of the scales in the Family Impacts Cell and on the three scales in the Family Problems Cell. Significant differences using the age breakdown were also found on the Work Productivity and Work Schedules Scales. Using the household size breakdown, significant differences were found on four of the five scales in the Family

Impacts Cell and on all three scales in the Family Problems Cell. In general, differences in means were not attributable to the sex of the respondent or monthly income. On the subsamples divided by education only two scales, Work Relationships and Job Characteristics, reflected significant differences. In both cases, those with college degrees had by far the highest means.

Generally, subsample effects were minimal except in those categories which identify persons more likely to be living in a nuclear family situation. Those living in multiperson family situations indicated more conflicts between work and family. Sex, education, income, and occupation differences were minimal.

Findings on the PROFILES I scales reliabilities are encouraging, even when interpreted conservatively. Eleven of the 16 scales have alpha reliability coefficients in the respectable range of .70 to .80, as evidenced in Table VIII (p. 78). Careful evaluation of the scale analyses indicated that one scale has the potential to be revised to a .70 reliability. The other four scales have the potential of being improved to the .60 range by deleting one item. The most reliable categories are Work Relationships and Salary and Benefits, both having a .79 alpha reliability coefficient. Following close behind are Household Functioning and Personal Well-Being with .78 reliability coefficients. The least reliable scales were Job Location and Family Consensus with .57 and .61, respectively. The PROFILES I scales in the current form are reliable enough to identify behavioral and attitudinal trends and with careful revision have the potential for higher reliabilities and more sensitive assessment purposes.

Factor analysis of items in each of the Four Cells of the Conceptual Model was done to verify the interrelatedness of the scales in each cell and to identify factors or constructs resembling the scales or categories within each cell. Factor analyses of the Work Problems Cell identified seven factors as compared to the six scales conceptualized. Job Location issues split into two factors but the remaining five factors did correspond in varying degrees to the other five scales in the Work Problems Cell.

Factor analysis of the Family Problems Cell revealed generally high communalities but the categories as conceptualized were not well verified. One factor seemed to be a general factor of family problems while the content areas of concerns about children and resources, personal problems, and marital difficulties were identified by the other factors.

The communalities in the Work Impacts Cell were somewhat lower than in the Work Problems and Family Problems Cells. Even so, two factors were identified and they closely resembled the two scales of Work Productivity and Work Atmosphere.

The interrelatedness of the Family Impacts Cell was indicated by the high communalities of the items. Factor analysis revealed overlapping categories with very little support for the scales as they are now grouped. A need for a thorough revision is strongly indicated.

In summary, factor analysis revealed that the content categories of the cells dealing more directly with employment issues--Work Problems and Work Impacts--are more empirically verified than factors which relate to PROFILES scales in the Family Problems and Family Impacts Cells. The communalities of the two cells dealing directly with family issues were higher, but the factor structures did not relate as closely to the titles of

PROFILES scales as did scales in the Work Problems and Work Impacts Cells.

Individual factor analysis of all PROFILES I scales revealed support for the one factor solution in all 16 cases. Eigenvalues over two on the first factor occurred for 12 of the scales. In each case, the scales with eigenvalues less than two also had lower alpha reliability coefficients.

Correlation analysis was used to examine the consistency between the second and third levels of abstraction in PROFILES I and the more concrete fourth level in PROFILES II. Positive high correlations indicate internal consistency and help to verify the constructs. In general, this analysis did provide support for the internal consistency of PROFILES. Correlations were moderate in the Work Problems Cell. The highest and lowest correlation coefficients within this cell fell within the same scale, Job Location, but on two different items dealing with different content, distance (.77) and desirability (.02) of the work location.

Overall, the correlations in the Family Problems Cell were high, particularly in the Personal Concerns and Interpersonal Concerns categories, indicating a consistency between the more abstract and concrete levels. The lower correlations in the External Concerns category reflect a need for reorganizing the content of that category.

Correlations in the Work Impacts Cell are mixed. For the Work Productivity category, low correlations between the third and fourth levels indicate a lack of consistency between those levels of abstraction. However, when the second level items were included, the correlations increased to a moderate level. In the Work Atmosphere category, correlations were slightly higher when only the third level items were included, but were fairly strong with the inclusion of the second level item.

In general, correlations among the levels of abstraction in the Family Impacts Cell were strong, indicating a consistency among levels. The lowest correlations are found in the Family Consensus category which deals with couple's issues. Perhaps the low correlations are partly a reflection of the low number of married people in the sample. The correlation analyses do provide limited support for consistency among the different levels of abstraction included in the items of PROFILES.

PROFILES I scores were correlated with 20 criterion measures of established research scales assessing the work and family issues included in the PROFILES Inventory (Table XIII). A criterion scale having a large number of significant correlations with PROFILES scores was Marital Happiness. On 15 of the 16 PROFILES I scales, a high incidence of work/family conflicts was strongly related to low scores or problems on the Marital Happiness Scale. In general, PROFILES Scales dealing specifically with work issues correlated significantly with criterion scales that are work-related. Likewise, PROFILES scales dealing specifically with family issues were more strongly related to scales measuring individual and family functioning. Significant correlations were found between the Work-Family Role Strain Scale and 15 of the 16 PROFILES scales, suggesting that PROFILES is tapping some of the interactions between work and family that cause problems.

A final part of the analysis examined the level of stress or impact that the respondents perceived in relation to each PROFILES scale. Problems on the Salary and Benefits Scale and on the Job Characteristics Scale caused the greatest concern and tension. Problems in the categories of Family Consensus and Job Location caused the least tension or concern for the respondents in this sample.

Recommendations

This initial validation study of the PROFILES Inventory is encouraging. The strengths and weaknesses have begun to emerge and will serve as a firm basis for future refinements. Based on this study, this researcher offers the following observations and recommendations:

1. In order to continue the validation process, this study should be replicated with employees from a wide range of occupational classifications and industries.

2. This study has verified the need for a tool such as the Conceptual Model of Work/Family Conflicts and Impacts to guide thinking about the reciprocal interactions between employment and family systems. Although the model is still evolving, the current version is efficient and useful.

3. Factor analysis of the items that related to each cell of the conceptual model indicated a need for a thorough revision of the content and organization of the two cells that deal most specifically with family issues, Family Problems and Family Impacts. Criterion validation and factor analyses supported the existence of the concerns and conflicts but identified the need for restructuring.

4. Specific recommendations for revisions of the Background Form are:

- a. provide a way for respondents to differentiate between individual and household income; and
- b. include a place for respondents to indicate student status.

5. Specific recommendations for revisions of the Family and Work Survey include:

- a. separate the Social Desirability Items from the Marital

Happiness Items so that single persons can be assessed as to the degree of social desirability in their responses; and

- b. consider other criterion scales to measure work and family role strain that have established indicators of validity and reliability.

6. The response categories of both PROFILES I and II need to be carefully evaluated. It was often confusing for individuals to make two different responses to each conflict issue in PROFILES I. Likewise, respondents had some difficulty with the two responses requested to each item in PROFILES II. Respondents indicated that it was difficult to differentiate between weekly and monthly on the frequency response category in PROFILES II.

7. The findings from this study suggest that conflicts between work and family are different for individuals in various types of family situations. Employers and employees need a better understanding of these differences in order to more ably accommodate them. Further studies should focus on the work/family conflicts of individuals in specific life situations such as single persons, childless couples, couples with young children, couples with school-age children, single parents, etc.

The results of this initial validation study of the PROFILES Inventory are heartening. Initial reliability coefficients, even when interpreted conservatively, are encouraging. The factor analyses of the individual scales and cells identified areas in need of reordering and revising, particularly in the family-related scales. The patterns of correlation of PROFILES with criterion scales generally supported the constructs in the Inventory. Interactions with the managers and employees of the hotels surveyed verified the need and importance of an increased understanding

of the complex interactions between employment and families. This researcher is hopeful that the new insights gained from this on-going research effort will contribute to the data base necessary to serve as a foundation for cooperative efforts and innovative programming that will help reduce the tension between the interacting worlds of work and family.

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APPENDIX A

CONTENT ANALYSIS OF CONFLICTS BETWEEN
FAMILY LIFE AND EMPLOYMENT

- 1000 WORK PROBLEMS
 - 1100 WORK SCHEDULE
 - 1110 IRREGULAR HOURS
 - 1111 SOMETIMES REQUIRED TO WORK OVERTIME OR ATTEND AFTER HOUR MEETINGS
 - 1112 HOURS OF WORK ARE IRREGULAR
 - 1113 HAVE TO WORK A SPLIT SHIFT
 - 1114 SOMETIMES HAVE TO WORK LATE UNEXPECTEDLY
 - 1120 HOURS AT WORK
 - 1121 HAVE TO WORK LONG HOURS OR WORK TAKES A LONG TIME
 - 1122 HAVE TO TRAVEL OUT OF TOWN FOR SEVERAL DAYS
 - 1123 HAVE TO TRAVEL OUT OF TOWN OVER NIGHT
 - 1124 HAVE TO WORK WEEKENDS AND/OR HOLIDAYS
 - 1125 HAVE TO WORK NIGHT SHIFT
 - 1126 REQUIRED TO WORK OVERTIME ON REGULAR BASIS
 - 1130 FLEXIBILITY OF HOURS
 - 1131 DON'T KNOW IN ADVANCE ABOUT TIME OFF
 - 1132 HARD TO GET TIME OFF DURING SCHEDULED WORK HOURS
 - 1133 HAVE NO CONTROL OVER HOURS WORKED
 - 1200 JOB LOCATION
 - 1210 DISTANCE
 - 1211 HAVE TO SPEND TIME COMMUTING
 - 1212 TOO FAR AWAY
 - 1220 DANGEROUS LOCATION
 - 1221 HAVE TO DRIVE IN MUCH TRAFFIC
 - 1230 VARIABLE LOCATION
 - 1231 HAVE TO WORK AT DIFFERENT SITES
 - 1232 HAVE INCONSISTENT COMMUTING DEMANDS
 - 1240 UNDESIREABLE LOCATION
 - 1241 HAVE TO WORK IN A LOCATION THAT IS NOT PREFERRED
 - 1300 SALARY AND BENEFITS
 - 1310 SALARY
 - 1311 JOB DOES NOT PAY ENOUGH
 - 1312 UNFAIR SALARY FOR WORK I DO
 - 1320 BENEFITS
 - 1321 DON'T HAVE ENOUGH VACATION TIME
 - 1322 BENEFITS DO NOT ADEQUATELY COVER ALL NEEDS
 - 1330 PAYMENT SCHEDULE
 - 1331 METHOD OF PAYMENT HARD TO ADJUST TO
 - 1332 DON'T GET PAID OFTEN ENOUGH
 - 1333 METHOD OF PAYMENT CAUSES INCONVENIENCE
 - 1340 PROMOTIONS
 - 1341 PROMOTION REQUIREMENTS ARE VERY HARD TO MEET
 - 1400 PHYSICAL WORK ENVIRONMENT
 - 1410 DANGEROUS
 - 1411 UNSAFE WORKING CONDITIONS
 - 1412 HAZARDOUS EQUIPMENT
 - 1413 UNSANITARY WORKING CONDITIONS
 - 1420 UNDESIREABLE
 - 1421 HIGH NOISE LEVELS
 - 1422 POOR LIGHTING
 - 1423 CRAMPED OR CROWDED CONDITIONS
 - 1424 UNCOMFORTABLE TEMPERATURE LEVEL
 - 1425 ISOLATION FROM OTHERS

