

INFORMATION TO USERS

This reproduction was made from a copy of a document sent to us for microfilming. While the most advanced technology has been used to photograph and reproduce this document, the quality of the reproduction is heavily dependent upon the quality of the material submitted.

The following explanation of techniques is provided to help clarify markings or notations which may appear on this reproduction.

1. The sign or "target" for pages apparently lacking from the document photographed is "Missing Page(s)". If it was possible to obtain the missing page(s) or section, they are spliced into the film along with adjacent pages. This may have necessitated cutting through an image and duplicating adjacent pages to assure complete continuity.
2. When an image on the film is obliterated with a round black mark, it is an indication of either blurred copy because of movement during exposure, duplicate copy, or copyrighted materials that should not have been filmed. For blurred pages, a good image of the page can be found in the adjacent frame. If copyrighted materials were deleted, a target note will appear listing the pages in the adjacent frame.
3. When a map, drawing or chart, etc., is part of the material being photographed, a definite method of "sectioning" the material has been followed. It is customary to begin filming at the upper left hand corner of a large sheet and to continue from left to right in equal sections with small overlaps. If necessary, sectioning is continued again—beginning below the first row and continuing on until complete.
4. For illustrations that cannot be satisfactorily reproduced by xerographic means, photographic prints can be purchased at additional cost and inserted into your xerographic copy. These prints are available upon request from the Dissertations Customer Services Department.
5. Some pages in any document may have indistinct print. In all cases the best available copy has been filmed.

**University
Microfilms
International**

300 N. Zeeb Road
Ann Arbor, MI 48106

8324883

Deloney, Julia Rebecca

STRESSORS AND COPING STYLES OF MARRIED AND DIVORCED DUAL-
CAREER EDUCATORS

The University of Oklahoma

PH.D. 1983

University
Microfilms
International 300 N. Zeeb Road, Ann Arbor, MI 48106

PLEASE NOTE:

In all cases this material has been filmed in the best possible way from the available copy.
Problems encountered with this document have been identified here with a check mark ✓.

1. Glossy photographs or pages _____
2. Colored illustrations, paper or print _____
3. Photographs with dark background _____
4. Illustrations are poor copy _____
5. Pages with black marks, not original copy _____
6. Print shows through as there is text on both sides of page _____
7. Indistinct, broken or small print on several pages ✓
8. Print exceeds margin requirements _____
9. Tightly bound copy with print lost in spine _____
10. Computer printout pages with indistinct print _____
11. Page(s) _____ lacking when material received, and not available from school or author.
12. Page(s) _____ seem to be missing in numbering only as text follows.
13. Two pages numbered _____. Text follows.
14. Curling and wrinkled pages _____
15. Other _____

University
Microfilms
International

THE UNIVERSITY OF OKLAHOMA

GRADUATE COLLEGE

STRESSORS AND COPING STYLES OF MARRIED
AND DIVORCED DUAL-CAREER EDUCATORS

A DISSERTATION

SUBMITTED TO THE GRADUATE FACULTY

in partial fulfillment of the requirements for the

degree of

DOCTOR OF PHILOSOPHY

BY

JULIA REBECCA DELONEY

Norman, Oklahoma

1983

STRESSORS AND COPING STYLES OF MARRIED
AND DIVORCED DUAL-CAREER EDUCATORS

George A. Leith, Jr.
W. Scott
Robert A. Johnson
Harold A. Jones
W. J. Jones
W. J. Jones

ABSTRACT

Two general hypotheses were investigated: (1) what factors differentiate educators in dual-career marriages from educators who were in dual-career marriages but are divorced and (2) what factors predict marital satisfaction in the married group? Specifically, did divorced and married educators differ in career-related stress, personal stress, and style of coping with stress; and did educators currently in dual-career marriages who were high in marital satisfaction and those who were low in marital satisfaction differ in career-related stress, personal stress, and style of coping with stress.

One hundred sixty women educators were contacted. Seventy-one married women and 67 divorced women responded to the mailed questionnaires.

The questionnaire was composed of four instruments; (1) the Family Stress Instrument, developed by the researcher, measured the effect of stress on the marriage/family resulting from career demands, (2) the Schedule of Recent Experiences measured personal stress, (3) the Role-Coping Inventory measured

styles of coping with stressful situations, and (4) the Dyadic Adjustment Scale (DAS) measured marital satisfaction. Only the married group responded to the DAS.

A stepwise discriminant analysis compared the married and divorced educators while a stepwise regression procedure was used to predict marital satisfaction of the married group. Interviews with a small sample of respondents (N=12) were conducted to support and clarify the results of the statistical analyses. The discriminant analysis resulted in a 92% classification rate and a canonical correlation coefficient of .83. Items differentiating between married and divorced women were attitude toward marriage, occupational level within the teaching profession, personal stress, and how the women thought professional colleagues would rank them in professional ability. The regression analysis resulted in a multiple R of .66. Items contributing significantly to the regression equation were attitude toward marriage, stress resulting from career demands, career versus partner conflict, and occupational level within the teaching profession.

A model emerged from the statistical results and interviews. The major factor determining whether a couple obtained a divorce or remained married or had high or low marital satisfaction was attitude toward the marriage and family. Personal stress was also highly significant for differentiating

between married and divorced women. Personal stress seemed to take the form of a "mid-life crisis" which often resulted in reassessing value structures. Career-related stress seemed to have a greater impact on marital satisfaction. Other factors contributed to both differentiation between married and divorced women and predicting marital satisfaction, however, they were greatly overshadowed by attitude toward marriage and personal stress.

Further recommended research is performing the same study with men educators, with men and women at higher professional levels, and a follow-up of the low marital satisfaction group to determine whether this group obtained more divorces than the high marital satisfaction group.

ACKNOWLEDGEMENTS

The dissertation is a culmination of the educational experience over a long number of years. In that sense it is symbolic of the influence of many professors. However, the following professors are given special thanks for their assistance in making this dissertation possible. Many thanks go to the chairman of my committee, Dr. George Letchworth, whose watchful eye kept me on course in detail and at crucial points in planning and writing. Dr. William Graves' expertise and assistance in the area of statistics was an invaluable contribution and to him I also extend deep gratitude. Other faculty members deserving a word of thanks are Dr. Alan Nicewander, Dr. Albert Smouse, Dr. Gerald Kowitz, and Dr. Wilbur Scott.

I also extend deep gratitude to my daughter Meg who, against her nature, spent many quiet hours while this dissertation was completed and to Dr. James O. Boone who fully understands how much its completion means.

TABLE OF CONTENTS

LIST OF TABLES	vii
FIGURE	ix
Manuscript to be submitted for publication	
INTRODUCTION	1
METHOD	9
RESULTS	14
DISCUSSION	25
SUMMARY	36
APPENDIX A: Prospectus	39
APPENDIX B: Questionnaire for Dual-Career Marriages	105
APPENDIX C: Letters and Form Sent to Women Educators	118
APPENDIX D: Telephone Interview Schedule	121
APPENDIX E: Contingency Tables of Descriptive Items By Married and Divorced Women Educators	123

APPENDIX F: Means and Standard Deviations of	134
Items Contributing to the	
Discriminant Analysis	
APPENDIX G: Contingency Tables of Items	139
Contributing to the	
Discriminant Analysis	
APPENDIX H: Classification Results of the	163
Discriminant Analysis	
APPENDIX I: Married and Divorced Women	165
Educators Distributed Across	
the Discriminant Function	
APPENDIX J: Means and Standard Deviations of	169
Items Contributing to the	
Regression Analysis	
APPENDIX K: Contingency Tables of Items	173
Contributing to the Regression	
Analysis	
APPENDIX L: Questionnaire Data	188
APPENDIX M: Correlation Matrix of Items Employed	195
In Regression Analysis	
REFERENCES TO ARTICLE	197
REFERENCES TO PROSPECTUS	203

LIST OF TABLES

Table 1.	Standardized Canonical Discriminant Function Coefficients of Items Discriminating Between Married and Divorced Dual-Career Women Educators	16
Table 2.	Means and Standard Deviations of Items Significantly Contributing to the Discriminant Function Analysis of Married and Divorced Women Educators	17
Table 3.	Summary Table of Global Questionnaire Items Regressed on Marital Satisfaction of Married Women Educators	18
Table 4.	Means and Standard Deviations of Items Contributing Significantly to the Regression of Questionnaire Items on Marital Satisfaction of Married Dual-Career Educators	20

Table 5. Representative Responses of Married and	24
Divorced Women Educators to Telephone	
Interview Questions	

FIGURE

Variables entering the Discriminant	16
Function Equation by Standardized	
Canonical Discriminant Function	
Coefficients	

STRESSORS AND COPING STYLES OF MARRIED AND
DIVORCED DUAL-CAREER WOMEN EDUCATORS

In 1900 only 5.5% of the women in the United States were employed (U.S. Bureau of the Census, 1975). By 1982 over 50% were working and the percentage continues to increase. (U.S. Bureau of the Census, 1982). Of the women working today some are part-time while others are full-time with no career focus. However, there is a growing number of working married women with a clear career focus. This trend has produced a growing social phenomena of the twentieth century: the dual-career marriage. In 1977 over 30% of the marriages in which husband and wife were employed were dual-career marriages (Rawlings, 1978). Both partners in a dual-career marriage are committed to careers as well as to marriage for at least three reasons: (1) economic necessity or the couple's desire to increase their economic base; (2) a sense of self-satisfaction and to fulfill achievement needs of highly motivated persons; and (3) career fields previously unavailable to women becoming accessible.

Prior research on dual-career marriages has typically focused on persons in upper level professional positions such as psychologists (Bryson, Bryson, and Johnson, 1978), attorneys (Berman, Sacks, and Lief, 1975), and physicians (Nadelson and Eisenberg, 1977). Dual-career marriages in the lower level professions have largely been ignored. One of the largest groups of dual-career marriages probably exists within the field of education. Dual-career partners who are both educators represent a different economic and possibly different social set of factors than psychologists, attorneys, and physicians.

For instance, this group would have a more moderate income, lower educational level, and less job pressure and competition. Further, education is a professional field that has traditionally been accessible to both men and women with many couples being employed within the same school or district.

One of the primary characteristics of the dual-career marriage structure is that the dual-career marital partner assumes the traditional roles (marriage partner, community member, member of larger family network, perhaps parent) and the role of career person as well. Each role has its own unique demands and individual needs, desires, and motivations create additional demands. The multiple roles provide the basis for role conflict and strain which in turn produces stress (Johnson and Johnson, 1976). The stress within each role must be managed

as well as the conflicts generated between different roles.

A number of potential areas of stress resulting from the multiple roles have been identified. These areas include competition, power or decision-making issues (Rice, 1979), career support, domestic and child support, marriage/family views, and lack of time (Rapoport and Rapoport, 1971).

Rice (1979) identified competition as a problem area. Advancements in career or professional training available for one partner and not the other, or at the expense of the other, may result in marital tension. This appears to be a special problem when the marriage partners are in the same career field.

Receiving career support from the spouse has been a major issue for both husband and wife (Rapoport and Rapoport, 1971). Without this support women have reported they may not enter or may terminate a career (Arnott, 1972). Both men and women have responded that support from their partners took diverse forms and was crucial (Lopata, Barnewolt, and Norr, 1980; Rapoport and Rapoport, 1971). Rice (1979) found that couples who were not supportive of each other may become competitive.

A "power" issue may become a source of stress or conflict in dual-career marriages (Rice, 1979). Money represents power, and the more powerful person tends to make decisions. In traditional marriages the husband often made the major decisions

because he provided the family income. In dual-career marriages both husband and wife provide the family income; consequently, wives tend to prefer decision-making regarding financial expenditures, leisure activities, and whose career takes precedence. This pressure to shift decision focus may cause a strain on the marriage.

Domestic support and childcare are potential problem areas. There is some indication that lack of sharing domestic tasks and childcare tasks may place an inappropriate burden on the wife (Hall and Hall, 1979) and decrease her potential for obtaining a top level position (Poloma and Garland, 1971). While husbands have responded that they should more equitably share the tasks of running a household, the stated belief has rarely been translated into action (Lopata, Barnewolt, and Norr, 1980).

Rapoport and Rapoport (1971, 1976) found through intensive interviews that dual-career couples held very strong family values. Career decisions were made based first on the overall effect on the family and secondly on the effect on the career. Decisions that forced a choice between family and career were generally made in favor of the family or spouse. The attitude of placing the highest priority on the family was supported by Hall and Hall (1979) and Rice (1979).

Lack of time was identified by Rapoport and Rapoport (1971, 1976) as a continual problem for dual-career partners. Lack of time was a source of irritation and frustration. Hall and Hall (1979) devoted major portions of a book on dual-career couples to methods for most efficiently using time. Husbands reported that lack of time for the family was one reason they opposed careers for their wives (Rice, 1979).

Besides the economic advantages to a dual-career marriage, there are also career advantages for both spouses. Mutual understanding was generated between marriage partners when both pursue a career (Rapoport and Rapoport, 1971). Martin, Burr, and Jacobsen (1975) found that for women a dual-career marriage increased the probability of obtaining a Ph.D. and that if she worked in the same field as her husband her career advancements were accelerated. Further, the results of research by Bryson, Bryson, Licht, and Licht (1976) indicated that husbands and wives in the same career fields were the most productive in comparison with single men and women and with persons whose spouses were in a different field.

Role strain and conflict produce stress (Johnson and Johnson, 1976). Because of the number of roles dual-career couples acquire, managing the stresses produced by the demands of the different roles becomes important (Hall and Hall, 1979). Coping with stress is the way people deal with the anxiety

produced by their environment (Lazarus, 1966). Coping with stress is an area only recently receiving attention from researchers. Nevertheless, there are four notable findings resulting from research (Folkman and Lazarus, 1980). (1) Persons employ a combination of problem-focused and emotion-focused method of coping. (2) Coping does not appear to be personality dominated but is an interaction between the person and the environment. (3) A cognitive appraisal approach has been found to be a successful means of coping. (4) Coping with stress may involve combinations of direct-indirect and active-passive dimensions in coping with stress. The cognitive appraisal approach and interaction between person and environment are included in this study.

Coping styles of dual-career couples includes first prioritizing the different roles (Rapoport and Rapoport, 1971; Hall and Hall, 1979). Family was usually placed first and careers second. After prioritizing, decisions were made as to how the role would be handled. An example of how a particular role might be handled is the social role. Since social activities with persons outside the family were usually low on the list of priorities, community activities were usually totally eliminated or performed on a one time only basis; most socializing outside the immediate family was with either members of the larger family network or with a very limited number of friends. Friends were usually work-related and were often other

dual-career couples.

With increased stress placed on the marriage due to the demands of many roles, marital satisfaction, or adjustment, of dual-career persons has been a focus of some research. The similarity of values of spouses may be a primary determinant of marital satisfaction (Kindelan and McCarrey, 1979; Byrne and Nelson, 1965). Dual-career partners tend to be more similar to each other in personality characteristics and life goals and preferences in comparison to persons in traditional marriages (Huser and Grant, 1978). Dissimilarity in values and goals was often the precipitating event for dual-career couples seeking marriage counseling (Rice, 1979). However, there is evidence that a career may enhance marital satisfaction. A positive relationship seemed to exist between job satisfaction and marital adjustment among teachers (Ridley, 1973). If having a job was valued and the job was satisfying, marital adjustment increased. Rapoport, Rapoport and Thiessen (1974) found that the pivotal point of enjoyment of family life was determined by the husband. If he was family oriented, more enjoyment was experienced by the wife. Marital satisfaction in traditional marriages has been found to be heavily dependent on the age of the children with the younger the child, the lower marital satisfaction (Spanier, Lewis, and Cole, 1975; Renne, 1970; Housekneet, 1979). This pattern was repeated for the dual-career couple (Staines, Fleck, Shepard, and O'Conner, 1978).

A number of predictors of divorce in traditional marriages have been identified, such as young age at first marriage, low educational level, low income level (Glick and Norton, 1971; Bumpass and Sweet, 1972; U.S. Bureau of the Census, 1973), race (U.S. National Center for Health Statistics, 1975), and premarital conception (Davis, 1974). However, new factors are introduced in the dual-career marriage structure that have not generally confronted persons in traditional marriages. The factors that were previously found to predict divorce are often less salient to the dual-career marriage. Given a new base of factors (career issues, new family issues, new stresses placed on the marital relationship, and the constant coping with stress made necessary by the demands of so many varied roles), can some of these factors better explain the event of divorce among persons in dual-career marriages? For instance, would coping styles of dual-career couples be more explanatory of divorce than predictors previously identified for traditional marriages? Further, can these same factors predict marital satisfaction among married persons in dual-career marriages?

This study identified demographic characteristics, sources of stress, and coping styles that discriminate between married and divorced dual-career educators. Further, do these same factors predict marital satisfaction among married dual-career educators? The first hypothesis investigated factors that discriminate between women who were in an ongoing

dual-career marriage and women who had been in dual-career marriages but were divorced at the time of the investigation. Specifically, it was hypothesized that married and divorced dual-career women educators would report different individual stress, family stress, and styles of coping.

The second hypothesis identified factors that predicted marital satisfaction in married dual-career women educators. Specifically, it was hypothesized that those with high and low marital satisfaction scores would differ in individual stress, in family stress, and in styles of coping.

Method

Subjects. One hundred sixty married and divorced women educators in public education were selected. Eighty were in a dual-career marriage and eighty had been in a dual-career marriage but were divorced. The married women were identified from teacher directories from seven school districts in or near a metropolitan area in the southwestern United States. Marital status was identified by shared last names and addresses of men and women educators and verified at the time of initial contact. Divorced women were identified via a network sampling procedure (Yates, 1960) and contacts made in the school districts. Eighty divorced women were identified, however, approximately 175

married women were identified from which eighty married subjects were randomly selected. For the married group, 71 usable questionnaires were returned for an 88% response rate. For the divorced group, 67 usable questionnaires were returned for an 84% response rate.

Procedure. The women were contacted by the investigator by telephone and asked if they would be willing to participate in the study. One divorced woman and eight married women declined to participate. Other potential participants were identified to replace them. A packet containing a cover letter, a questionnaire, and a return envelope was mailed to each woman who agreed to take part. A form was included so subjects could indicate willingness to be contacted at a later date for follow-up questions (Appendices B and C).

The Statistical Package for the Social Sciences (SPSS, 1975) was used for all data analyses. Following analyses of the responses to the questionnaire, persons were selected for an interview based on their discriminant scores (to be specified later in this paper). The discriminant scores yield a probability of group membership; the higher the discriminant score, the higher the probability for that woman to be a member of the group in which she was classified.

The questions for the telephone interview were designed to reflect the results of the data analysis, allowing fuller exploration of the factors which differentiated between married and divorced educators and those that predicted marital satisfaction.

