

THE RELATIONSHIP BETWEEN INTIMACY AND
SATISFACTION IN PERSONAL AND
PROFESSIONAL RELATIONSHIPS AMONG
PHYSICIANS AND FACULTY MEMBERS

By

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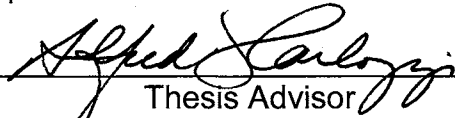
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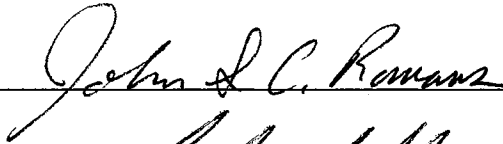
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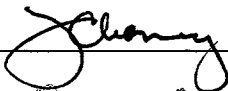


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CHAPTER I

INTRODUCTION

Love and work are important areas for most people but are not necessarily considered as a pair. Studying these entities together to determine the impact on individual functioning was the focus of this research project. Intimacy and satisfaction, as they relate to love and work, were carefully examined.

Intimacy with regard to interpersonal relationships has been extensively studied in the social science arena often with different theoretical slants. The most widely studied theories have included the social exchange or interdependence or investment theory, symbolic interactionism, contextual, problem-solving, developmental theory with Erikson's stages of intimacy versus autonomy (independence), and object relations theory.

Self-disclosure has been the center of most definitions of intimacy cited in the literature (Bullard-Poe, Powell, & Mulligan, 1994; Kayser & Himle, 1994; Weaver, 1987), with the depth of self-disclosure related to the amount or level of intimacy between individuals (Weaver, 1987). Other definitions of intimacy incorporate different factors including social, intellectual, emotional, physical, verbal, behavioral, cognitive, psychological, and professional (Bullard-Poe, Powell, & Mulligan, 1994; Deenen, Gigs, & van Naerssen, 1994; Levine, 1991;

Rogers & Holloway, 1993; Weaver, 1987). Bullard-Poe, Powell, and Mulligan (1994) conceptualized intimacy as close interpersonal relationships consisting of four components: social, intellectual, emotional, and physical. Self-disclosure fell under the emotional intimacy domain while physical intimacy was further divided into sexual and non-sexual physical intimacy. In one study, for example, non-sexual physical intimacy consisted of “warm embraces between a nursing home resident and a staff member” (Bullard-Poe, Powell, & Mulligan, 1994, p. 232).

Weaver (1987) defines intimacy as the “psychological contents that spring from one’s inner world” (p. 114). Components of this construct of intimacy include behavior, cognitions, and emotions, where behavioral components are those actions which initiate close physical proximity and facial expressions. Self-disclosure in this case falls under the cognitive component, and the emotional component is defined as loving, caring, and trusting (Weaver, 1987).

Levine (1991) reported on the nature of intimacy and explained that the word “intimacy” does not differentiate between physical or psychological intimacy or clearly delineate when both physical and psychological aspects of intimacy are present. Psychological intimacy according to Levine (1991) is initiated when one person is able to share inner experiences with another person. Inherent in this idea is the understanding of one’s feelings and thoughts, the willingness to share these, and the skill of putting the feelings and thoughts to words. Also, the “other person” must be accepting and non-judging of the speaker and recognize

the importance of the moment. Levine (1991) further reported that psychological intimacy may impact sexual functioning as “we begin to weave the person into our selves” (p. 264).

Factors generally not associated with any one theory have been studied with regard to intimacy. Gender has been studied with respect to intimacy, with females usually exhibiting greater capacities for intimacy than males (Buhrke & Fuqua, 1987; Davidson & Duberman, 1982; Hatfield & Rapson, 1987). In addition, one study found that females exhibiting psychologically intimate relationships with males at work reported a negative impact on their psychologically intimate relationships with their spouses, while males reported no adverse effects due to their psychologically intimate relationships with females at work (Lobel, 1993).

Lobel, Quinn, St. Clair, and Warfield (1994) discuss psychological intimacy in terms of work relationships. Through their open-ended questionnaire, the nature of psychological intimacy comprised affection, similar attitudes, and support for each others accomplishments. Trust, self-disclosure, and predicting reactions of others were ways of communicating between employees.

Professional intimacy has been addressed by Rogers and Holloway (1993) and included a common ground, mutual validation, reciprocity, relaxed atmosphere, trust, similar developmental stage, and flexibility in collaborative style for their own professional intimacy development. According to the authors, professional intimacy falls between collegial relationships and personal intimacy,

with the depth of the emotional bond of trust and self-disclosure like that of personal intimacy, but the content involves work themes similar to collegial relationships (Rogers & Holloway, 1993).

For those relationships that develop at work which comprise components of personal or psychological intimacy separate from work themes, questions have been raised as to their influence both at home and work (Lobel, 1993; Lobel, Quinn, St. Clair, & Warfield, 1994). Indeed, work and family/personal domains overlap and are not always separate entities (Richardson, 1981). Richardson (1981) argued that work and intimacy occur in both occupational and personal/familial roles and constitute functions of an individual, not just characteristics of roles. Therefore, one may reasonably surmise that both professional intimacy, as well as psychological/personal intimacy may and will occur at work among coworkers given compatible organizational and individual characteristics. Love and work, then, are not entirely separate domains of experience, and research on the influences and interactions of these domains is needed.

Intimacy and work or job satisfaction has been scantily researched, with most of the focus on social support (Cummins, 1989; Henderson & Argyle, 1985; Henderson & Argyle, 1986). Henderson and Argyle (1985) studied intimate relationships at work defined by four categories including *social friends* (those seen socially outside of work), *friends at work* (those social relationships only at work), *workmates* (superficial and task-oriented work contacts), and *conflict*

relations (coworkers actively disliked). Although “discussing your personal life,” “discussing your feelings or emotions,” and “asking or giving personal advice” were included among activities to be rated by respondents in the study, other aspects of intimacy including trust, communication, genuineness, empathy, and comfort were not addressed (Henderson & Argyle, 1985).

In summary, many studies have postulated reasons for the high divorce rate among married individuals who are no longer satisfied with their marriage. In addition, relationship quality has been studied with regard to other relationships excluding marriage, including gay and lesbian groups and cohabitating and dating heterosexuals. Many of the factors studied have focused on the beginnings of the relationship in terms of mate selection, attraction to an individual, etc. in hopes of answering many of the questions surrounding relationship quality and ultimately the dissolution of romantic relationships. As a result of many of these studies, intimacy has been found to be highly correlated to relationship quality.

Intimacy has further been studied with regard to type of intimacy, namely, physical, psychological, or professional. Intimacy among coworkers and job satisfaction warrants additional study with more emphasis on definitions of intimacy. Few studies have combined these areas (i.e., home and work) for a thorough investigation into possible interactions of intimacy in personal and work contexts.

Statement of the Problem

The study of intimacy has proliferated in the literature, especially in regard to interpersonal relationships. However, only one study to date has fused two of the most important settings in the lives of individuals, home and work (Lobel et al., 1994). Their research revealed that as psychological intimacy with a coworker increased, psychological intimacy with a spouse or partner also increased. However, as physical intimacy (or the desire for physical intimacy) increased with a coworker, psychological intimacy with a spouse or partner decreased. Lobel (1993) found gender was significant in determining whether psychological intimacy increased or decreased as a result of intimate relations at the office. It should be noted that comparing psychological intimacy was a supplemental aspect of the study, and the psychological intimacy between the employed and spouse or partner was based on the responses of the employed. The authors note the relationship between workplace and marital intimacy as important for further research considering today's high divorce rates and fear of AIDS (Lobel et al., 1994). Therefore, the problem to be addressed in the current study is the effect of intimate relationships at work, considering the gender of both respondents and coworkers, on intimate relationships at home.

Significance of the Study

Since love and work encapsulate most individuals' lives in one way or another, studying these two entities together to determine their impact on each

other seems feasible. More specifically related to the psychological domain, recognizing the importance of each on individual psychological functioning has far-reaching potential in terms of marital and couple therapy, relationship enhancement, and cooperative work groups for example. Further, by establishing a relationship between these two areas of our lives and relating this back to improving the quality in both personal and professional relationships, prevention of problems associated with confusion between the two in either setting may be implemented. This may be witnessed through local churches or community meetings of relationship enhancement groups or through seminars designed specifically for organizational purposes.

Definition of Terms

Intimacy (psychological intimacy) as used in this study comprised trust, high levels of self-disclosure, genuineness, empathy, comfort, and communication as measured by the Interpersonal Relationship Scale (IRS) (Garthoeffner, Henry, & Robinson, 1993; Guerney, 1977). This construct was used for relationships with both a significant other and a coworker. Higher scores reflect higher levels of interpersonal intimacy.

Personal Content was determined based on a score obtained from a self-reported statement regarding nature of the personal content of conversations between the respondent and the coworker identified, including such topics as relationship with significant other, family, and spiritual issues. Higher scores reflect higher levels of personal content (please see number one, pg. 82).

Professional Content was determined based on a score obtained from a self-reported statement regarding extent or nature of the professional content of conversations between the respondent and the coworker identified, including work-related topics only. Higher scores reflect higher levels of professional content (please see number two, pg. 82).

Relationship Satisfaction as used in the present study was measured by the Dyadic Satisfaction Subscale of the Dyadic Adjustment Scale developed by Spanier (1976), based on dyadic relationship quality. Higher scores reflect higher levels of relationship satisfaction.

Job Satisfaction was measured by the satisfaction with work facet score of a modification of the Job Description Index (JDI) and another measure of global job satisfaction as suggested by Buckley, Carragher, and Cote (1992) to account for effects of random and systematic measurement error within the original JDI. Other job facets measured by the JDI for separate analyses include satisfaction with promotions, supervisors, pay, and coworkers. Higher scores reflect higher levels of global job satisfaction and job facets.

Research Questions

The following research questions were addressed in the present study:

1. What effect do the independent variables, intimacy with a coworker, personal content, professional content, and any interaction of these, have on the dependent variable, intimacy with a significant other, for both mixed-gender and same-gender work relationships?

2. What effect does the gender of the coworker have on relationship satisfaction with a significant other for men and women?
3. Is there a relationship between intimacy with a coworker and job satisfaction?
4. Is there a relationship between intimacy with a significant other and relationship satisfaction with a significant other?

Research Hypotheses

The following research hypotheses were addressed in the present study:

1. For mixed-gender and same-gender work relationships, the independent variables--intimacy with a coworker, personal content, and professional content, will predict intimacy with a significant other, the dependent variable.
 - A. For male respondents with a female coworker, the relationship between intimacy with a coworker and intimacy with a significant other is moderated by the nature of the work relationship. Specifically, when the nature of the relationship is strictly professional, one would expect a positive relationship between intimacy with a coworker and a significant other. However, when the nature of the relationship is personal, one would expect a weakening of the relationship between intimacy with a coworker and a significant other.
 - B. For female respondents with a male coworker, the relationship

between intimacy with a coworker and intimacy with a significant other is moderated by the nature of the work relationship.

Specifically, when the nature of the relationship is strictly professional, one would expect a positive relationship between intimacy with a coworker and a significant other. However, when the nature of the relationship is personal, one would expect a weakening of the relationship between intimacy with a coworker and a significant other.

- C. For male respondents with a male coworker, the relationship between intimacy with a coworker and intimacy with a significant other is not moderated by the nature of the work relationship. Instead, intimacy with a significant other is positively correlated with intimacy with a coworker, regardless of the nature of the work relationship.
 - D. For female respondents with a female coworker, the relationship between intimacy with a coworker and intimacy with a significant other is not moderated by the nature of the work relationship. Instead, intimacy with a significant other is positively correlated with intimacy with a coworker, regardless of the nature of the nature of the work relationship.
2. There will be an interaction between gender of respondent and gender of coworker; i.e. when coworker is male, females will report lower levels than

males of relationship satisfaction with a significant other, as measured by the Dyadic Satisfaction Subscale of the Dyadic Adjustment Scale (DAS).