- 1500 WORK RELATIONSHIPS
 - 1510 EMPLOYER/MANAGEMENT
 - 1511 UNABLE TO GET ALONG WITH MANAGEMENT
 - 1512 MANAGEMENT UNREASONABLE TO NEEDS OR CONCERNS
 - 1513 EMPLOYER UNFAIRLY TAKES CREDIT FOR WORK I DO
 - 1520 CO-WORKERS
 - 1521 RESENT CO-WORKERS FAVORED BY BOSSES (SUPERVISORS)
 - 1522 RESENT CO-WORKERS WHO DO THINGS TO BE FAVORED
 - 1523 RESENT CO-WORKERS WHO DO NOT DO THEIR SHARE OF WORK
 - 1524 DISAGREEMENTS WITH CO-WORKERS AVOUT DIVISION OF TASKS TO BE DONE
 - 1530 SUPERVISOR
 - 1531 UNABLE TO GET ALONG WITH SUPERVISORS
 - 1532 TREATED UNFAIRLY BY SUPERVISOR
 - 1533 SUPERVISOR EXPECTS TOO MUCH
 - 1534 RESENT SUPERVISOR WHO PICKS FAVORITES
 - 1535 TOO MANY PEOPLE TELLING ME WHAT TO DO AT WORK
 - 1540 CLIENTELE
 - 1541 UNABLE TO GET ALONG WITH CLIENTELE
 - 1542 CLIENTELE TOO DEMANDING FOR SERVICES
- 1600 JOB CHARACTERISTICS
 - 1610 EMPLOYER REQUIREMENTS
 - 1611 EXPECTED TO DO WORK AT HOME AFTER REGULAR WORK HOURS
 - 1612 EXPECTED TO PARTICIPATE IN SOCIAL ACTIVITIES RELATED TO WORK
 - 1613 PROFESSIONAL OBLIGATIONS VERY HARD TO SATISFY
 - 1614 JOB DEMANDS MORE WORK THAN I WANT TO DO
 - 1615 JOB REQUIRES ME TO BE ON CALL AT ALL TIMES
 - 1616 JOB REQUIRES ME TO MOVE EVERY SO OFTEN
 - 1620 EMPLOYEE EXPECTATIONS
 - 1621 NOT ABLE TO HAVE THE JOB THAT I REALLY WANTED
 - 1622 JOB IS NOT VERY SATISFYING OR REWARDING
 - 1623 JOB IS MOST IMPORTANT THING IN MY LIFE
 - 1624 JOB HAS TOO MANY (OR NOT ENOUGH) RESPONSIBILITIES
 - 1630 WORK PERFORMED
 - 1631 WORK IS PHYSICALLY TIRING AND DEMANDING
 - 1632 WORK IS VERY DULL, TEDIOUS AND/OR ROUTINE
 - 1633 WORK IS OFTEN DIFFICULT AND DEMANDING
 - 1634 WORK OFTEN CREATES TENSION AND/OR STRESS
 - 1635 WORK USUALLY CAN NOT BE COMPLETED DURING NORMAL HOURS
 - 1636 WORK I DO ALWAYS SEEMS TO BE ON MY MIND
 - 1640 TYPE OF JOB
 - 1641 JOB DOES NOT HAVE VERY MUCH PRESTIGE
 - 1642 JOB IS INSECURE AND/OR UNSTABLE
 - 1643 WORK THAT I DO IS NOT ALWAYS AVAILABLE
- 2000 FAMILY PROBLEMS
 - 2100 PERSONAL
 - 2110 WORKER
 - 2111 IMMATURITY
 - 2112 DRUG OR ALCOHOL USE
 - 2113 ILLNESS
 - 2114 TIREDNESS FROM DOING HOUSEHOLD RESPONSIBILITIES
 - 2115 NEED FOR ADULT COMPANY NOT MET AT HOME
 - 2116 EMOTIONAL STRESS OR TENSION
 - 2117 GENERALLY UNHAPPY OR DISSATISFIED AT HOME

- 2118 DIFFICULT FOR ME TO TRY NEW THINGS
- 2119 LACK CONFIDENCE IN OWN ABILITIES
- 2120 SPOUSE
 - 2121 IMMATURITY
 - 2122 DRUG OR ALCOHOL USE
 - 2123 NEED FOR ADULT COMPANY NOT MET AT HOME
 - 2124 EMOTIONAL STRESS OR TENSION
 - 2125 GENERALLY UNHAPPY OR DISSATISFIED AT HOME
 - 2126 DIFFICULT TO ADJUST TO NEW SITUATIONS
 - 2127 SPOUSE IS OVER POSSESSIVE
- 2130 CHILDREN
 - 2131 ILLNESS OF CHILDREN OR FAMILY MEMBER
 - 2132 STAY UP LATE WITH CHILD OR INFANT
 - 2133 CHILDREN DEMAND A LOT OF ATTENTION
 - 2134 CHILDREN HAVE SERIOUS PROBLEMS AND NEED HELP
 - 2135 CHILDREN'S BEHAVIOR IS PROBLEM NEEDING ATTENTION
 - 2136 CHILDREN'S ACTIVITIES DURING THE DAY
 - 2137 FAMILY MEMBER HAS SPECIAL NEEDS THAT REQUIRE ATTENTION (HANDICAP)
- 2200 INTERPERSONAL
 - 2210 MARRIAGE
 - 2211 LACK OF COMMUNICATION BETWEEN PARTNERS
 - 2212 COUPLE CAN NOT ADJUST TO MARITAL DIFFICULTIES
 - 2213 COUPLE HAS DIFFICULTY GETTING ALONG WITH EACH OTHER
 - 2214 SPOUSES FIGHT OVER FINANCIAL MATTERS
 - 2215 ARGUMENTS OR FIGHTS WITH SPOUSE
 - 2216 PARTNERS DUAL CAREERS COMPETE OR CONFLICT WITH EACH OTHER
 - 2217 SEXUAL PROBLEMS IN MARRIAGE
 - 2218 SPOUSE DOES NOT LISTEN TO WHAT I HAVE TO SAY
 - 2219 DISAGREEMENTS ABOUT THE CONTROL OR SPENDING OF MONEY
 - 2220 WHOLE FAMILY
 - 2221 FAMILY STRESS OR PROBLEMS WITH FAMILY MEMBERS
 - 2222 FAMILY COMMITMENTS REQUIRE ATTENTION
 - 2223 ARGUMENTS WITHIN THE FAMILY
 - 2224 FAMILY DEMANDS MORE ATTENTION THAN CAN BE READILY GIVEN
 - 2225 FAMILY NOT SUPPORTIVE OF ME AND THE THINGS I DO
 - 2226 NOT ENOUGH CLOSENESS OR TOGETHERNESS AS A FAMILY
 - 2227 FAMILY WILL NOT MOVE SO THAT I CAN GET A BETTER JOB
 - 2230 PARENT-CHILD
 - 2231 PARENT/CHILD PROBLEMS NEED TO BE WORKED OUT
 - 2232 ARGUMENTS/DISAGREEMENTS WITH CHILDREN
 - 2233 DISCIPLINING CHILDREN IS A CONCERN
 - 2240 SIBLINGS
 - 2241 CONCERN THAT CHILDREN ARE FIGHTING TOO MUCH
- 2300 EXTERNAL
 - 2310 EXTENDED FAMILY/FRIENDS
 - 2311 SERIOUS ILLNESS/ACCIDENT OF RELATIVE OR FRIEND
 - 2312 DEATH OF CLOSE RELATIVE OR FRIEND
 - 2313 RELATIVES COME TO STAY AND REQUIRE ATTENTION
 - 2314 RELATIVES INTERFERE OR MEDDLE WITH MY LIFE
 - 2315 SEPARATION OR DIVORCE OF RELATIVE OR FRIEND
 - 2316 DISAGREEMENTS WITH NEIGHBORS
 - 2320 SCHEDULES

- 2321 DIFFICULT TO FIND ADEQUATE CHILD CARE
- 2322 NEED TO ATTEND CHILD CONFERENCES OR SCHOOL ACTIVITIES
- 2323 FAMILY ACTIVITIES OFTEN DURING WORK HOURS
- 2324 DOCTOR APPOINTMENTS FOR SELF AND FAMILY ARE REQUIRED
- 2325 PROBLEMS PICKING UP AND DELIVERING CHILDREN AT CHILD CARE FACILITY
- 2330 TRANSPORTATION
 - 2331 NEED TWO CARS TO TRAVEL TO WORK
- 2340 FINANCES
 - 2341 FINANCIAL STRESS CREATED FROM FAMILY NEEDS
 - 2342 ALWAYS SEEM TO SPEND MORE MONEY THAN WE GET
 - 2343 FINANCIAL NEEDS CREATED BY DOCTOR BILLS
 - 2344 UNPAID BILLS SOURCE OF CONCERN
 - 2345 MORTGAGE OR MAJOR LOAN IS CREATING PROBLEMS
- 2350 LIFESTYLE
 - 2351 LIKE TO DO THINGS THAT COST A LOT OF MONEY
 - 2352 LIKE TO GO OUT LATE DURING WEEK NIGHTS
 - 2353 LIKE ACTIVITIES THAT ARE PHYSICALLY EXHAUSTING
 - 2354 HAVE HOBBIES OR INTERESTS THAT DEMAND A LOT OF TIME
- 3000 WORK IMPACTS - SPECIFIC WAYS WORK IS AFFECTED BY OUTSIDE INFLUENCES
- 3100 WORK PRODUCTIVITY
 - 3110 TIME AT WORK
 - 3111 DOING ACTIVITIES NOT JOB-RELATED WHILE AT WORK (E.G. PHONE CALLS)
 - 3112 HAVE TO LEAVE JOB TO GET A BETTER SALARY
 - 3113 HAVE TO WORK TWO JOBS TO GET MORE MONEY
 - 3114 HAVE TO WORK OVERTIME TO GET MORE MONEY
 - 3115 FAMILY MEMBERS CALL DURING WORK HOURS
 - 3116 JOB MUST BE FLEXIBLE FOR MY NEEDS
 - 3117 CONSIDER LEAVING JOB TO GET BETTER WORKING CONDITIONS
 - 3120 OBLIGATIONS
 - 3121 NOT ABLE TO PARTICIPATE IN SOME PROFESSIONAL EXPERIENCES
 - 3122 NOT ABLE TO PARTICIPATE IN SOME TRAINING AND/OR SPECIAL MEETINGS OUTSIDE OR WORK HOURS
 - 3123 NOT ABLE TO DO EXTRA TASKS THAT MAY BE REQUIRED TO DO BETTER JOB
 - 3124 WOULD LIKE TO BE ABLE TO STAY AT WORK LONGER THAN I CAN
 - 3125 NOT ABLE TO MEET ALL PROFESSIONAL OBLIGATIONS
 - 3126 CAN'T ALWAYS PARTICIPATE IN SOCIAL ACTIVITIES RELATED TO WORK
 - 3130 CONCENTRATION
 - 3131 NERVOUS OR TENSE ON JOB IF CONCERNED ABOUT OTHER THINGS
 - 3132 OTHER THINGS BESIDES WORK ON MY MIND
 - 3133 HAVE DIFFICULTY CONCENTRATING/PERFORMING ON MY JOB
 - 3134 WORRY ABOUT FAMILY MEMBER WHILE AT WORK
 - 3140 PHYSICAL READINESS
 - 3141 TOO TIRED TO WORK EFFICIENTLY
- 3200 WORK ATMOSPHERE
 - 3210 WORK ATTITUDES
 - 3211 NOT INTERESTED IN THE WORK I DO
 - 3212 UNHAPPY OR DISSATISFIED WITH MY JOB
 - 3213 NOT HAPPY WHILE I'M AT WORK
 - 3214 NOT ENTHUSED OR DEPRESSED WHILE ON THE JOB
 - 3215 CAN'T BE FULLY COMMITTED TO MY WORK BECAUSE OF THE DEMANDS
 - 3216 FEEL THAT TIME AT WORK DRAGS ENDLESSLY