Instrumentation. Four different instruments were combined to form the Questionnaire for Dual-Career Marriages. The first 13 items on the questionnaire requested demographic data such as age, income, number of years married, etc. The four instruments were the Family Stress Instrument, the Schedule of Recent Experiences (SRE; Holmes and Rahe, 1967), the Role-Coping Inventory (Hall and Hall, 1979), and the Dyadic Adjustment Scale (DAS; Spanier, 1976). The married women responded to all four instruments; the divorced women did not respond to the Dyadic Adjustment Scale.

The Family Stress Instrument was developed by the researcher based on issues found to impact the family of dual-career partners. Specifically, these factors were; (i) competition, (ii) marriage-cycle situations, (iii) occupational support, (iv) domestic support, (v) power issues, (vi) children issues, (vii) relationships with others, (viii) marriage/family views, and (ix) time (Appendix B). The instrument consisted of a total of 38 items. On the thirty-eight items the number of response choices varied for each item ranging from two to five.

Since the purpose was to seek direct information, predominantly of an ideographic nature, the instrument was assumed to have face validity. If the instrument was used for further research, it would be advisable to perform a reliability and validity study of the instrument.

The Schedule of Recent Experiences consists of a list of 43 stressful life events. A summative scale ranging from 0 to 1466 provides a measure of individual stress. The married women marked stressful events that had occurred to them during the previous year while the divorced women indicated stressful events occurring during the year prior to their divorce.

The Role-Coping Inventory measures styles of coping with stressful situations. Three scores were obtained; (i) redefinition score, redefining with those involved expectations placed on one by others (score range from 1 to 12); (ii) reorientation score, reorienting the expectations one places on oneself and prioritizing tasks (score range from 1 to 5); (iii) reaction score, the degree to which one attempts to perform all tasks associated with all roles (score range from 1 to 5). The higher the score for each coping method, the more frequently that method was used.

The Dyadic Adjustment Scale (DAS) is a measure of marital satisfaction. The possible scores for the DAS ranged from 0 to 151; higher scores indicate higher marital satisfaction. Since this instrument was used to obtain a measure of marital satisfaction for the married group, only the married group responded.

A stepwise discriminant function analysis was performed to identify items that discriminated between married dual-career women and divorced dual-career women. A stepwise regression analysis was performed on the married women's responses to identify items that predicted marital satisfaction. Expectancy tables were calculated for descriptive items comparing married and divorced groups. Expectancy tables were also computed for those items considered to significantly discriminate between married and divorced groups and for each item contributing significantly (.05 level) to the regression equation in predicting marital satisfaction. Chi square coefficients and phi coefficients were computed for each table.

Telephone interviews were conducted by the female researcher. Twelve women were interviewed; six were divorced and six were married. Of the married group, three who had high discriminant scores and high marital satisfaction scores and three who had low discriminant scores and low marital satisfaction scores were selected. Discriminant scores were

considered high if they were among the upper 10 discriminant scores and were considered low if they were among the lower 10 discriminant scores out of a total of 71 scores.

The open-ended interview was annotated through detailed note-taking. The interview questions were based on items the first four items that had best discriminated between married and divorced subjects and that had best predicted marital satisfaction (Table 1). During the interview comments were reflected, clarified, and/or mildly interpreted to obtain information.

Results

Seventy-one questionnaires from the married group and sixty-seven from the divorced group were included in the analyses. Thirteen percent of the married group were principals or district administrators compared to twenty-eight percent of the divorced group. Age was similarly distributed across ages 26 to 55 for both married and divorced groups. Three percent of the married group had doctoral degrees compared to fourteen percent of the divorced group. This result was not anticipated, therefore, data as to when they started working on the doctorate (pre- or post-divorce) can not be determined. However, this might be a fruitful area for future studies. Of the married

It was necessary to determine a level of practical significance for the items found to be statistically significant in discriminating between married and divorced persons. The items were subjected to the scree test method (Harman, 1967), Figure 1, where the items are plotted with their standardized canonical discriminant function coefficients. A visual determination as to where a major drop occurs is made. This is not a statistical test of significance but a visual way for determining practical significance. Using the scree test method, it was determined that the items of practical significance were: (i) attitude toward family (ii) occupational level within the teaching profession, (iii) personal stress, and (iv) how the respondent thought professional colleagues would rank her in terms of professional performance. The means and standard deviations of the four items for the married and divorced groups are in Table 2.

FIGURE 1. VARIABLES ENTERING DISCRIMINANT
FUNCTION EQUATION BY STANDARDIZED CANONICAL
DISCRIMINANT FUNCTION COEFFICIENTS.

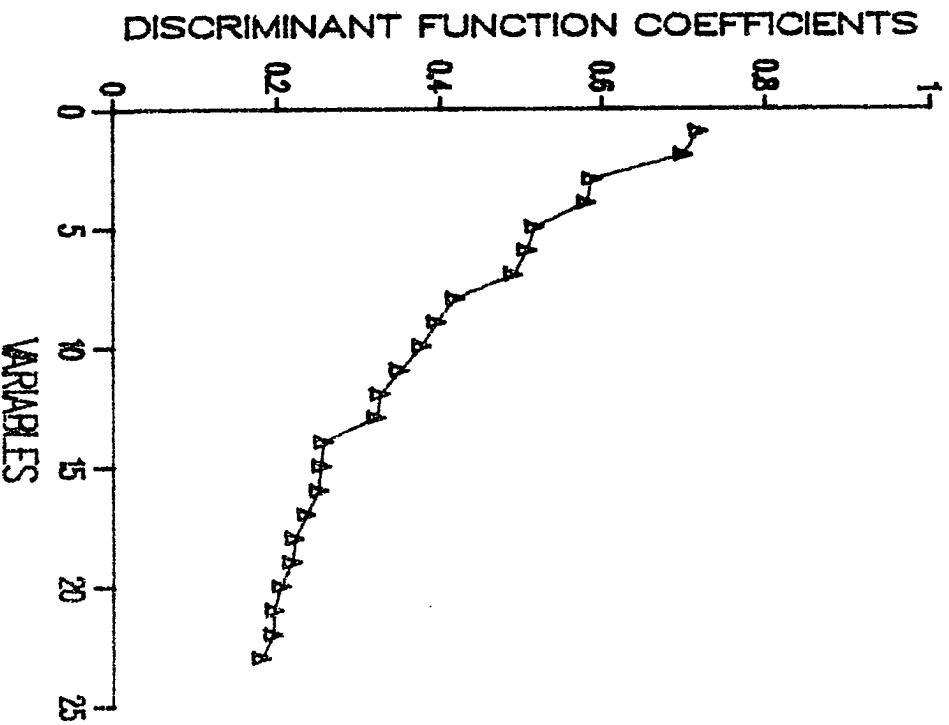


Table 2

Means and Standard Deviations of Items Significantly
Contributing to the Discriminant Function Analysis of Married
and Divorced Groups

Attitude Toward Family

	MEAN	S.D.
Divorced	3.94	0.95
Married	4.32	0.80

Occupational level

	MEAN	S.D.
Divorced	2.02	1.68
Married	1.42	1.14

Amount of Personal Stress Experienced
During the Previous Year

	MEAN	S.D.
Divorced	4.06	0.95
Married	3.39	1.49

How You Think Professional Colleagues Would
Rank you in Professional Performance

	MEAN	S.D.
Divorced	4.26	0.52
Married	4.05	0.86

Table 3

Summary Table of Global Questionnaire Items Regressed
on Marital Satisfaction of Married Women Educators

VARIABLE	MULTIPLE R	R SQUARE	RSQ CHANGE	BETA
Attitude Toward Marriage	0.387	0.150	0.150	0.450
Career Stress	0.498	0.248	0.098	-0.269
Career vs. Partner	0.560	0.314	0.065	-0.216
Occupational Level	0.585	0.342	0.028	0.238
Annual Income	0.599	0.358	0.016	-0.106
Years Married	0.607	0.368	0.010	-0.223
Age	0.620	0.384	0.015	0.187
Number Children	0.628	0.395	0.010	-0.088
Your Career vs. His	0.635	0.403	0.008	-0.128
Personal Stress	0.640	0.410	0.006	0.081
Reorientation	0.643	0.414	0.003	0.087
Parent vs. Partner	0.646	0.418	0.004	-0.085
Insufficient Time	0.650	0.423	0.004	-0.117
Education Level	0.653	0.426	0.003	-0.100
Parent vs. Career	0.655	0.429	0.002	-0.077
Attitude Toward Family	0.657	0.432	0.003	-0.087
Marry During Career	0.659	0.435	0.002	-0.074
Community vs. Career	0.661	0.436	0.001	-0.032
Redefinition	0.662	0.438	0.001	0.050
Times Married	0.662	0.439	0.000	-0.041
Age at Marriage	0.662	0.439	0.000	0.044
Reactive Style of Coping	0.663	0.439	0.000	-0.025
SRE	0.663	0.439	0.000	0.028
(CONSTANT)				107.974

Again, it was necessary to determine those items that were considered to significantly predict marital satisfaction. An F test was used to determine whether the increment in R square due to adding a variable to the equation was significant at the .05 level (Kerlinger and Pedhauzer, 1973):

$$F = \frac{R^2 (\text{full model}) - R^2 (\text{reduced model})}{(1-R^2)/df} \quad . \quad (1)$$

Using this method, the first 4 items entering the regression equation were significant and accounted for 34% of the predictable variance in the criterion. Means and standard deviations for these items are in Table 4. To compare those reporting high marital satisfaction with those reporting low marital satisfaction, married participants were classified on marital satisfaction into high, middle, and low marital satisfaction. Those with scores on the DAS from 68 to 108 were placed in the low category, those from 110 to 122 were placed in the middle category, and those from 123 to 147 were placed in the high category.

Table 4

Means and Standard Deviations of Items Contributing
Significantly to the Regression of Questionnaire Items on
Marital Satisfaction of the Married Group

Attitude Toward Marriage

	MEAN	S.D.
Low Marital Satisfaction	4.17	1.30
High Marital Satisfaction	5.30	0.55

Amount of Stress Caused by Career-Related Events

	MEAN	S.D.
Low Marital Satisfaction	2.31	1.17
High Marital Satisfaction	1.82	1.19

Conflict Caused by Partner Vs. Career Roles

	MEAN	S.D.
Low Marital Satisfaction	0.21	0.42
High Marital Satisfaction	0.04	0.20

Occupational Level

	MEAN	S.D.
Low Marital Satisfaction	1.13	0.62
High Marital Satisfaction	1.52	1.20

The means for attitude toward marriage for the low marital satisfaction (LMS) group was 4.17 compared to 5.30 for the high marital satisfaction (HMS) group indicating the HMS group had more positive attitudes toward marriage. The LMS group reported more stress caused by career-related events (mean of 2.31 for the LMS group and 1.82 for the HMS group) and more conflict caused by partner versus career roles (mean of 0.21 for the LMS group and .04 for the HMS group). The HMS group achieved higher occupational levels than had the LMS group (mean of 1.52 and 1.13 respectively).

Basically, the telephone interviews verified the findings of the statistical analyses. Interview questions and representative responses are in Table 5. The first question was "What effect do you think your attitude toward your family had on your marriage?" All twelve respondents replied that attitude toward family was the major determinant as to whether their marriage remained stable or was terminated.

The second question was "Do you think your career advancement in your occupation had an impact on your marriage?" One divorced woman responded that her career advancement may have been a problem for her husband as he constantly compared himself with her. He had lost several jobs at the same time she had received awards for her ability as an educator. Three divorced women responded that their career advancements were made after

they realized their marriage was beginning to disintegrate. One of these women said she realized her marriage was in trouble when her husband began spending more and more time at work and less and less time with the family. Once the women realized their marriages were in difficulty, they then began putting a greater emphasis on their careers. Two divorced women responded that their careers had no impact on their marriages. All six married women responded no marital problems were due to their careers.

"In the year prior to your divorce did you or your husband experience any unusual personal stress and, if so, how did it effect your marital relationship?" was the third question for the divorced women. "Have you or your husband experienced a period of unusual personal stress and, if so, how did it effect your marital relationship?" was the third question for the married women. All six of the divorced women responded that not they but their husbands had experienced severe personal stress in the year prior to their divorce. For three of the husbands, the personal stress was related to rethinking very conservative religious beliefs. This resulted in a way of thinking as follows: I no longer hold certain beliefs and values associated with my religious background, therefore, I reject all my previously held beliefs and values. The consequences of rejecting all their values tended to be associated with drinking, using drugs, and seeing women outside the marriage. One divorced women said her husband's personal crisis related to being

unsuccessful in any job he held. The other two women said their husbands suddenly refused to spend time with the family and spent time with friends outside the marriage.

Four of the married women responded neither they nor their husbands had experience any unusual personal stress. One responded stress had been caused by the marriage of two children in one year. The sixth married women responded that both of her parents were terminally ill creating a time pressure as well as the stress of the probable death of both parents.

The fourth question was "Do you think how professional colleagues rank you professionally had an impact on your marriage?" All six of the married women and five of the divorced women responded that this had no effect on their marriages. One divorced woman responded that this had been a major problem for her husband as he saw her as highly successful in her career and saw himself as a failure.

Table 5

Representative Responses of Married and Divorced Women
Educators to Telephone Interview Questions

Question: What effect do you think your attitude toward your family had on your marriage?

Married: It was very, very important. In fact, our family is the most important part of our marriage.

Divorced: I never thought about anything but having a family. My husband's withdrawal from the family was a big problem.

Question: Do you think your career advancement had an impact on your marriage?

Married: Our careers gave us a "common denominator".

Divorced: My husband kept losing his job while I received awards for my work.

Question: In the year prior to your divorce did you or your husband experience unusual stress/Have you or your husband experienced unusual personal stress?

Married: Only recently with terminal illnesses of my parents.

Divorced: We were very conservatively religious when my husband started going drinking with his friends.

Question: Do you think how professional colleagues rank you professionally had an impact on your marriage?

Married: No, I really don't.

Divorced: It's important to me but it didn't really affect our marriage.

Discussion

This study investigated two related questions. First, what are the sources of stress and styles of coping with stress of women educators who are in a dual-career marriage and educators who have been in a dual-career marriage but were divorced. Secondly, within the married dual-career group what are the sources of stress and modes of coping that predict marital satisfaction?

The first hypothesis focuses on the items that discriminate between married and divorced dual-career women educators. The discriminant analysis indicated that the most significant items were: (1) attitude toward family, (2) occupational level within the school system (teacher, principal, district administrator), (3) individual stress, and (4) how the respondent thought professional colleagues would rank the respondent in terms of professional performance.

Attitude toward family was the most highly discriminating item on the questionnaire. The importance of positive attitude toward the family was emphasized in the telephone interview. For instance, Rapoport and Rapoport (1971) found that dual-career couples had a very strong commitment to the family and willingness to make personal sacrifices for other family members. Universally, the married educators who were interviewed responded that the family had been their primary focus throughout their lives. While careers were important to them, the family took precedence. They also responded that the family emphasis had been a mutual interest between husband and wife. Occupational level within the school system was also a discriminating item. The divorced women tended to have higher occupational levels, with more divorced educators in district level jobs than married educators. This finding supports previous research (Davis, 1974) which indicated that persons in higher level professional positions are more likely to be divorced than are persons in middle level professional positions. There are several possible explanations for this. One possibility is that attaining higher professional positions is time-consuming leaving little time or energy for providing companionship or the mutual support many husbands and wives desire in a marital relationship. Another possibility, and one supported by the interviews of divorced educators, was that the career was used to fill a void caused by a lack in the marital

relationship. Energy that would have been spent on the marital relationship was spent on the career.

Personal stress was also a highly discriminating item. A sub-hypothesis was that married and divorced groups would differ in levels of personal stress. It is well-documented in the stress literature that stress in one area of a person's life may have an impact on other areas of the person's life (Selye, 1956; Selye, 1980). For instance, if one is having difficulties at work the stress may be generalized producing an effect on non-work related aspects of one's life. In this study, the stress being experienced in the personal aspect of life appears to be generalized to other aspects of the stressed person's life, i.e., the family. While the conclusion cannot be drawn that more personal stress will lead to divorce, personal stress does discriminate between married and divorced persons. The interviews strongly supported individual stress as a major determinant as to whether a dual-career couple remained married or obtained a divorce. However, the interviewed divorced educators all responded that the individual stress they experienced was generated by the individual stress their ex-husbands had experienced prior to the divorce. A very typical pattern emerged from the interviews indicating the divorce was precipitated by a "mid-life crisis" or "identity crisis" (Erikson, 1980) the husband suffered. In each situation the husband began to rethink his personal value system, moving from a

conservative fundamentalist religious background to a more liberal value system. This resulted in the husband spending less and less time as a part of the marriage or family situation, seeking friends outside the marriage, often becoming involved in drugs, heavy drinking, and other women. As individual stress and restructuring value systems progressed, attitudes toward the family changed impacting the marital relationship.

The period during the life-cycle was probably involved to some extent. Though not evident in the statistical analyses, this was indicated in the interviews. It seemed that there were certain turning points in the spouse's life in which they tended to become more introverted and introspective. They began reassessing their value system which often changed their values and their lives. In the process of reassessing and possibly changing they (1) may make decisions that were not based on their value structure and (2) may alter values which could cause changes in their lives. In one situation reassessing religious beliefs forbidding divorces provided a context in which a divorce could be obtained. The couple had been mismatched in intelligence, ambition, education, and general achievement goals but had maintained the marriage because their religion did not allow divorces.

How the respondent thought professional colleagues would rank the respondent in terms of professional performance was also highly discriminating. This item was a part of the Family Stress Instrument. A sub-hypothesis had been that divorced and married women educators would differ in their levels of family stress. While a number of items that measured sources of family stress contributed to the discriminant process only the item measuring how the respondent thought professional colleagues would rank her professionally was considered highly discriminating. The determination that this item was highly discriminating is confusing since both married and divorced women reported a substantial amount of career support and mutual job support until just prior to their divorce. In fact, it was not unusual for this to be regarded as a neutral area between disagreeing factions. Perhaps the divorced woman saw success in a career as evidence that she could be successful as a single woman and was, therefore, less reluctant to obtain a divorce. It is possible that the divorced women were more self-assured, believed themselves to be highly competent professionally, had greater self-confidence, and had higher level jobs to sustain them in their careers. This may have led them to be less likely to remain in an unsatisfactory marriage. The questionnaire results were reflected in the interviews.

The third sub-hypothesis was that married educators and divorced educators differ in their style of coping with stressful situations. One style of coping, reorientation, contributed to the discriminant process, however, it was not highly significant. This style of coping in which tasks are prioritized and those with the highest priority are completed first and the rest completed as time permits lends support to the findings of research by Folkman and Lazarus (1980) indicating a cognitive appraisal approach as one of the more successful ways of handling stressful situations. These results do not indicate that methods of coping have a clear impact on marriage. It is possible that the Role-Coping Inventory was not sufficiently sensitive to different coping styles. For instance, both redefinition and reorientation seem to be proactive methods of managing stress while reaction is a reactive method. Perhaps the proactive methods need to be combined in one scale and/or items need to more clearly reflect a proactive approach.