3. Higher intimacy with a coworker, as measured by the IRS, modified for use with coworkers, is related to higher levels of job satisfaction, as measured by the modified Job Description Index (JDI) and a measure of global job satisfaction.
4. Higher intimacy with a significant other, as measured by the IRS, is related to higher levels of relationship satisfaction with significant others, as measured by the Dyadic Satisfaction Subscale of the DAS.

CHAPTER II

LITERATURE REVIEW

Models of Intimacy

Many theories have been applied to the study of intimacy and interpersonal relationships, as well as studies with an atheoretical basis investigating variables associated with improvement in relationship quality. Among the theory-oriented research, the most common theories include the social exchange or interdependence or investment model, symbolic interactionism, contextual, problem-solving, and developmental including Erikson's stages of intimacy versus autonomy and object relations.

Steven (1984) has studied intimate relationships in regards to social exchange theory and focused on the rewards, costs, comparison level, comparison level for alternatives, distributive justice, and reciprocity for intimate relationships. Rewards are thought to give pleasure while costs inhibit performance, comparison level is the "standard against which the participant evaluates the attractiveness of the relationship or how satisfactory it is" (p. 394), and comparison level for alternatives is the lowest ratio of rewards to cost an individual will accept with respect to alternative relationships (Stephen, 1984). Often, social exchange theory is used to predict successful intimate relationships when partners perceive the relationship to provide more rewards than costs,

when each is believed to be above the other's comparison level for alternatives, and each is within or above the minimal standard for a relationship partner. This social exchange theory has also been referred to as Rusbult's investment model (Kurdek, 1991), and the interdependence model (Kurdek, 1992; Surra & Longstreth, 1990).

Symbolic interactionism in reference to intimacy and relationship quality focuses on the symbols or meanings of couples' shared behaviors and the symbolic processes and rituals performed (Stephen, 1984). Couples basically create their own realities including shared meanings and history of their relationship, and the environments and processes become important for study. Within the symbolic interactionist domain of inquiry into intimacy and relationship quality, research has mostly been conducted by way of field studies, survey research, or participant observations (Stephen, 1984).

Bradbury and Fincham's contextual model incorporates the assumption that individual difference variables filter relationship information in either a proximal context or a distal context (Kurdek, 1991; Kurdek, 1992). In the proximal context the variables are influenced immediately before a partner behavior and are specific to the relationship, whereas distal context variables are considered relatively stable traits associated with general interpersonal competence (Kurdek, 1991; Kurdek, 1992). These variables have been studied with respect to relationship satisfaction and stability with significant findings for higher relationship satisfaction among gay and lesbian couples who perceive

higher social support and expressiveness and decreases in dysfunctional beliefs regarding the relationship (Kurdek, 1992). Kurdek's (1992) findings for gay and lesbian couples were consistent with findings from heterosexual couples as well (Kurdek, 1991).

In the problem-solving model (grounded in social learning theory) of intimate relationships researchers have used problem-solving strategies during conflictual interactions to predict relationship satisfaction (Heavey, Christensen, & Malamuth, 1995; Kurdek, 1991; Metz, 1994). Problem-solving styles studied included demandingness, withdrawing from conflict, complying with spouse's or partner's wishes, constructively resolving the conflict, assertion/aggression. In review of applicable studies, satisfaction was shown to be positively related to constructive problem-solving including negotiation and compromise, while negatively related to coercion, withdrawal, and avoidance (Kurdek, 1991).

A more dynamic theoretical model for intimacy and its formation utilizes the object relations and Erikson's developmental stages. These models focus on the relationship of intimacy and autonomy or independence and the developmental process contributing to "identity consolidation and concomitant ongoing internal self and object differentiation" (Gilfillan, 1985, p. 183; Hatfield & Rapson, 1987; Lichtenberg, 1991; Schreurs & Buunk, 1995; Shea & Adams, 1984). Basically, in order to be intimate with others, one must be capable of independence and vice versa (Hatfield & Rapson, 1987), and after an individual is capable of acting as a separate person and of merging into something

distinctly larger than herself or himself, intimacy may be achieved (Lichtenberg, 1991). Therefore, intimacy in this respect is seen as always shifting, not as a static construct (Duck & Sants, 1983; Johnson & Alford, 1987). Likewise, Perlmutter and Hatfield (1980) incorporate a systems slant on intimacy emphasizing the process of a dyad moving toward complete communication.

In summary, many models have been applied to the study of intimacy incorporating such concepts as rewards and costs, reciprocity, meanings of couple's shared behaviors, environmental context, perception of social support, problem-solving styles, and autonomy and independence. For the current study, no single theoretical model will be used to study intimacy among personal and professional relationships, but acknowledging the wide variety of viewpoints is important for discussion and implications.

Intimacy in General

Intimacy has been studied with respect to quality of relationships for years. Many definitions or ways of conceptualizing intimacy have been postulated including both general and theoretical definitions. Some conceptualizations of intimacy focus on the construct as developmental in nature and as always dynamic and shifting within and between relationships (Duck & Sants, 19; Johnson & Alford, 1987; Lichtenberg, 1991) or as a process between individuals (Perlmutter & Hatfield, 1980). In this view, a measure of intimacy reflects feelings and behaviors of those involved at the time of the measure and may not necessarily reflect an overall pattern for given individuals.

Other definitions of intimacy encompass such constructs as self-disclosure, trust, and effective communication (Bullard-Poe, Powell, & Mulligan, 1994; James & Kirkland, 1993; Kayser & Himle, 1994; Perlmutter & Hatfield, 1980; Rogers & Holloway, 1993; Weaver, 1987). Kayser and Himle (1994) have incorporated a cognitive construct, dysfunctional beliefs, into their conceptualization of intimacy or the hindrance of the development of an emotional closeness involving self-disclosure, emotional support, physical contact, and companionship. In addition, different levels or factors of intimacy have been incorporated into conceptualizations of intimacy including social, intellectual, emotional, verbal, physical, behavioral, cognitive, psychological, and professional (Bullard-Poe, Powell, & Mulligan, 1994; Deenen, Gijs, & van Naerssen, 1994; Levine, 1991; Rogers & Holloway, 1993; Weaver, 1987).

Bullard-Poe, Powell, and Mulligan (1994) conceptualized intimacy as close interpersonal relationships consisting of four components: social, intellectual, emotional, and physical. Self-disclosure fell under the emotional intimacy domain while physical intimacy was further divided into sexual and non-sexual physical intimacy. In one study, for example, non-sexual physical intimacy consisted of "warm embraces between a nursing home resident and a staff member" (Bullard-Poe, Powell, & Mulligan, 1994, p. 232). For their sample of male nursing home residents, social intimacy followed by nonsexual physical intimacy was rated with the highest value but with all levels of intimacy rated as moderately high, indicating the importance of intimacy to the quality of life for this

population.

Weaver (1987) defines intimacy as the “psychological contents that spring from one’s inner world” (p. 114). Components of this construct of intimacy include behavior, cognitions, and emotions, where behavioral components are those actions which initiate close physical proximity and facial expressions. Self-disclosure in this case falls under the cognitive component, and the emotional component is defined as loving, caring, and trusting (Weaver, 1987). Weaver (1987) focused on shyness as an inhibitor of intimacy development and reported on the inhibition as related to anxiety and fear as constraining emotional openness which is essential for intimacy.

The most common construct associated with all definitions or conceptualizations of intimacy, self-disclosure, warrants special focus. Self-disclosure has been studied in and of itself with respect to interpersonal relationships and with intimacy as a focus of the relationship. Archer and Berg (1978) studied self-disclosure and reciprocity in relationships and found that when individuals perceived a threat to their freedom or a pressure to reciprocate personal aspects of their lives to a stranger, individuals disclosed less. When the stranger reassured the individual of no expectations regarding self-disclosure (removing the threat), individuals responded with more content. This suggests that in relationships with strangers who self-disclose, reciprocity is not a given. Therefore, the nature of the relationship between people is important in the amount of information shared in the relationship. Indeed, self-disclosure has

been shown to increase as a relationship becomes more involved (Shea & Adams, 1984).

Another important factor in intimacy and intimacy development is gender. Research has shown that males and females not only have differing needs for intimacy but also have different capacities for intimacy, usually with females having more needs and exhibiting greater capacities (Acker, Barry, & Esseveld, 1981; Buhrke & Fuqua, 1987; Davidson & Duberman, 1982; Duncombe & Marsden, 1995; Gabbard, Menninger, & Coyne, 1987; Hatfield & Rapson, 1987; Lang-Takac & Osterweil, 1992; Schultz, 1991). In a study of physician relationships, the physician appeared to have less needs for intimacy than his or her spouse suggesting that intimacy needs were being met through contact with patients and colleagues (Gabbard, Menninger, & Coyne, 1987). This study was unusual in that intimacy needs were not linked to gender as much as occupational role. Other studies on intimacy needs, however, indicate that females may have greater needs (Schultz, 1991) or desire for intimacy (Lang-Takac & Osterweil, 1992), and friendships for females are more important due to these differing needs for intimacy within the romantic relationship (Schultz, 1991).

Hatfield and Rapson (1987) studied gender differences in love and intimacy and concluded that females tend to be more intimate than males based on the literature to date. Reasons for their conclusion include the following: 1) "Society seems to encourage women to be intimacy experts, men to be experts

in maintaining their independence,” 2) “Women seem to know more about intimate relations than do men,” 3) “Women are more comfortable with intimate talk than are men,” and 4) “Women are willing to sacrifice more for love than are men,” (p. 18-19). The authors further speculate that society tends to be moving individuals toward a more androgenous state, where these differences in intimacy may decrease over time.

Intimacy in general, then, includes such factors as high-levels of self-disclosure, trust, communication, and connectedness. In addition, gender appears to be a significant contributor to the development of and amount of intimacy in relationships.

Psychological intimacy. Psychological intimacy research is scarce. Levine (1991) discussed aspects of psychological intimacy in general and described its effects as a precursor to sexual expression and positive self esteem. He further reported that mind reading and sexual intimacy are often used in place of self-disclosure and respectful listening in relationships, therefore, limiting the effectiveness and benefits of intimacy. Levine (1991) further stated that “psychological intimacy is the glue of all important relationships, including professional ones,” (p. 259) and has great implications for enhancing the psychological functioning of individuals.

Another interesting aspect of Levine’s (1991) theory of psychological intimacy includes a tendency for the provocation of erotization of the individual sharing the psychological intimacy. In other words, as an individual gains

psychological intimacy with another, he/she may begin to have erotic feelings toward the other individual regardless of sexual orientation. Psychological intimacy may or may not lead to sexual intimacy but appears to be an important precursor to enhanced sexual functioning between individuals.

Lobel, et al. (1994) have defined psychological intimacy as consisting of an affection and concern for another where attitudes and affirmations of worth are shared. Through their research, data revealed that men and women differ in regard to perceptions of psychological intimacy although no differences in characteristics of the relationships were. Psychological intimacy is an interesting concept in itself and deserves special consideration for its potential impact on romantic, as well as professional relationships.

Professional Intimacy. Professional intimacy has been addressed by Rogers and Holloway (1993) and included a common ground, mutual validation, reciprocity, relaxed atmosphere, trust, similar developmental stage, and flexibility in collaborative style for their own professional intimacy development. According to the authors, professional intimacy falls between collegial relationships and personal intimacy, with the depth of the emotional bond of trust and self-disclosure like that of personal intimacy, but the content involves work themes similar to collegial relationships.