- 3217 MORE INTERESTED IN OTHER THINGS BESIDES WORK
- 3220 WORK RELATIONSHIPS
 - 3221 TEND TO BE TOO GROUCHY OR IMPATIENT WITH CO-WORKERS/
SUPERVISOR
 - 3222 TEND TO GET ANGRY OR LOSE TEMPER WITH CO-WORKERS/SUPERVISOR
 - 3223 GROUCHY OR IRRITABLE WITH CLIENTELE
 - 3224 GROUCHY OR IRRITABLE WITH EMPLOYER(EES)
 - 3225 STRAINED RELATIONS WITH CO-WORKERS
 - 3226 ISOLATED FROM OTHERS AT WORK WHEN THERE ARE PROBLEMS
(EXTERNAL TO THE WORK)
- 4000 FAMILY IMPACTS
 - 4100 HOUSEHOLD FUNCTIONING
 - 4110 TASK ASSIGNMENT AND COMPLETION
 - 4112 NOT COMPLETING ASSIGNED TASKS
 - 4113 PUTS OFF DOING THINGS AROUND THE HOUSE
 - 4114 UNFAIR DIVISION OF HOUSEHOLD TASKS
 - 4115 OTHERS FORCED TO TAKE ON MORE RESPONSIBILITIES
 - 4116 CHILDREN FORCED TO TAKE ON MORE RESPONSIBILITIES
 - 4120 TASK EFFICIENCY VS. QUALITY (NOT TAKING TIME TO DO EXTRA
THINGS AROUND HOUSE)
 - 4121 NOT COMPLETING EXTRA TASKS
 - 4122 RUSHING TO COMPLETE TASKS RATHER THAN TAKING TIME
TO ENJOY THEM
 - 4123 TAKING MORE "SHORT CUTS" THAN DESIRED (BAKING CAKE MIX
RATHER THAN FROM SCRATCH)
 - 4200 PERSONAL WELL-BEING
 - 4210 HEALTH (PERSONAL HEALTH IS A PROBLEM FOR ME)
 - 4211 HAVE HIGH BLOOD PRESSURE
 - 4212 STOMACHACHES OR ULCERS
 - 4213 HEADACHES
 - 4214 HEART PROBLEMS
 - 4215 OUT OF GOOD PHYSICAL CONDITION
 - 4216 MY HEALTH IS NOT VERY GOOD
 - 4217 LUNG PROBLEMS
 - 4218 USE ALCOHOL OR DRUGS TO REDUCE TENSION
 - 4219 BACK PROBLEMS
 - 4220 FATIGUE
 - 4221 LACK OF ENERGY
 - 4222 ONLY ENOUGH ENERGY TO AND/OR WATCH TV
 - 4223 DOES NOT WANT TO DO ANYTHING AFTER GET HOME FROM WORK
 - 4230 DISPOSITION
 - 4231 WORKER IS OFTEN NERVOUS OR ANXIOUS
 - 4232 WORKER IS TENSE OR WORRIED ABOUT WORK WHEN GET HOME
 - 4233 UNHAPPY OR FRUSTRATED WHEN GET HOME
 - 4234 HAVE DESIRE TO BE LEFT ALONE FOR AWHILE AFTER WORK
 - 4235 WORKER CONCERNED ABOUT THE SECURITY OF JOB
 - 4240 GUILT
 - 4241 GUILT ABOUT NEGLECTING FAMILY NEEDS
 - 4242 GUILT ABOUT NEGLECTING PARTNER NEEDS
 - 4243 GUILT ABOUT LEAVING CHILDREN WITH SITTER
 - 4244 GUILT ABOUT RATHER SPENDING TIME AT WORK THAN AT HOME
 - 4245 GUILT ABOUT THE AMOUNT OF TIME SPENT AT WORK
 - 4300 FAMILY SCHEDULES
 - 4310 HEALTH MAINTENANCE

- 4311 DOCTOR AND DENTAL APPOINTMENTS DIFFICULT TO SCHEDULE FOR SELF
- 4312 DOCTOR AND DENTAL APPOINTMENTS DIFFICULT TO SCHEDULE FOR OTHER FAMILY MEMBERS
- 4313 HARD TO SCHEDULE EXERCISE AND OTHER HEALTHFUL ACTIVITIES
- 4320 COMMUNITY/SCHOOL ACTIVITIES
 - 4321 DIFFICULT TO SCHEDULE CHURCH EVENTS/GROUPS
 - 4322 CAN NOT ATTEND CIVIC FUNCTIONS OR INTEREST
 - 4323 DIFFICULT TO SCHEDULE CHILDREN'S ACTIVITIES (LESSONS)
 - 4324 DIFFICULT TO ATTEND CHILDREN'S SCHOOL ACTIVITIES (CONFERENCES)
- 4330 LEISURE ACTIVITIES
 - 4331 DIFFICULT TO SCHEDULE LEISURE ACTIVITIES WITH FAMILY
 - 4332 VACATIONS ARE HARD TO SCHEDULE WITH OTHER FAMILY MEMBERS
 - 4333 CAN NOT PARTICIPATE IN RECREATIONAL ACTIVITIES
 - 4334 DIFFICULTY ATTENDING ACTIVITIES INVOLVING FAMILY MEMBERS
- 4340 CHILD CARE
 - 4341 CHILDREN ARE LEFT HOME WITHOUT SUPERVISION
 - 4342 CHILDREN ARE LEFT WITH UNQUALIFIED PERSON
 - 4343 BABYSITTERS UPSET WHEN CAN'T PICK CHILDREN UP ON TIME
- 4400 INTERPERSONAL WELL-BEING
 - 4410 HOME ENVIRONMENT (ATMOSPHERE)
 - 4411 WORKER IS IRRITABLE OR GROUCHY TOWARD FAMILY MEMBERS
 - 4412 WORKER IS LESS PATIENT WITH FAMILY MEMBERS
 - 4413 FAMILY MEMBERS ARE TENSE BECAUSE OF PROBLEMS BROUGHT HOME FROM WORK
 - 4414 FAMILY MEMBERS WORRY ABOUT JOB SECURITY
 - 4415 ONE-PARTNER OVEREMOTIONAL ABOUT OTHER PERSON'S JOB
 - 4420 FAMILY NEEDS
 - 4421 CHILDREN NEED MORE PARENTAL ATTENTION
 - 4422 FAMILY SPENDS LESS TIME TOGETHER
 - 4423 FAMILY DOES NOT GET ENOUGH ATTENTION
 - 4424 FAMILY MEMBERS DO NOT INTERACT ENOUGH TOGETHER
 - 4425 LESS COMMUNICATION WITH CHILDREN OR OTHER FAMILY MEMBERS
 - 4426 CAN NOT PROVIDE FOR FAMILY FINANCIAL NEEDS
 - 4430 MARITAL NEEDS
 - 4431 HAVE UNSATISFACTORY SEXUAL RELATIONSHIP
 - 4432 NEGLECT OF COMMUNICATION WITH PARTNER
 - 4433 CAN NOT SPEND ENOUGH TIME WITH SPOUSE
 - 4434 DOES NOT CONSIDER NEEDS OF PARTNER
- 4500 FAMILY CONSENSUS ISSUES
 - 4510 WORK/FAMILY PRIORITIES
 - 4511 WORKER WOULD RATHER SPEND TIME AT WORK THAN AT HOME
 - 4512 ARGUE WITH SPOUSE ABOUT WORK/FAMILY MATTERS
 - 4513 ARGUE ABOUT THE IMPORTANCE OF JOB VS. FAMILY
 - 4514 ARGUE WITH SPOUSE ABOUT NEGLECTING FAMILY
 - 4515 COMPLAINT THAT WORKER THINKS ABOUT JOB WHILE AT HOME

4516 COMPLAINT THAT WORKER IS OVERINVOLVED IN JOB
4517 CONCERN ABOUT LIMITING FAMILY SIZE TO KEEP WORKING
4518 ARGUE ABOUT THINGS NOT BEING DONE AROUND THE HOUSE
4520 ASPECTS OF EMPLOYMENT
4521 FAMILY IS NOT SUPPORTIVE OF WORK DONE BY FAMILY
MEMBERS
4522 FAMILY DOES NOT APPROVE OF WORK DONE BY FAMILY
MEMBERS
4523 FAMILY MEMBERS ARE ASHAMED OF WORK DONE BY FAMILY
MEMBERS
4524 FAMILY MEMBERS RESENT THE AMOUNT OF TIME SPENT AT
WORK
4525 FAMILY NOT HAPPY WITH JOB LOCATION
4530 ACTIVITIES WHILE AT WORK
4531 DO NOT APPROVE OF PARTNERS SOCIAL ACTIVITIES AT WORK
4532 DISLIKE PARTNERS RELATIONSHIPS AT WORK
4533 FEAR OF PARTNER HAVING AN AFFAIR WITH SOMEONE
AT WORK
4540 DUAL CAREERS
4541 DO NOT APPROVE OF PARTNER WORKING
4542 ARGUE ABOUT WIFE WORKING OUTSIDE THE HOME
4543 RESENT INCOME EARNED BY SPOUSE
4544 TENSION CREATED FROM HAVING BOTH PARTNERS WORKING

APPENDIX B

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 1 Date _____

Dr. David G. Fournier
OKLAHOMA STATE UNIVERSITY
FAMILY/EMPLOYMENT PROJECT
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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.

<h2 style="text-align: center;">Work and Family Conflict Issues</h2>		HOW OFTEN?	HOW AFFECTED?
		Often 3 Sometimes 2 Rarely 1 Never 0	Does Not Apply ✓ Major Effect 2 Some Effect 1 No Effect 0
		(fill in one circle)	(fill in one)
1	My work schedule creates problems for me	3 2 1 0	2 1 0
2	Distance to my job creates problems for me	3 2 1 0	2 1 0
3	Getting a promotion is a problem where I work	3 2 1 0	2 1 0
4	Problems getting along with customers or clients	3 2 1 0	2 1 0
5	Children's personal problems need my attention	3 2 1 0	2 1 0
6	Problems with transportation to work or other places	3 2 1 0	2 1 0
7	Anger or tense relations lead to bad work atmosphere	3 2 1 0	2 1 0
8	Too tired to do things with family when get home	3 2 1 0	2 1 0
9	Scheduling adequate child care is difficult	3 2 1 0	2 1 0
10	Family does not support or approve of job	3 2 1 0	2 1 0
11	Problems due to changing job site or location	3 2 1 0	2 1 0
12	Work conditions are uncomfortable or distracting	3 2 1 0	2 1 0
13	My job is not everything I wanted it to be	3 2 1 0	2 1 0
14	Marital difficulties are a source of concern	3 2 1 0	2 1 0
15	Problems with family financial matters	3 2 1 0	2 1 0
16	Too tired or not physically ready when go to work	3 2 1 0	2 1 0
17	Nervous, tense or frustrated when get home	3 2 1 0	2 1 0
18	Family is neglected and not as close as it could be	3 2 1 0	2 1 0