The second hypothesis involved predicting the marital satisfaction of the married women educator. Again, the item accounting for the greatest proportion of variance was attitude toward marriage. This is highly supportive of the results of the comparison of married and divorced dual-career educators. Attitude toward marriage and family impacts marital satisfaction and may be a determinant as to whether a marriage remains intact. It may be that one's attitude influences or biases one's

perception of events in the marriage framework. If marriage and family are highly valued, events may be overlooked that might otherwise be a source of marital tension. It is also possible that persons highly valuing marriage/family will go much further in making decisions that are marriage/family enhancing.

The item asking "Have there been any career-related events in the past year that have resulted in marital/family stress" was the second item to enter the regression equation and the item asking whether there had been partner versus career conflict during the preceeding year was the third item to enter the equation. Do educators in dual-career marriages with high marital satisfaction differ from those with low marital satisfaction in levels of career-related stress was a sub-hypothesis. These results indicate the career may produce situations that create marital tension. This could have been from any of several sources that are sub-elements of the global item that was included in the analysis such as competition, power issues, lack of time, etc. The negative impact the career may have on the family is supportive of the findings of Rice (1979). One possible explanation for these results is that either spouse may become involved with career activities reducing the amount of time available to spend with the marriage partner or with family activities. This complaint was mentioned in the interviews. It is also possible that one partner is required to perform more family maintenance activities because of the spouse's involvement

with career-related activities producing marital tension. There may be resentment due to competitiveness between partners or one partner having to accept lesser career opportunities so the other partner can achieve greater career success. Interviewed educators responded that career-related events could produce marital tension, however, it tended to be a peripheral issue in relationship to overall attitude toward marriage and the family.

The fourth item to enter the regression equation was occupational level within the education profession. This conflicts with the results of the discriminant analysis. It is also possible that those in the LMS group are frustrated with the level of their professional accomplishments. The mean of the LMS group is 1.13 compared to 1.42 for the entire married group. Perhaps the most satisfied women are those who have attained a moderate amount of career success, enough to have a degree of career achievement, but did not have career aspirations that had a detrimental effect on their marriage. Higher professional level indicates a measure of success in a career, and this is generally pleasing to career-achievement oriented people (Rapoport and Rapoport, 1971). Achieving higher professional levels often occurs at a time persons have reached a comfortable place in their marriage often after years of struggle, have probably worked out problem areas, are more relaxed with each other, perhaps beginning to take life more easily. All of this would occur at about the same time in life. This was supported

in interviews with highly satisfied educators married many years who responded that over the years they had gotten to know their spouses well and trust them, that both spouses placed a high value on marriage, and that both spouses were determined to make the marriage work.

Do educators in dual-career marriages with high marital satisfaction differ from those with low marital satisfaction in levels of personal stress and style of coping with stressful situations were sub-hypotheses. The item asking "How much personal stress have you experienced in the last year" entered the regression equation but was not significant. It may be that there were not enough persons experiencing a degree of personal stress high enough to add substantially to the prediction of marital satisfaction.

All three styles of coping entered the regression equation but none were considered significant. The general response to how respondents coped with stress was almost universal. All who were interviewed responded, in essence, "I just do what has to be done and let the rest go". This seems to be a fairly typical response based on previous research (Rapoport and Rapoport, 1971). Most persons realized they had more tasks to perform than they could possibly complete, so they quickly learned to prioritize tasks, completing the most important and working on the others on a time available basis.

A model emerges from comparing married and divorced dual-career educators. It was evident that the overarching factor in determining married/divorced or high marital satisfaction/low marital satisfaction was attitude toward marriage and family. However, personal stress appeared to be a triggering event resulting in a reassessment of personal values and attitudes. While other factors contributed to differentiating the married group from the divorced group and to predicting marital satisfaction, they were highly dependent on attitude toward marriage. For instance, both divorced and married women said career demands decreased time to spend with spouses, however, a marital problem severe enough to terminate the marriage occurred only when the attitude toward marriage changed. The path resulting in divorce seemed to be (1) initially, a high value on marriage/family, (2) personal stress event in which values were reassessed resulting in (3) lowered priority on marriage/family, and, ultimately, (4) divorce occurs. The model for predicting marital satisfaction is less clear. The primary determinant of marital satisfaction remains attitude toward marriage/family. Apparently the demands of a career have more influence in predicting marital satisfaction than in discriminating between married and divorced educators. This may be due to persons in this group not having been confronted with personal stress issues resulting in change in value structure.

There were several things that were found in this study which would be worthy of future study. The most discriminating item was attitude toward family. One possible area of research might be to determine the source of attitude toward family, particularly positive attitude since this appears to be a major contributor to a successful dual-career marriage.

Another area that might be fruitful for future research based on the result that divorced women tended to have higher occupational levels. It would be useful to know whether divorce led to high career interest or whether high career interest led to divorce. Another result that correlates with this finding is the divorced group tended to have a higher proportion of doctoral degrees. Again, the basic research question would be which caused which? A corollary aspect to this trend is the difference between self-confidence and self-assurance between married and divorced women.

Future research could involve a follow-up study of those persons in the currently married group. Did those with lower marital satisfaction, the "at risk" group eventually obtain divorces, and if so, what was the precipitating event? Specifically, was personal stress of either husband or wife involved or does the primary problem area for this group continue to be career-related?

Also, this same study could be applied to two other groups: (1) men educators and (2) men and women in professions with greater prestige and income and, therefore, greater career demands, such as top management positions, and more technically oriented professions, such as scientists.

While coping with stress was not significant in this study, further research in the area nevertheless offers promise. There is evidence that different ways of coping with stress can improve or detract from one's life (Folkman and Lazarus, 1980). Techniques for measuring coping styles are only currently being developed. While this researcher does not believe improved instrumentation would significantly alter the findings of the present study, learning new methods of coping with stress may enhance a basically solid marriage.

General Summary

Two general hypotheses were investigated: (1) what factors differentiate educators in dual-career marriages from educators who were in dual-career marriages but are divorced and (2) what factors predict marital satisfaction in the married group? Specifically, did divorced and married educators differ in career-related stress, personal stress, and style of coping with stress; and did educators currently in dual-career marriages who

were high in marital satisfaction and those who were low in marital satisfaction differ in career-related stress, personal stress, and style of coping with stress.

One hundred sixty women educators were contacted. Seventy-one married women and 67 divorced women responded to the mailed questionnaires.

The questionnaire was composed of four instruments; (1) the Family Stress Instrument, developed by the researcher, measured the effect of stress on the marriage/family resulting from career demands, (2) the Schedule of Recent Experiences measured personal stress, (3) the Role-Coping Inventory measured styles of coping with stressful situations, and (4) the Dyadic Adjustment Scale (DAS) measured marital satisfaction. Only the married group responded to the DAS.

A stepwise discriminant analysis compared the married and divorced educators while a stepwise regression procedure was used to predict marital satisfaction of the married group. Interviews with a small sample of respondents (N=12) were conducted to support and clarify the results of the statistical analyses. The discriminant analysis resulted in a 92% classification rate and a canonical correlation coefficient of .83. Items differentiating between married and divorced women were attitude toward marriage, occupational level within the teaching profession, personal stress, and how the women thought

professional colleagues would rank them in professional ability. The regression analysis resulted in a multiple R of .66. Items contributing significantly to the regression equation were attitude toward marriage, stress resulting from career demands, career versus partner conflict, and occupational level within the teaching profession.

A model emerged from the statistical results and interviews. The major factor determining whether a couple obtained a divorce or remained married or had high or low marital satisfaction was attitude toward the marriage and family. Personal stress was also highly significant for differentiating between married and divorced women. Personal stress seemed to take the form of a "mid-life crisis" which often resulted in reassessing value structures. Career-related stress seemed to have a greater impact on marital satisfaction. Other factors contributed to both differentiation between married and divorced women and predicting marital satisfaction, however, they were greatly overshadowed by attitude toward marriage and personal stress.

Further recommended research is performing the same study with men educators, with men and women at higher professional levels, and a follow-up of the low marital satisfaction group to determine whether this group obtained more divorces than the high marital satisfaction group.

APPENDIX A

Prospectus

STRESSORS AND COPING STYLES OF MARRIED AND

DIVORCED DUAL-CAREER WOMEN EDUCATORS

CHAPTER 1

INTRODUCTION

In 1982 both husbands and wives were employed in approximately 51% of the marriages in the United States. This state was brought about due to at least three major factors. First, the American economy is based on two incomes per family. Secondly, previously unavailable career opportunities are becoming accessible for women. Third, there has been an increasing recognition that personal satisfaction and fulfilment can be derived from a career. Marriages in which both husband and wife worked have been characterized as either dual-worker or dual-career marriages. The dual-worker marriage refers to a family in which both spouses work primarily for economic reasons, that

is, to provide financial support for themselves. The dual-career marriage, on the other hand, is one in which both spouses work for reasons other than or in addition to economic need. Educators, as a group, tend to fall between these two groups.

The emergence of the dual-career family has caused a reshaping of the marital and family structure. Traditionally, husbands were primarily occupied with employment outside the home, and the wife was primarily occupied by caring for the home and the children. With both husband and wife employed the family system must adapt. Arrangements must be made to account for loss in capability for maintenance of routine tasks and domestic chores. There tends to be less leisure time, and there is difficulty in arranging leisure time. Children may have to be placed with sitters or daycare centers rather than being cared for at home or they may have to spend immediate after-school time at home alone. With two persons employed there is likely to be a need to manage increased job-related tension and pressure. There tends to be an overall lessening in family cohesion. Also, attitudinal changes may occur which would influence restructuring.

The dual-career marriage leads to situations that must be resolved to a satisfactory and well-functioning adjustment. How spouses achieve adjustment may depend on their styles of coping, their value structure, and where they are in their marriage structure. The success or lack of success with which dual-career spouses make adjustments results in their being satisfied with their marriage, dissatisfied with their marriage, or perhaps even divorced.

Public school education provides a unique environment for persons in dual-career marriages. It is a field that has long accepted women as an integral part, in fact, for many decades it was one of the few occupations in which a respectable women could be employed and it is still an area which employs more women than men. Thus, it has been characterized as a "feminine" institution. The minimum educational requirements for entering the field of teaching is a Bachelor's Degree from a college or a university. While the majority who enter teaching retire still holding a Bachelor's Degree and the minimum required number of college credit hours to maintain currency of teacher certification, many teachers obtain advanced degrees to either enhance their teaching, for personal satisfaction, and/or to advance in career positions. While teacher salaries have been increasing in the past few years, the national average

teacher salary in 1981 was \$17,602, a relatively low salary for a professional group. Many teachers tend to marry other teachers or administrators in the school system. Also, most persons in the teaching profession remain in positions in the state in which they grew up and/or received their professional training. Overall, teaching and related occupations such as school administration tends to be a conservative occupation which has professional status but modest salaries and modest professional prestige.

The previous research on dual-career marriages investigated persons who had terminal degrees (i.e., physicians, attorneys, college professors) or were considered "outstanding" or "very successful" and were in top career positions. Persons in dual-career marriages in the teaching profession differ from persons in dual-career marriages who have been the focus of previous research. The teaching profession is a more moderate career. It is, therefore, a basically less competitive career. This may not eliminate, but perhaps relieves, some of the problems of competitiveness between spouses in the same career fields. It also relieves some of the stress generated for each spouse as they compete with others for a limited number of top level positions. Since women have long been accepted as educators in public schools, this is not a new field women

are attempting to break into and having to develop strategies for making inroads into, thus alleviating another problem area for many of the women in previous studies. A standard practice among most school systems has been to allow husbands and wives to teach in the same schools, and it is not unusual to find the spouse of a principal teaching in the same school. Again, this is counter to situations of couples in earlier research in which spouses were frequently not allowed to hold positions in the same departments or, occasionally, the same institutions. The teaching profession also embraces persons with a wider range of educational degrees, from bachelor's degrees to doctoral degrees. While many persons with less than doctoral degrees may not be planning to obtain a terminal degree, others are in various stages of their career development. Therefore, persons with a wider range of career aspirations will be involved in the teaching profession. Other differences are that the hours for teachers and administrators do not tend, in general, to be as long as those in more competitive job situations. Also, approximately two months are often free during the summer providing time for obtaining further education, for spending time with family, or for pursuing personal interests.

This study seeks to discriminate between educators who were in a dual-career marriage but are currently divorced and educators who are currently in a dual-career marriage by factors identified through the literature as being important to persons in dual-career marriages. Further, this study will seek to predict marital satisfaction of the married educators using the same factors.

CHAPTER 2

REVIEW OF THE LITERATURE

The first major investigation into dual-career marriages resulted in the publication of Dual-Career Families (Rapoport and Rapoport, 1971) followed by a second edition in 1976, Dual-Career Families Re-examined. Since increasing numbers of husbands and wives were actively following careers, this study was designed to describe problems and patterns peculiar to this deviation from the traditional marriage. Extensive interviews of each person in the dual-career family were conducted over a period of one and a half to two years. The families were chosen according to the following criteria: (1) wives were

considered to be in "top career positions", (2) husbands were earning what was considered a "good" income, (3) wives were from different fields, including scientific research, architecture, television directing, fashion designing, and civil service, and (4) the couple had at least one child. The couples in this study were highly selected as can be seen by the selecting criteria making generalization difficult.

The investigation into these families covered several aspects of the lives of both husband and wife. These were their backgrounds, personal worlds, family worlds, and work worlds. The results and conclusions of this research has formed the basis for most research conducted on dual-career families. Many of the conclusions reached by the Rapoports have been examined in further research and have generally been supported.

The most prominent characteristic of the dual-career family was found to be stress, or strain, according to the Rapoports. Five "dilemmas", or areas of stress, were identified by the Rapoports and were categorized as overload dilemmas, normative dilemmas, identity dilemmas, social network dilemmas, and role-cycling dilemmas. Each category will be briefly described.

Overload dilemmas were a result of not having enough time or energy to perform domestic tasks. Four situations were identified which affected overload, each of which could be controlled by the couples to some extent. These were (1) the desire to have children and a family life, (2) how high their domestic standards were, (3) how tasks were reapportioned, and (4) to what extent social and psychological factors were allowed to influence physical fatigue.

Conflict caused by not following the norm of traditional family life and societal expectations was called normative dilemmas. This conflict was often experienced by women who returned to work immediately after the birth of a child and who felt guilty for delegating the care of their child to someone else.

The identity dilemma centered around perceptions of masculinity and femininity. The man with a highly successful working wife may have thought of himself as inadequate or less masculine while the woman who worked may have been afraid she was less feminine than non-working wives. A demonstration of the identity dilemma for women was retaining maiden names or hyphenating last names after marriage. The Rapoport's developed the concept of an

"identity tension line" to indicate a point beyond which individuals refused to go. For instance, some men would share domestic tasks to an unlimited degree but could not tolerate their wives earning a higher salary than they did. For women these points frequently were in relationship to how they saw themselves as wives and mothers and how they thought society saw them.

The social network dilemma was described as the inability or unwillingness of dual-career couples to spend time with friends and family as often as couples in traditional marriages. Some of this was self-imposed because a conflict occurred between what others expected of the couple and what they were willing or able to do. Also, the couples did not have the time or the energy to expend in maintaining a strained friendship and did not care for the expressed and unexpressed disapproval of their lifestyles. As a result, dual-career couples frequently limited their friendships to other dual-career couples.

Role-cycling dilemmas occurred at various times throughout the marriage. A major role-cycle dilemma centered around how to function at least adequately as a parent while maintaining a career. Another common problem area was conflicts in husband and wife occupational roles,

such as one being offered a position necessitating a geographic move that would be detrimental to the other's career.

It is apparent, then, with this increased strain there must be compensating factors involved. The Rapoport's identified these, calling them gains. They found that the couples considered mastering the dilemmas confronting them gratification in and of itself. However, the predominant gain was the personal fulfillment attained by the wife in pursuing a career. They also found that while the husbands supported and encouraged their wives they did so only to the point that the wives' careers did not interfere with their own needs to any great extent. Therefore, the wives generally had to handle the extra strains caused by their careers.

Financial gains were not as clear. While some families were able to raise their standard of living, others found the costs of childcare, domestic help, clothing, etc. virtually eliminated any real financial gain. However, the women and their husbands often saw the income as a recognition for women at a time this was rarely achieved.

Financial considerations were important to the point that higher pay represented higher level positions that were frequently accompanied by more flexibility in scheduling work hours. Extra income also provided the families a larger base for savings and investments which would allow greater independence in old age.

The dual-career couples saw their situation as beneficial to their children as the children were encouraged to be more independent and resourceful than in traditional families. The children were proud of their parents, and women saw themselves as having greater resources for encouraging their children in their interests.

The husbands originally were not as aware of the benefits they received as a result of their wives' careers. However, they did, in general, recognize that their wives were achievers and enjoyed the recognition their wives received. Some of the wives were able to accomplish tasks their husbands could not due to lack of ability or time. In some cases the wives steady incomes allowed husbands to take risks with their own jobs they would have otherwise been unwilling to take. Others found that their wives could offer new ideas and perspectives which would have been unavailable to them had the wives not worked.

Background variables of women that appeared to be important in the shaping of a dual-career family is that they were generally "only-lonely" children, that is, they were either an only child or for some reason were cut off from their siblings by such things as age difference, or were from a family with all female children. Also, there seemed to frequently be a tense home situation, such as parents not getting along, leading Rapoport and Rapoport to conclude that this may be a factor in being able to cope with the stresses and conflicts inherent in a dual-career marriage. In some cases women were motivated by a desire to be economically independent, whether from an internal desire for independence or as self-protection in the event her marriage was unsuccessful. The women were often from middle-class backgrounds with at least one well-educated parent. Most of the wives found that support from their husbands was very important to them and encouragement from husbands frequently made a difference as to whether her career ever got off the ground.

The husbands in dual-career marriages were usually from lower class backgrounds than were their wives but generally were from homes with more peaceful lives. Most of these men were highly motivated, wanted to do better, to get into another social class, to be in a better financial position

than their families had been. It was not unusual for the husbands to have had "a particularly close and sympathetic relationship with their mothers" while being distant from their fathers. It was not unusual for the husbands and their fathers to be somewhat hostile toward each other. Also, there were frequently tensions between father and mother and/or children serving to make the father remote from the family. Again, there were family tensions perhaps readying the future husbands for lives with more stress than is generally found in traditional marriages.