For those relationships that develop at work which comprise components of personal or psychological intimacy separate from work themes, questions have been raised as to their influence both at home and work (Lobel, 1993;

Lobel, et al., 1994). Indeed, work and family/personal domains overlap and are not always separate entities (Richardson, 1981). Richardson (1981) argued that work and intimacy occur in both occupational and personal/familial roles and constitute functions of an individual, not just characteristics of roles. Therefore, one may reasonably surmise that both professional intimacy, as well as psychological/personal intimacy may and will occur at work among coworkers given compatible organizational and individual characteristics. Love and work, then, are not entirely separate domains of experience, and research on the influences and interactions of these domains is needed.

Intimacy and Relationship Satisfaction

Relationship satisfaction has been studied for years. Relationship satisfaction among "intimate" partners has been associated with egalitarian sex-role attitudes. Vanyperen and Buunk (1991) found that higher satisfaction was associated with more egalitarian sex-roles. The authors were quick to point out, however, that this finding could be related to the transitory period between transitional and egalitarian relationships where the majority of relationships remain traditional. Once this phenomenon switches to the majority being egalitarian, these couples may be more satisfied with their relationships (Vanyperen & Buunk, 1991).

Grant and Simpson (1994) studied relationship satisfaction among physicians and found that these relationships tend to be satisfying. Further, no differences were found between male and female physicians in regard to

satisfaction. No significance was found between relationship satisfaction and patient load. The authors suggest a couple of reasons for this. The physicians studied were fairly new to practice and thus, did not have “full” loads of patients. On the other hand, previous research has shown that new doctors may work fewer hours and limit their patient load in order to spend more personal time with family. Therefore, the physicians in this study may have voluntarily chosen to maintain a patient load that would allow for a more equitable balance between work and family (Grant & Simpson, 1994). In addition, the article highlighted the notion of “costs of caring” coined by Baruch and Barnett (1987) where the physician clearly gains from emotional support from the spouse whereas the physician’s spouse may experience decreased marital satisfaction and even impaired mental and emotional health (Grant & Simpson, 1994). Perhaps a balance of emotional sharing in these relationships is warranted as well.

Relationship satisfaction comparing marriage and cohabitation among heterosexual couples revealed that ages of intimate partners appeared to be a better indicator of problem-solving and satisfaction than marriage or cohabitation (Yelsma, 1986). For gay and lesbian couples, relationship satisfaction was associated with decreased dysfunctional beliefs regarding the relationship, perceived increase in rewards and decrease in costs, and increase in emotional investment (Kurdek, 1992). Kurdek (1992) also found that an increase in relationship satisfaction for gay and lesbian couples may be associated with an increase in support and comfort for one another.

In summary, many variables have been shown to be associated with relationship satisfaction for both heterosexual and homosexual couples. Variables to be considered in the present study included occupation and other demographic variables to determine the relationship and impact on intimacy and relationship satisfaction.

Romance and Intimacy at Work

Dillard and Witteman (1985) studied the extent to which romantic encounters occur at work. Significant findings indicated that organizations with a staff of twenty to fifty employees are more likely to have coworker romances. In addition, these romances occurred between employees of the same rank or differing in rank by one level. Whereas younger females tended to engage in romantic behaviors at work, age was not a factor in determining males' involvement (Dillard & Witteman, 1985). More recently, a Gallup poll in Rapp in 1992 displayed that 57% of employed Americans accept dating in the workplace, especially younger respondents (Lobel, 1993). These figures demonstrate the continued need to study romantic involvement and expand previous work to include other aspects of interpersonal interactions.

Quinn and Lees (1984) described the complex problem of combining intimacy with work. From their research two areas have emerged. Attraction and maintenance of sexuality at work is the first area, while sexual harassment at work is the second. From their research on attraction at work, they identified three kinds of romantic relationships. "True love" is characterized by a sincere

involvement where the relationship is long-term and may result in marriage. The "fling" is short-term, beginning with intense excitement but ending abruptly. The "utilitarian" relationship is usually the most destructive to all involved, including the organization. The female subordinate is seen by others as interested in advancement only while the male is interested in the sexual experience and ego satisfaction. Problems from these relationships stem from differential treatment of the members involved. Managers often ignore these sexual behaviors thereby further complicating the issue (Quinn & Lees, 1984; Spruell, 1985).

An opposing viewpoint regarding "acceptance" of sexual relationships in the office stems from Margaret Mead's approach (Lobel, 1993; Quinn & Lees, 1984). Though many organizations may prohibit sexual activity among employees, taboos against such activities are often vague. Mead proposed the establishment of sexual taboos at work just as society has adopted sexual taboos within the family (Lobel, 1993; Quinn & Lees, 1984). Likewise, Zetterberg reported taboos against sexual relationships in organizations, and Bell commented on the few mixed-sex relationships without sexual implication in our society (Haavio-Mannila, Kauppinen-Toropainen, & Kandolin, 1988). Today, this does not appear feasible nor realistic given the sheer numbers of women in the workforce and the "safety" of dating within organizations. Individuals may have more confidence in dating coworkers with whom some information is known, rather than meeting a stranger in a bar and attempting to build a relationship (Lobel, 1993).

Spruell (1985) reported the need for sexual attraction to be addressed in organizations in hopes that the effect will become positive and not negative. Often the benefits of sexual attraction in the office have been nonexistent (Spruell, 1985). Spruell (1985) organized thoughts from Kaleel Jamison and Lester Talbot regarding the potential for positive outcomes from sexual attractions in the office. Jamison elaborated a “touch spectrum” that combines touch with words for different levels of relationships. The first step, acceptance, includes a handshake. Caring is the next step with assisting gestures such as helping with a door or heavy package. The next step is trust and includes accidental touches that are not perceived as sexual in nature and do not cause embarrassment. Affection is the fourth step and is marked by friendly gestures without sexual motives. Step five, eroticism and step 6, genitality, include touches strictly sexual in nature.

According to Spruell (1985), Jamison reported that organizations would do well to encourage employees to develop relationships including acceptance, caring, trust, and affection. In few circumstances, extending beyond the affection step would not adversely affect the organization, and may enhance productivity among employees. Situations which Jamison considered taboo or detrimental to the organization include relationships with personnel functions or personal confidences, coworkers who report to the same supervisor or where one is the supervisor of the other, and relationships with one or two married people. Again, Spruell (1985) reported on Jamison’s idea that when attraction to

someone in the office begins to interfere with productivity, it is destructive. That is not to say that attraction to others at work is always destructive, however. Talbot argued that energy created through sexual attraction at work may be beneficial for the organization if channeled into tasks (Spruell, 1985). Jamison recommended that organizations provide clear guidelines to managers on what the company has decided is taboo regarding romantic relationships. In addition, defining sexual attraction as distinguished from sexual harassment is important. Managers were also asked to deal discreetly with members involved in a taboo relationship by talking to the members first. Namely, open communication was considered the key to successful relations in the office whether romantic or not (Spruell, 1985).

Mary Crary (1987) has studied attraction and intimacy in the work environment. She recognized differences between intimacy and sexuality in the workplace. From statements given by a broad range of individuals, intimacy varied from person to person, in the degree of how much self-disclosure takes place, and how much of the job-related task is included (Crary, 1987). Sexuality may or may not be included in feelings of intimacy toward a coworker. Crary (1987) very adeptly stated, "Managers cannot merely legislate solutions to attraction and intimacy by making rules that prohibit romantic involvements. Such formal rules and sanctions only drive emotions underground, thus preventing people from dealing more constructively with the issues involved" (p. 40).

Brown and Allgeier (1995) interviewed managers' perceptions of office romances and found that managers respond both positively and negatively to such events. This is consistent with research by Quinn (1977) where management took no action, punitive action, or positive action. Managers tended to respond more favorably to office romances when individuals involved were single, happy with the arrangement, engaged in professional behaviors with each other while at work, kept up their job performance, and did not involve others. Managers may respond adversely to office romance if the opposite of the above were true and if participants are at different levels in the organization (Brown & Allgeier, 1995).

For those relationships that develop at work which comprise components of personal or psychological intimacy separate from work themes, questions have been raised as to their influence both at home and work (Lobel, 1993; Lobel et al., 1994). Their research revealed that as psychological intimacy with a coworker increased, psychological intimacy with a spouse or partner also increased. However, as physical intimacy (or the desire for physical intimacy) increased with a coworker, psychological intimacy with a spouse or partner decreased. Indeed, work and family/personal domains overlap and are not always separate entities (Richardson, 1981). Richardson (1981) argued that work and intimacy occur in both occupational and personal/familial roles and constitute functions of an individual, not just characteristics of roles.

In summary, intimacy among coworkers and romances at work do occur

often with little negative effects to the organization and positive effects through creative energy. One may reasonably surmise that both professional intimacy, as well as psychological/personal intimacy may and will occur at work among coworkers given compatible organizational and individual characteristics. Love and work, then, are not entirely separate domains of experience, and research on the influences and interactions of these domains is needed.

Sexual harassment. Sexual harassment has been defined as “unsolicited nonreciprocal behavior that asserts a person’s sex role over his or her function as a worker” (Tang & McCollum, 1996, p. 53). Sexual harassment has been studied in conjunction with sexual attraction as a negative component of office romance and power and continues to warrant additional emphasis (Cleveland & Kerst, 1993; Le Poire, Burgoon, & Parrott, 1992; Lobel, 1993; Quinn & Lees, 1984; Stringer, Remick, Salisbury, & Ginorio, 1990; Tang & McCollum, 1996).

Stringer, Remick, Salisbury and Ginorio (1990) listed seven reasons for sexual harassment at work and gave employer actions to remediate such events.

Abuse of power to obtain sexual favors is the first reason for harassment and may be remediated through immediate corrective action by the employer. *Sex used to obtain power* is another reason, and the employer needs to refuse the power being sought through the harassment and provide assertiveness training to the “victim.” Another reason is *power used to decrease the power of the victim* and proactive planning on the part of employers is essential for the welcoming of nontraditional employees. *Personal crisis in the life of the harasser*

is sometimes a reason for harassment, and management needs clear policies on specifying sexual harassment as an unacceptable means to resolving personal conflict. Often sexual harassment occurs due to *sexual attraction gone wrong*. Setting clear guidelines against such behavior is important in this case as the work environment has been affected. *Genuine deviance* is another reason for sexual harassment on the job and must be acted upon immediately and forcefully with total intolerance. Finally, a last reason for sexual harassment according to these authors includes *a genuine attempt to create new rules for new roles*. Prevention is the best medicine for this behavior, specifically training classes and policies on working with members of the opposite (and same) sex (Stringer, Remick, Salsibury, & Ginorio, 1990).

Sexual harassment may take many forms in the workplace. Privacy invasion may be one form of nonverbal sexual harassment according to Le Poire, Burgoon, and Parrott (1992). More specifically, nonverbal sexual harassment may include sexual intent from extremely close distances with excessive eye contact and soft voices, as well as touch outside of the "safety zone" (Le Poire, Burgoon, & Parrott, 1992). The "safety zone" includes the upper arms and shoulder area as found in a study by Heslin, Nguyen, & Nguyen in 1983 (Le Poire, Burgoon, & Parrott, 1992). According to Le Poire and colleagues (1992), the best approach to assessing nonverbal sexual harassment includes 1) the accompanying cue complex, 2) function and structure of the behaviors, and 3) the psychological and communicational response of the "victim." The

accompanying cue complex involves examining the behaviors as a whole rather than examining each separate. The next aspect to evaluating nonverbal sexual harassment is reviewing the function and structure of the behaviors as to what the intent of the behaviors is and defining what the structure is. Finally, the response of the recipient is important in evaluating the potential for nonverbal sexual harassment. Possible reactions include "arousal, discomfort, increased adaptor behavior, and typical fight or flight behaviors" (Le Poire, Burgoon, & Parrott, 1992). In summary, sexual harassment is a potential damaging factor of romance in the workplace.