<h1 style="text-align: center;">Work and Family Conflict Issues</h1>		HOW OFTEN?	HOW AFFECTED?
		Often 3 Sometimes 2 Rarely 1 Never 0	Does Not Apply ✓ Major Effect 2 Some Effect 1 No Effect 0
	B	(fill in one circle)	(fill in one)
1	Long working hours are a problem for me	3 2 1 0	2 1 0
2	Employer policy on payment of wages creates problems	3 2 1 0	2 1 0
3	My employer demands too much from my job	3 2 1 0	2 1 0
4	Problems with parent-child relationships	3 2 1 0	2 1 0
5	Loss of time at work because of other problems	3 2 1 0	2 1 0
6	My personal health is a problem	3 2 1 0	2 1 0
7	Hard to find enough time to be alone with spouse	3 2 1 0	2 1 0
8	The place I work is in a dangerous location	3 2 1 0	2 1 0
9	Trouble getting along with my employer	3 2 1 0	2 1 0
10	My spouses' personality creates problems	3 2 1 0	2 1 0
11	Personal concerns reduce my productivity at work	3 2 1 0	2 1 0
12	My health and satisfaction are affected by problems	3 2 1 0	2 1 0
13	Family disagreements about things related to work	3 2 1 0	2 1 0
14	Salary and benefits of my job creates problems	3 2 1 0	2 1 0
15	Some things about my job are a problem for me	3 2 1 0	2 1 0
16	Lack resources to meet family's desired lifestyle	3 2 1 0	2 1 0
17	Home duties are unfinished or not done very well	3 2 1 0	2 1 0
18	Family members are irritable or tense at home	3 2 1 0	2 1 0
19	My pay is unfair or not enough	3 2 1 0	2 1 0
20	Type of job I have creates problems for me	3 2 1 0	2 1 0
21	My lifestyle and personal interests lead to problems	3 2 1 0	2 1 0
22	Family needs and activities are hard to schedule	3 2 1 0	2 1 0
23	Can never be sure what hours I will work	3 2 1 0	2 1 0
24	Trouble getting along with some of my co-workers	3 2 1 0	2 1 0
25	Difficulties caused by friends or relatives	3 2 1 0	2 1 0
26	Feel guilty about neglect of family	3 2 1 0	2 1 0
27	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 Sometimes Rarely Never 3 2 1 0	Does Not Apply ✓ Major Effect Some Effect No Effect 2 1 0
		(fill in one circle)	(fill in one)
1	Work situation is dangerous or unsafe	3 2 1 0	2 1 0
2	My personality or personal habits create problems	3 2 1 0	2 1 0
3	Other commitments interfere with my work performance	3 2 1 0	2 1 0
4	Not taking time to do extra things around house	3 2 1 0	2 1 0
5	Disagree on whether should be at work or with family	3 2 1 0	2 1 0
6	My employee benefits are not enough for my needs	3 2 1 0	2 1 0
7	Family member personal problems create difficulties	3 2 1 0	2 1 0
8	Problems concentrating on my job when at work	3 2 1 0	2 1 0
9	Community or school meetings are hard to attend	3 2 1 0	2 1 0
10	Disagree with spouse on need for both of us to work	3 2 1 0	2 1 0
11	My job is demanding, tedious and/or too tense	3 2 1 0	2 1 0
12	Not interested in or happy about my job	3 2 1 0	2 1 0
13	Family satisfaction is less due to other problems	3 2 1 0	2 1 0
14	Problems getting along with some people at work	3 2 1 0	2 1 0
15	Problems created by trying to schedule family needs	3 2 1 0	2 1 0
16	Concern about what spouse does while at their job	3 2 1 0	2 1 0
17	Working conditions at my job are a problem	3 2 1 0	2 1 0
18	Marriage or family matters create problems for me	3 2 1 0	2 1 0
19	Family health checkups or exercise hard to set up	3 2 1 0	2 1 0
20	My job is located in an undesirable place	3 2 1 0	2 1 0
21	Family problems are a source of concern	3 2 1 0	2 1 0
22	Trouble with co-workers causes bad work situation	3 2 1 0	2 1 0
23	Hard to complete household duties when tired or busy	3 2 1 0	2 1 0
24	Supervisor on my job creates problems for me	3 2 1 0	2 1 0
25	Difficult to schedule recreational activities	3 2 1 0	2 1 0
26	Concern about children fighting with each other	3 2 1 0	2 1 0
27	Location of my job leads to certain problems	3 2 1 0	2 1 0

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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Confidential

INSTRUCTIONS

PART II of the **PROFILES** Inventory was designed to identify a large number of commonly occurring problem situations both at home and on the job. Since most problems tend to add up and create personal stress, it is often helpful for persons to take an inventory of their unique personal stressors. For many of us, it is the first opportunity to view the entire range of personal and interpersonal stress creating events

PLEASE read each of the problem situations and:

- [1] Identify those situations that have occurred during the past year; and,
- [2] Provide a rough estimate on how often each situation happens.

****NOTE**** If a problem situation is not possible for you, please () check Does Not Apply.
[Example, if not married, all items about spouse should be checked Does Not Apply]

HOW OFTEN? Please fill in the circle that comes closest to HOW OFTEN each situation occurs. Use the following guidelines:

- | | |
|--------------------|--|
| Every Day | When the situation occurs every day or nearly every day. Roughly 4 or more times per week should be marked here. |
| Every Week | When situations occur about once a week on the average. Roughly 3 to 6 times per month. |
| Every Month | When the situation occurs about once a month on the average. Roughly 2 per month to 6 times per year. |
| Yearly | When the situation occurs about 1 to 5 times per year. |

THANK YOU



AN **OSU** PROJECT

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN DURING THE PAST YEAR		IF YES, HOW OFTEN?
D		Yes <input type="radio"/> Y	No <input type="radio"/> N	<input type="radio"/> 1 Every Day <input type="radio"/> 2 Every Week <input type="radio"/> 3 Every Month <input type="radio"/> 4 Yearly <input type="checkbox"/> DOES NOT APPLY
		(fill in one)		(fill in one circle)
1	Required to work overtime without notice	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
2	Have to travel out of town for several days	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
3	Method of receiving my pay causes inconvenience	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
4	Have to work in area with poor lighting	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
5	Too many people telling me what to do at work	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
6	Job requires me to be on call at all times	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
7	My work is very difficult and demanding	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
8	My level of maturity is questioned by others	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
9	Have to stay up late with child or infant	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
10	Difficulty getting along with spouse	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
11	Members of my family argue with each other	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
12	Children fight with each other too much	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
13	Difficult to find adequate child care	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
14	Money problems due to medical bills	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
15	Can not attend training meetings after work hours	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
16	Not as interested in my job as I am in other things	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
17	Hard to find time to shop for food or run errands	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
18	Have back problems	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
19	Concerned about the security of my job	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
20	Hard to schedule time for exercise or health	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
21	Hard to attend activities that involve family	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
22	Family members worry about my job security	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
23	Do not spend enough time talking with spouse	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
24	Argument over thinking about job while at home	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
25	Have to work a split shift	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
26	Have to work overtime on a regular basis	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
27	Required to work at different job sites	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN		IF YES, HOW OFTEN?	
		DURING THE PAST YEAR			
		Yes	No	Does Not Apply	
		Y	N		
					Every Day
					Every Week
					Every Month
					Yearly
					1 2 3 4
1	Job requires me to move out of town	(fill in one) Y N			(fill in one circle) 1 2 3 4
2	My work can not be completed during normal hours	Y N			1 2 3 4
3	Tiredness from completing home responsibilities	Y N			1 2 3 4
4	Spouse is unhappy or dissatisfied at home	Y N			1 2 3 4
5	Spouse does not listen to what I say	Y N			1 2 3 4
6	Disagreements with children	Y N			1 2 3 4
7	Disagreements with neighbors	Y N			1 2 3 4
8	Seem to spend more money than we earn	Y N			1 2 3 4
9	Doing personal or family matters while at work	Y N			1 2 3 4
10	Can not work as late as I would like to	Y N			1 2 3 4
11	Grouchy or irritable with customers or clients	Y N			1 2 3 4
12	Children forced to do more at home to help	Y N			1 2 3 4
13	Not in good physical condition	Y N			1 2 3 4
14	Tense or worried when get home from work	Y N			1 2 3 4
15	My health checkups are a problem to set up	Y N			1 2 3 4
16	Can not take part in recreational activities	Y N			1 2 3 4
17	One spouse is overemotional about other's job	Y N			1 2 3 4
18	Can not spend enough time with spouse	Y N			1 2 3 4
19	Concern about limiting family size to keep working	Y N			1 2 3 4
20	Have to work long hours	Y N			1 2 3 4
21	Job is too far away from my home	Y N			1 2 3 4
22	Work involves hazardous equipment	Y N			1 2 3 4
23	Employer unfairly takes credit for the work I do	Y N			1 2 3 4
24	Can not get along with customers at my job	Y N			1 2 3 4
25	Job is not very satisfying or rewarding	Y N			1 2 3 4
26	Job is not very secure or dependable	Y N			1 2 3 4
27	Lack of confidence in my own abilities	Y N			1 2 3 4

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN DURING THE PAST YEAR Yes No Y N		DOES NOT APPLY ✓	IF YES, HOW OFTEN? Every Day Every Week Every Month Yearly ① ② ③ ④			
		(fill in one)			(fill in one circle)			
1	Children have serious problems and need help	Y	N		①	②	③	④
2	Spouse's job or career conflicts with mine	Y	N		①	②	③	④
3	Separation or divorce of relative or friend	Y	N		①	②	③	④
4	Unpaid bills are a concern	Y	N		①	②	③	④
5	Consider quitting job for better work conditions	Y	N		①	②	③	④
6	Strained relations with co-workers	Y	N		①	②	③	④
7	Too rushed to enjoy doing home duties	Y	N		①	②	③	④
8	Feel guilty about neglecting needs of spouse	Y	N		①	②	③	④
9	Hard to attend children's school activities	Y	N		①	②	③	④
10	Argument about being overinvolved in job	Y	N		①	②	③	④
11	Dislike spouse's relationships with others at work	Y	N		①	②	③	④
12	Benefits do not adequately cover my needs	Y	N		①	②	③	④
13	Work conditions are cramped or crowded	Y	N		①	②	③	④
14	Disagree with co-workers about dividing job tasks	Y	N		①	②	③	④
15	Expected to be at work-related social activities	Y	N		①	②	③	④
16	Work creates tension or stress	Y	N		①	②	③	④
17	My need for adult company is not met at home	Y	N		①	②	③	④
18	Arguments or fights with spouse	Y	N		①	②	③	④
19	Problems with discipline of children	Y	N		①	②	③	④
20	Family activities occur during work hours	Y	N		①	②	③	④
21	Stay out late at night during the work week	Y	N		①	②	③	④
22	Have high blood pressure	Y	N		①	②	③	④
23	Family health checkups are hard to set up	Y	N		①	②	③	④
24	Child is left at home without supervision	Y	N		①	②	③	④
25	Family members do not see each other enough	Y	N		①	②	③	④
26	Argue with spouse about neglect of family	Y	N		①	②	③	④
27	Fear about spouse having a sexual affair at work	Y	N		①	②	③	④