Since Dual-Career Families, publications in the area have appeared continuously with most of them falling into one of four categories of methods: (1) articles based primarily on opinion and judgment, (2) survey, (3) interview, or (4) a combination of survey with interviews of selected respondents. Also most of the publications focused on some aspect identified in the Rapoport study.

Bebbington (1973) pursued the idea that stress was an important element of the dual-career family structure. By comparing dual-career couples with traditional families, Bebbington substantiated the findings of the Rapoports regarding background variables. He further theorized that the stress pattern they had grown up with was a major factor

in their choosing the dual-career lifestyle as opposed to a traditional lifestyle with far less strain. In investigating the possibility that the dual-career marriage was primarily goal-oriented, that is, the wife worked to achieve a financial goal, Bebbington found that while dual-career couples do have both short- and long-term goals, the purpose of the dual-career pattern was not to achieve financial goals. Bebbington believed stress was an inherent part of the dual-career "system" and as stresses became too great adjustments had to be made within the components, or roles, of the system to allow adequate functioning. Interestingly, adjustments were also made to increase stress if stress was too low since stress was necessary for the system to work.

Personality Variables.

Burke and Weir (1976) and Huser and Grant (1978) explored the personality differences of dual-career couples with couples in traditional marriages and found significant differences. Burke and Weir found that both husbands and wives in dual-career marriages are "more self-reliant and more self-sufficient individuals". Generally, career-oriented women are more self-assertive than the non-working wife, while their husbands are generally less

assertive and have a lower need for power and authority than have the husbands of the housewives. Housewives had the greatest need for affectionate and intimate relationships and their husbands had the lowest interest in being affectionate and intimate. The data in this study led the authors to conclude that the personality structure of husbands and wives in dual-career marriages may be very similar. They may have chosen each other as each could develop his or her own identity and could share power.

Huser and Grant also found that partners in a dual-career marriage were more similar to each other than partners in a traditional marriage and identified two other major characteristics differentiating dual-career couples, inner-directiveness and flexibility in applying personal values. Depending less on society's dictation of norms, they apply their own values in a way that is meaningful to them. They are not bound to following rules set by others that do not fit their situations.

Occupational Factors

Since the characteristic that identifies dual-career couples is the fact that wives pursue a career, much research has been centered on the job itself and its ramifications for other areas in the couple's life.

Arnott (1972) explored the impact wives' attitude toward autonomy had on their careers in conjunction with their husbands' attitude toward the wives working. Arnott found that wives attempt to attain a position of congruence between their self-concept, or role-preference, their actual role behavior, and the role their husbands preferred them to have. When husbands and wives differed the wives' attitude toward autonomy, or self-determination, impacted whether wives expected their husbands or themselves to adjust their attitude. Women strongly committed to an autonomous state expected husbands to change attitudes to more closely align with the wives' attitudes while wives exhibiting uncertainty regarding autonomy were more likely to change their own attitudes.

In studying sociologists who were dual-career couples, Martin et al. (1975) found that success for wives in a dual-career marriage was accelerated, particularly if they and their husbands worked in the same profession (termed endogamy) and institution. Martin et. al. came to this conclusion because the data on the couples studied revealed that the wives attained a Ph.D. more frequently than their unmarried counterparts, were promoted more often, demoted far less often, and had much longer professional careers. In fact, the rate of promotion for wives was much faster

than for their husbands or for unmarried women. The authors theorized that with professional-marital endogamy "a pattern of cross-fertilization occurs, where the marital pair share cues, clues, opinions, etc., relevant to occupational success."

Several interrelated articles have focused on the effect that organizational management's attitude toward, or non-recognition of, the specific problems confronting dual-career couples may have. Rosen, Jerdee, and Prestwich (1975) have suggested that management's discrimination toward women may result in marital problems due to the wives' frustration in their job situations and in comparison with their husbands' less troubled career progression. They found that management was skeptical of the ability of women to fulfill both career and family demands and that there was concern on the part of management regarding women's careers compared to men's careers. The authors concluded that not only would wives be frustrated, so would husbands' as they assume more family responsibilities against organizational management's preferences. Consequently, there would be no flexibility in organizational policy to allow husbands to take more responsibility at home. This might lead to resentment by both husband and wife resulting in marital discord.

Even though the Office of Civil Rights declared anti-nepotism policies discriminatory practices in 1972, data collected by Pingree et al. (1978) revealed that many administrators continue to hold the attitude reflected in these policies and have unofficial hiring policies which prohibit spouses from working together. Bryson and Bryson (1980) found that usually wives were refused positions, were forced to resign, or were transferred due to marriage to a colleague.

Anti-nepotism restrictions and overload notwithstanding, how productive are couples working together compared to couples working in different areas, and to unmarried professionals? The results of a survey sent nationally to husband and wife psychologists and a control group of unmarried psychologists measured productivity of the groups (Bryson et al., 1976). Productivity measures were number of books written, publications other than books, papers, and number of large and small grants.

The data revealed that husbands married to psychologists were the most productive across all measures. Males in the control group were second. Psychologist wives were third in productivity, however, considerably below their husbands. Women in the control group were the least

productive.

In an attempt to remove confounding due to degree achieved and part- or full-time employment, husbands and wives working full-time in the same major job activity (teaching, services, research) were compared across time intervals. Wives who had worked for the same number of years in the same major job activity produced less and earned less. The discrepancy was less at entry level and increased across time.

In assessing why the productivity of wives was less than productivity of husbands when influencing variables were held constant, Bryson et al. suggested there were "institutional constraints" and "personal constraints" imposed on the women. Institutional constraints included anti-nepotism policies, part-time pay for full-time work, wives being available and willing to work without job benefits, offers of part-time work only, and unwillingness to offer wives tenured positions.

Personal constraints were imposed on wives by either themselves or their spouses. This was explored in terms of decisions made about career opportunities. First, husbands and wives were asked if their spouse was offered a much better position in another geographic location, under what

circumstances would they expect their spouse to accept the job. They were then asked if they were offered the position under what circumstances would they accept it. The responses revealed that both husbands and wives consider the husband's career as primary and husbands were more concerned for their wives careers than their wives were for their own careers. Sixty-eight percent of the wives would not accept employment unless their husbands were also offered a position and 68 percent of the husbands expected this response from their wives. Conversely, however, 41 percent of the husbands stated they would accept the position only if their wives also received a satisfactory offer while only 26 percent of the wives made the same response. Apparently, husbands and wives both expect the wife's career to be secondary but the wives expect to be second to a far greater degree than husbands expect them to be.

Again husbands and wives were asked which of the two had attained greater professional recognition and which of the two was more deserving of the recognition. While both husbands and wives reported the husbands had attained greater recognition, the wives reported this more frequently. Sixty-seven percent of the wives gave this report compared to fifty-six percent of the husbands. Asked who deserved the recognition, sixty percent of the wives

reported their husbands deserved more recognition while thirty-one percent of the husbands thought so. Wives, in making subjective judgments, placed their husbands much farther ahead of themselves professionally.

Bryson et al. concluded that even though the professional pair was not in an equitable situation, they were doing the best they could under the circumstances.

Wallston, Foster, and Berger (1978) found that many couples attempted to be egalitarian in job hunting by considering both spouses career opportunities equally. However, the realities of the job market often prevented an egalitarian approach so one partner, usually wives, often had to make career sacrifices.

Marital Relationship.

Research of the dual-career family has also centered around the effect on the marriage relationship. Highly related to the original work of Rapoport and Rapoport was the article "Career and Family Orientations of Husbands and Wives in Relation to Marital Happiness" by Bailyn (1971) who had participated in the Rapoport study. She found that the wives resolution of the dilemma between career and family is intricately related to the husbands' resolutions of this

same problem in their own lives. Further, she stated that research on dual-career families may be headed in the wrong direction as most attention goes to the difficulties generated for wives. Instead, the emphasis could more profitably be placed on how men successfully integrate family life and career life.

Ridley (1973) researched the interaction of work satisfaction and involvement in the marital relationship of dual-career families. Role theory provided the conceptual framework for investigating whether there was a positive relationship between job satisfaction and marital adjustment. Role theory suggested work and marriage roles were related and the dominant role defined the direction of the relationship. It would follow that, if work was very important to married men and they were very satisfied with their jobs, they had a high degree of marital adjustment. Accordingly, if both husbands and wives regarded their jobs as important and were satisfied with their jobs, they had a high degree of marital adjustment. Indeed, Ridley found there was "a significant positive association between job satisfaction and marital adjustment." The data indicated, however, that men have difficulty in separating their work and family lives. For women there was a more complex relationship. When women viewed the work role as very

desirable, job satisfaction and marital adjustment were highly related. If work was not very important to them, satisfaction or dissatisfaction at work had little effect on marital adjustment. Results for women who considered their work important were similar to husbands who considered their work important. Another issue was also involved. A significant relationship between job satisfaction and marital adjustment for women with school-age children existed.

Ridley found that in studying married pairs two patterns produced higher marital adjustment: (1) wives low on job satisfaction while husbands were high on job satisfaction and (2) both husbands and wives highly satisfied with their jobs. However, the highest marital adjustment was for (1) husbands and wives low on job involvement and (2) husbands medium on job involvement and wives low on job involvement.

Staines et al. (1978) were also interested in the effect wives' employment had on marital adjustment. In comparing dual-career wives and husbands with traditional wives and husbands, they found there was a relationship between wives' working and marital adjustment when placed in the context of the life cycle. Global and specific measures

of marital adjustment were taken for all groups. Global measures were marital satisfaction, wished they had married someone else, and thought of divorce. Specific measures were financial disagreements, understood by spouse, understand spouse, and companionship. Controlled variables were family life cycle and wives' role load. Dual-career wives differed significantly from traditional wives on two of the global measures; the dual-career wives wished they had married another and thought of divorce more often than did the traditional wives.

In exploring the effects of the life cycle, the data revealed that in comparing wives by groups of under age 30 without children, with preschool children, with school age children, and 30+ without children, the only group with a significant difference was the group with preschool children. Women with preschool children were significantly less well maritally adjusted than the other groups.

Controlling for role load did not account for lower marital adjustment as Staines et al. had hypothesized it would. High role load did lower marital adjustment but not significantly so. Therefore, the increased role load of having preschool children while being employed was not the cause of the lower marital adjustment.

Burke and Weir (1976) also explored the effect the employment of wives had on marital satisfaction and performance. Questionnaires were sent to husbands who were professional engineers, industrial accountants, or chartered accountants married to housewives or career wives. Results indicated that traditional wives compared to career wives were in better physical and emotional health even though they were under increased stress. Husbands in dual-career marriages were in poorer health, were less content with marriage, work, and life in general than husbands in traditional marriages. Burke and Weir concluded that husbands in dual-career marriages were under greater stress and had not achieved consistently effective methods for coping with their situation.

The difference between the adjustment of husbands and wives can possibly be accounted for with several factors. First, husbands, not only lost their support systems (wives) but became their wives' support system by encouraging them and by performing more household tasks. Secondly, the wives moved into a world more valued by society at large.

Rapoport, Rapoport and Thiessen (1974) investigated the concept of symmetry, husbands and wives with equitable career development strategies and home responsibilities, and

the effect on enjoyment of everyday life activities. They found that "more activities are enjoyed by both spouses if the husband is family oriented". This is the pivotal position as the husbands' orientation has a significant impact on the wives' enjoyment of activities but the wives' orientation did not have an increased impact on the husbands' enjoyment. Also, wives who favored working and who did in fact work were more likely to enjoy everyday activities than wives who preferred to work but did not.

A number of studies of dual-career marriages have explored the interaction of dual-careers and the family. Poloma and Garland (1971) looked at the impact the family had on the wives' careers in terms of discrimination. They hypothesized the family prevented wives' career advancement because women themselves did not recognize, and therefore counteract, the discrimination against them in hiring and promoting practices. The discrimination was at least in part caused by the belief that women could not compete with male colleagues who did not have the responsibility of everyday tasks associated with families.

Paloma and Garland suggest women do not perceive discrimination because they accept the tenets of traditional family life:

- (1) The wife's career is equivalent to a 'hobby' or viewed on a par with their neighbor's volunteer work.
- (2) The husband is clearly the status giving and income earning member of the couple, with the wife's income not being used for family needs.
- (3) The wife's principle role is that of wife and mother and homemaker.
- (4) Hired domestic help generally takes care of the bulk of the routine household chores, with the wife caring for the remainder of the feminine tasks (e.g. entertaining, cooking, marketing, etc.)

In a survey sent to married professional women Paloma and Garland found that few of their respondents perceived themselves as having been discriminated against even though they reported incidents which were highly discriminatory. Those who did report discrimination were found to have made many sacrifices for their marriage to the detriment of their own careers. The sacrifices included leaving well-known schools to follow their husbands and finishing Ph.D. program at lesser schools and turning down department chairmanships since combining the position with family responsibilities was considered too much to handle.

Paloma and Garland concluded women have been "socialized to tolerate domestication". Women have been programmed to accept the "inevitable" fact that family and husbands' careers come first and to be satisfied with the priority.

Lopata, Barnewolt, and Norr (1976) investigated women's perceptions of the interrelationship of three roles working wives perform, wife, homemaker, and employee. They found that wives provided more assistance to husbands in entertaining, in performing household tasks, and in performing job-related secretarial tasks than the husbands provided for wives. Possible explanations were: (1) wives performed these tasks before they were employed and neither husbands nor wives found changing the pattern necessary or (2) husbands tended to be in careers more often than wives that expected and required this kind of assistance from spouses. However, professional women reported help from their husbands in terms of entertainment and job assistance in about the same proportions they gave assistance. They also found that women perceive their husbands' feelings toward working wives more positively the higher the educational and occupational level of both husbands and wives. A finding consistent with previous research was that even though husbands agreed husbands of employed wives

should assist with household tasks, this belief was not translate into behavior.

Family Factors.

Bryson, Bryson, and Johnson (1978) investigated the effect family size had on satisfaction and productivity for dual-career couples. Questionnaires were sent to psychologist husbands and wives requesting information about family size, domestic and job satisfaction, and professional productivity. Family size had no effect on productivity for husbands or wives although husbands were in general more productive than wives. However, family size did have an effect on allocation of time for family centered activities, leisure activities, and professional activities.

An interaction between family size, and time allocation, and job advancement over long periods of time existed. Assuming that job advancement rate is related to amount of time available to spend on professional activities, those who were not as satisfied with their advancement rate may have had less time to devote to professional activities. The data revealed that husbands' satisfaction with rate of job advancement increased as family size increased while wives' satisfaction decreased. The authors concluded sex roles still determine

responsibility for child care.

Time and reapportionment of domestic tasks have a major impact on dual-career families. Perucci, Potter, and Rhoads (1978) investigated how much husbands actually participated in performing household tasks and what determined whether they helped or not. Husbands' responses were the dependent variable but their responses were compared to their wives' responses. Three hypotheses were tested in determining what influenced husbands to help in household tasks: (1) the relative husband/wife resources hypothesis, (2) the subcultural or socialization hypothesis regarding values and ideology, and (3) the time available hypothesis. The first hypothesis suggested that the spouse with greater power, obtained from such sources as a more prestigious job or being better educated, performed fewer household and childcare activities. The second hypothesis proposed that the more the husband favored equality for women, the more he helped in the home. The third hypothesis stated that household tasks were performed by whoever had the time to do them.

The results of the survey showed the socialization-ideology hypothesis had the greatest statistical significance, though of a moderate amount,

followed by the relative resources hypothesis. Time availability played little to no part in determining amount of help wives received from their husbands in performing household tasks. Assuming that amount of help wives received from their husbands helps or hinders the wives' careers, it follows that the more socialized men are to help with domestic tasks the more the wives careers will be facilitated.

In studying the dual-career family, research has tended to focus on the wives since they were considered to have an additional role and are, therefore, under greater strain than are husbands. Garland (1972) interviewed 53 husbands of professional women, in an attempt to point out what he considered an improper emphasis and to examine the belief that husbands with professional wives tend to feel threatened or inadequate. He found no husbands who reported feeling threatened. In fact, he found very positive attitudes toward their wives' careers. Of those whose wives had a higher income than they did, some husbands preferred to make more money than their wives but this was not a problem, only a preference. These husbands reported the negative features of being married to professional women as lack of time for leisure activities together and lack of time for other types of enjoyable activities.

St. John-Parsons (1978) case study of 14 continuous dual-career families provided a summary for much research in the area. Continuous refers to the fact that the careers of the wives were interrupted only for childbearing and even then for as brief a period as possible. St. John-Parsons concluded as a result of in-depth interviews based on the Rapoport's interview guide that while dual-career families are faced with difficult circumstances because of extreme overload pressures and almost no social life, the advantages to the couple psychologically and intellectually were far greater than the disadvantages. The family as a whole did not appear to suffer as a result of the dual-career pattern.

An aspect of dual-career marriages suggested by Berman, Sacks, and Lief (1975) is that interaction of timing of the career and of the marriage may have an effect on whether a professional pair remain married or ultimately divorce. They emphasize that a couple who married during professional training may have adjustments to make in the way they regard their spouses in the post-training period. If the adjustment is not made, divorce may result.

Rice (1979), as a therapist working with dual-career couples, identified areas that may cause conflicts. One of these was a forced choice by wives to have a career or to be

a housewife but not both. The importance of working to both husbands and wives needed to be acknowledged and accounted for in structuring a marital relationship. Problems were encountered by young men and women who married before the women were themselves aware of their interest in a career. Men married women who they believed were interested in being housewives but who eventually wanted careers. Women who start out as housewives, became dissatisfied, and decided to pursue careers need husbands who are flexible enough to adapt to a new lifestyle. Another common problem situation was for young women who married older men, such as a mentor-protégé situation, when the naive, young, worshipful woman became a capable, competent careerist in her own right. The transition was often difficult for both husband and wife.

Personality characteristics uniquely strong in dual-career couples, according to Rice, were achievement needs, "self-esteem enhancement" needs, and lack of ability to form strong interpersonal commitment. Partners in dual-career marriages have strong needs to achieve and sought support from spouses while supporting spouses' needs to achieve. This situation can lead to competitiveness between spouses as one advances and the other doesn't or advances at a less rapid pace. Ultimately, withdrawal may

result leading to decreasing or terminating the mutually dependent relationship.

Rice contended that dual-career couples were more hesitant in making a commitment to their partner because the highly strained relationship was more conducive to failure than traditional marriages. Therefore, partners protected themselves by not forming a commitment to their spouses. Commitments were made to careers rather than to marriages.

Another area of potential conflict was relationships with others outside the marriage. Rice, in his clinical experience, found that many dual-career couples had restricted dating before and during professional training and had married due to proximity or similar interest in careers. They saw work colleagues as a way of gaining social experience they missed. They also have a ready source of persons who share similar interests they may become involved with when experiencing marital difficulties.