Intimacy and Job Satisfaction

Job satisfaction research has encompassed many areas of work. Job satisfaction has been associated with ease of movement within the organization (Lucas, Babakus, & Ingram, 1990), higher job performance ratings (Varca & James-Valutis, 1993), and shorter supervision experiences by the same supervisor (Mossholder, Bedeian, Niebuhr, & Wesolowski, 1994). Other studies involving job satisfaction include androgyny and non-dual career couples (Rotheram & Weiner, 1983), congruence as measured by Holland's hexagonal arrangement of 6 interest types (Swaney & Prediger, 1985), and older age (White & Spector, 1987).

The only area of job satisfaction measurement involving interpersonal relationships among coworkers is in the area of social support. Findings suggest that social support in conjunction with locus of control may buffer individuals from

job stress and increase job satisfaction (Cummins, 1989). This article, however, focuses on social support with regards to issues at work and does not broaden social support to include intimacy among coworkers.

Another aspect of intimate relationships among coworkers has been studied by Henderson and Argyle (1985). Their study included intimate relationships as defined by four categories including *social friends* (those seen socially outside of work), *friends at work* (those social relationships only at work), *workmates* (superficial and task-oriented work contacts), and *conflict relations* (coworkers actively disliked). Although “discussing your personal life,” “discussing your feelings or emotions,” and “asking or giving personal advice” were included among activities to be rated by respondents in the study, other aspects of intimacy including trust, communication, genuineness, empathy, and comfort were not addressed (Henderson & Argyle, 1985).

Summary

As this area of research is somewhat new and lacking, the current study enhanced previous research on intimacy in organizations in general. As no clear consensus exists within the organizational framework on the appropriateness of intimacy and attraction among coworkers, the current study attempted to solidify psychological intimacy among coworkers as a desired event. In addition, facilitation of training and workshops on promoting emotional support and closeness among colleagues would not only improve job satisfaction, but also produce benefits for the organization from having more committed, happier

employees.

Apart from the organizational influences, the relationship of psychological intimacy between coworkers and significant others is important for psychologists to study. Community groups or workshops based on empirical data for improving interpersonal relationships whether between spouses or partners or coworkers would be beneficial for promoting personal responsibility and personal growth.

CHAPTER III

Method

Target Population

The data for the current study consisted of responses from surveys administered to all undergraduate and graduate level faculty members at a northwestern university in Louisiana and physicians belonging to a medical association in central Louisiana. These populations were chosen based on their availability and general willingness to participate in research regarding professional groups. The total number of surveys distributed was 480, 280 of which were to faculty members and 200 to physicians.

Instruments

Self-administered instruments in booklet form measuring psychological intimacy for partners and coworkers, relationship satisfaction for partners and coworkers, and job satisfaction were given to all participants. In addition, basic demographic information and consent for participation in the study were obtained.

Cover Letter/Informed Consent was included to identify investigator, briefly introduce the purpose of the study, and explain confidentiality of participants. The cover letter outlined that the procedure for informed consent was given through completion of the questionnaire. Also included in the cover

letter were instructions on obtaining results of the study to interested respondents.

Interpersonal Relationship Scale (IRS) devised by Schlein with collaboration from Guernsey and Stover (Garthoeffner, Henry, & Robinson, 1993; Guernsey, 1977; Schlein, Guernsey, & Stover, 1990) was used in the present study. This self-report questionnaire consists of 52 original items selected from an initial pool of 106 items in Likert format where each item was rated by eight different judges who had expertise in interpersonal relationships to determine applicability as a measure of intimacy, trust, or both. Items were retained when at least six judges were in agreement.

Test-retest reliability of the scale was .92 and reported by Rappaport (1976) using 20 married couples. Validity of the IRS has been studied extensively and yielded significant correlations with the Premarital Communication Inventory (.69), the (modified) Primary Communication Inventory (.55), the Relationship Scale-Self (.79), and the Relationship Scale-Partner (.70) (Schlein Guernsey, & Stover, 1990). In addition, the validity and reliability of a modified version of the IRS, with a focus on any relationship in the past as well as a current one, has been investigated (Garthoeffner, Henry, & Robinson, 1993) with principal components yielding 6 factors. Results yielded 6 subscales or factors of the IRS representing dimensions of intimacy, including Trust, Self-disclosure, Genuineness, Empathy, Comfort, and Communication. A total of three items were dropped from the scale for factor loadings less than .30 and poor

conceptual contribution. Concurrent validity of the modified 49 item scale and the six subscales was established with the Conflict Resolution Subscale at .59 for the total scale and the subscales (Trust .53, Self-disclosure .44, Genuineness .41, Empathy .63, Comfort .25, and Communication .20). Internal consistency reliability coefficients for the modified total scale were .77 for the Conflict Resolution Subscale and .94 for the State-anxiety Scale (Garthoeffner, Henry, & Robinson, 1993). Scoring is based on an interval scale of 1 through 5 depending upon the ordering (Guerney, 1977). As the present study focused on the IRS's original directions of a current relationship, all 52 items were administered. Higher scores indicate higher levels of relationship satisfaction.

Interpersonal Relationship Scale, modified for use with coworkers is based on Schlein, Guerney, and Stover's construction of the IRS (Guerney, 1977). The original directions of the scale read "This is a questionnaire to determine the attitudes and feelings you have in your relationship with your partner. We are interested in the relationship *as it is*, not in the way you think it *should be*. Please answer by giving as true a picture of your feelings and beliefs as possible" (Guerney, 1977, p. 349-350). Permission was granted from B. G. Guerney, Jr. (personal communication, September 30, 1997) for the modified directions, "Please identify a coworker with whom you feel the closest. This is a questionnaire to determine the attitudes and feelings you have in your relationship with your coworker. We are interested in the relationship *as it is*, not

in the way you think it *should be*. Please answer by giving as true a picture of your feelings and beliefs as possible.” In addition, the word *partner* was changed to *coworker* in all items to accommodate the relationship change from significant other to coworker similar to procedures by Kurdek (1989), Markman (1979), and Schroth (1991) where the referenced person description was changed to accommodate the sample in question, usually from *spouse* or *mate* to *romantic partner* or just *partner*. This procedure has been performed successfully without jeopardizing the validity or reliability of the scale (Kurdek, 1989; Markman, 1979; Schroth, 1991). In addition, similar wording changes of the scale for use with coworkers have been implemented by Rathmell (personal communication, October 6, 1997) where she concluded that there were no reliability nor validity compromises. Finally, item thirty-eight was changed from “I don’t believe my *partner* would *cheat on me* even if he/she were able to get away with it,” to “I don’t believe my *coworker* would *betray me* even if he/she were able to get away with it.” Scoring is based on an interval scale of 5 through 1 or 1 through 5 depending upon the ordering (Guerney, 1977). Higher scores indicate higher levels of relationship satisfaction with a coworker.

Dyadic Satisfaction Subscale of the Dyadic Adjustment Scale (DAS)

developed by Spanier (1976) consists of 10 items focusing on satisfaction with one’s mate. The DAS is a 32-item Likert-style questionnaire addressing the quality of interpersonal relationships, specifically those of a romantic nature. The items were selected from an initial pool of 300 items from three different

judges examining these initial items for content validity. A total of thirty-two items and four factors (dyadic consensus, dyadic satisfaction, dyadic cohesion, and affectional expression) were identified after extensive statistical analyses.

Construct validity with the Locke-Wallace Marital Adjustment Scale yielded a correlation of .86 for married persons (Spanier, 1976; Spanier, 1990). Reliability with the Dyadic Adjustment Scale utilized Cronbach's Coefficient Alpha with the following subscale and total scale estimates: Dyadic Consensus .90, Dyadic Satisfaction .94, Dyadic Cohesion .86, Affectional Expression .73, and Total Dyadic Adjustment .96 (Spanier, 1976; Spanier, 1990). The Dyadic Adjustment Scale is coded along an interval continuum ranging from 0 to one less than the number of fixed choices. Spanier (1976) reported the use of one subscale alone is permissible "without losing confidence in the reliability or validity of the measure" (p. 22). Therefore, the current study utilized the Dyadic Satisfaction Subscale of the DAS as a measure of relationship satisfaction with a significant other. Scoring is based on an interval scale depending upon the question with higher scores indicating higher levels of relationship satisfaction.

Modified Job Description Index (JDI) is based on Smith, Kendall, and Hulin's (1969) 72-item adjective checklist questionnaire, the most widely used measure of job satisfaction (Buckley, Carragher, & Cote, 1992; Gregson, 1987; Gurman, Wekselbert, & Long, 1993; Hanisch, 1992). The JDI is an adjective checklist scored with either a 3 for yes (satisfied), 0 for no (not satisfied), or 1 for ? (cannot say) (Smith, Kendall, & Hulin, 1969). This index was designed to

measure satisfaction over five areas including type of work, pay, opportunities for promotion, supervision, and coworkers on the job. Each area has specific directions to answer "yes" if the adjective or phrase applies to his/her job or "no" if it does not. If the respondent cannot decide if an adjective or phrase applied to his job, he/she is asked to enter a question mark (?) (Smith, Kendall, & Hulin, 1969).

The FACES Scale or drawings of faces with different affects representing Likert responses for satisfaction with different aspects of the job was used as a validity measure for the JDI by comparing responses from the FACES Scale to those of the JDI. Median item validities correlated with the FACES Scale for the appropriate area were conducted with the following medians: Work .44, Pay, .40, Promotions .52, Supervision, .50, and Coworkers .35, and estimated split-half internal consistencies for the scales range from .80 to .88 (Smith, Kendall, & Hulin, 1969). Test-retest reliability according to Schneider and Dachler was reportedly .57 with Spearman-Brown split-half reliabilities ranging from .86 to .97 (Gurman, Wekselbert, & Long, 1993).

Buckley, Carraher, and Cote (1992) reviewed the validity and reliability of the JDI against other measures of job satisfaction in the literature using existing Multitrait-Multimodal matrices of the JDI with other measures of job satisfaction. From their analyses trait variance accounted for less than 50% of the variance in the JDI which has validity implications regarding the use of the JDI. Buckley, Carraher, and Cote (1992) suggest using multiple measures of the construct to

compensate for the less than desirable validity of the JDI. It should be noted that the authors reported that the JDI did as well, if not better, than the other measures of job satisfaction included in their analyses, indicating continuation of the JDI as a measure of job satisfaction in conjunction with another measure as being the optimal choice.

As the JDI may be too long or inconsistent with other Likert-type questions for some researchers, Gregson (1987) modified the format and condensed the JDI. Gregson (1987) chose the six items from the five areas (work, pay, promotions, supervision, and coworkers) with the highest loadings from Smith, Kendall, and Hulin's (1969) analyses. These 30 items were converted to Likert-type questions and scored from 1 (strongly agree) to 5 (strongly disagree), depending upon the statement. According to Johnson, Smith, and Tucker, little differences exist between the yes/no/? format and the Likert format (Gregson, 1987). Principal component factor analysis with a varimax orthogonal rotation was conducted and yielded the same five factors as the original JDI; and Cronbach's alpha was used to measure the internal consistency with the five dimensions ranging from .84 to .90 (Gregson, 1987). Therefore, this shortened version of the JDI was used in the present study. Higher scores indicated higher levels of job satisfaction.