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN DURING THE PAST YEAR	IF YES, HOW OFTEN?
G		Yes No <input type="radio"/> <input type="radio"/>	Every Day Every Week Every Month Yearly <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
		DOES NOT APPLY <input type="radio"/>	(fill in one circle) <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
1	Have to work weekends and/or holidays	(fill in one) <input type="radio"/> <input type="radio"/>	(fill in one circle) <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
2	Problems going to and from different work sites	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
3	Promotion requirements are very hard to meet	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
4	Can not get along with persons in management	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
5	Customers are too demanding for my services	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
6	My own sickness or ill health	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
7	Illness of child or other family member	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
8	Disagree with spouse about spending money	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
9	Tense on job when concerned about other things	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
10	Have a lack of energy to do things	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
11	Feel guilty about amount of time spent at work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
12	Lack of communication with children or family	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
13	Argue about things not getting done around house	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
14	Resent the income earned by spouse	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
15	Have no control over the hours that I work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
16	Job does not offer enough vacation time	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
17	Job requires me to be separated from other workers	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
18	Supervisor expects too much from me	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
19	Job responsibilities are too many or not enough	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
20	I have emotional stress or feelings of tension	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
21	Child's behavior is a problem needing attention	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
22	Family commitments require more attention	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
23	Relatives come to stay and require attention	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
24	Not able to attend meetings to improve my ability	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
25	Not happy while I am at work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
26	Others at home forced to do more around the house	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
27	My use of alcohol or drugs to relax	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN DURING THE PAST YEAR Yes No <input type="radio"/> <input type="radio"/>	IF YES, HOW OFTEN? Every Day Every Week Every Month Yearly <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
		✓ DOES NOT APPLY	
		(fill in one)	(fill in one circle)
1	Child care worker upset when I am late for child	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
2	Not always considerate of my spouse's needs	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
3	Working conditions on my job are unsafe	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
4	Not able to get the job that I really wanted	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
5	Family ashamed of work done by others in family	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
6	My use of alcohol or drugs creates problems	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
7	Concern about child's activities during the day	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
8	Family is not supportive of me	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
9	Hard to attend school conferences for my child	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
10	Have difficulty concentrating on my job	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
11	Get away from others at work when I have a problem	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
12	Have heart problems	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
13	Feel guilty about leaving child at day care	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
14	Child is left with an unqualified day care person	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
15	Family not happy with job location	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
16	Pay is unfair for the work that I do	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
17	Expected to take work home after normal hours	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
18	Work that I do is not always available	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
19	Spouse is overprotective or possessive	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
20	Family demands more attention than I can give	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
21	Hard to schedule doctors visits for self and family	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
22	Work two jobs to make more money	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
23	Not fully committed to my job due to other problems	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
24	Take "short cuts" on doing things at home	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
25	Desire to be left alone for a while after work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
26	Vacations are hard to schedule for family	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
27	Sexual relations with spouse are not satisfactory	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN DURING THE PAST YEAR Yes No <input type="radio"/> <input type="radio"/>	IF YES, HOW OFTEN? Every Day Every Week Every Month Yearly <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
		✓ DOES NOT APPLY <input type="checkbox"/>	
		(fill in one) <input type="radio"/> <input type="radio"/>	(fill in one circle) <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
1	Disapprove of spouse's social activities at work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
2	Hard to get time off during normal work hours	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
3	Some co-workers do not do their share of the work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
4	Work is physically tiring and demanding	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
5	Spouse's use of alcohol or drugs is a problem	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
6	Fight with spouse about finances	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
7	Death of close relative or friend	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
8	Have hobbies or interests that take a lot of time	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
9	Too tired at work to perform efficiently	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
10	Unfair division of tasks done at home	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
11	Unhappy or frustrated after work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
12	One spouse prefers being at work than being home	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
13	Tension created by both spouses working	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
14	Discomfort at work due to heat, cold or humidity	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
15	Job obligations are very hard to satisfy	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
16	I am unhappy or dissatisfied when at home	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
17	Difficulty adjusting to marital problems	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
18	Relatives interfere or meddle in my life	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
19	Work overtime to make more money	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
20	Time spent at work seems to drag on endlessly	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
21	Have headaches or dizziness	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
22	Hard to schedule time for church events	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
23	Family spends less time together	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
24	Family resents amount of time spent at work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
25	Have to spend a lot of time going to and from work	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
26	Have to work in area with loud noises	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
27	Job demands more work than I want to do	<input type="radio"/> <input type="radio"/>	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN DURING THE PAST YEAR Yes No Y N	IF YES, HOW OFTEN? Every Day Every Week Every Month Yearly 1 2 3 4
		✓ DOES NOT APPLY	
		(fill in one) Y N	(fill in one circle) 1 2 3 4
1	Spouse's level of maturity is a problem	Y N	1 2 3 4
2	Family troubles create tension at home	Y N	1 2 3 4
3	Not able to join in work-related social activities	Y N	1 2 3 4
4	Put off doing things around the house	Y N	1 2 3 4
5	Feel guilty about neglecting family needs	Y N	1 2 3 4
6	Family disapproves of other family member's job	Y N	1 2 3 4
7	Have to drive in dangerous traffic to get to work	Y N	1 2 3 4
8	Management is not responsive to my concerns	Y N	1 2 3 4
9	Work is dull, tedious or routine	Y N	1 2 3 4
10	Children demand a lot of my attention	Y N	1 2 3 4
11	Family members call during work hours	Y N	1 2 3 4
12	Grouchy or irritable with employer or bosses	Y N	1 2 3 4
13	Nervous when get home from work	Y N	1 2 3 4
14	Children need more parental attention	Y N	1 2 3 4
15	Argue about wife working outside the home	Y N	1 2 3 4
16	Have to work the night shift	Y N	1 2 3 4
17	Job does not pay enough	Y N	1 2 3 4
18	Work conditions are unclean or unsanitary	Y N	1 2 3 4
19	Treated unfairly by a supervisor	Y N	1 2 3 4
20	Job is most important thing in my life	Y N	1 2 3 4
21	A family member has special needs requiring help	Y N	1 2 3 4
22	Not enough togetherness as a family	Y N	1 2 3 4
23	Family likes to do things that are expensive	Y N	1 2 3 4
24	Not able to meet all job obligations	Y N	1 2 3 4
25	Grouchy or impatient with co-workers	Y N	1 2 3 4
26	Personal health is a problem for me	Y N	1 2 3 4
27	Too tired to do anything after work	Y N	1 2 3 4

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN		IF YES, HOW OFTEN?
		DURING THE PAST YEAR		
		Yes	No	Every Day Every Week Every Month Yearly 1 2 3 4
		Y	N	
1	Hard to schedule child's after school activities	(fill in one)	(fill in one)	1 2 3 4
2	Family tense due to problems taken home from work	Y	N	1 2 3 4
3	Argue whether job or family is more important	Y	N	1 2 3 4
4	Work hours are changeable and irregular	Y	N	1 2 3 4
5	Can not get along with my supervisor	Y	N	1 2 3 4
6	Work that I do always seems to be on my mind	Y	N	1 2 3 4
7	Spouse's need for adult company not met at home	Y	N	1 2 3 4
8	Sexual difficulties with self or spouse	Y	N	1 2 3 4
9	Serious accident/illness of relative or friend	Y	N	1 2 3 4
10	Leisure activities make me physically exhausted	Y	N	1 2 3 4
11	Not very interested in the work that I do	Y	N	1 2 3 4
12	Hard to schedule leisure time with family	Y	N	1 2 3 4
13	Do not approve of spouse working	Y	N	1 2 3 4
14	Do not know in advance about time off	Y	N	1 2 3 4
15	Some co-workers are favored by the bosses	Y	N	1 2 3 4
16	Job does not have much prestige or respect	Y	N	1 2 3 4
17	Spouse is emotionally tense or highly stressed	Y	N	1 2 3 4
18	Lack of communication with spouse	Y	N	1 2 3 4
19	Family will not move to help me get a better job	Y	N	1 2 3 4
20	Parent-child problems need to be worked out	Y	N	1 2 3 4
21	Must have two reliable cars to meet travel needs	Y	N	1 2 3 4
22	Mortgage or major loan is a problem	Y	N	1 2 3 4
23	Consider quitting job to get a better salary	Y	N	1 2 3 4
24	Not doing extra tasks required to do a better job	Y	N	1 2 3 4
25	Other things besides work on my mind when at work	Y	N	1 2 3 4
26	Unhappy or dissatisfied with my job	Y	N	1 2 3 4
27	Angry or lose temper with co-workers	Y	N	1 2 3 4

COMMON WORK AND FAMILY PROBLEM SITUATIONS		DID EACH SITUATION HAPPEN		IF YES, HOW OFTEN?
		DURING THE PAST YEAR		
		Yes <input type="radio"/> Y	No <input type="radio"/> N	<input type="radio"/> 1 Every Day <input type="radio"/> 2 Every Week <input type="radio"/> 3 Every Month <input type="radio"/> 4 Yearly
		(fill in one)		(fill in one circle)
1	I am not very enthused while I am at work	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
2	Have stomachaches or ulcers	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
3	Have lung or breathing problems	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
4	Guilt for wanting to be at work rather than at home	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
5	Family does not get enough attention	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
6	Can not provide for all family financial needs	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
7	Argue with spouse about work or family matters	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
8	Family not supportive of work by others in family	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
9	Have to work late unexpectedly	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
10	Have to travel out of town overnight	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
11	Have to work at a location that is not preferred	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
12	My paycheck does not come as often as I need it	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
13	Some co-workers do things to be favored by bosses	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
14	Difficult for me to try new things	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
15	Spouse has difficulty adjusting to new things	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
16	Hard to pick up and deliver child to day care	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
17	Financial stress due to family needs	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
18	Employer must be flexible for me to be able to work	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
19	Worry about a family member while at work	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
20	Can not seem to finish assigned duties at home	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
21	My health is not very good	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
22	Only have enough energy to sit or watch TV at home	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
23	No time to attend civic functions of interest	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
24	I am grouchy or irritable with family	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
25	Job is unstable, can be laid off	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
26	The way I am paid is hard to adjust to	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4
27	Supervisor picks favorites among workers	<input type="radio"/> Y	<input type="radio"/> N	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4

**FAMILY and
WORK
SURVEY**

Confidential

PLEASE DO NOT PUT YOUR NAME ON THIS FORM.

Date _____ **ID** _____

PART I: The following items are statements about relationships between you and the family that you are currently living with. If you live alone or are not living with relatives, please go to PART II

	1. Strongly Agree	2. Moderately Agree	3. Neither Agree nor Disagree	4. Moderately Disagree	5. Strongly Disagree
In our family we are on our own when there is a problem to solve.	1	2	3	4	5
Many times I feel that I have little influence over the things that happen to me.	1	2	3	4	5
Getting a good job depends mainly on being in the right place at the right time.	1	2	3	4	5
We have difficulty thinking of things to do as a family.	1	2	3	4	5
Family members are expected to have the approval of others before making decisions.	1	2	3	4	5
It seems as if we agree on everything.	1	2	3	4	5
Getting people to do the right thing depends upon ability, luck has little or nothing to do with it.	1	2	3	4	5
In our family we know where all family members are at all times.	1	2	3	4	5
Members of our family get away with almost anything.	1	2	3	4	5
Family members seem to avoid contact with each other at home.	1	2	3	4	5
I am able to do things as well as most other people.	1	2	3	4	5
Becoming a success is a matter of hard work, luck has little or nothing to do with it.	1	2	3	4	5
Family members are totally involved in each other's lives.	1	2	3	4	5
It is hard to know who the leader is in our family.	1	2	3	4	5
All in all, I am inclined to feel that I am a failure.	1	2	3	4	5
Home is one of the loneliest places to be.	1	2	3	4	5
It is impossible for me to believe that chance or luck plays an important role in my life.	1	2	3	4	5
It is hard to know what the rules are in our family because they always change.	1	2	3	4	5