Besides competitiveness between spouses often generated by one (usually the wife) sacrificing a career or professional training so that the other's career can advance, Rice noted there were power issues involved in dual-career marriages. This refers to the fact that one person usually controls desirable but scarce commodities

such as money, whose values will pervade the marriage, whose career is to take precedence over the other's, etc.

Coping Styles.

Since stress is a major characteristic of dual-career marriages, it is reasonable to ask is there a difference between the way persons who remain in a dual-career marriage and those who ultimately divorce cope with stress. Research in how persons cope in various situations is in a descriptive stage; it is unknown how the process of coping occurs.

Folkman and Lazarus (1980) applied the Ways of Coping checklist to a sample of 100 respondents aged 45 to 64 in a period of one year. Each respondent was interviewed seven times at four week intervals and administered the checklist the third week following the interview. The respondents were requested to describe the most stressful event that had occurred to them during the last month and to apply the Ways of Coping checklist to the particular event.

The findings of this study revealed persons appear to engage in a combination of problem-focused and emotion-focused coping in each stressful situation and not an either-or process. Another major finding was that how a

person copes does not appear to be a personality factor but is an interaction between the person and the environment. The third major finding was that a cognitive appraisal approach in which the stressed person appraises the stressful event to determine how to cope in the situation was supported. This theory predicted that in the appraisal process the person assessed the event to determine whether constructive action can be taken. If affirmative, a problem-focused method of coping was generally employed. If negative, an emotion-focused method of coping was more often applied.

Kafry and Pines (1978), embellishing on the framework established by Lazarus (1974) of two types of coping, direct action and palliation, added a passive/active dimension. The result of the added dimension was a coping grid representing four coping strategies; direct-active, direct-passive, indirect-active, indirect-passive. In applying the framework to subjects in relation to job burnout, they found that persons using active strategies were more successful in avoiding burnout although ignoring, a direct-passive action, was also related to avoiding burnout. The authors pointed out that using a variety of strategies when possible was important.

Marital Satisfaction and Divorce.

One of the main difficulties in reviewing research on marital satisfaction is that so many different terms and definitions have been used such as marital adjustment (Bossard and Ball, 1955; Spanier, 1975), marital success (Burgess and Cottrell, 1939; Duvall, 1971), marital happiness (Glenn, 1975), and marital satisfaction (Schram, 1979). This presents a question as to whether these are attempts to measure the same concept. It appears that the researchers are attempting to obtain a measure related to how well marriage has fulfilled certain needs that were expected to be fulfilled through marriage. Foregoing the argument as to terminology, the problems associated with measuring marital satisfaction becomes compounded due to how the concept is measured. An overall, or global measure of marital satisfaction (Renne, 1970) may be used or measures of different components of marital satisfaction (Burr, 1970). Examples are satisfaction with handling finances, satisfaction with social life, satisfaction with companionship, satisfaction with sexual relationship, and satisfaction with children. The measure of marital satisfaction used in this study, a summary of the Dyadic Adjustment Scale, is a combination of a global marriage of overall marital satisfaction and adjustment to various

components of marriage.

Interest in marital satisfaction as a viable research topic began almost with the advent of any type of sociological research. One of the initial exploratory research in this areas was published by Hamilton in 1929. Most of the research that has followed has suffered from problems associated with sociological research: (i) it was frequently conceptually unclear, (ii) it depended on a sample of a population often not well-defined or a sample made up of willing respondents rather than a representative sample, and (iii) the subject was highly sensitive requesting subjects to reveal their personal lives, often in detail.

Much research has focused on the relationship of marital satisfaction to the life cycle. For instance, a number of studies have shown marital satisfaction to drop following the birth of the first child (Spanier, Lewis, Cole, 1975) or to either reach a plateau or to decline following the birth of the first child (Blood and Wolfe, 1960; Pineo, 1961; Luckey, 1966) and to decline continuously though slowly throughout the marriage. Burr (1970), however, in pursuing marital satisfaction in relation to the life cycle, differed in his findings from

previous research. Burr used the following areas that comprised marital satisfaction: (i) finances, (ii) social activities, (iii) tasks, (iv) companionship, (v) sex, and (vi) children. He investigated satisfaction with each of these areas across stages of life which he defined as follows: stage 1, pre-child; stage 2, young children; stage 3, school age children; stage 4, teen-age children; stage 5, launching children; stage 6, post-parental; stage 7, retired. His data indicated not a general trend of gradual dissatisfaction but "abrupt variations" in satisfaction with some areas of marriage and little to no change in satisfaction with other areas. For instance, his research indicated a sharp change in general marital satisfaction as children go from the pre-school stage to the school stage. Following this time there then appears to be a gradual increase in satisfaction in several areas after the school age. For husbands satisfaction increases in finances, task performance, sex, and relations with children to the post-parental stage while satisfaction with companionship continues to the retirement stage. For wives satisfaction increases in finances and relationships with children to the post-parental stage and satisfaction in task performance and sex continues until the retirement stage. There appeared to be the least life cycle variation in

social activities. Burr's findings also contradicted previous research which had indicated the most difficult stage in the life cycle was the "pre-launching" of children stage. For Burr's sample the school-age stage was by far the more difficult period.

To summarize, not only did Burr find that marital satisfaction did not gradually decrease through the life cycle, it actually increased after the school-age stage, the period of greatest marital dissatisfaction, rather than the period of pre-launching, which is generally considered the time of greatest dissatisfaction.

Houseknecht (1979) investigated the impact of children on marital satisfaction by comparing precision-matched childless women and women with children. The matching was on education, religion, and participation in the labor force. Childless women were those who indicated "very certain" or "fairly certain" she and her husband would not have, by choice, any children in the future. Spanier's Dyadic Adjustment Scale (DAS; 1975) was used to measure overall marital adjustment. The DAS has four sub-scales which were also used. These were (i) marital satisfaction, (ii) dyadic consensus, (iii) dyadic cohesion, and (iv) affectual expression.

The results of this study indicated there were differences between childless women and women with children. Childless women scored higher than women with children in overall adjustment. On the sub-scales childless women score significantly higher on marital cohesion and marital satisfaction. Of special interest in the area of marital satisfaction, childless women showed a greater interest in continuing the marital relationship, and reported more happiness in their marriage. For both consensus and affectual expression the total scores on the subscales did not reveal significant differences between childless women and women with children. However, specific items in the consensus sub-scale were significantly different between the two groups. Childless women reported more agreement between themselves and their husbands on household tasks, leisure time interests, and career decisions.

Houseknecht concluded that since the difference between childless women and mothers in overall marital adjustment was not very great it is not the presence or absence of children that has a major impact on marital adjustment but the important factors are education, employment, and religion.

An area receiving attention in recent investigations of marital satisfaction has been the similarity of value structures between marital partners. Rokeach (1973) defined a value as an "enduring belief that a specific mode of conduct or end state of existence is personally or socially preferable to an opposite or contrary mode of conduct or end state of existence". Further, Rokeach categorizes values into terminal values, "end states of existence", such as "world at peace", "true friendship", and instrumental values, "modes of conduct", such as "honest", "cheerful". In other research a positive correlation had been found between similarity of client and therapist terminal value systems and the client remaining in therapy (Shotland, 1968). Sikula (1970) had found a similar relationship between compatible and incompatible roommates. However, no such relationship has been found to exist for instrumental value systems.

Kindelan and McCarrey (1979) investigated value systems and marital adjustment based on the research by Rokeach (1973) and Byrne and Nelson (1965) who had concluded that "interpersonal attraction was a linear function of the proportion of similar attitudes shared by two people." To increase control and precision, Kindelan and McCarrey chose a simulated situation in which 253 female and 194 male

undergraduate students at a large Canadian University were asked to assess each of two couples on marital adjustment and to complete a values profile for each couple. The information on each couple was presented in written format in a packet which also included a questionnaire on marital adjustment. The marital adjustment questionnaire asked about the couple's "philosophy of life", satisfaction husband and wife independently received from the marriage, overall adjustment in a marital context, compatibility, and if both husband and wife would choose the same spouse if they had it to do over again. The value profiles consisted of 18 terminal and 18 instrumental values for each partner.

The results of this research supported the Byrne and Nelson (1965) research indicating a linear relationship between proportion of similar attitudes and interpersonal attraction, or marital adjustment. However, there did not appear to be a distinction between terminal values and instrumental values in relationship to attributed marital adjustment.

A massive survey (Renne, 1970) with 5,163 respondents (approximately 84% of the adult population) in Alameda County, California revealed a number of basic variables that correlated with marital dissatisfaction. A 23-page "survey

of health and ways of living" contained items which, when summed, formed an index of marital satisfaction. This index was then correlated with various social, economic, and psychological variables. The data indicated black people report more marital dissatisfaction than do white people. However, much of this is may be interrelated with other factors. For instance, those who were better educated also reported greater marital satisfaction as did those who were in higher-prestige occupations and with higher incomes. Blacks tend to be among the poorer educated, have low-prestige occupations, and have a low income level. More highly educated blacks in well-paying occupations, differed very little from whites in comparable situations. Race difference, therefore, is highly related to socio-economic differences.

Occupation had an effect on marital satisfaction though a less clear one. While blue-collar workers tended to report marital dissatisfaction, white collar workers at the higher end of the income level also reported greater marital dissatisfaction. White collar workers in the middle income range reported greater marital satisfaction.

Regarding children, the findings of this study were similar to the results reported by Burr (1970). Persons in childless marriages reported more marital satisfaction than persons who were then raising children. In fact, this variable was the best predictor of marital dissatisfaction. Renne concluded that the best explanation for this may be that since persons with children under 18 have a relatively low divorce rate, the persons with dependent children may tend to remain unhappily remarried while those without this dependency may feel freer to obtain divorces.

Other findings of this study indicated people with higher subjective reports of state of health tended to be more satisfied with their marriages. Psychological indices such as a measure of overall general morale or "happiness", job satisfaction, and positive view of one's own health were positively related to marital satisfaction; heavy drinking, feelings of isolation and depression, and having few intimate friends were negatively related to marital satisfaction.

Divorce.

What are the predictors of divorce among married couples in general in the United States? Glick and Norton (1971), using a survey of economic opportunity, found that age at first marriage, education level, and income were inversely related to probability of divorce. Bumpass and Sweet (1972) also found early age at marriage and marital instability to be highly correlated for white women. Low educational level has been found to be a determinant of divorce (U.S. Bureau of the Census, 1973). Another predictor of divorce is low occupational level which has a strong correlation with low income level (Norton and Glick, 1976). Glick and Mills (1975) found that while blacks and whites have similar patterns of divorce, blacks have a proportionately higher rate of divorce than whites. The greater the number of children a married couple has, the less the probability the couple will divorce according to reports issued by the U.S. National Center for Health Statistics (1975). According to Davis (1972) premarital conception is also a major factor leading to divorce.

An ambiguous reason being given as cause for divorce more often during the last two decades was to seek "personal fulfillment". The statement remains undefined and has many meanings to different individuals. It is often used by divorcing persons in conjunction with statements about

seeking "happiness" and "growth". It has also been found that the persons making the statements frequently do not know what it is they are seeking (Norton and Glick, 1976).

Bumpass and Sweet (1972) investigated marital instability on a national sample of ever-married white women under 45 (N=5,442). The definition of marital instability was broadened to include marital separations as well as divorces. Marital instability was considered by the following characteristics of the wife: (i) age at marriage, (ii) religion while growing up, (iii) premarital pregnancy, (iv) grew up on a farm, (v) lived with both parents at age 14 years, and (vi) whether her husband had been previously married. Additionally, the husband's age at marriage was considered, his education, his religion, and the effect of a homogamous versus a heterogamous marriage on marital instability.

Bumpass and Sweet found that women married before age 18 had very high rates of marital instability with decreasing rates of instability the older she was at first marriage. Those marrying at thirty and above had very low levels of marital instability. Bumpass and Sweet hypothesized that the role perceptions of those marrying very young may change substantially as they grow older

having an impact on the marriage.

The results indicated that while education level had a negative effect when age at marriage was controlled for, education differences were almost eliminated.

In reviewing the effect of premarital pregnancy, those with illegitimate children and those pregnant at time of marriage had much higher rates of marital instability. However, in controlling for age and education level (since premarital pregnancies tend to occur among young women and often cause a termination of education) there was little difference between rate of marital instability for premaritally pregnant and post-maritally pregnant women.

Differences attributed to religion while growing up do exist (Bumpass and Sweet, 1972) with Jewish women reporting the least marital instability. Protestants, taken as a whole, and Catholics differed very little, however, women in more fundamental Protestant denominations reported more marital instability than did those in less fundamental Protestant denominations. The highest rates in marital instability were reported among women with no religious affiliation while growing up.

Family status while growing up (living with both parents at age 14) had an impact on marital instability with a marked contrast between those who lived with both parents or lived with one parent due to the death of the other parent and those whose parents were divorced or separated.

Residence while growing up was divided between farm and non-farm and into different regions of the United States. Women of farm origin were less likely to experience marital instability as were women from the South.

After looking at these variables to establish a model of marital instability for women, husband's age at marriage, his education, and his religion were added. Husband's age at marriage did not alter the model as it was highly dependent on the wife's age. However, education had a negative relationship with marital instability, probably due in some measure to the economic resources available beyond the mere fact of a higher level of education.

Religion had an interesting effect. While Jewish women reported much lower marital instability, Jewish men reported much higher instability. However, many more Jewish men were married to non-Jews than were Jewish women. However, among Protestant groups, men in fundamentalist religions reported much higher marital stability than did women

fundamentalists. This suggests a possible conflict between husbands and wives in male dominance issues.

While much speculation has been expended on the success rates of heterogamous (dissimilar) versus homogamous (similar) marriages on background characteristics, this study is one of few with empirical data, certainly of a national sample. The background variables are age, education, and religion. Higher than expected instability was found for couples in which there were large differences between ages of spouses and when wives were older than husbands.

Surprisingly, the data in this study resulted in no significant differences between educational heterogamy and marital instability.

Among religious backgrounds, the results showed lowest levels of instability for Jewish couples, Catholic couples intermediate instability, and Protestant couples highest instability. Interfaith marriages were much less stable with highest levels of instability for Jewish-Protestant marriages, then Protestant-Catholic marriages, There did not appear to be higher instability for interdenominational marriages among Protestants.

CHAPTER 3

STATEMENT OF THE PROBLEM

What factors differentiate between teachers who were in a dual-career marriage but are currently divorced and teachers who are currently in a dual-career marriage? Secondly, what factors differentiate between those in the currently married dual-career group who score high on a marital satisfaction scale and those who score low on a marital satisfaction scale.

1. There are factors unique to dual-career marriages that contribute significantly to the intactness of a dual-career marriage.
2. An intact dual-career marriage has lower levels of

individual stress than has a non-intact marriage.

3. An intact dual-career marriage has lower levels of family stress than has a non-intact marriage.

4. Persons in intact dual-career marriages differ from persons in non-intact dual-career marriages in their styles of coping.

5. Within dual-career marriages there are factors unique to dual-career marriages that contribute significantly to high marital satisfaction and to low marital satisfaction.

6. Persons in dual-career marriages with high levels of marital satisfaction have lower levels of personal stress than persons with low levels of marital satisfaction.

7. Persons in dual-career marriages with high levels of marital satisfaction have lower levels of family stress than persons with low levels of marital satisfaction.

8. Persons with high levels of marital satisfaction have different coping styles than do couples with low marital satisfaction.

9. Timing of the husband's and wife's career development is a significant factor in marital satisfaction.

CHAPTER 4

PROCEDURE

Subjects. One hundred sixty women in the teaching profession will be contacted to participate in the study. Eighty of the women will be currently in a dual-career marriage and the remaining eighty will be women who had been in dual-career marriages but are divorced at the time of the study. The women will be identified through contacts made in various school systems in and around Oklahoma City, Oklahoma. Subjects will be from at least seven school districts. Subjects will be contacted initially by telephone using a standard message to ask them if they would be willing to participate in the study. If they agree, a packet containing a cover letter, a questionnaire, and a return envelope will be mailed to them (Appendix). A form will also be included for participants to indicate whether they would be willing to answer follow-up questions and if they would like to receive summary results of the study (Appendix). It is expected that far more married women than divorced women will be identified. Married educators will, therefore, be randomly selected from a pool of

educators identified by same last names and same addresses from public school directories.

Procedure. The sample of women educators will be generated via a network sampling procedure, i.e., initial contacts will be made in each school district and the sampling list expanded by personal networks. A copy of the survey will be mailed to each name on the list. A statement assuring anonymity will be included in the cover letter. A form will also be included for subjects to request copies of the results of the study and for the researcher to obtain a telephone number for possible follow-up contact. A corresponding unique number will be assigned to the forms and questionnaires for pairing purposes. A self-addressed stamped envelope will be included for returning the questionnaire.

After the return of the questionnaires, a preliminary data analysis will be performed on the responses to select persons for an in-depth interview. From persons agreeing to be interviewed, subjects will be selected based on their marital status, their responses on the Dyadic Adjustment Scale (DAS), and discriminant scores (discussed in analysis section) on the questionnaire. Sampling groups for married subjects to be interviewed will include those

who (1) scored high or low on the DAS and/or (2) had high or low discriminant scores. Sampling groups for divorced subjects to be interviewed will include those who had high or low discriminant scores. High is defined as being among the top ten subjects on the scale indicating high marital satisfaction; low was defined as being among the lowest ten subjects on the scale indicating low marital satisfaction.

The interviews will be carefully annotated with appropriate action taken to insure the anonymity of the interviewee. Interview questions will be selected items (factors) that best discriminate between married and divorced subjects. Questions will be phrased broadly to provide an opportunity for further exploration of more specific factors that discriminate between married and divorced subjects. Responses to subject comments will be reflected, clarified, and/or mildly interpreted with reflection as deemed appropriate to direct subjects' comments toward more specificity.

Instrumentation. Four different instruments will be administered to the married subjects. All four instruments have been incorporated into one questionnaire (Questionnaire for Dual-Career Marriages, Appendix B). Divorced subjects will not respond to the Dyadic Adjustment

Scale. The four instruments are described in detail below.

The Family Stress Instrument. The Family Stress Instrument, developed by the researcher, was based almost exclusively on findings from past research on career factors affecting the success or failure of dual-career marriages. Problem areas found in the literature that contribute toward divorce were incorporated as well as problem areas specific to dual-career families. After each factor was identified, the factors were operationally and functionally defined. Elements of information to be obtained for each factor were listed under each factor. These sub-elements under each factor were also defined operationally and functionally and the specific information related to each sub-element was stated.

Factors specific to dual-career marriages that were identified through a review of the literature are as follows: (1) competition, (2) marriage-cycle situations, (3) occupational support, (4) domestic support, (5) power issues, (6) children, (7) relationships with others, (8) marital views, and (9) time.