Global Measure of Job Satisfaction used in the present study in conjunction with the JDI consists of the question, "All in all, how satisfied would you say you are with your job?" with responses ranging from 1 to 4 with the

higher numbers associated with higher job satisfaction. This item has been widely used in research on job satisfaction according to Quinn and Sheppard and Quinn and Staines (Jayaratne, Himle, & Chess, 1991).

Demographic Information Sheet was included to gain information on basic demographics such as gender, age, ethnicity, degree, education, relationship status, and length of current romantic relationship.

Also, additional statements regarding a description of the coworker identified, nature of discussions with coworker, and degree of physical intimacy with coworker were included. Some of these statements are from "A Nationwide Survey of Cross-Gender Relationships at Work" used with permission from S. A. Lobel (personal communication, September 19, 1997).

Procedure

A total of 480 questionnaires was distributed for completion in the present study in a southern public university and to physicians through a private mailing. The questionnaires were delivered to the university to be distributed to faculty members by another member of the faculty. Names and addresses of physicians were obtained by another party, and the surveys were mailed to these individuals. Therefore, the investigator had no access to names and addresses of participants. Upon completion of the questionnaire, the participants mailed the instrument to the investigator via the enclosed business reply envelope. The questionnaires containing several instruments were counterbalanced to eliminate the possible influence of one instrument over another. The five different orders

are as follows: 1) modified JDI, modified IRS, miscellaneous questions regarding coworker (MISC), IRS, and DSS; 2) modified IRS, MISC, IRS, DSS, modified JDI; 3) MISC, IRS, DSS, modified JDI, modified IRS; 4) IRS, DSS, modified JDI, modified IRS, MISC; 5) DSS, modified JDI, modified IRS, MISC, IRS. In addition, each questionnaire for the two occupational groups was color coded for identification and statistical purposes (i.e., faculty white, and physicians ivory).

The survey labeled as "Interpersonal Relationship Questionnaire" consisted of a letter to the participants briefly stating the purpose of the questionnaire and included informed consent, basic demographic questions, standardized measures, and additional questions regarding relationships with coworkers based on previous studies. The standardized measures included in the questionnaire are the Interpersonal Relationships Scale (IRS), the Dyadic Satisfaction Subscale (DSS) of the Dyadic Adjustment Scale (DAS), the Modified Job Description Index (JDI), a global measure of job satisfaction, and the Interpersonal Relationships Scale (IRS) modified for use with coworkers. The back page of the questionnaire solicits additional comments and includes information on obtaining a summary of results.

Data Analysis

The current study utilized multiple regression performed on blocks of independent variables and interactions of independent variables using the linear regression subprogram of SPSS 8 Version Statistical Package. The multiple regression was to examine intimacy with a coworker, as moderated by personal

and professional content, on intimacy with a significant other. Specifically, when the relationship was professional, one expected a positive relationship between intimacy with a coworker and a significant other. However, when the relationship was personal, one expected a weakening of the relationship between intimacy with a coworker and a significant other.

The dependent variable was intimacy with a significant other. The independent variables included intimacy with a coworker, personal content, professional content, the interaction of intimacy with a coworker and personal content, and the interaction of intimacy with a coworker and professional content.

The interaction score for intimacy with a significant other and personal content was obtained by computing the product of the intimacy with a significant other score and the score of the question relating to personal content. Likewise, the interaction score for intimacy with a significant other and professional content was obtained by computing the product for intimacy with a significant other score and the score of the question relating to professional content. Higher scores indicated higher levels of the variable being measured. In the analyses, the first block consisted of the intimacy with coworker score. Both the personal content score and the professional content score were entered in the second block.

Finally, the interaction scores (intimacy with a coworker x personal content and intimacy with a coworker x professional content) were entered in the third block.

Gender of the respondent and coworker were different for hypotheses 1A, 1B, 1C, and 1D. Hypothesis 1A included male respondents identifying female

coworkers; hypothesis 1B included female respondents with male coworkers; 1C was male respondents with male coworkers; and 1D was female respondents with female coworkers.

Hypothesis two examined the interaction of gender of respondent and gender of coworker, proposing that when the coworker was male, females would report lower levels than males of relationship satisfaction with a significant other. This hypothesis employed a 2 x 2 factorial design utilizing analysis of variance. This hypothesis contains two independent variables, gender of the respondent and gender of the coworker, with two levels in each, male and female. The dependent variable was relationship satisfaction with a significant other.

Hypotheses three and four employed Pearson correlations with no named independent nor dependent variables according to the design. Positive relationships were expected in both hypotheses. Variables studied in hypothesis three included intimacy with a coworker and job satisfaction, with higher scores indicating higher intimacy with a coworker and higher job satisfaction. Hypothesis four variables were intimacy with a significant other and relationship satisfaction with a significant other with higher scores indicating higher intimacy with a significant other and higher relationship satisfaction with a significant other.

Chapter IV

Results

Overall, 62 of 480 surveys were returned yielding a total return rate of 12.9%. Of the 280 surveys sent to faculty members, 38 were returned yielding a return rate for faculty members of 13.6%. For physicians the return rate was 12% as 24 of 200 surveys were received. Please see Table 1 for demographic information of the participants.

The results are divided into eight analyses. The first four analyses consider the relationship between intimacy with a significant other as moderated by intimacy with a coworker and personal and professional content and the interaction of these variables. The second type of analysis utilizes the analysis of variance procedure to examine possible differences between the gender of the respondent and the gender of the identified coworker on relationship satisfaction with a significant other. The last type of analysis considers the possible correlations between intimacy with a coworker and job satisfaction (using two measures of job satisfaction) and intimacy with a significant other and relationship satisfaction.

Table 1

Characteristics of Participants by Groups (N = 62)

	<u>Faculty Members (n=38)</u>	<u>Physicians (n=24)</u>
Age (M, SD)	46.13, 10.02	44.33, 9.78
Gender		
Male	19	17
Female	19	7
Relationship Status		
Single	8	0
Married or committed	27	20
Separated/Divorced	2	4
Widowed	1	0
Ethnicity		
African American	2	0
American Indian	0	0
Asian	1	2
Caucasian	34	17
Hispanic	1	3
Other	0	2
Education (M, SD)	20.54, 3.58	22.33, 2.35
Degree		
Ph.D.	22	0
M.D.	0	24
M.S.	3	0
M.A.	2	0
Other	10	0
Length of current romantic relationship		
M	16 yrs 9 mos	15 yrs 5 mos
SD	11 yrs 9 mos	10 yrs 1 mo
Living with Significant Other		
Yes	27	18
No	6	4
Not Applicable	5	2

What effect does intimacy with a coworker, personal content, professional content, and any interaction of these, have on intimacy with a significant other, for both mixed-gender and same-gender work relationships?

Four similar analyses comprise efforts to answer this research question. Differences in the analyses consist of the subsamples used to evaluate the variables (i.e., gender of the respondent and gender of the coworker). The total number of respondents completing the scales for use in these analyses (Interpersonal Relationship Scale (IRS), a modified version of IRS for use with coworkers, and additional questions relating to relationships with coworkers) was 52.

The first analysis consisted of male respondents with identified female coworkers (n = 7). The second analysis consisted of female respondents with identified male coworkers (n = 5). These analyses utilized a multiple regression technique with the dependent variable as intimacy with a significant other and intimacy with a coworker, personal content, professional content, and interactions of these, as the independent variables. These analyses failed to yield significant relationships between the dependent and independent variables (please see Tables 2 and 3), and the null hypotheses failed to be rejected. Because the number of respondents corresponding with these hypotheses were small, the results from the analyses were not interpreted.

The third analysis consisted of male respondents with identified male coworkers who completed all instruments involved in the analyses (n = 15). A

multiple regression technique was utilized with the dependent variable as intimacy with a significant other and intimacy with a coworker, personal content, professional content, and interactions of these, as the independent variables. Intimacy with a coworker was positively related to intimacy with a significant other and accounted for a significant proportion of the variance, $R^2 = .69$ ($p < .001$). As hypothesized, the nature of the work relationship including personal and professional content, and the interactions of these with intimacy with a coworker, did not have a significant effect on intimacy with a significant other. Therefore, the null hypothesis was rejected. Please see Table 4 for a summary.

Table 2

Multiple Regression Analyses on Blocks of Independent Variables on Intimacy with a Significant Other for Male Respondents Identifying Female Coworkers (N=7)

Variables Entered	R ²	R ² Change	Significance of R ² Change	
			F	p
1. Intimacy with Coworker	.377	.377	2.424	.194
2. Intimacy with Coworker Personal Intimacy Professional Intimacy	.867	.490	3.679	.214
3. Intimacy with Coworker Personal Intimacy Professional Intimacy Pers Int x IRSC Prof Int x IRSC	.939	.072	1.185	.473

Table 3

Multiple Regression Analyses on Blocks of Independent Variables on Intimacy with a Significant Other for Female Respondents Identifying Male Coworkers (N=5)

Variables Entered	R ²	R ² Change	Significance of R ² Change	
			F	p
1. Intimacy with Coworker	.002	.002	.002	.970
2. Intimacy with Coworker Professional Intimacy	1.000	.998		

Table 4

Multiple Regression Analyses on Blocks of Independent Variables on Intimacy with a Significant Other for Male Respondents Identifying Male Coworkers (N=15)

Variables Entered	R ²	R ² Change	Significance of R ² Change	
			F	p
1. Intimacy with Coworker	.626	.626	21.748	.000
2. Intimacy with Coworker Personal Intimacy Professional Intimacy	.694	.069	1.234	.328
3. Intimacy with Coworker Personal Intimacy Professional Intimacy Pers Int x IRSC Prof Int x IRSC	.713	.019	.292	.754

The fourth analysis consisted of female respondents with identified female coworkers who completed all instruments involved in the analyses ($n = 12$). A multiple regression technique was utilized with the dependent variable as intimacy with a significant other and intimacy with a coworker, personal content, professional content, and interactions of these, as the independent variables. Intimacy with a coworker was not positively related to intimacy with a significant other. As hypothesized, the nature of the work relationship including personal and professional content, and the interactions of these with intimacy with a coworker, did not have a significant effect on intimacy with a significant other (please see Table 5). The null hypothesis failed to be rejected.

What effect does the gender of the coworker have on relationship satisfaction with a significant other for men and women?

The next analysis consisted of individuals who completed the relationship satisfaction scale and identified gender of coworker ($n = 38$). A 2 x 2 factorial analysis of variance (ANOVA) was conducted on relationship satisfaction for gender of the respondent and gender of the identified coworker. No significant differences were noted between groups for relationship satisfaction: gender of respondent had an $F(1)$ of 3.53 ($p = .069$); gender of coworker had an $F(1)$ of .28 ($p = .598$), and respondent x coworker had an $F(1)$ of 1.82 ($p = .187$). Please see Table 6 for means and standard deviations by groups. The null hypothesis failed to be rejected.

Table 5

Multiple Regression Analyses on Blocks of Independent Variables on Intimacy with a Significant Other for Female Respondents Identifying Female Coworkers (N=12)

Variables Entered	R ²	R ² Change	Significance of R ² Change	
			F	p
1. Intimacy with Coworker	.257	.257	3.456	.093
2. Intimacy with Coworker Personal Intimacy Professional Intimacy	.456	.208	1.555	.269
3. Intimacy with Coworker Personal Intimacy Professional Intimacy Pers Int x IRSC Prof Int x IRSC	.521	.057	.355	.715

Table 6

Mean Relationship Satisfaction Scores by Gender of Respondent and Gender of Identified Coworker (N=38)

	Respondent Male	Respondent Female	Total
Coworker Male	211.93 (41.64) N=15	224.67 (78.80) N=3	N=18
Coworker Female	180.17 (48.68) N=6	230.93 (26.74) N=14	N=20
Total	205.82 (40.55) N=28	230.53 (35.26) N=19	

Mean (Standard deviation)

Is there a relationship between intimacy with a coworker and job satisfaction?