	1. Strongly Agree	2. Moderately Agree	3. Neither Agree nor Disagree	4. Moderately Disagree	5. Strongly Disagree
Family members talk a lot but nothing ever gets done.	1	2	3	4	5
Family members share almost all interests and hobbies with each other.	1	2	3	4	5
It seems as if family members can never find time to be together.	1	2	3	4	5
The parents in our family stick together.	1	2	3	4	5
Family members find it easier to discuss things with persons outside the family.	1	2	3	4	5
No one in our family seems to be able to keep track of what their duties are.	1	2	3	4	5
Family members often answer questions that were addressed to another person.	1	2	3	4	5
Family members do not turn to each other when they need help.	1	2	3	4	5
It seems like there is never any place to be alone in our house.	1	2	3	4	5
Family members seldom take sides against other members.	1	2	3	4	5
Family ties are more important to us than any friendship could possibly be.	1	2	3	4	5
Our family does not discuss its problems.	1	2	3	4	5
Certain family members order everyone else around.	1	2	3	4	5
Our family has a rule for almost every possible situation.	1	2	3	4	5
Family members have little need for friends because the family is so close.	1	2	3	4	5
It seems there are always people around home who are not members of the family.	1	2	3	4	5
I feel that I'm a person of worth, at least on an equal basis with others.	1	2	3	4	5
Family members feel pressured to spend most free time separately.	1	2	3	4	5

B

	1. Strongly Agree	2. Moderately Agree	3. Neither Agree nor Disagree	4. Moderately Disagree	5. Strongly Disagree
Who gets to be the boss often depends on who was lucky enough to be in the right place first.	1	2	3	4	5
Once a task is assigned to a family member, there is no chance of changing it.	1	2	3	4	5
We know very little about friends of other family members.	1	2	3	4	5
Certain individuals seem to cause most of our family problems.	1	2	3	4	5
Family members are encouraged to do their own thing.	1	2	3	4	5
On the whole, I am satisfied with myself.	1	2	3	4	5
At times I think I am no good at all.	1	2	3	4	5
Others in the family do not do household tasks as well as I do them.	1	2	3	4	5

PART II: The next seven statements refer to parent-child relations. If you do not have children, skip to PART III.

I provide a model for my children that will help them learn about life and help them get along with others.	1	2	3	4	5
I help my children find solutions to the problems they face.	1	2	3	4	5
I provide for the emotional needs of my children.	1	2	3	4	5
I provide for the physical needs of my children.	1	2	3	4	5
I am available to participate in the recreational activities of my children.	1	2	3	4	5
I provide a comfortable and stable economic situation for my children.	1	2	3	4	5

PART III: The next 14 items refer to couple relationships. If you are not currently married or living with someone, skip to PART IV.

	1. Strongly Agree	2. Moderately Agree	3. Neither Agree nor Disagree	4. Moderately Disagree	5. Strongly Disagree
There are times when my partner does things that make me unhappy.	1	2	3	4	5
I am dissatisfied about our relationship with my parents, in-laws and friends.	1	2	3	4	5
I am very pleased about how we express affection and relate sexually.	1	2	3	4	5
I am not pleased with the personality characteristics and personal habits of my partner.	1	2	3	4	5
I feel very good about how we practice our religious beliefs.	1	2	3	4	5
I am very happy with how we share responsibilities and respect each other as equal partners.	1	2	3	4	5
Our relationship could be happier than it is.	1	2	3	4	5
I am not happy about our communication and feel my partner does not understand me.	1	2	3	4	5
I am very happy with our management of leisure activities and the time we spend together.	1	2	3	4	5
Our relationship is not a perfect success.	1	2	3	4	5
I am very happy with how we make decisions and resolve conflicts when they arise.	1	2	3	4	5
I have some needs that are not being met by our relationship.	1	2	3	4	5
I am unhappy about our financial position and the way we make financial decisions.	1	2	3	4	5
There are times when I do not feel a great deal of love and affection for my partner.	1	2	3	4	5
I am not satisfied with the amount of time that is spent with our children and our lack of agreement as parents.	1	2	3	4	5

PART IV: YOU AND YOUR WORK

Think of the supervisor(s) on your job. How well do the following words describe your supervisor(s)? In the blank beside each word, put Y, N or ?.

Y = Yes, describes your supervisor(s)

N = No, does not describe your supervisor(s)

? = Cannot decide/describes supervisor(s) some of the time

<input type="checkbox"/> Hard to please	<input type="checkbox"/> Annoying	<input type="checkbox"/> Quick tempered
<input type="checkbox"/> Polite	<input type="checkbox"/> Stubborn	<input type="checkbox"/> Takes credit for my work
<input type="checkbox"/> Respected	<input type="checkbox"/> Makes me feel at ease	<input type="checkbox"/> Too many supervisors
<input type="checkbox"/> Trusted		

Think of the majority of the people that you work with now or the people that you meet in connection with your work. How well do the following words describe these people? In the blank beside each word, put Y, N or ?.

Y = Yes, describes the people you work with

N = No, does not describe them

? = Cannot decide/describes people some of the time

<input type="checkbox"/> Boring	<input type="checkbox"/> Lazy	<input type="checkbox"/> Easy to work with
<input type="checkbox"/> Slow	<input type="checkbox"/> Unpleasant	<input type="checkbox"/> More efficient than I
<input type="checkbox"/> Intelligent	<input type="checkbox"/> Forced to work with those I don't like	<input type="checkbox"/> Good friends
<input type="checkbox"/> Easy to make enemies		

Think of the pay you get now. How well do the following words describe your present pay? In the blank beside each word, put Y, N or ?.

Y = Yes, describes your pay

N = No, does not describe your pay

? = Cannot decide/describes pay some of the time

<input type="checkbox"/> Income adequate for normal expenses	<input type="checkbox"/> Convenient method	<input type="checkbox"/> Fair salary for work I do
<input type="checkbox"/> Satisfactory benefits	<input type="checkbox"/> Barely live on income	<input type="checkbox"/> Highly paid
		<input type="checkbox"/> Underpaid

E

Think of your present work. What is it like most of the time? In the blank beside each word given below, put Y, N or ?.

Y = Yes, describes your work

N = No, does not describe your work

? = Cannot describe/describes work some of the time

<input type="checkbox"/> Satisfying	<input type="checkbox"/> Boring	<input type="checkbox"/> Challenging
<input type="checkbox"/> Too demanding	<input type="checkbox"/> Good	<input type="checkbox"/> Gives sense of accomplishment
<input type="checkbox"/> After hours work	<input type="checkbox"/> Pace is too fast	<input type="checkbox"/> Very secure
<input type="checkbox"/> Too confining	<input type="checkbox"/> Respected	<input type="checkbox"/> Stressful
<input type="checkbox"/> Routine		<input type="checkbox"/> Must be willing to transfer

Think of the opportunities for promotion that you have now. How well do the following words describe them? In the blank beside each word, put Y, N or ?.

Y = Describes your opportunities for promotion

N = Does not describe them

? = Cannot decide/describes promotions some of the time

<input type="checkbox"/> Good opportunities for advancement	<input type="checkbox"/> Unfair promotion policy	<input type="checkbox"/> Dead-end job
<input type="checkbox"/> Infrequent promotion	<input type="checkbox"/> Good chance for promotion	<input type="checkbox"/> Must do things I dislike to get a promotion

Below are some words which describe things about the place that you work.
Put an X on the space that best describes your environment.

Comfortable : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Uncomfortable
 Beautiful : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Ugly
 Unfriendly : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Friendly
 Always Same : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Always Changing
 Tense : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Relaxed
 Formal : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Informal
 Clean : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Dirty
 Spacious : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Cramped
 Safe : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Dangerous
 Noisy : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Quiet
 Neat : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Messy
 Always Sitting : ___ : ___ : ___ : ___ : ___ : ___ : ___ : Always Standing

The following statements concern various aspects of
your work. Please circle the number that best
describes how much you agree or disagree with each
of the following.

	1. Strongly Agree	2. Moderately Agree	3. Neither Agree nor Disagree	4. Moderately Disagree	5. Strongly Disagree
My job gives me more real personal satisfaction than the things that I do in my spare time.	1	2	3	4	5
I feel my place of work is too far from my home.	1	2	3	4	5
I feel that my job detracts from my status in the community where I live.	1	2	3	4	5
I do not like the location of my work.	1	2	3	4	5

	1. Strongly Agree	2. Moderately Agree	3. Neither Agree nor Disagree	4. Moderately Disagree	5. Strongly Disagree
I feel that I must look outside my work for those things that make life worthwhile and interesting.					
My time for vacation is satisfactory.	1	2	3	4	5
I feel as efficient as the average person with whom I work.	1	2	3	4	5
I feel that my family and friends respect my vocation.	1	2	3	4	5
I frequently come home upset, angry or irritable because of something that happened at work.	1	2	3	4	5
I regard my present position as a lifetime career.	1	2	3	4	5
I find my work is on my mind a lot when I am not there.	1	2	3	4	5
I feel I have made a success of my job thus far in my career.	1	2	3	4	5
The work I do makes me restless while I work.	1	2	3	4	5
I am embarrassed when people ask me what work I do.	1	2	3	4	5
There is adequate transportation available for me to go to and from work.	1	2	3	4	5
I am glad to get back to my job after a vacation.	1	2	3	4	5
I feel that people in general respect my job.	1	2	3	4	5
If I had a choice, I would choose a job in my present line of work over one in any other line of work.	1	2	3	4	5
My job outside the home never interferes with my family life.	1	2	3	4	5
My family life never interferes with my job.	1	2	3	4	5
The amount of work I have to do interferes with how well I do my work.	1	2	3	4	5
People I come in contact with in my job are pleasant.	1	2	3	4	5
My job often requires that I work at different locations.	1	2	3	4	5

The following section concerns the amount of choice that you have in your job. Please describe the following aspects of your job by placing an X somewhere between very rigid and very flexible.

	<u>Very Rigid</u> means you do <u>NOT</u> have a choice	<u>Very Flexible</u> means you <u>DO</u> have a choice
Starting Time	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Quitting Time	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Number of Hours Worked	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Time off for Family Demands	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Vacations	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Which Shift you Work	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Tasks and Duties	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible
Coffee Breaks	Very Rigid : _ : _ : _ : _ : _ : _ : _ :	Very Flexible



BACKGROUND FORM

Confidential

PLEASE DO NOT PUT YOUR NAME ON THIS FORM.

Date _____ ID _____

1. How many persons currently live in your household? _____
2. Please use the area below to give the age, sex, relationship to you, and health status of all persons who live in your home.

HOUSEHOLD MEMBERS [write in: self, spouse, child, sister, aunt etc.]	AGE	SEX	GENERAL HEALTH OF EACH HOUSEHOLD MEMBER			
			Very Good	Good	Fair	Poor
a. Self	(write in)	(circle)	(check one for each)			
b. _____	_____	M F	_____	_____	_____	_____
c. _____	_____	M F	_____	_____	_____	_____
d. _____	_____	M F	_____	_____	_____	_____
e. _____	_____	M F	_____	_____	_____	_____
f. _____	_____	M F	_____	_____	_____	_____
g. _____	_____	M F	_____	_____	_____	_____
h. _____	_____	M F	_____	_____	_____	_____

3. What is your marital status? [Check ONE of the following. Write in the number of years that you have been in that status.]

_____ Single - [Never Married]	_____ Married - [1st Marriage] How long married? _____
_____ Single - [Widowed] How long widowed? _____	_____ Married - [Separated] How long separated? _____
_____ Single - [Divorced] How long divorced? _____	_____ Remarried How long? _____
4. Which best describes your living arrangement? (Check One)

_____ Own Home	_____ Rent Home	_____ Rent Apartment
Other arrangement (please specify) _____		
5. How old is the above home? _____ Years
6. In the home listed above, how many of the following do you have?