Rationale for each of the areas:

Competition. Competition between spouses may uniquely affect dual-career marriages. Persons involved in a career are generally ambitious and desire a successful career. The fact, or the perception, that one partner in the marriage has achieved greater career success than the other may lead to tension in the marital relationship; one partner may see the other as a rival or someone to compete against for career success. This may be especially true for spouses in the same career field. Indications of career success include holding office in professional organizations, receiving awards for professional activities, publications, and participating in conferences. Competitiveness may also be aroused by the perception by husband or wife that colleagues have a higher professional regard for one over the other.

Traditionally, husbands receive a higher income than wives. The literature suggests that when the wife receives a higher income than the husband marital tensions may result. Income has traditionally been the basis of power; income is tangible, making a comparison more easily apparent.

Competitiveness between husband and wife has resulted from anti-nepotism practices which may make it impossible for one spouse to work in the same field as the other and sometimes impossible for them to work in the same agency.

Marriage-Cycle. Marriage-cycle situations may occur when one of the spouse's careers is enhanced at the expense of the other's career. One way for this to occur is for one partner to take advanced professional training while the other does not. Or, a career promotion for one may necessitate a geographic relocation that is detrimental to the career of the other.

"Power." Another area that appears to be a situational factor for dual-career couples is "power". Traditionally, husbands have had more "power" because they provided the major source of family income. "Power" issues, for example, include decisions regarding how money and leisure time are to be spent.

Care of Children. Care of children may present unique situations for dual-career marriages. Issues include who cares for children during the day, who looks after children in the mornings and evenings, who helps children with homework, who cares for them during illnesses, who

handles fun time, and who disciplines them.

Career Support by the Husband. Support by the husband has been cited by many women in previous studies as being the pivotal point in the decision to seek or remain in a career. Occupational support by the husband may be indicated by his asking questions about his wife's work or engaging in conversation about work-related concerns, discussing job-related problems, and mentioning the spouse's accomplishments to family members, colleagues, or friends.

Domestic Support by the Husband. The domestic support area is mentioned frequently in the literature. It is possible that those marriages with outside domestic help may have less conflict in this area since the major amount of household work would not have to be done by either husband or wife. However, if domestic help is not utilized, this area may be a source of marital tension. Domestic tasks that might be shared include managing family finances, yardwork, household improvements/repairs, and general household maintenance tasks.

Social Relationships. Relationships with persons outside the immediate family tend to differ for dual-career couples. Specifically, with whom does the dual-career family primarily socialize; with other family members, with

work colleagues, neighbors, or church friends? What is the family structure of those with whom dual-career persons socialize; husband works, wife doesn't, both husband and wife work, or single persons.

Time. Time, or lack of time appears to be a major impact on dual-career marriages. This includes time to be alone, time to spend with one's spouse, time for leisure activities, time to perform household tasks, time outside work hours to spend on job related activities, and time for social activities.

Views Toward Marriage and Families. Whether one's parents were in an intact marriage, the way one views a family, and the way one views marriage was found in the literature to have an influence on the intactness of a dual-career marriage.

After each factor and its sub-elements were determined, the items and the scale for each item was developed. A revision process was employed in the development of the questionnaire. Each item was written on a 3 x 5 card and administered one at a time to selected dual-career individuals personally known to the researcher. A prepared list of questions was asked following the administration of each item. Items needing clarification or

rewording were modified.

The Schedule of Recent Experiences. The Schedule of Recent Experiences (SRE; Holmes and Rahe, 1967), a measure of individual stress, was item 53 of the questionnaire. The SRE consists of 43 life events, both positive and negative, that have been found to produce personal stress. Respondents check events that have occurred in the recent past (generally within the last year). Each event was weighted relative to how much life adjustment was necessary due to the event. The weighting procedure was based on an arbitrary assignment of a maximum of 500 points to the event deemed the maximal life change, marriage. Other items were weighted through survey research in relation to marriage. Mean values were obtained for each item, divided by the constant 10, and this value equals a life change unit. Life change units are summed to obtain a life stress score for each respondent. Reliability estimates of the scale have ranged from .82 to .97.

The Role-Coping Inventory. The Role-Coping Inventory developed by Hall and Hall (1979) specifically for dual-career couples was included to measure styles of coping with stress or strain. It consists of a checklist of 22 items to assess how persons in a dual-career marriage cope

with conflicts they are likely to encounter. The items ask how often the respondent uses a particular method of coping. The inventory was based on the theory that persons handle stress in one of three ways: (1) by redefinition of roles, (2) by reorienting one's own views, or (3) by reaction, attempting to perform all tasks associated with each role. The 22 items on the inventory correspond to one of the three categories.

The Dyadic Adjustment Scale. The last portion of the questionnaire consists of Dyadic Adjustment Scale (DAS; Spanier, 1976). Since this scale measures marital satisfaction, only married individuals were asked to respond. The inventory consists of 32 items with four subscales measuring dyadic consensus, dyadic satisfaction, dyadic cohesion, and affectional expression. Included in these subscales were a global measure of satisfaction and a measure of commitment. The scale was empirically developed using factor analysis to test and verify the four components. Cronbach's Coefficient Alpha was used as a measure of internal consistency ($r=.96$). Content validity was established by a panel of three judges to evaluate items in terms of relevancy to contemporary situations, consistency of definitions within the scales, and unambiguous wording. Criterion validity was established by

administering the scale to a married group and a divorced group and comparing total scores which were significantly different at the .001 level. Two methods were used to establish construct validity. First, the scale was correlated with the Locke-Wallace Marital Adjustment Scale, one of the most widely used instrument measuring marital adjustment ($r=.86$). Secondly, a factor analysis was performed on the scale resulting in four scales (dyadic satisfaction, dyadic cohesion, dyadic consensus, and affectional expression), of which three had been part of the theoretical construction of the scale.

Data Analysis. Since the purpose of this study is to determine the factors that discriminate between intact dual-career marriages and dual-career marriages that are not intact, a stepwise discriminant function analysis will be performed using the VAX 11/780 version of the Statistical Package for the Social Sciences (SPSS, 1975) discriminant analysis procedure. The stepwise procedure identifies those variables that are the best discriminators. Two groups will be defined for the discriminant process, intact dual-career marriages (married) and not-intact dual-career marriages (divorced).

A further analysis will be performed on the intact group. The purpose of this analysis will be to determine what factors predict scoring high on the marital adjustment inventory and scoring low on the marital adjustment inventory. The two groups consist of those who score in the upper and lower one-third on the DAS. The stepwise multiple regression analysis procedure of SPSS will be used.

Expectancy tables will be calculated across married and divorced groups for specific variables of interest, including demographic items and items found to significantly (.05 level) discriminate between married and divorced persons. Expectancy tables will also be computed for items found to significantly (.05 level) predict high and low marital satisfaction. Chi-square coefficients and phi coefficients will be computed for each table.

APPENDIX B

Questionnaire for Dual-Career
Marriages

COMPUTER SUBJECT REF. NO.:

QUESTIONNAIRE ON DUAL-CAREER MARRIAGES

***** LEAVE BLANK ANY ITEMS YOU DO NOT WISH TO ANSWER. *****

GENERAL INFORMATION

1. What is your occupation?
☐ teacher ☐ counselor ☐ school psychometrist
☐ principal ☐ librarian ☐ county level administrator
☐ coach ☐ asst principal ☐ other(list) _____
2. What is your sex?
☐ male ☐ female
3. What is your race?
☐ White ☐ Black ☐ Indian ☐ Hispanic ☐ Other
4. What is your present age?
☐ 25 or under
☐ 26 to 35
☐ 36 to 45
☐ 46 to 55
☐ over 55
5. What is the highest educational level you have attained?
☐ High school or less
☐ Associates Degree
☐ Bachelor's Degree
☐ Working on Master's Degree
☐ Master's Degree
☐ Working on Doctoral Degree
☐ Doctoral Degree
6. What is YOUR total yearly income (not including spouse's income)?
☐ \$10,000 or less
☐ \$10,001 to \$20,000
☐ \$20,001 to \$30,000
☐ \$30,001 to \$40,000
☐ over \$40,000
7. What is your present marital status?
☐ divorced
☐ married
8. How many times have you been married?
☐ once
☐ twice
☐ more than twice
9. How long have you been married?
☐ divorced
☐ less than 1 year
☐ 1 to 3 years
☐ 4 to 8 years
☐ 9 to 15 years
☐ over 15 years

If you are divorced, please answer questions 10 through 12. If you are not divorced, please go to question 13.

10. How long were you married before you were divorced?
 ___ less than 1 year
 ___ 1 to 3 years
 ___ 4 to 8 years
 ___ 9 to 15 years
 ___ over 15 years
11. How long have you been divorced?
 ___ less than 6 months
 ___ 6 mo. to 1 year
 ___ 1 to 3 years
 ___ 4 to 8 years
 ___ 9 to 15 years
 ___ over 15 years
12. Since your divorce, which of the following would best describe your status regarding other relationships?
 ___ little or no dating
 ___ dating more than one person
 ___ predominantly dating one person

 * For the remainder of the questions in this questionnaire: *
 * If you are currently married, please answer the questions in regard to *
 * your PRESENT marriage. *
 * If you are divorced, PLEASE ANSWER ALL QUESTIONS IN REGARD TO YOUR LAST *
 * MARRIAGE. *

13. How old were you when you married?
 ___ 20 or less
 ___ 21 to 25
 ___ 26 to 30
 ___ 31 to 40
 ___ 41 to 50
 ___ over 50

CAREER-RELATED INFORMATION

14. Have there been any career-related events in the past year that have resulted in marital/family stress?
 ___ none
 ___ a few
 ___ moderate number
 ___ quite a few
 ___ a great number
15. At what point during your career did you marry your spouse?
 ___ before professional training
 ___ during professional training
 ___ within 1 year after completing professional training
 ___ 2 to 5 years after completing professional training
 ___ 6 or more years after completing professional training

16. At what point during your SPOUSE'S career did you and your spouse marry?
- ☐ before professional training
 - ☐ during professional training
 - ☐ within 1 year after completing professional training
 - ☐ 2 to 5 years after completing professional training
 - ☐ 6 or more years after completing professional training
17. Check the following events that have occurred to you:
- ☐ Held an office in a professional organization in the last 3 years
 - ☐ Received an award recognizing professional activities/accomplishments in the last 3 years
 - ☐ Published professional articles or books
 - ☐ Been a conference participant by presenting a paper, making a speech, or serving on a panel in the last 3 years
 - ☐ Supervised student interns in the last 3 years
 - ☐ Held an office in a community organization in the last 3 years
 - ☐ Received an award recognizing community activities/accomplishments in the last 3 years
 - ☐ Other professional/community recognitions (please list)
-
18. Have you ever had to seek employment in a different school or school system because you and your spouse were employed in the same school or school system?
- ☐ no ☐ yes
- If your answer was "yes" to question 18, please answer the following 3 questions. If you answered "no", please go to question 22.
19. How did the move from the school or school system ultimately affect you?
- ☐ Very negatively
 - ☐ Negatively
 - ☐ Little of no effect
 - ☐ Positively
 - ☐ Very positively
20. Who made the decision as to whether you or your spouse moved?
- ☐ husband ☐ wife ☐ both ☐ school system
21. To what degree, if any, did this move affect your marital accord?
- ☐ Very negatively
 - ☐ Negatively
 - ☐ Little or no effect
 - ☐ Positively
 - ☐ Very positively
22. Have you and your spouse made a geographic move because of a career change?
- ☐ no
 - ☐ new job for you
 - ☐ new job for your spouse

If you answered no to question 22, please go to question 25. Otherwise, please answer questions 23 and 24.

PLEASE NOTE:

**Duplicate page numbers. Text
follows. Filmed as received.**

University Microfilms International

23. How did the relocation affect your career?
 ___ Very negatively
 ___ Negatively
 ___ Little or no effect
 ___ Positively
 ___ Very positively
24. To what degree, if any, did this move affect your marital accord?
 ___ Very negatively
 ___ Negatively
 ___ Little or no effect
 ___ Positively
 ___ Very positively
25. Has your spouse taken additional professional training at a time you wished to but both couldn't?
 ___no ___yes
26. How often do you and your spouse discuss your job?
 Never Rarely Sometimes Often Very often

27. How often does your spouse mention your professional accomplishments to friends, family, or colleagues?
 Never Rarely Sometimes Often Very often

28. How proud do you think your spouse is of your professional accomplishments?
 Strongly Not Very
 Not Proud Proud Indifferent Proud Proud

29. How often do you and your spouse discuss your spouse's job?
 Never Rarely Sometimes Often Very often

30. How often do you mention your spouse's professional accomplishments to friends, family, or colleagues?
 Never Rarely Sometimes Often Very often

31. How proud are you of your spouse's professional accomplishments?
 Strongly Not Very
 Not Proud Proud Indifferent Proud Proud

32. How do you think professional colleagues (other teachers, principals, etc.) would rank you in terms of professional performance?
 Poor Below average Average Above average Outstanding

33. How do you think professional colleagues (other teachers, principals, etc.) would rank your spouse in terms of professional performance?
 Poor Below average Average Above average Outstanding

FAMILY ACTIVITIES

34. Who is PRIMARILY responsible for household tasks?
 ☐ hired domestic help
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
35. Who is PRIMARILY responsible for managing family finances (paying bills, balancing checkbook, etc.)?
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
36. Who is PRIMARILY responsible for matters relating to car care?
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
37. Who is PRIMARILY responsible for yardwork?
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
38. Who is PRIMARILY responsible for household improvements/repairs (actually performs work or contracts for the repairs)?
 ☐ not applicable
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
39. Who makes most decisions about how money is to be spent?
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
40. Who makes most decisions about how leisure time will be spent?
 ☐ husband
 ☐ wife
 ☐ husband and wife share equally
41. With whom do you and your spouse PRIMARILY socialize?
 ☐ other family members
 ☐ work colleagues
 ☐ neighbors
 ☐ church friends
 ☐ other (please list) _____
42. How would you characterize the family structure of MOST of the persons with whom you socialize?
 ☐ husband works, wife doesn't
 ☐ wife works, husband doesn't
 ☐ both husband and wife work
 ☐ single

43. Please rate the amount of time spent with each of the following:

	Badly Insufficient	Insufficient	About Right	Too Much	Far Too Much
Spouse	_____	_____	_____	_____	_____
Family	_____	_____	_____	_____	_____
Others	_____	_____	_____	_____	_____
Alone	_____	_____	_____	_____	_____
Leisure activities	_____	_____	_____	_____	_____
Household tasks	_____	_____	_____	_____	_____
Job-related activities (nights, weekends)	_____	_____	_____	_____	_____

44. How many children do you have?

☐ 0 ☐ 3 to 4
☐ 1 to 2 ☐ 5 or more

If you do not have any children, please go to question 52. Otherwise, answer items 45 to 51.

45. What are the ages of your children? (please list ages)

(1) _____ (2) _____ (3) _____ (4) _____ (5) _____ (6) _____ (7) _____

46. Who is PRIMARILY responsible for the care of your children during the day?

☐ daycare center
☐ sitter (your home or someone else's)
☐ school
☐ wife
☐ husband

47. Who PRIMARILY looks after children in the mornings and evenings (baths, vitamins, ready for school)?

☐ husband ☐ husband and wife share equally
☐ wife ☐ other

48. Who PRIMARILY helps children with homework?

☐ not applicable ☐ wife
☐ husband ☐ husband and wife share equally

49. Who is the major participant with children during fun time?

☐ husband ☐ husband and wife share equally
☐ wife ☐ other

50. Who is primarily responsible for the care of your children when they are ill?

☐ husband ☐ wife ☐ husband and wife share equally

51. Who is the primary disciplinarian?

☐ husband ☐ wife ☐ shared

OCCURRENCES OF PERSONAL EVENTS

52. How much personal stress have you experienced in the last year?

- ☐ almost none
- ☐ some
- ☐ moderate amount
- ☐ quite a bit
- ☐ a great deal

53. Check the following events that have occurred to you in the past year.

- ☐ Divorce
- ☐ Marital separation
- ☐ Jail term
- ☐ Death of close family member
- ☐ Personal injury or illness
- ☐ Marriage
- ☐ Fired at work
- ☐ Marital reconciliation
- ☐ Retirement
- ☐ Change in health of family member
- ☐ Pregnancy
- ☐ Sex difficulties
- ☐ Gain of new family member
- ☐ Business readjustment
- ☐ Change in financial state
- ☐ Death of close friend
- ☐ Change to different line of work
- ☐ Change in number of arguments with spouse
- ☐ Mortgage over \$10,000
- ☐ Foreclosure of mortgage or loan
- ☐ Change in responsibilities at work
- ☐ Son or daughter leaving home
- ☐ Trouble with in-laws
- ☐ Outstanding personal achievement
- ☐ Spouse begins or stops work
- ☐ Begin or end school
- ☐ Change in living conditions
- ☐ Revision of personal habits
- ☐ Trouble with boss
- ☐ Change in work hours or conditions
- ☐ Change in residence
- ☐ Change in schools
- ☐ Change in recreation
- ☐ Change in church activities
- ☐ Change in social activities
- ☐ Mortgage or loan less than \$10,000
- ☐ Change in sleeping habits
- ☐ Change in number of family get-togethers
- ☐ Change in eating habits
- ☐ Vacation
- ☐ Minor violations of the law

MARITAL VIEWS

54. What was your parents' marital situation during most of your growing up years?

- ☐ married
- ☐ separated/divorced
- ☐ widow/widower
- ☐ other

55. Which of the following would best express your views toward your family?

- ☐ The family is the most important aspect of my life.
- ☐ Family is important but there are other aspects of life that are also important (career, self-fulfillment, etc.).
- ☐ A family is nice but is sometimes an interference with things I really want to do.
- ☐ A family really ties me down too much.
- ☐ I would prefer not having a family.

56. Which best expresses your attitude toward marriage?

- ☐ Marriage is a onetime lifelong commitment.
- ☐ Marriage should be a lifetime commitment but sometimes the marriage doesn't work out.
- ☐ Spouses may change during life and terminate their marriage.
- ☐ Different times and occurrences in one's life means often changes in marriage partners.
- ☐ Relationships should be agreements similar to other legal contracts and terminated if there exists reasonable cause.
- ☐ Couples should cohabit but seldom if ever marry.

COPING STRATEGIES

57. Of the "roles" you fulfill such as spouse, career professional, parent, which, if any, have caused conflict or strain?

- | | |
|---------------------------------------------|----------------------------------------------------------|
| <input type="checkbox"/> parent vs. partner | <input type="checkbox"/> your career vs. spouse's career |
| <input type="checkbox"/> parent vs. career | <input type="checkbox"/> community vs. career |
| <input type="checkbox"/> partner vs. career | <input type="checkbox"/> insufficient time |

For questions 55 through 76 please rate how often you use each of the following methods for handling conflict.