The next analysis consisted of individuals who completed all items on the modified Interpersonal Relationship Scale (Guerney, 1977), that measured intimacy with coworkers, and all items on the modified JDI measuring job satisfaction (n = 51). No significant correlation was found for these variables.

Another analysis consisted of individuals who completed all items on the modified Interpersonal Relationship Scale (Guerney, 1977), that measured intimacy with coworkers, and an item measuring job satisfaction (n = 56). Intimacy with a coworker was found to have a significant positive correlation with the single item for job satisfaction ($r = .33$, $p = .05$). Data from the correlational analyses is presented in Table 7. Based on this analysis, the null hypothesis was rejected.

Is there a relationship between intimacy with a significant other and relationship satisfaction with a significant other?

The final analysis consisted of individuals who completed all items on the Dyadic Satisfaction Subscale of the Dyadic Adjustment Scale (DAS) (Spanier, 1976), measuring relationship satisfaction, and all items on the Interpersonal Relationship Scale, measuring intimacy with a significant other (n = 45). Intimacy with a significant other was found to have a significant positive correlation with relationship satisfaction ($r = .82$, $p = .01$), and the null hypothesis

was rejected (please see Table 8 which also includes subscales of the measures).

Table 7

Pearson Correlation Coefficients Between modified IRS including subscales, modified JDI including subscales, and a global measure of Job Satisfaction (N=62)

	IRSC	Ctrust	Cself	Cgen	Cemp	Ccomf	Ccom	JDI	Prom	Sup	Work	Pay	Cow	Job
IRSC	1.00	.89**	.84**	.81**	.60**	.71**	.65**	.17	.16	-.27	.25	.10	.23	.33*
Ctrust	-	1.00	.56**	.82**	.47**	.57**	.48**	.28*	.28*	-.08	.32*	.07	.25	.36**
Cself	-	-	1.00	.53**	.47**	.72**	.58**	.07	.05	-.33*	.13	.17	.08	.27*
Cgen	-	-	-	1.00	.38**	.48**	.50**	.08	.06	-.23	.27*	-.02	.19	.31*
Cemp	-	-	-	-	1.00	.27*	.37**	.33*	.33*	.09	.34**	-.06	.32*	.27*
Ccomf	-	-	-	-	-	1.00	.50**	.04	.11	-.27*	.14	.13	-.03	.20
Ccom	-	-	-	-	-	-	1.00	.15	.11	-.01	.17	.01	.15	.20
JDI	-	-	-	-	-	-	-	1.00	.80**	.57**	.69**	.44**	.64**	.70**
Prom	-	-	-	-	-	-	-	-	1.00	.32*	.53**	.26*	.44**	.58**
Sup	-	-	-	-	-	-	-	-	-	1.00	.19	-.07	.32*	.23
Work	-	-	-	-	-	-	-	-	-	-	1.00	.08	.45**	.69**
Pay	-	-	-	-	-	-	-	-	-	-	-	1.00	.02	.41**
Cow	-	-	-	-	-	-	-	-	-	-	-	-	1.00	.64**
Job	-	-	-	-	-	-	-	-	-	-	-	-	-	1.00

* $p < .05$, ** $p < .001$

(IRSC=modified Interpersonal Relationship Scale, Ctrust=trust subscale, Cself=self-disclosure subscale, Cgen=genuineness subscale, Cemp=empathy subscale, Ccomf=comfort subscale, Ccom=communication subscale, JDI= modified Job Description Index, Prom=promotion subscale, Sup=supervisor subscale, Work=work subscale, Pay=pay subscale, Cow=coworker subscale, Job=global job satisfaction)

Table 8

Pearson Correlation Coefficients Between the IRS including subscales and the DAS (N=62)

	IRS	Trust	Self	Genu	Empat	Comf	Comm	DAS
IRS	1.00	.92**	.92**	.90**	.66**	.78**	.83**	.82**
Trust	-	1.00	.80**	.89**	.48**	.62**	.76**	.81**
Self	-	-	1.00	.81**	.44**	.78**	.76**	.75**
Genu	-	-	-	1.00	.50**	.72**	.74**	.76**
Empat	-	-	-	-	1.00	.35*	.46**	.40**
Comf	-	-	-	-	-	1.00	.69**	.72**
Comm	-	-	-	-	-	-	1.00	.73**
DAS	-	-	-	-	-	-	-	1.00

* $p < .05$, ** $p < .001$

(IRS=IRS, Trust=trust subscale, Self=self-disclosure subscale, Genu=genuineness subscale, Empat=empathy subscale, Comf=comfort subscale, Comm=communication subscale, DAS=DAS)

Chapter V

Discussion

This study was conducted in order to investigate the relationships and impact of intimacy with coworkers on intimacy with significant others, taking gender into consideration. In addition, relationship and job satisfaction were evaluated to determine the strength of their relationships with intimacy with a significant other and intimacy with a coworker, respectively.

What effect does intimacy with a coworker, personal content, professional content, and any interaction of these, have on intimacy with a significant other, for both mixed-gender and same-gender work relationships? In this study, cross-gender dyad reporting was very low yielding approximately 13% for male respondents with female coworkers ($n = 7$) and 10% for female respondents with male coworkers ($n = 5$). Therefore, insignificance for Hypotheses A and B was not surprising due to the low numbers. Even if a significant amount of the variance had been accounted for, generalization would not have been possible. The response rate overall was low possibly due to the nature of the questions, the length of the questionnaire, and the time constraints associated with faculty members and physicians.

Further, expecting respondents to identify an opposite-sex coworker voluntarily and asking questions of a sensitive nature may be unreasonable.

Researchers Lobel et al. (1994) mandated that respondents “think of the person of the opposite sex to whom you feel closest at work. Even if your relationship is superficial, we would like you to describe it to us, as it is your closest cross-sex relationship” (p. 1). Therefore, their “Nationwide Survey of Cross-Gender Relationships at Work” yielded information regarding men’s and women’s feelings, attitudes and behaviors regarding cross-gender relationships only.

For males identifying a male coworker, a significant positive relationship between intimacy with a coworker and intimacy with a significant other was found in the present study, supporting Lobel et al. (1994). However, this relationship did not hold true for females identifying a female coworker. This makes sense as one may conceptualize the capacity for intimacy for males as playing an important role in these relationships. Males in this study tended to rate both relationships equally high, whereas females differentiated the relationships. As males “practice” skills for intimacy with coworkers, intimacy with a significant other benefited from this practice, and vice versa. Females do not appear to need “practice” in this respect, supporting Schultz’ (1991) claim that females having differing needs for intimacy within the romantic relationship. Please note that intimacy in this regard is not moderated by the nature of the work discussions (personal or professional), but includes psychological intimacy as measured by the IRS modified for use with coworkers. Specifically, psychological intimacy as measured by the IRS includes trust, high levels of self-disclosure, genuineness, empathy, comfort, and communication (Guerney, 1977).

Other variables, which may have influenced the results of the present study, included personality variables of the participants and the very nature of the target population. Participants in the present study included university faculty and physicians. These career choices require graduate degrees and are generally considered part of one's identity.

What effect does the gender of the coworker have on relationship satisfaction with a significant other for men and women?

In this study no significant differences between gender of respondent and gender of coworker were found for relationship satisfaction. However, a trend between males and females was seen with male respondents reporting lower relationship satisfaction scores than female respondents. Lobel et al. (1994) found differences between men and women in their study of perceptions of psychological intimacy. Egalitarian sex-role attitudes have been associated with higher relationship satisfaction (Vanyperen & Buunk, 1991). Perhaps men and women in this study are more egalitarian in their perceptions of sex-roles. In addition, studies have shown that men and women have differing needs for intimacy and women having a greater capacity for intimacy (Acker, Barry, & Esseveld, 1981; Buhrke & Fuqua, 1987; Davidson & Duberman, 1982; Duncombe & Marsden, 1995; Gabbard, Menninger, & Coyne, 1987; Hatfield & Rapson, 1987; Lang-Takac & Osterweil, 1992; Schultz, 1991). Because individuals participating in this study have completed graduate degrees and are active in the workforce, men and women may not adhere to the traditional roles

of male/female.

Is there a relationship between intimacy with a coworker and job satisfaction?

Few studies have been conducted that focus on intimacy with coworkers. Henderson and Argyle (1985) considered aspects of social relationships through categorization. Trust, communication, genuineness, empathy, and comfort were not studied and are aspects of intimacy that could enhance work relationships, and increase job satisfaction. In the present study, however, a modified version of the IRS for use with coworkers that includes these aspects of intimacy, did not correlate with the modified JDI, one measure of job satisfaction. This may be due to the JDI's emphasis on satisfaction with promotions, supervisors, pay, and coworkers in addition to work.

When examining the relationships between the modified JDI total score and the subscales of the modified IRS (trust, self-disclosure, genuineness, empathy, comfort, and communication), only two correlations were significant. Trust and empathy had significant correlations or relationships with the modified JDI. Considering the nature of work relationships and factors important for job satisfaction, trust and empathy, or the belief that others understand, seem to be relative and logical.

A significant positive correlation was found between a global measure of job satisfaction and intimacy with coworkers. Therefore, when respondents were asked how satisfied one was with one's job, satisfaction with employment

increased as intimacy with coworkers increased. Caution should be made, however, when examining job satisfaction based on only one question. Though research has shown that this global measure of job satisfaction has been used with success (Jayaratne, Himle, & Chess, 1991), one wonders about the impact of cognitive dissonance on participant responses. Given this population of faculty members and physicians with a large number of years invested in education and training for their careers, would any actually admit to being dissatisfied?

Next, the relationship between the two measures of job satisfaction was examined, and a significant positive relationship was found ($r = .70$, $p = .01$). This indicated that the global measure of job satisfaction appeared to be measuring a similar construct as the modified JDI, a multidimensional measure of job satisfaction including satisfaction with promotions, work, supervisors, pay, and coworkers.

Is there a relationship between intimacy with a significant other and relationship satisfaction with a significant other?

As mentioned earlier, relationship satisfaction has been associated with egalitarian sex-roles. Because the respondents in this study have higher degrees and are active participants in the workforce, they may hold egalitarian sex-role beliefs. Therefore, higher measures of intimacy with a significant other is significantly related to higher measures of relationship satisfaction. Interestingly, all subscales of the IRS (trust, self-disclosure, genuineness,

empathy, comfort, and communication) were significantly correlated with the DAS.

Limitations of the Current Study

One limitation for the current study included the professional's perception of the quality of the significant relationship. As only the professional in the work setting completed the surveys regarding relationship satisfaction, only this professional's opinion regarding the quality of the relationship was utilized in the present study, not necessarily the "true" quality of the relationship.

A self-report questionnaire was used in the present study. The use of self-report measures may present an opportunity for participants to bias their responses either in a positive or negative capacity. Positive biases may result from the participants' desire to present themselves in a favorable way or in a way in which they believe to be more socially correct. On the other hand, some respondents may respond negatively to the questionnaire and present information that is overly negative.

Another potential limitation of this study concerns the variables being studied. This study was only concerned with certain aspects of intimacy with regard to interpersonal relationships both at home and at work. Other variables, such as personality variables, may be present but not considered in the present study which may have influenced the relationships being investigated.

Finally, sexual orientation was not directly asked on the questionnaire, but may be inferred given the nature of some of the questions. For example, if a

male respondent identified his significant other as male (item 1 of the “Interpersonal Relationship with Significant Other” section of the questionnaire), his relationship was considered gay. Hypothesis number three tends to exclude gay and lesbian participants. This does not imply that attraction to coworker applies only to heterosexual individuals; however, research has not examined such attractions in the workplace. The current study was unable to investigate this phenomenon through adjunct statistical analyses due to few responses on the questionnaire.