_____ Bedrooms	_____ Bathrooms	_____ Approximate square feet
----------------	-----------------	-------------------------------
7. Are you currently employed? _____ Yes _____ No
8. If married, is your spouse currently employed? _____ Yes _____ No

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.

ACTIVITIES	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.

<u>LEVEL OF EDUCATION</u>				
[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]

<input type="checkbox"/> Afro-American/Black	<input type="checkbox"/> Native American/Indian
<input type="checkbox"/> Asian-American	<input type="checkbox"/> Spanish Descent
<input type="checkbox"/> Caucasian/White	<input type="checkbox"/> 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 ON JOB</u>	<u>REASON FOR LEAVING</u>
a.	Present Job Title	_____	_____	_____
b.	Previous Job Title	_____	_____	_____
c.	Previous Job Title	_____	_____	_____
d.	Previous Job Title	_____	_____	_____

Thank You

APPENDIX C

MEASUREMENT CHARACTERISTICS OF KEY VARIABLES

TABLE XV
MEASUREMENT CHARACTERISTICS OF KEY VARIABLES

Variable Name	Brief Definition	No. of Items	Source	Scale Range	Measurement Level
Work Problems	Work-related problems that stem from work	27	PROFILES I	0-81	Ordinal
Family Problems	Problems that originate within the family	15	PROFILES I	0-45	Ordinal
Work Impacts	Specific ways that employment functions can be affected by family and work problems	8	PROFILES I	0-24	Ordinal
Family Impacts	Specific ways in which family can be affected by outside influences	22	PROFILES I	0-66	Ordinal
Marital Happiness	General satisfaction with aspects of marriage	10	ENRICH Olson, Fournier & Druckman	10-50	Interval
Marital Conventionalization (Social Desirability)	Extent to which a person distorts the appraisal of his/her marriage in the direction of social desirability	5	Edmonds, 1967	5-25	Interval

TABLE XV (Continued)

Variable Name	Brief Definition	No. of Items	Source	Scale Range	Measurement Level
Self-Esteem	Tendency of a person to create a good impression about self	3	Rosenberg, 1965	3-15	Interval
Locus of Control	Extent to which an individual feels control over his/her life	5	Rotter, 1966	5-25	Interval
Parenting Satisfaction	General level of satisfaction with parenting	6	Eversoll, 1979	6-30	Interval
Work/Family Role Strain	Perceived role strain between work roles and family roles	4	Keith & Schafer, 1980	4-20	Interval
Job Satisfaction	Level of satisfaction with characteristics of work	16	Johnson, 1955	16-80	Interval
Job Satisfaction	Level of satisfaction with characteristics of work	48	Locke, Smith & Hulin, 1965	0-144	Interval
Job Flexibility	Perceived control of various aspects of work	8	New	8-56	Interval
Perception of Work Environment	Perception of psychological and physical work characteristics	12	Scott, 1967	12-84	Interval

TABLE XV (Continued)

Variable Name	Brief Definition	No. of Items	Source	Scale Range	Measurement Level
Family Cohesion and Adaptability	Dimensions of family functioning	27	Olson, Bell & Portner, 1978	27-135	Interval
Household Size	Number of persons living in household	1	Original	---	Ordinal
Income	Family monthly take-home pay	1	Original	---	Ordinal
Education	Educational level of respondent, respondent's spouse, and respondent's parents	4	Original	---	Nominal

APPENDIX D

CONTENT AREAS CONTAINED IN THE PROFILES INVENTORIES

TABLE XVI
CONTENT AREAS CONTAINED IN THE PROFILES INVENTORIES

Two Most Abstract Levels of Categorization Scheme	No. of Items in PROFILES I	No. of Items in PROFILES II
<u>1000 Work Problems</u>		
1100 Work Schedules	4	14
1200 Job Location	5	6
1300 Salary and Benefits	5	8
1400 Physical Work Environment	3	8
1500 Work Relationships	5	15
1600 Job Characteristics	<u>5</u>	<u>19</u>
Sub-Totals	27	70
<u>2000 Family Problems</u>		
2100 Personal Concerns	4	23
2200 Interpersonal Concerns	5	20
2300 External Concerns	<u>6</u>	<u>21</u>
Sub-Totals	15	64
<u>3000 Work Impacts</u>		
3100 Work Productivity	5	19
3200 Work Atmosphere	<u>3</u>	<u>13</u>
Sub-Totals	8	32
<u>4000 Family Impacts</u>		
4100 Household Functioning	3	9
4200 Personal Well-Being	5	22
4300 Family Schedules	4	15
4400 Family Satisfaction	5	15
4500 Family Consensus	<u>5</u>	<u>21</u>
Sub-Totals	22	82
Totals	72	248

APPENDIX E

LETTERS TO INTRODUCE STUDY TO HOTEL EMPLOYEES

Dear Fellow Employee:

The accompanying letter from Oklahoma State University explains what they hope to accomplish with your assistance in answering their questionnaires.

We as a company want to gain information to help us in improving our employee relations. We will feed back to all employees the general results the University furnishes us.

We will appreciate your assistance and cooperation in completing the questionnaires on Friday, January 15.

Best Regards,

Dear Participant:

Oklahoma State University has taken an active interest in identifying ways that the University can work more closely with businesses to increase personal satisfaction and productivity.

Recently, there has been tremendous national interest in the ways that work impacts family life and how family matters affect work. There is considerable need for more information in this area so that employee-based programs such as child care, flextime, and others can be developed and recommended.

Your employer is cooperating with us and has provided release time from your regular duties for you to fill out your questionnaires.

Your responses to the questionnaires, designed for this project, will be extremely helpful in our effort to develop a nationwide study. As with all University projects, we guarantee that your responses are confidential and it is not necessary to have your name on any form. We will use identification numbers rather than names to help us match the forms that you will fill out.

Your assistance and cooperation are greatly appreciated. The results we obtain from you will provide a basis for discussion with employers to explore ways that businesses can promote activities which reduce common job and family-related stress.

An OSU representative will help coordinate the activities and will collect all forms. Your employer will not see the forms that you fill out.

Sincerely,

JoAnn Dale Engelbrecht
Research Associate

David G. Fournier, Ph.D.
Project Director

APPENDIX F
SCALE AND ITEM ANALYSES

TABLE XVII
SUMMARY OF SCALE AND ITEM CHARACTERISTICS

<u>Work Schedules</u>									
<u>Scale Characteristics</u>									
Mean									4.012
Standard Deviation									3.090
Standard Error									0.199
Reliability Coefficients									
Alpha									0.720
Split-Half									0.780
Guttman									0.780
<u>Item Statistics</u>									
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>U_{nr} F1</u>	<u>Rank</u>	
A101	1.25	0.92	0.37	0.69	0.64	0.25	0.71	2	
B123	1.26	1.16	0.42	0.79	0.71	0.39	0.52	4	
B101	0.94	0.92	0.34	0.66	0.60	0.22	0.78	1	
B127	1.01	1.07	1.40	0.80	0.69	0.42	0.57	3	
Scale Avs.	1.12	1.02	0.38	0.73	---	0.32	0.65		

TABLE XVII (Continued)

<u>Salary and Benefits</u>									
<u>Scale Characteristics</u>									
			Mean					5.421	
			Standard Deviation					4.211	
			Standard Error					0.271	
			Reliability Coefficients						
			Alpha					0.800	
			Split-Half					0.820	
			Guttman					0.820	
<u>Item Statistics</u>									
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>U_{nr}</u>	<u>F1</u>	<u>Rank</u>
B119	1.68	1.14	0.48	0.80	0.77	0.48	0.78	0.78	2
C106	1.16	1.10	0.42	0.72	0.81	0.34	0.64	0.64	5
B102	0.93	1.03	0.43	0.71	0.81	0.35	0.65	0.65	4
A103	1.53	1.23	0.37	0.70	0.80	0.27	0.57	0.57	3
B114	1.11	1.03	0.49	0.77	0.76	0.49	0.79	0.79	1
Scale Avg.	1.28	1.11	0.44	0.74	---	0.39	0.69	0.69	

TABLE XVII (Continued)

<u>Job Location</u>								
<u>Scale Characteristics</u>								
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
A102	0.60	0.94	0.23	0.72	0.44	0.25	0.53	2
B108	0.30	0.68	0.12	0.47	0.59	0.11	0.30	4
A111	0.38	0.71	0.07	0.37	0.63	0.09	0.27	5
C120	0.40	0.80	0.19	0.60	0.49	0.21	0.45	3
C127	0.39	0.73	0.32	0.80	0.35	0.43	0.95	1
Scale Avs.	0.41	0.77	0.19	0.59	---	0.22	0.50	

TABLE XVII (Continued)

<u>Work Relationships</u>									
<u>Scale Characteristics</u>									
Mean							3.459		
Standard Deviation							3.043		
Standard Error							0.196		
Reliability Coefficients									
Alpha							0.790		
Split-Half							0.730		
Guttman							0.820		
<u>Item Statistics</u>									
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>	
B109	0.62	0.82	0.45	0.77	0.72	0.47	0.68	3	
B124	0.92	0.87	0.50	0.81	0.70	0.63	0.84	1	
C124	0.82	0.95	0.39	0.73	0.75	0.43	0.62	4	
A104	0.64	0.67	0.22	0.47	0.82	0.09	0.31	5	
C114	0.97	0.84	0.48	0.80	0.72	0.61	0.78	2	
Scale Aves.	0.79	0.83	0.41	0.72	---	0.45	0.65		

TABLE XVII (Continued)

<u>Job Characteristics</u>								
<u>Scale Characteristics</u>								
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
B103	1.13	1.00	0.45	0.78	0.69	0.38	0.72	1
A113	1.59	1.06	0.33	0.67	0.76	0.23	0.53	5
C111	1.29	1.01	0.41	0.73	0.73	0.30	0.63	2
B120	0.75	0.93	0.40	0.70	0.73	0.32	0.64	4
B115	1.09	0.92	0.41	0.71	0.72	0.32	0.65	3
Scale Avs.	1.17	0.98	0.40	0.71	---	0.31	0.63	

TABLE XVII (Continued)

<u>Personal Concerns</u>								
<u>Scale Characteristics</u>								
				Mean				2.421
				Standard Deviation				2.293
				Standard Error				0.147
				Reliability Coefficients				
				Alpha				0.580
				Split-Half				0.590
				Guttman				0.610
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
C102	0.70	0.80	0.19	0.57	0.55	0.20	0.55	3
B110	0.72	1.02	0.30	0.73	0.38	0.30	0.70	1
A105	1.30	0.88	0.09	0.53	0.63	0.09	0.29	4
C107	0.81	0.28	0.28	0.72	0.39	0.30	0.70	2
Scale Avg.	0.88	0.91	0.22	0.63	---	0.22	0.56	

TABLE XVII (Continued)

<u>Interpersonal Concerns</u>								
<u>Scale Characteristics</u>								
				Mean				2.508
				Standard Deviation				2.968
				Standard Error				0.191
				Reliability Coefficients				
				Alpha				0.760
				Split-Half				0.760
				Guttman				0.770
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>U_{nr} F1</u>	<u>Rank</u>
A114	0.84	0.97	0.34	0.67	0.73	0.34	0.60	4
C121	1.15	1.08	0.36	0.75	0.70	0.36	0.66	3
B104	0.67	0.90	0.35	0.66	0.70	0.37	0.64	2
C126	0.74	1.04	0.27	0.57	0.79	0.13	0.35	5
C118	0.63	0.90	0.40	0.77	0.68	0.56	0.90	1
Scale Avg.	0.81	0.98	0.33	0.68	---	0.35	0.63	

TABLE XVII (Continued)