58. Decide not to do certain activities that conflict with other activities.

- ☐ Nearly all the time
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

59. Get help from someone outside the family (e.g., home maintenance help or child care).

- ☐ Nearly all the time
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

60. Get help from a member of the family.

- ☐ Nearly all the time
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

61. Get help from someone at work.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
62. Engage in problem solving with family members to resolve conflicts.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
63. Engage in problem solving with someone at work.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
64. Get moral support from a member of the family.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
65. Get moral support from someone at work.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
66. Integrate or combine roles (for example, involve family members in work activity or combine work and family in some way).
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
67. Attempt to change societal definition of sex roles, work roles, or family roles.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never
68. Negotiate or plan with someone at work, so their expectations of you are more in line with your own needs or requirements.
___ Nearly all the time
___ Often
___ Sometimes
___ Rarely
___ Never

69. Negotiate or plan with members of your family, so their expectations of you are more in line with your own needs or requirements.
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
70. Establish priorities among your different roles, so that you are sure the most important activities are done.
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
71. Partition and separate your roles. Devote full attention to each role when you are in it.
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
72. Overlook or relax certain standards for how you do certain activities. (Let less important things slide a bit sometimes, such as dusting or lawn care.)
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
73. Modify your attitudes toward certain roles or activities (e.g., coming to the conclusion that the quality of time spent with spouse or children is more important than the quantity of time spent).
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
74. Eliminate certain roles (e.g., deciding to stop working).
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
75. Rotate attention from one role to another. Handle each role in turn as it comes up.
- ☐ Nearly all the time
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never

76. Develop self and own interests (e.g., spend time on leisure or self-development).
☐ Nearly all the time
☐ Often
☐ Sometimes
☐ Rarely
☐ Never
77. Plan, schedule, and organize carefully.
☐ Nearly all the time
☐ Often
☐ Sometimes
☐ Rarely
☐ Never
78. Work hard to meet all role demands. Devote more time and energy so you can do everything that is expected of you.
☐ Nearly all the time
☐ Often
☐ Sometimes
☐ Rarely
☐ Never
79. Do not attempt to cope with role demands and conflicts. Let role conflicts take care of themselves.
☐ Nearly all the time
☐ Often
☐ Sometimes
☐ Rarely
☐ Never

MARITAL ADJUSTMENT

```

*****
*
* Please continue to answer this portion of the questionnaire just as you
* have the previous section:
* If you are currently married, please answer the questions in regard to
* your PRESENT marriage.
* If you are divorced, PLEASE ANSWER ALL QUESTIONS IN REGARD TO YOUR LAST
* MARRIAGE.
*
*****

```

Most persons have disagreements in their relationships. Please indicate below the approximate extent of agreement or disagreement between you and your spouse for each item on the following list.

	Always Agree	Almost Always Agree	Occa- sionally Disagree	Fre- quently Disagree	Almost Always Disagree	Always Disagree
80. Handling family finances						
81. Matters of recreation						
82. Religious matters						
83. Demonstrations of affection						
84. Friends						
85. Sex relations						
86. Conventionality (correct or proper behavior)						
87. Philosophy of life						
88. Ways of dealing with parents or in-laws						
89. Aims, goals, and things believed important						
90. Amount of time spent together						
91. Making major decisions						
92. Household tasks						
93. Leisure time interests and activities						
94. Career decisions						

	All the time	Most of the time	More often than not	Occa- sionally	Rarely	Never
95. How often do you discuss or have you considered divorce, separation, or terminating your relationship?						
96. How often do you or your mate leave the house after a fight?						
97. In general, how often do you think that things between you and your partner are going well?						
98. Do you confide in your mate?						
99. Do you ever regret that you married?						
100. How often do you and your partner quarrel?						
101. How often do you and your mate "get on each other's nerves"?						

102. Do you kiss your
mate?

All of them	Most of them	Some of them	Very few of them	None of them
1	1	1	1	1

103. Do you and your mate engage in outside activities together?

How often would you say the following events occur between you and your mate?

Never	Less than once a month	Once or twice a month	Once or twice a week	Once a day	More often
-------	------------------------------	-----------------------------	----------------------------	---------------	---------------

104. Have a stimulating exchange of ideas

105. Laugh together

106. Calmly discuss something

107. Work together on a project

These are some things about which couples sometimes agree and sometimes disagree. Indicate if either item below caused differences of opinions or were problems in your relationship during the past few weeks. (Check yes or no)

Yes No

108. Being too tired for sex

109. _____ Not showing love

110. 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
----------------------	-------------------	---------------------	-------	---------------	--------------------	---------

111. Which of the following statements best describes how you feel about the future of your relationship?

_____ 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.

APPENDIX C

Letters and Form Sent to Subjects



The
University of Oklahoma

COLLEGE OF EDUCATION
820 Van Vleet Oval
Norman, Oklahoma 73019

Thank you for agreeing to participate in this study of persons in the teaching profession who have been or currently are in a marriage in which both spouses worked.

I would appreciate your completing the enclosed questionnaire. When you've completed it, please place it in the stamped envelope provided and return it to me.

There is a number on the top right hand corner of the questionnaire. Names will not be placed on questionnaires. The number serves only as a computer subject reference number. Complete confidentiality of all responses will be absolutely maintained. Following the complete study, all data will be destroyed.

If you would be interested in receiving summary results of this study, please fill out the enclosed form and place it in the return envelope. It is possible that you may be contacted at a later time for follow-up questions. If you would be willing to be contacted, please indicate this on the same enclosure.

If you have any questions, please contact me. My home telephone number is 745-3777.

Again, thank you very much for your assistance in performing my dissertation and for your interest in promoting beneficial and productive educational activities.

Sincerely

Becky Deloney

- ☐ I would like to receive summary results of this study.
☐ I would not care to receive summary results of this study.
☐ I would be willing to be contacted at a later time for follow-up questions.
☐ I would not be willing to be contacted at a later time for follow-up questions.

Name _____
Address _____
Phone _____

APPENDIX D:

Interview Schedule

Interview Questions

1. What effect do you think your attitude toward your family had on your marriage?
2. Do you think your career advancement in your occupation had an impact on your marriage?
3. In the year prior to your divorce did you or your husband experience any unusual personal stress and, if so, how did it effect your marital relationship?/Have you or your husband experienced a period of unusual personal stress and, if so, how did it affect your marital relationship?
4. Do you think how professional colleagues rank you professionally had an impact on your marriage?

APPENDIX E

Contingency Tables of Descriptive Items by
Married and Divorced Women Educators

Table A

Occupational Level Within the Teaching Profession
Distributed Across Married and Divorced Groups

I1 OCCUPATIONAL LEVEL WITHIN TEACHING PROFESSION									
COUNT I									
ROW	PCT	Teacher	Princi-	Admini-	ROW				
COL	PCT	I	pal or	strator	TOTAL				
TOT	PCT	I	1.IAsst	2.I	3.I				
I7	-----	I-----	I-----	I-----	I-----				
DIVORCED	1.	I	48	I	5	I	14	I	67
		I	72.0	I	8.0	I	20.0	I	41.3
		I	36.7	I	50.0	I	71.4	I	
		I	29.8	I	3.3	I	8.3	I	
		-----		-----		-----		-----	
MARRIED	2.	I	62	I	5	I	4	I	71
		I	87.3	I	7.0	I	5.6	I	58.7
		I	63.3	I	50.0	I	28.6	I	
		I	51.2	I	4.1	I	3.3	I	
		-----		-----		-----		-----	
COLUMN		110		10		18		138	
TOTAL		81.0		7.5		11.6		100.0	

CHI SQUARE = 6.15295 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.1044

Table B

Race Distributed Across Married and Divorced Groups

		I3				
		COUNT	I			ROW
		ROW PCT	I	White	Black	TOTAL
		COL PCT	I			
		TOT PCT	I	1.I	2.I	
I7		-----I-----I-----I				
	1.	I	64	I	3	I 67
DIVORCED		I	96.0	I	4.0	I 41.3
		I	43.2	I	20.0	I
		I	39.7	I	1.7	I
		-----I-----I-----I				
	2.	I	63	I	8	I 71
MARRIED		I	88.7	I	11.3	I 58.7
		I	56.8	I	80.0	I
		I	52.1	I	6.6	I
		-----I-----I-----I				
	COLUMN		127		11	138
	TOTAL		91.7		8.3	100.0

CHI SQUARE = 1.19776 WITH 1 DEGREE OF FREEDOM
SIGNIFICANCE = 0.2738

Table C

Present Age Distributed Across Married and Divorced Groups

		I4 PRESENT AGE										
		COUNT	I									
		ROW PCT	I26 to 35	36 to 45	46 to 55	Over 55				ROW		
		COL PCT									TOTAL	
		TOT PCT	I	1.I	2.I	3.I	4.I					
I7			I-----	I-----	I-----	I-----	I-----					
	DIVORCED	1.	I 21	I 26	I 26	I 4	I	67				
			I 32.0	I 38.0	I 24.0	I 6.0	I	41.3				
			I 41.0	I 50.0	I 34.3	I 37.5	I					
			I 13.2	I 15.7	I 9.9	I 2.5	I					
		I-----	I-----	I-----	I-----	I-----						
	MARRIED	2.	I 24	I 19	I 23	I 5	I	71				
			I 33.8	I 26.8	I 32.4	I 7.0	I	58.7				
			I 59.0	I 50.0	I 65.7	I 62.5	I					
			I 19.8	I 15.7	I 19.0	I 4.1	I					
			I-----	I-----	I-----	I-----	I-----					
COLUMN			45	45	39	9	138					
TOTAL			33.0	31.4	28.9	6.6	100.0					

CHI SQUARE = 2.64871 WITH 3 DEGREES OF FREEDOM
SIGNIFICANCE = 0.6182

Table D

Educational Level Distributed Across Married
and Divorced Groups

		I5 EDUCATIONAL LEVEL													
		COUNT	I		BACHELOR		WORKING		MASTER'S		WORKING		DOCTORAL		ROW
ROW	PCT	IB	S DEGREE		ON MASTE		DEGREE		ON DOCTO		DEGREE		DEGREE		TOTAL
COL	PCT	I'S	3.I		4.I		5.I		6.I		7.I				
TOT	PCT	I													
I7			-----I-----		-----I-----		-----I-----		-----I-----		-----I-----		-----I-----		
	1.	I	7	I	8	I	30	I	13	I	9	I			67
DIVORCED		I	10.0	I	12.0	I	44.0	I	20.0	I	14.0	I			41.3
		I	31.3	I	31.6	I	36.1	I	62.5	I	77.8	I			
		I	4.1	I	5.0	I	18.2	I	8.3	I	5.8	I			
			-----I-----		-----I-----		-----I-----		-----I-----		-----I-----		-----I-----		
	2.	I	11	I	13	I	39	I	6	I	2	I			71
MARRIED		I	15.5	I	18.3	I	54.9	I	8.5	I	2.8	I			58.7
		I	68.8	I	68.4	I	63.9	I	37.5	I	22.2	I			
		I	9.1	I	10.7	I	32.2	I	5.0	I	1.7	I			
			-----I-----		-----I-----		-----I-----		-----I-----		-----I-----		-----I-----		
	COLUMN		18		21		69		19		11				138
	TOTAL		13.2		15.7		50.4		13.2		7.4				100.0

CHI SQUARE = 10.00104 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0404

Table E

Annual Income Distributed Across Married and Divorced Groups

		I6 ANNUAL INCOME								
		COUNT		I						
		ROW PCT	I	\$10,001	\$20,001	\$30,001				ROW
		COL PCT	I	to \$20,0	to \$30,0	to \$40,0				TOTAL
		TOT PCT	I	1.I	2.I	3.I				
I7			-----I-----I-----I-----I							
	DIVORCED	1.	I	31	I	24	I	8	I	67
			I	46.0	I	36.0	I	12.0	I	41.7
			I	33.3	I	45.0	I	75.0	I	
			I	19.2	I	15.0	I	5.0	I	
			-I-----I-----I-----I							
	MARRIED	2.	I	46	I	22	I	2	I	70
			I	65.7	I	31.4	I	2.9	I	58.3
			I	66.7	I	55.0	I	25.0	I	
			I	38.3	I	18.3	I	1.7	I	
			-I-----I-----I-----I							
	COLUMN			77		46		10		137
	TOTAL			57.5		33.3		6.7		100.0

CHI SQUARE = 10.01143 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0185

Table F

Number of Times Married Distributed Across
Married and Divorced Groups

		I8					
		COUNT	I				
		ROW PCT	IOnce	Two or		ROW	
		COL PCT	I	More		TOTAL	
		TOT PCT	I	1.I	2.I		
I7		-----	I-----	I-----	I-----		
DIVORCED	1.	I	54	I	13	I	67
		I	80.0	I	20.0	I	41.3
		I	43.0	I	36.0	I	
		I	33.1	I	8.2	I	
		-I-----	I-----	I-----	I-----		
MARRIED	2.	I	53	I	18	I	71
		I	74.6	I	25.3	I	58.7
		I	57.0	I	64.0	I	
		I	43.8	I	14.9	I	
		-I-----	I-----	I-----	I-----		
COLUMN		107		31		138	
TOTAL		76.9		23.2		100.0	

CHI SQUARE = 0.48038 WITH 1 DEGREES OF FREEDOM
SIGNIFICANCE = 0.7865

Table H

Frequencies of Number of Years Married Prior
to Divorce for Divorced Subjects

		I10											
		COUNT	I										
ROW	PCT	I	Less 1	1 to 3	4 to 8	9 to 15	Over 15				ROW		
COL	PCT	I	Year	Years	Years	Years	Years				TOTAL		
TOT	PCT	I	1.I	2.I	3.I	4.I	5.I						
I7		-----I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----			
	1.	I	1	I	7	I	20	I	22	I	17	I	67
DIVORCED		I	2.0	I	10.0	I	30.0	I	32.0	I	26.0	I	100.0
		I	100.0	I	100.0	I	93.8	I	100.0	I	100.0	I	
		I	2.0	I	9.8	I	29.4	I	31.4	I	25.5	I	
		-----I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	
	COLUMN		1		7		20		22		17		
	TOTAL		2.0		10.0		30.0		32.0		26.0		

Table I

Frequencies of Length of Time Since Divorce
for Divorced Subjects

		I11 TIME SINCE DIVORCE										
		COUNT I										
ROW	PCT	I 1 Year	1 to 3	4 to 8	9 to 15	Over 15					ROW	
COL	PCT	or Less	Years	Years	Years	Years					TOTAL	
TOT	PCT	I	1.I	2.I	3.I	4.I	5.I					
I7		I-----I-----I-----I-----I-----I										
	1.	I 12	I 17	I 19	I 15	I 4	I					67
DIVORCED		I 18.0	I 26.0	I 28.0	I 22.0	I 6.0	I					100.0
		I 100.0	I 100.0	I 100.0	I 100.0	I 100.0	I					
		I 18.0	I 26.0	I 28.0	I 22.0	I 6.0	I					
		I-----I-----I-----I-----I-----I										
	COLUMN	12	17	19	15	4						
	TOTAL	18.0	26.0	28.0	22.0	6.0						

Table J

Frequencies of Primary Dating Situation Since
Divorce for Divorced Subjects

		I12 DATING SITUATION				
		COUNT	I			
ROW	PCT	ILittle	Dating	Date 1	ROW	
COL	PCT	IDating	More Than	TOTAL		
TOT	PCT	I	1.I 1	2.I	3.I	
I7		-----I-----I-----I-----I				
	1.	I	28	I	16	I 23 I 67
		I	42.0	I	24.0	I 34.0 I 100.0
		I	100.0	I	100.0	I 100.0 I
		I	42.0	I	24.0	I 34.0 I
		-I-----I-----I-----I				
	COLUMN		28		16	23 67
	TOTAL		42.0		24.0	34.0 100.0

APPENDIX F

Means and Standard Deviations of Items
Contributing to the Discriminant Analysis

Table K
Means and Standard Deviations of Items Contributing
to the Discriminant Function Analysis of Married
and Divorced Groups

ITEM (1) Occupational level

	MEAN	S.D.
Divorced	2.020	1.684
Married	1.422	1.142
Total	1.669	1.416

ITEM (4) Present Age

	MEAN	S.D.
Divorced	3.040	0.902
Married	3.112	0.993
Total	3.082	0.953

ITEM (15) Point during Career Respondent Married

	MEAN	S.D.
Divorced	2.500	1.164
Married	2.816	1.222
Total	2.685	1.204

ITEM (17a) Held Office in Professional Organization

	MEAN	S.D.
Divorced	0.380	0.490
Married	0.408	0.495
Total	0.396	0.491

ITEM (17e) Supervised Student Interns

	MEAN	S.D.
Divorced	0.420	0.498
Married	0.323	0.471
Total	0.363	0.483

ITEM (17g) Award for Community Activities/Accomplishments in Last 3 Years

	MEAN	S.D.
Divorced	0.100	0.303
Married	0.028	0.166
Total	0.057	0.234

ITEM (24) How Geographic Relocation Affected Marital Accord

	MEAN	S.D.
Divorced	6.220	3.228
Married	7.577	2.488
Total	7.016	2.883

ITEM (25) Has Spouse Taken Professional Training When You Wished to But Couldn't

	MEAN	S.D.
Divorced	1.280	0.453
Married	1.154	0.364
Total	1.206	0.406

ITEM (26) How Often You and Spouse Discuss Your Job

	MEAN	S.D.
Divorced	3.160	1.360
Married	3.985	0.870
Total	3.644	1.168

ITEM (29) How Often You and Spouse Discuss Spouse's Job

	MEAN	S.D.
Divorced	3.840	1.267
Married	4.000	0.910
Total	3.933	1.070

ITEM (30) How Often You Mention Spouse's Professional Accomplishments to Others

	MEAN	S.D.
Divorced	3.700	1.343
Married	3.647	0.927
Total	3.669	1.113

ITEM (31) How Proud You are of Spouse's Professional Accomplishments

	MEAN	S.D.
Divorced	3.760	1.221
Married	4.352	0.942
Total	4.107	1.101

ITEM (32) How You Think Professional Colleagues Would
Rank you in Professional Performance