As mentioned earlier in the discussion section, the small number of cross-gender respondents made generalization difficult at best. The individuals recruited for the study did not represent faculty members and physicians in general as the samples consisted mostly of individuals from small southern towns. In addition, those individuals who participated in the study and returned the completed questionnaires may be different from those who did not return the questionnaires. Time was an issue at least for one individual who did take the time to return the questionnaire unanswered but with the following statements. “This is entirely too long to expect many professionals to complete. There are already too many time demands.”

Other comments returned on completed questionnaires consisted of concerns regarding the small number of people in one’s department and the difficulty in choosing just one coworker about whom to reference in the questionnaire. This also raises an interesting question concerning intimacy and

job satisfaction. Is one intimate relationship with a coworker enough to impact job satisfaction? In this study, it seemed to be. More research looking into this area would be helpful.

Implications for Psychologists

Love and work are two areas of study that deserve attention in determining the impact of one on the other. Though the present study was unable to examine cross-gender relationships, other aspects of love and work were found to be significant. Intimacy among coworkers may have a strong influence on job satisfaction, and intimacy with a significant other is positively related to relationship satisfaction.

Recognizing the importance of each on individual psychological functioning and the functioning of the work environment has far-reaching potential in terms of marital and couple therapy, relationship enhancement, and cooperative work groups to name a few. Encouraging intimate relationships in the work environment may not only improve the quality of the work relationships, but also increase job satisfaction. At a minimum, fostering trust and empathy may further add to a multidimensional construct of job satisfaction. Further, by establishing a relationship between love and work and relating this back to improving the quality in both personal and professional relationships, prevention of problems associated with confusion between the two in either setting may be implemented. This may be witnessed through local churches or community meetings of relationship enhancement groups or through seminars designed

specifically for organizational purposes.

Suggestions for Future Research

Additional research in this area is needed and warranted. Broadening the sample to include other occupations may shed new light on the nature of work relationships and the impact of intimacy with coworkers on job satisfaction.

Examining the differences between groups in this area is another suggestion for future research. Even comparing blue and white collar workers may increase understanding in the relationship between intimacy and satisfaction.

Another suggestion for future research includes the data desired. Since participants may be hesitant to voluntarily report on relationships with someone of the opposite gender, specifying this in the directions would be helpful in increasing the numbers. In addition, shortening the questionnaire may help to increase the response rate, as well as personally attending workshops, etc. to administer the questionnaire in a group setting. Comparing the responses from mail-ins as opposed to those completed via workshop would make an interesting adjunct to the study on the relationships of love and work.

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APPENDIX A

INTERPERSONAL RELATIONSHIPS QUESTIONNAIRE

Kelly Paulk Ray, M. S.
School of Applied Health and Educational Psychology
434 Willard Hall
Oklahoma State University
Stillwater, Oklahoma 74078

Dear Professional,

Your organization has agreed to allow us to distribute this survey on interpersonal relationships. We hope that you will take a few minutes to complete this survey which explores relationships with significant others and coworkers. It should take you approximately thirty minutes to complete. Your responses will be dealt with in the aggregate, and you are under no obligation to complete this questionnaire.* Please understand that your responses will be strictly confidential, and your anonymity will be maintained.

We appreciate your time and effort for this worthwhile project.

Sincerely,

Kelly Paulk Ray, M. S.
Graduate Student

Al Carlozzi, Ed.D.
Associate Professor

*Completion of this questionnaire implies informed consent.

PART I BASIC DEMOGRAPHIC INFORMATION (Please write your answer in the blank.)

- | | | |
|---|--|---|
| <p>_____ 1. Gender</p> <p>_____ 2. Relationship status</p> <p>_____ 3. Are you living with your significant other?
relationship</p> | <p>A. Male</p> <p>B. Female</p> <p>A. Single</p> <p>B. Married ("committed" if gay/lesbian)</p> <p>C. Separated/Divorced</p> <p>D. Widowed</p> <p>A. Yes</p> <p>B. No</p> <p>C. Not applicable</p> | <p>_____ 4. Age in years</p> <p>_____ 5. Race/Ethnicity</p> <p>A. African American</p> <p>B. American Indian</p> <p>C. Asian</p> <p>D. Caucasian</p> <p>E. Hispanic</p> <p>F. Other _____</p> <p>6. Length of current romantic
_____ years _____ months</p> <p>7. _____ highest degree _____ years of ed.</p> |
|---|--|---|

PART II INTERPERSONAL RELATIONSHIP WITH SIGNIFICANT OTHER

(Please leave Parts II and III blank if you do not have a significant other. Please continue with Part IV.)

- _____ The gender of my partner or significant other is
- A. Male
- B. Female

This is a questionnaire to determine the attitudes and feelings you have in your relationship with your partner. We are interested in the relationship *as it is*, not in the way you think it *should be*. Please answer the statements by giving as true a picture of your own feelings and beliefs as possible. Be sure to read each item carefully and show your beliefs by circling the corresponding number to the appropriate answer for each question. If you *strongly agree* (SA) with an item--that is, you feel it is very true of your relationship, circle the 1. If you think an item is *generally more true than untrue*, circle the 2 for mildly agree. If you feel the item is about *equally true and untrue*, circle the 3 for neutral. If you feel you *mildly disagree* (MD) with the item, circle the 4. If you *strongly disagree* (SD) with an item--that is, you feel it is very untrue of your relationship, circle the 5.

	1 Strongly Agree	2 Mildly Agree	3 Neutral	4 Mildly Disagree	5 Strongly Disagree
1. When serious disagreements arise between us, I respect my partner's position.	1	2	3	4	5
2. I feel comfortable expressing almost anything to my partner.	1	2	3	4	5
3. In our relationship, I feel I am able to expose my weaknesses.	1	2	3	4	5
4. In our relationship, I'm cautious and play it safe.	1	2	3	4	5
5. I can express deep, strong feelings to my partner.	1	2	3	4	5
6. I can accept my partner even when we disagree.	1	2	3	4	5
7. I believe most things my partner says.	1	2	3	4	5
8. I would like my partner to be with me when I receive bad news.	1	2	3	4	5
9. I would like my partner to be with me when I'm lonely.	1	2	3	4	5
10. I seek my partner's attention when I'm facing troubles.	1	2	3	4	5
11. I feel comfortable when I'm alone with my partner.	1	2	3	4	5
12. I'm afraid of making mistakes with my partner.	1	2	3	4	5
13. I feel relaxed when we are together.	1	2	3	4	5
14. I am afraid my partner will hurt my feelings.	1	2	3	4	5
15. I face my life with my partner with confidence.	1	2	3	4	5

1 Strongly	2 Mildly	3 Neutral	4 Mildly	5 Strongly	
6. I share and discuss my problems with my partner.	1	2	3	4	5
17. I understand my partner and sympathize with his/her feelings.	1	2	3	4	5
18. I listen carefully to my partner and help him/her solve problems.	1	2	3	4	5
19. I feel my partner misinterprets what I say.	1	2	3	4	5
20. My partner would tell a lie if he/she could gain by it.	1	2	3	4	5
21. In our relationship, I am occasionally distrustful and expect to be exploited.	1	2	3	4	5
22. I get a lot of sympathy and understanding from my partner.	1	2	3	4	5
23. There are times when my partner cannot be trusted.	1	2	3	4	5
24. We are very close to each other.	1	2	3	4	5
25. My partner doesn't really understand me.	1	2	3	4	5
26. I'm better off if I don't trust my partner too much.	1	2	3	4	5
27. I do not show deep emotions to my partner.	1	2	3	4	5
28. It is hard for me to act natural when I'm with my partner.	1	2	3	4	5
29. My partner is honest mainly because of a fear of being caught.	1	2	3	4	5
30. My partner pretends to care more about me than he/she really does.	1	2	3	4	5
31. My way of doing things is apt to be misunderstood by my partner.	1	2	3	4	5
32. I wonder how much my partner really cares about me.	1	2	3	4	5
33. I sometimes wonder what hidden reason my partner has for doing something nice for me.	1	2	3	4	5
34. It is hard for me to tell my partner about myself.	1	2	3	4	5
35. I sometimes stay away from my partner because I fear doing or saying something I might regret afterwards.	1	2	3	4	5
36. My partner can be relied on to keep his/her promises.	1	2	3	4	5
37. The advice my partner gives can not be regarded as being trustworthy.	1	2	3	4	5
38. I don't believe my partner would cheat on me even if he/she were able to get away with it.	1	2	3	4	5
39. My partner can be counted on to do what he/she says he/she will do.	1	2	3	4	5
40. My partner treats me fairly and justly.	1	2	3	4	5
41. My partner is likely to say what he/she really believes, rather than what he/she thinks I want to hear.	1	2	3	4	5
42. It is safe to believe that my partner is interested in my welfare.	1	2	3	4	5
43. My partner is truly sincere in his/her promises.	1	2	3	4	5
44. There is no simple way of deciding if my partner is telling the truth.	1	2	3	4	5
45. Even though my partner provides me with many reports and stories, it is hard to get an objective account of things.	1	2	3	4	5

- | | | | | |
|-----------------|---------------|----------------|---------------|-----------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly | Mildly | Neutral | Mildly | Strongly |
46. In our relationship, I have to be alert or my partner is likely to take advantage of me. 1 2 3 4 5
47. My partner is sincere and practices what he/she preaches. 1 2 3 4 5
48. My partner really cares what happens to me. 1 2 3 4 5
49. I talk with my partner about why certain people dislike me. 1 2 3 4 5
50. I discuss with my partner the things I worry about when I'm with a person of the opposite sex. 1 2 3 4 5
51. I tell my partner some things of which I am very ashamed. 1 2 3 4 5
52. I touch my partner when I feel warmly toward him/her. 1 2 3 4 5

PART III ADDITIONAL QUESTIONS REGARDING RELATIONSHIP WITH SIGNIFICANT OTHER*
(Please leave Part III blank if you do not have a significant other. Please continue with Part IV.)

- | | | | | | |
|---------------------|-------------------------|----------------------------|---------------------|---------------|--------------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| All the time | Most of the time | More often than not | Occasionally | Rarely | Never |
1. How often do you discuss or have you considered divorce, separation, or terminating your relationship? 1 2 3 4 5 6
2. How often do you or your mate leave the house after a fight? 1 2 3 4 5 6
3. In general, how often do you think that things between you and your partner are going well? 1 2 3 4 5 6
4. Do you confide in your mate? 1 2 3 4 5 6
5. Do you ever regret that you married? (Or lived together) 1 2 3 4 5 6
6. How often do you and your partner quarrel? 1 2 3 4 5 6
7. How often do you and your mate "get on each other's nerves?" 1 2 3 4 5 6
8. Do you kiss your mate?
(Please check only one.)
- | | | | | |
|------------------|-------------------------|---------------------|---------------|--------------|
| Every day | Almost Every day | Occasionally | Rarely | Never |
|------------------|-------------------------|---------------------|---------------|--------------|

9. The dots on the following line represent different degrees of happiness in your relationship. The middle point, "happy," represents the degree of happiness of most relationships. Please circle the dot which best describes the degree of happiness, all things considered, of your relationship.

- | | | | | | | |
|--------------------------|-----------------------|-------------------------|--------------|-------------------|------------------------|----------------|
| Extremely Unhappy | Fairly Unhappy | A little Unhappy | Happy | Very Happy | Extremely Happy | Perfect |
|--------------------------|-----------------------|-------------------------|--------------|-------------------|------------------------|----------------|
10. Which of the following statements best describes how you feel about the future of your current relationship? (Please check only one.)