<u>External Concerns</u>								
<u>Scale Characteristics</u>								
Mean								4.649
Standard Deviation								3.731
Standard Error								0.240
Reliability Coefficients								
Alpha								0.680
Split-Half								0.710
Guttman								0.690
<u>Item Statistics</u>								
<u>Items</u>	\bar{X}	<u>S.D.</u>	\bar{r}	<u>r With Scale</u>	<u>Alpha</u>	h^2	$\frac{U}{nr} F1$	<u>Rank</u>
B125	0.71	0.93	0.28	0.64	0.64	0.27	0.59	3
C115	1.02	1.01	0.22	0.57	0.65	0.22	0.47	4
A106	0.64	0.95	0.20	0.52	0.65	0.15	0.42	6
A115	1.42	1.05	0.29	0.70	0.63	0.29	0.56	2
B121	0.78	0.92	0.25	0.58	0.66	0.23	0.48	5
B116	1.14	1.13	0.28	0.67	0.63	0.32	0.77	1
Scale Avg.	0.95	1.00	0.25	0.61	---	0.25	0.55	

TABLE XVII (Continued)

<u>Work Productivity</u>								
<u>Scale Characteristics</u>								
			Mean					3.360
			Standard Deviation					2.699
			Standard Error					0.174
			Reliability Coefficients					
			Alpha					0.700
			Split-Half					0.670
			Guttman					0.710
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
B105	0.63	0.75	0.26	0.57	0.66	0.16	0.47	4
C103	0.58	0.73	0.30	0.64	0.64	0.24	0.55	3
C108	0.77	0.83	0.36	0.75	0.58	0.34	0.71	2
A116	1.13	0.87	0.26	0.64	0.67	0.19	0.47	5
B111	0.81	0.80	0.36	0.74	0.59	0.33	0.70	1
Scale Avs.	0.78	0.80	0.38	0.67	---	0.25	0.58	

TABLE XVII (Continued)

<u>Work Atmosphere</u>								
<u>Scale Characteristics</u>								
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
C112	0.93	1.00	0.31	0.73	0.58	0.17	0.53	3
C122	0.94	0.93	0.33	0.74	0.54	0.20	0.59	2
A107	1.35	0.89	0.36	0.75	0.46	0.24	0.70	1
Scale Avg.	1.07	0.94	0.33	0.74	---	0.20	0.61	

TABLE XVII (Continued)

<u>Household Functioning</u>								
<u>Scale Characteristics</u>								
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{x}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$\frac{U_{nr}}{F1}$</u>	<u>Rank</u>
C123	1.66	0.96	0.56	0.83	0.70	0.38	0.73	2
C104	1.51	0.96	0.58	0.85	0.68	0.41	0.79	1
B117	1.36	1.02	0.56	0.81	0.73	0.35	0.69	3
Scale Avs.	1.51	0.98	0.57	0.83	---	0.38	0.74	

TABLE XVII (Continued)

<u>Personal Well-Being</u>								
<u>Scale Characteristics</u>								
			Mean				4.698	
			Standard Deviation				3.512	
			Standard Error				0.226	
			Reliability Coefficients					
			Alpha				0.780	
			Split-Half				0.820	
			Guttman				0.790	
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
B106	0.58	0.82	0.35	0.65	0.74	0.30	0.60	5
A108	1.57	1.04	0.39	0.75	0.72	0.40	0.71	1
A117	1.44	0.96	0.39	0.72	0.73	0.40	0.68	2
B126	1.28	1.11	0.34	0.70	0.76	0.27	0.54	4
B112	0.79	0.94	0.39	0.70	0.73	0.38	0.68	3
Scale Avs.	1.13	0.97	0.37	0.70	---	0.35	0.64	

TABLE XVII (Continued)

<u>Family Schedules</u>								
<u>Scale Characteristics</u>								
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>U_{nr} F1</u>	<u>Rank</u>
C119	1.06	1.11	0.39	0.70	0.72	0.35	0.66	3
C109	1.16	1.19	0.37	0.68	0.75	0.32	0.62	4
C125	1.33	1.10	0.38	0.75	0.67	0.51	0.84	1
A109	0.72	1.07	0.39	0.50	0.76	0.15	0.41	5
B122	1.40	1.06	0.46	0.70	0.71	0.38	0.67	2
Scale Avg.	1.13	1.11	0.40	0.67	---	0.34	0.64	

TABLE XVII (Continued)

<u>Family Satisfaction</u>								
<u>Scale Characteristics</u>								
<u>Item Statistics</u>								
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>
B118	1.23	1.06	0.53	0.82	0.67	0.35	0.71	2
A118	1.05	1.06	0.49	0.80	0.66	0.37	0.73	1
B107	1.35	1.14	0.43	0.76	0.72	0.29	0.62	3
C113	0.85	0.96	0.43	0.71	0.73	0.25	0.58	4
Scale Avg.	1.12	7.23	0.47	0.77	---	0.32	0.66	

TABLE XVII (Continued)

<u>Family Consensus</u>									
<u>Scale Characteristics</u>									
		Mean							1.909
		Standard Deviation							2.569
		Standard Error							0.165
		Reliability Coefficients							
		Alpha							0.610
		Split-Half							0.760
		Guttman							0.750
<u>Item Statistics</u>									
<u>Items</u>	<u>\bar{X}</u>	<u>S.D.</u>	<u>\bar{r}</u>	<u>r With Scale</u>	<u>Alpha</u>	<u>h^2</u>	<u>$U_{nr} F1$</u>	<u>Rank</u>	
C105	0.83	0.92	0.39	0.73	0.51	0.28	0.59	2	
A110	0.58	0.93	0.31	0.68	0.56	0.33	0.59	3	
C116	0.60	0.81	0.23	0.53	0.66	0.23	0.27	5	
C110	0.48	0.83	0.33	0.66	0.55	0.28	0.49	4	
B113	0.83	0.92	0.39	0.78	0.44	0.42	0.80	1	
Scale Avg.	0.66	0.88	0.33	0.68	---	0.35	0.55		

APPENDIX G

COMPARISON OF PARAMETRIC AND NONPARAMETRIC
CORRELATIONS AMONG RANDOMLY SELECTED
PROFILES SCALES AND ITEMS

TABLE XVIII
COMPARISON OF PEARSON'S r , KENDALL'S τ , AND SPEARMAN'S ρ
CORRELATION COEFFICIENTS FOR SELECTED VARIABLES
AND SCALES IN PROFILES I

<u>Specific Scales With Specific Scales</u>							
	<u>Work Schedules/Salary & Benefits</u>	<u>Salary Benefits With Job Characteristics</u>	<u>Work Conditions/Work Locations</u>				
Pearson's r (Parametric)	0.3890 N = 242 P = 0.000	0.6221 N = 242 P = 0.000	0.3619 N = 242 P = 0.000				
Kendall's τ (Nonparametric)	0.3090 N = 242 Sig = 0.001	0.4981 N = 242 Sig = 0.001	0.3386 N = 242 Sig = 0.001				
Spearman's ρ (Nonparametric)	0.4141 N = 242 Sig = 0.001	0.6349 N = 242 Sig = 0.001	0.5105 N = 242 Sig = 0.001				
<u>Specific Scales With Single Items</u>			<u>Single Items With Single Items</u>				
	<u>Salary & Benefits/B127</u>	<u>Work Conditions/C117</u>	<u>Work Schedule/B120</u>		<u>B108/B101</u>	<u>B123/C124</u>	<u>B127/C120</u>
Pearson's r (Parametric)	0.3154 N = 208 P = 0.000	0.8357 N = 202 P = 0.000	0.3882 N = 211 P = 0.000	Pearson's r (Parametric)	0.0337 N = 197 P = 0.323	0.1884 N = 196 P = 0.004	0.2368 N = 178 P = 0.001
Kendall's τ (Nonparametric)	0.2551 N = 202 Sig = 0.001	0.7100 N = 202 Sig = 0.001	0.3460 N = 211 Sig = 0.001	Kendall's τ (Nonparametric)	0.0689 N = 187 Sig = 0.150	0.1652 N = 196 Sig = 0.003	0.2093 N = 178 Sig = 0.001
Spearman's ρ (Nonparametric)	0.3212 N = 202 Sig = 0.001	0.7867 N = 202 Sig = 0.001	0.4227 N = 211 Sig = 0.001	Spearman's ρ (Nonparametric)	0.0759 N = 187 Sig = 0.151	0.939 N = 196 Sig = 0.003	0.2299 N = 178 Sig = 0.001
<u>General Scales With Specific Scales</u>							
	<u>Work Problems With Work Schedules</u>	<u>Work Problems With Salary & Benefits</u>	<u>Work Problems With Work Relationships</u>				
Pearson's r (Parametric)	0.7116 N = 242 P = 0.000	0.7937 N = 242 P = 0.000	0.7705 N = 242 P = 0.000				
Kendall's τ (Nonparametric)	0.5621 N = 242 Sig = 0.001	0.6234 N = 242 Sig = 0.001	0.6086 N = 242 Sig = 0.001				
Spearman's ρ (Nonparametric)	0.7286 N = 242 Sig = 0.001	0.7906 N = 242 Sig = 0.001	0.7714 N = 242 Sig = 0.001				
<u>General Scales With Single Items</u>							
	<u>Work Problems/C127</u>	<u>Work Problems/A112</u>	<u>Work Problems/B103</u>				
Pearson's r (Parametric)	0.3067 N = 197 P = 0.000	0.5243 N = 217 P = 0.000	0.6816 N = 210 P = 0.000				
Kendall's τ (Nonparametric)	0.2779 N = 197 Sig = 0.001	0.4215 N = 217 Sig = 0.001	0.5539 N = 210 Sig = 0.001				
Spearman's ρ (Nonparametric)	0.3438 N = 197 Sig = 0.001	0.5316 N = 217 Sig = 0.001	0.6909 N = 210 Sig = 0.001				

APPENDIX H

IDENTIFICATION OF PROFILES I FACTORS
USING OBLIQUE ROTATION

TABLE XIX
IDENTIFICATION OF PROFILES I FACTORS USING OBLIQUE ROTATION

Factor No.	Eigen-value	Percent Variation	Cumulative (%)	Top Four Definers
1	18.92 Impact on physical health	42.6	42.6	A117 (.54); A116 (.52); A108 (.44); B112 (.38)
2	4.54 Problems in work relationships	10.2	52.8	C114 (.88); B124 (.80); C122 (.61); C117 (.44)
3	2.71 Lifestyle and interests that cause problems	6.1	58.9	B121 (.77); C102 (.54); C118 (.40); C103 (.39)
4	2.44 Problems with pay and benefits	5.5	64.4	B119 (.75); B114 (.67); C106 (.63); A103 (.58)
5	2.16 Problems with job location	4.9	69.3	C127 (.87); A102 (.51); A111 (.41); A106 (.26)
6	1.53 Concern about children and scheduling family needs	3.4	72.7	C126 (.89); C109 (.33); C119 (.27); C115 (.24)
7	1.40 Family-related distractions from job	3.2	75.9	A110 (.41); B101 (.40); B105 (.34); C116 (-.30)
8	1.38 Problems with work hours and family schedules	3.1	79.0	B123 (.69); B127 (.65); B122 (.52); A101 (.32)
9	1.28 Undesirable work conditions	2.9	81.9	B108 (.69); C101 (.41); A112 (.29); C122 (.28)
10	1.15 Family disagreement/family satisfaction	2.6	84.5	B113 (.85); A110 (.50); B118 (.38); C105 (.37)
11	1.09 Concerns about family problems	2.5	86.9	A114 (-.53); B110 (-.38); A113 (.35); A105 (-.32)

VITA[?]

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