- _____ I want desperately for my relationship to succeed, and *would go to almost any length* to see that it does.
- _____ I want very much for my relationship to succeed, and *will do all I can* to see that it does.
- _____ I want very much for my relationship to succeed, and *will do my fair share* to see that it does.
- _____ It would be nice if my relationship succeeded, but *I can't do much more than I am doing* now to help it succeed.
- _____ It would be nice if it succeeded, but *I refuse to do any more than I am doing* now to keep the relationship going.
- _____ My relationship can never succeed, and *there is no more that I can do* to keep the relationship going.

*Spanier, G. B. (1976). Measuring dyadic adjustment: New scales for assessing the quality of marriage and similar dyads. *Journal of Marriage and the Family*, 38, 15-38.

PART IV QUESTIONS ABOUT YOUR JOB (Please substitute organization, university, or hospital as appropriate.)

1 Strongly Agree	2 Mildly Agree	3 Neutral	4 Mildly Disagree	5 Strongly Disagree	
1. There are good opportunities for advancement at my firm.	1	2	3	4	5
2. There is a good chance for promotions at my firm.	1	2	3	4	5
3. Opportunities are somewhat limited at my firm.	1	2	3	4	5
4. My job is a dead-end job.	1	2	3	4	5
5. Promotions are based on ability at my firm.	1	2	3	4	5
6. My firm has an unfair promotions policy.	1	2	3	4	5
7. My supervisors are quick tempered.	1	2	3	4	5
8. My supervisors are impolite.	1	2	3	4	5
9. My supervisors are annoying.	1	2	3	4	5
10. My supervisors are stubborn.	1	2	3	4	5
11. My supervisors are hard to please.	1	2	3	4	5
12. My supervisors are tactful.	1	2	3	4	5
13. My work is satisfying.	1	2	3	4	5
14. My work gives me a sense of accomplishment.	1	2	3	4	5
15. My work is challenging.	1	2	3	4	5
16. My work is boring.	1	2	3	4	5
17. My work is good.	1	2	3	4	5
18. My work is tiresome.	1	2	3	4	5
19. I am underpaid.	1	2	3	4	5
20. My pay is less than I deserve.	1	2	3	4	5
21. My pay is bad.	1	2	3	4	5
22. I am highly paid.	1	2	3	4	5
23. My income is adequate for normal expenses.	1	2	3	4	5
24. My income is barely enough to live on.	1	2	3	4	5
25. My coworkers are stupid.	1	2	3	4	5
26. My coworkers are slow.	1	2	3	4	5
27. My coworkers are lazy.	1	2	3	4	5
28. My coworkers are intelligent.	1	2	3	4	5
29. My coworkers are boring.	1	2	3	4	5
30. It is easy to make enemies of my coworkers.	1	2	3	4	5

Very Satisfied **Somewhat Satisfied** **Somewhat Dissatisfied** **Very Dissatisfied**

31. All in all, how satisfied would you say you are with your job? _____
 (Please check only one.)

PART V INTERPERSONAL RELATIONSHIP WITH COWORKER

Think of the **coworker with whom you feel the closest**. This is a questionnaire to determine the attitudes and feelings you have in your relationship with your coworker. We are interested in the relationship as *it is*, not in the way you think it *should be*. Please answer the statements by giving as true a picture of your own feelings and beliefs as possible. Be sure to read each item carefully and show your beliefs by circling the corresponding number of the appropriate answer for each question.

_____ The gender of my coworker is
 A. Male
 B. Female

1 Strongly Agree	2 Mildly Agree	3 Neutral	4 Mildly Disagree	5 Strongly Disagree	
1. When serious disagreements arise between us, I respect my coworker's position.	1	2	3	4	5
2. I feel comfortable expressing almost anything to my coworker.	1	2	3	4	5
3. In our relationship, I feel I am able to expose my weaknesses.	1	2	3	4	5
4. In our relationship, I'm cautious and play it safe.	1	2	3	4	5
5. I can express deep, strong feelings to my coworker.	1	2	3	4	5
6. I can accept my coworker even when we disagree.	1	2	3	4	5
7. I believe most things my coworker says.	1	2	3	4	5
8. I would like my coworker to be with me when I receive bad news.	1	2	3	4	5
9. I would like my coworker to be with me when I'm lonely.	1	2	3	4	5
10. I seek my coworker's attention when I'm facing troubles.	1	2	3	4	5
11. I feel comfortable when I'm alone with my coworker.	1	2	3	4	5
12. I'm afraid of making mistakes with my coworker.	1	2	3	4	5
13. I feel relaxed when we are together.	1	2	3	4	5
14. I am afraid my coworker will hurt my feelings.	1	2	3	4	5
15. I face my life with my coworker with confidence.	1	2	3	4	5
16. I share and discuss my problems with my coworker.	1	2	3	4	5
17. I understand my coworker and sympathize with his/her feelings.	1	2	3	4	5
18. I listen carefully to my coworker and help him/her solve problems.	1	2	3	4	5
19. I feel my coworker misinterprets what I say.	1	2	3	4	5
20. My coworker would tell a lie if he/she could gain by it.	1	2	3	4	5
21. In our relationship, I am occasionally distrustful and expect to be exploited.	1	2	3	4	5
22. I get a lot of sympathy and understanding from my coworker.	1	2	3	4	5

1 Strongly Agree	2 Mildly Agree	3 Neutral	4 Mildly Disagree	5 Strongly Disagree	
23. There are times when my coworker cannot be trusted.	1	2	3	4	5
24. We are very close to each other.	1	2	3	4	5
25. My coworker doesn't really understand me.	1	2	3	4	5
26. I'm better off if I don't trust my coworker too much.	1	2	3	4	5
27. I do not show deep emotions to my coworker.	1	2	3	4	5
28. It is hard for me to act natural when I'm with my coworker.	1	2	3	4	5
29. My coworker is honest mainly because of a fear of being caught.	1	2	3	4	5
30. My coworker pretends to care more about me than he/she really does.	1	2	3	4	5
31. My way of doing things is apt to be misunderstood by my coworker.	1	2	3	4	5
32. I wonder how much my coworker really cares about me.	1	2	3	4	5
33. I sometimes wonder what hidden reason my coworker has for doing something nice for me.	1	2	3	4	5
34. It is hard for me to tell my coworker about myself.	1	2	3	4	5
35. I sometimes stay away from my coworker because I fear doing or saying something I might regret afterwards.	1	2	3	4	5
36. My coworker can be relied on to keep his/her promises.	1	2	3	4	5
37. The advice my coworker gives can not be regarded as being trustworthy.	1	2	3	4	5
38. I don't believe my coworker would betray me even if he/she were able to get away with it.	1	2	3	4	5
39. My coworker can be counted on to do what he/she says he/she will do.	1	2	3	4	5
40. My coworker treats me fairly and justly.	1	2	3	4	5
41. My coworker is likely to say what he/she really believes, rather than what he/she thinks I want to hear.	1	2	3	4	5
42. It is safe to believe that my coworker is interested in my welfare.	1	2	3	4	5
43. My coworker is truly sincere in his/her promises.	1	2	3	4	5
44. There is no simple way of deciding if my coworker is telling the truth.	1	2	3	4	5
45. Even though my coworker provides me with many reports and stories, it is hard to get an objective account of things.	1	2	3	4	5
46. In our relationship, I have to be alert or my coworker is likely to take advantage of me.	1	2	3	4	5
47. My coworker is sincere and practices what he/she preaches.	1	2	3	4	5
48. My coworker really cares what happens to me.	1	2	3	4	5
49. I talk with my coworker about why certain people dislike me.	1	2	3	4	5
50. I discuss with my coworker the things I worry about when I'm with a person of the opposite sex.	1	2	3	4	5
51. I tell my coworker some things of which I am very ashamed.	1	2	3	4	5
52. I touch my coworker when I feel warmly toward him/her.	1	2	3	4	5

Please write any additional comments you may have concerning topics raised in this questionnaire below or in a separate letter.

Your contribution to this effort is greatly appreciated. If you would like a summary of results, please print your name and address on the back of the return envelope (**NOT** on this questionnaire) or in a separate letter to us, and we will see that you get it.

APPENDIX B

OKLAHOMA STATE UNIVERSITY
INSTITUTIONAL REVIEW BOARD
HUMAN SUBJECTS REVIEW

Date: 11-18-97

IRB#: ED-98-038

Proposal Title: INTIMACY AND SATISFACTION IN PERSONAL AND PROFESSIONAL RELATIONSHIPS

Principal Investigator(s): Al Carlozzi, Kelly Ray

Reviewed and Processed as: Exempt

Approval Status Recommended by Reviewer(s): Approved

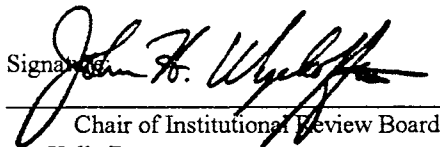
ALL APPROVALS MAY BE SUBJECT TO REVIEW BY FULL INSTITUTIONAL REVIEW BOARD AT NEXT MEETING, AS WELL AS ARE SUBJECT TO MONITORING AT ANY TIME DURING THE APPROVAL PERIOD.

APPROVAL STATUS PERIOD VALID FOR DATA COLLECTION FOR A ONE CALENDAR YEAR PERIOD AFTER WHICH A CONTINUATION OR RENEWAL REQUEST IS REQUIRED TO BE SUBMITTED FOR BOARD APPROVAL.

ANY MODIFICATIONS TO APPROVED PROJECT MUST ALSO BE SUBMITTED FOR APPROVAL.

Comments, Modifications/Conditions for Approval or Disapproval are as follows:

Signature


Chair of Institutional Review Board

cc: Kelly Ray

Date: November 19, 1997

APPENDIX C

NORTHWESTERN STATE UNIVERSITY

TO: Ms. Kelly P. Ray
2301 NW 122nd St. #1006
Oklahoma City, OK 73120

DATE: March 30, 1998

FROM: *Don A. Carr*
Chair, Committee on Protection of
Human Subjects in Research

Your application to the Committee on Protection of Human Subjects in Research for review of the methods and procedures to be utilized in the study titled:

Intimacy and Satisfaction in Personal and Professional Relationships

for protecting the rights and welfare of study subjects has been reviewed.

Was Approved XX Was Not Approved _____

Was Conditionally Approved _____ (See Below).

If you have questions, please contact the chairperson at (318) 357-5964.

cc: Dr. Al Carlozzi

Conditions:

VITA²

Kelly Diane Paulk Ray

Candidate for the Degree of

Doctor of Philosophy

Thesis: THE RELATIONSHIP BETWEEN INTIMACY AND SATISFACTION
IN PERSONAL AND PROFESSIONAL RELATIONSHIPS AMONG
PHYSICIANS AND FACULTY MEMBERS

Major Field: Applied Behavioral Studies

Specialization: Counseling Psychology

Biographical:

Education: Graduated from Lafargue High School, Effie, Louisiana in May 1988; received Bachelor of Arts in Psychology from Louisiana College, Pineville, Louisiana in May 1991; received Master of Science degree in Clinical Psychology from Northwestern State University, Natchitoches, Louisiana in August 1993. Completed the requirements for the Doctor of Philosophy degree with a major in Counseling Psychology at Oklahoma State University in July 1999.

Experience: Internship in Clinical Psychology at VA, Biloxi, MS; psychological associate at Marriage and Family Clinic, OSU, Stillwater, OK; staff psychotherapist at Edwin Fair Community Mental Health Center, Stillwater, OK; psychological associate on transitional living unit, adaptive behavior services, and adolescent services, at Central Louisiana State Hospital, Pineville, Louisiana; psychological assistant at Center for Family and Individual Counseling, Alexandria, Louisiana.

Professional Memberships: Student Member of APA since 1995.