	MEAN	S.D.
Divorced	4.260	0.527
Married	4.056	0.860
Total	4.140	0.745

ITEM (34) Who is Responsible for House Tasks

	MEAN	S.D.
Divorced	3.120	0.328
Married	3.323	1.011
Total	3.239	0.806

ITEM (35) Who Manages Family Finances

	MEAN	S.D.
Divorced	1.900	0.505
Married	1.915	1.204
Total	1.909	0.974

ITEM (39) Who Decides How Money is Spent

	MEAN	S.D.
Divorced	1.920	0.853
Married	2.816	0.990
Total	2.446	1.032

ITEM (40) Who Decides How Leisure Time Will
Be Spent

	MEAN	S.D.
Divorced	1.980	1.377
Married	2.957	1.224
Total	2.553	1.372

ITEM (43D) Amount of Time Spent Alone

	MEAN	S.D.
Divorced	2.900	0.974
Married	3.211	1.689
Total	3.082	1.440

ITEM (43E) Amount of Time Spent with Leisure
Activities

	MEAN	S.D.
Divorced	2.340	0.745
Married	2.887	1.634
Total	2.661	1.363

ITEM (43F) Amount of Time Spent with Household
Tasks

	MEAN	S.D.
Divorced	3.260	0.852
Married	3.352	1.613
Total	3.314	1.348

ITEM (52) Amount of Personal Stress Experienced
During the Previous Year

	MEAN	S.D.
Divorced	4.060	0.956
Married	3.394	1.497
Total	3.669	1.337

ITEM (55) Attitude Toward Family

	MEAN	S.D.
Divorced	3.940	0.956
Married	4.323	0.806
Total	4.165	0.888

ITEM Reorientation Style of Coping

	MEAN	S.D.
Divorced	3.524	0.413
Married	3.492	1.045
Total	3.505	0.841

APPENDIX G

Contingency Tables of Items Contributing to the
Discriminant Analysis by Married and Divorced
Women Educators

Table L

Occupational Level Within the Teaching Profession
Distributed Across Married and Divorced Groups

I1 OCCUPATIONAL LEVEL WITHIN TEACHING PROFESSION											
		COUNT		I							
ROW	PCT	Teacher	Princi-	Admini-	ROW						
COL	PCT	I	pal or	strator	TOTAL						
TOT	PCT	I	1.I Asst.	2.I	3.I						
-----I-----I-----I-----I											
I7	1.	I	48	I	5	I	14	I	67		
	DIVORCED	I	72.0	I	8.0	I	20.0	I	41.3		
		I	36.7	I	50.0	I	71.4	I			
		I	29.8	I	3.3	I	8.3	I			
-----I-----I-----I-----I											
	2.	I	62	I	5	I	4	I	71		
	MARRIED	I	87.3	I	7.0	I	5.6	I	58.7		
		I	63.3	I	50.0	I	28.6	I			
		I	51.2	I	4.1	I	3.3	I			
-----I-----I-----I-----I											
COLUMN		110		10		18		138			
TOTAL		81.0		7.5		11.6		100.0			

CHI SQUARE = 6.15295 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.1044

Table M

Present Age Distributed Across Married and Divorced Groups

		I4 PRESENT AGE										
		COUNT	I									
		ROW PCT	ITo 35	36 to 45	46 to 55	Over 55	ROW					
		COL PCT	I									
		TOT PCT	I	1.I	2.I	3.I	4.I	TOTAL				
I7	DIVORCED	1.	I	21	I	26	I	26	I	4	I	67
			I	32.0	I	38.0	I	24.0	I	6.0	I	41.3
			I	41.0	I	50.0	I	34.3	I	37.5	I	
			I	13.2	I	15.7	I	9.9	I	2.5	I	
			-I-	-I-	-I-	-I-	-I-	-I-	-I-			
	MARRIED	2.	I	24	I	19	I	23	I	5	I	71
			I	33.8	I	26.8	I	32.4	I	7.0	I	58.7
			I	59.0	I	50.0	I	65.7	I	62.5	I	
			I	19.0	I	15.7	I	19.0	I	4.1	I	
			-I-	-I-	-I-	-I-	-I-	-I-	-I-			
		COLUMN	45	45	39	9	138					
		TOTAL	33.0	31.4	28.9	6.6	100.0					

CHI SQUARE = 2.64871 WITH 3 DEGREES OF FREEDOM
SIGNIFICANCE = 0.6182

Table N

Point During Career Respondent Married (Item 15)
Distributed Across Married and Divorced Groups

		I15 POINT DURING YOUR CAREER YOU MARRIED SPOUSE											
		COUNT	I	Before		During		1 Yr		2 To 5		6+ Yrs	
ROW	PCT	I	Prof		Prof		After		Yrs Aft		After		ROW
COL	PCT	I	Train		Train		Train		Train		Train		TOTAL
TOT	PCT	I		1.I		2.I		3.I		4.I		5.I	
I7		-----I-----I-----I-----I-----I-----I-----I											
DIVORCED	1.	I	13	I	26	I	13	I	11	I	4	I	67
		I	20.0	I	38.0	I	20.0	I	16.0	I	6.0	I	41.3
		I	45.5	I	52.8	I	32.3	I	36.4	I	30.0	I	
		I	8.3	I	15.7	I	8.3	I	6.6	I	2.5	I	
		-----I-----I-----I-----I-----I-----I-----I											
MARRIED	2.	I	12	I	17	I	21	I	14	I	7	I	71
		I	16.9	I	23.9	I	29.6	I	19.7	I	9.9	I	58.7
		I	54.5	I	47.2	I	67.7	I	63.6	I	70.0	I	
		I	9.9	I	14.0	I	17.4	I	11.6	I	5.8	I	
		-----I-----I-----I-----I-----I-----I-----I											
COLUMN			25		43		34		25		11		138
TOTAL			18.2		29.8		25.6		18.2		8.3		100.0

CHI SQUARE = 3.90553 WITH 4 DEGREES OF FREEDOM

SIGNIFICANCE = 0.4189

Table 0

Holding Office in Professional Organization (Item 17a)
 Distributed Across Married and Divorced Groups

I17A HELD OFFICE IN PROFESSIONAL ORGANIZATION								
		COUNT						
		ROW	PCT	I			ROW	
		COL	PCT	I	No	Yes	TOTAL	
		TOT	PCT	I	0.I	1.I		
I7	-----I-----I-----I							
	DIVORCED	1.	I	41	I	26	I	67
			I	62.0	I	38.0	I	41.3
			I	42.5	I	39.6	I	
			I	25.6	I	15.7	I	
	-----I-----I-----I							
	MARRIED	2.	I	42	I	29	I	71
			I	59.2	I	40.8	I	58.7
			I	57.5	I	60.4	I	
			I	34.7	I	24.0	I	
	-----I-----I-----I							
	COLUMN		83		55		138	
	TOTAL		60.3		39.7		100.0	

CHI SQUARE = 0.01596 WITH 1 DEGREE OF FREEDOM.
 SIGNIFICANCE = 0.8995

Table P

Supervised Student Interns During Last 3 Years (Item 17e)
Distributed Across Married and Divorced Groups

I17E SUPERVISED STUDENT INTERNS						
COUNT I						
ROW	PCT	I		I		ROW
COL	PCT	I		No	Yes	TOTAL
TOT	PCT	I		0.I	1.I	
I7		-----I	-----I	-----I	-----I	
	1.	I	39	I	28	I 67
MARRIED		I	58.0	I	42.0	I 41.3
		I	37.7	I	47.7	I
		I	24.0	I	17.4	I
		-I	-----I	-I	-----I	
	2.	I	48	I	23	I 71
DIVORCED		I	67.6	I	32.4	I 58.7
		I	62.3	I	52.3	I
		I	39.7	I	19.0	I
		-I	-----I	-I	-----I	
	COLUMN		87		51	138
	TOTAL		63.6		36.4	100.0

CORRECTED CHI SQUARE = 0.79155 WITH 1 DEGREE OF FREEDOM
SIGNIFICANCE = 0.3736

Table Q

Received Award for Community Activities/Accomplishments
(Item 17g) Distributed Across Married and Divorced Groups

I17G AWARD FOR COMMUNITY ACTIVITIES/ ACCOMPLISHMENTS IN LAST 3 YEARS							
		COUNT		I			
		ROW	PCT	I		ROW	
		COL	PCT	I		No	Yes
		TOT	PCT	I		0.1	1.1
		-----I-----		I-----		I-----	
I7	DIVORCED	1.	I	60	I	7	I
			I	90.0	I	10.0	I
			I	39.5	I	71.4	I
			I	37.2	I	4.1	I
		-I-----		I-----		I-----	
	MARRIED	2.	I	69	I	2	I
			I	97.2	I	2.8	I
			I	60.5	I	28.6	I
			I	57.0	I	1.7	I
		-I-----		I-----		I-----	
COLUMN		129		9		138	
TOTAL		94.2		5.8		100.0	

CHI SQUARE = 1.61582 WITH 1 DEGREE OF FREEDOM

SIGNIFICANCE = 0.2037

Table R

How Geographic Relocation Affected Marital Accord (Item 24)
Distributed Across Married and Divorced Groups

I24 HOW GEOGRAPHIC RELOCATION AFFECTED MARITAL ACCORD														
COUNT		I												
ROW	PCT	I Very										ROW		
COL	PCT	I Neg		Neg		Little		Pos		Very Pos		TOTAL		
TOT	PCT	I	1.I	I	2.I	I	3.I	I	4.I	I	5.I			
I7		I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I			
	DIVORCED	1.	I	5	I	6	I	20	I	1	I	1	I	33
		I	13.6	I	18.2	I	59.1	I	4.5	I	4.5	I	55.0	
		I	100.0	I	66.7	I	61.9	I	12.5	I	50.0	I		
		I	7.5	I	10.0	I	32.5	I	2.5	I	2.5	I		
		I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I			
	MARRIED	2.	I	0	I	2	I	8	I	7	I	1	I	18
		I	0.0	I	11.1	I	44.4	I	38.9	I	5.6	I	45.0	
		I	0.0	I	33.3	I	38.1	I	87.5	I	50.0	I		
		I	0.0	I	5.0	I	20.0	I	17.5	I	2.5	I		
	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I	I-----I				
COLUMN		5		8		28		8		2		51		
TOTAL		7.5		15.0		52.5		20.0		5.0		100.0		

CHI SQUARE = 9.04762 WITH 4 DEGREES OF FREEDOM

SIGNIFICANCE = 0.0599

Table S

Had Spouse Taken Professional Training When You Wished
To But Couldn't Distributed Across Married and Divorced Groups

I25 HAS SPOUSE TAKEN PROFESSIONAL TRAINING WHEN YOU WISHED TO BUT COULDN'T							
		COUNT		I			
		ROW PCT		I		ROW	
		COL PCT		I		No	
						Yes	
		TOT PCT		I		1.I	
						2.I	
I7		-----I-----I-----I					
DIVORCED	1.	I	48	I	19	I	67
		I	72.0	I	28.0	I	41.3
		I	37.5	I	56.0	I	
		I	29.8	I	11.6	I	
		-----I-----I-----I					
MARRIED	2.	I	60	I	11	I	71
		I	84.5	I	15.5	I	58.7
		I	62.5	I	44.0	I	
		I	49.6	I	9.1	I	
		-----I-----I-----I					
		COLUMN					
		TOTAL					

CHI SQUARE = 2.08870 WITH 1 DEGREE OF FREEDOM.

SIGNIFICANCE = 0.1484

Table T

How Often You and Spouse Discuss Your Job (Item 26)
Distributed Across Married and Divorced Groups

I26 HOW OFTEN YOU AND SPOUSE DISCUSS YOUR JOB													
I7	COUNT	I									ROW		
	PCT	I									TOTAL		
	PCT	I	Never	Rarely		Some- Times		Often		Very Often			
	TOT	PCT	I	1.I	2.I	3.I	4.I	5.I					
DIVORCED	1.	I	3	I	23	I	15	I	20	I	5	I	66
		I	4.1	I	34.7	I	22.4	I	30.6	I	8.2	I	40.8
		I	100.0	I	85.0	I	37.9	I	35.7	I	14.8	I	
		I	1.7	I	14.2	I	9.2	I	12.5	I	3.3	I	
MARRIED	2.	I	0	I	3	I	18	I	27	I	23	I	71
		I	0.0	I	4.2	I	25.4	I	38.0	I	32.4	I	59.2
		I	0.0	I	15.0	I	62.1	I	64.3	I	85.2	I	
		I	0.0	I	2.5	I	15.0	I	22.5	I	19.2	I	
COLUMN			3		26		33		47		28		137
TOTAL			1.7		16.7		24.2		35.0		22.5		100.0

CHI SQUARE = 27.16842 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0000

Table U

How Often You and Spouse Discuss Spouse's Job (Item 29)
Distributed Across Married and Divorced Groups

I29 HOW OFTEN YOU AND SPOUSE DISCUSS SPOUSE'S JOB													
		COUNT	I										
		ROW PCT	I										
		COL PCT	Never	Rarely		Some- times		Often		Very Often		ROW TOTAL	
		TOT PCT	I	1.I	2.I		3.I		4.I		5.I		
I7			I	I	I	I	I	I	I	I	I		
	DIVORCED	1.	I	2	I	4	I	12	I	36	I	12	I 66
			I	2.1	I	6.3	I	18.8	I	54.2	I	18.8	I 40.7
			I	100.0	I	75.0	I	36.0	I	45.6	I	29.0	I
			I	0.8	I	2.5	I	7.6	I	22.0	I	7.6	I
			I	I	I	I	I	I	I	I	I		
	MARRIED	2.	I	0	I	1	I	16	I	31	I	22	I 70
			I	0.0	I	1.4	I	22.9	I	44.3	I	31.4	I 59.3
			I	0.0	I	25.0	I	64.0	I	54.4	I	71.0	I
			I	0.0	I	0.8	I	13.6	I	26.3	I	18.6	I
			I	I	I	I	I	I	I	I	I		
	COLUMN		2		5		28		67		34		136
TOTAL		0.8		3.4		21.2		48.3		26.3		100.0	

CHI SQUARE = 5.95553 WITH 4 DEGREES OF FREEDOM

SIGNIFICANCE = 0.0225

Table W

How Proud You are of Spouse's Professional Accomplishments
(Item 31) Distributed Across Married and Divorced Groups

I31 HOW PROUD YOU ARE OF SPOUSE'S PROFESSIONAL ACCOMPLISHMENTS													
I7	COUNT	ROW PCT	I Strong										ROW TOTAL
			COL PCT	I Not Proud	Not Proud		Indif-ferent		Proud		Very Proud		
					1.I	2.I	3.I	4.I	5.I				
TOT PCT	I	1.I	2.I	3.I	4.I	5.I							
DIVORCED	1.	I	3	I	7	I	9	I	39	I	8	I	66
		I	4.1	I	10.2	I	14.3	I	59.2	I	12.2	I	41.5
		I	100.0	I	100.0	I	70.0	I	49.2	I	14.3	I	
		I	1.7	I	4.2	I	5.9	I	24.6	I	5.1	I	
		-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	
MARRIED	2.	I	0	I	0	I	3	I	30	I	36	I	69
		I	0.0	I	0.0	I	4.3	I	43.5	I	52.2	I	58.5
		I	0.0	I	0.0	I	30.0	I	50.8	I	85.7	I	
		I	0.0	I	0.0	I	2.5	I	25.4	I	30.5	I	
		-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	-I-	
COLUMN			3		7		12		59		44		135
TOTAL			1.7		4.2		8.5		50.0		35.6		100.0

CHI SQUARE = 27.44408 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0000

Table X

How You Think Professional Colleagues Would Rank You
In Professional Performance (Item 32) Distributed Across
Married and Divorced Groups

I32 HOW YOU THINK PROFESSIONAL COLLEAGUES WOULD RANK YOU IN PROFESSIONAL PERFORMANCE									
COUNT		I		Above		Out-		ROW	
ROW	PCT	I	Average	I	Average	I	stand-	I	TOTAL
COL	PCT	I		I		I	ing	I	
TOT	PCT	I	3.1	I	4.1	I	5.1	I	
-----I-----I-----I-----I-----I									
I7	1.	I	3	I	44	I	20	I	67
DIVORCED		I	4.0	I	66.0	I	30.0	I	42.0
		I	33.3	I	40.2	I	48.4	I	
		I	1.7	I	27.7	I	12.6	I	
		I		I		I		I	
-----I-----I-----I-----I-----I									
	2.	I	4	I	49	I	16	I	69
MARRIED		I	5.8	I	71.0	I	23.2	I	58.0
		I	66.7	I	59.8	I	51.6	I	
		I	3.4	I	41.2	I	13.4	I	
		I		I		I		I	
-----I-----I-----I-----I-----I									
COLUMN		7		93		36		136	
TOTAL		5.0		68.9		26.1		100.0	

CHI SQUARE = 0.80786 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.6677

Table Y

Who is Primarily Responsible for Household Tasks (Item 34)
Distributed Across Married and Divorced Groups

I34 WHO IS RESPONSIBLE FOR HOUSE TASKS											
COUNT		I								ROW	
ROW	PCT	I	Hired	Husband				Wife	Shared		TOTAL
COL	PCT	I	Help								
TOT	PCT	I	1.I	2.I		3.I		4.I			
I7		I		I	I	I	I	I	I	I	
	1.	I	0	I	0	I	59	I	8	I 67	
DIVORCED		I	0.0	I	0.0	I	88.0	I	12.0	I 42.0	
		I	0.0	I	0.0	I	51.8	I	19.4	I	
		I	0.0	I	0.0	I	37.0	I	5.0	I	
		I		I		I		I		I	
	2.	I	2	I	1	I	41	I	25	I 69	
MARRIED		I	2.9	I	1.4	I	59.4	I	36.2	I 58.0	
		I	100.0	I	100.0	I	48.2	I	80.6	I	
		I	1.7	I	0.8	I	34.5	I	21.0	I	
		I		I		I		I		I	
	COLUMN		2		1		100		33	136	
	TOTAL		1.7		0.8		71.4		26.1	100.0	

CHI SQUARE = 12.02395 WITH 3 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0073

Table Z

Who Primarily Manages Family Finances (Item 35)
Married and Divorced Groups

		I35 WHO MANAGES FAMILY FINANCES						
		COUNT						ROW
		PCT						TOTAL
		COL	PCT	Husband	Wife	Share		
		TOT	PCT	1.I	2.I	3.I		
I7		-----I-----I-----I-----I						
	1.	I	12	I	50	I	5	I 67
	MARRIED		I 18.0	I	74.0	I	8.0	I 42.0
			I 23.1	I	64.9	I	17.4	I
			I 7.6	I	31.1	I	3.4	I
			-I-----I-----I-----I					
	2.	I	30	I	20	I	19	I 69
	DIVORCED		I 43.5	I	29.0	I	27.5	I 58.0
			I 76.9	I	35.1	I	82.6	I
			I 25.2	I	16.8	I	16.0	I
			-I-----I-----I-----I					
		COLUMN	42		70		24	136
		TOTAL	32.8		47.9		19.3	100.0

CHI SQUARE = 23.73185 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0000

Table AA

Who Decides How Money is to be Spent (Item 39)
Distributed Across Married and Divorced Groups

		I39 WHO DECIDES HOW MONEY IS SPENT						
		COUNT	I					ROW
		ROW PCT	I					TOTAL
		COL PCT	I	Husband	Wife	Share		
		TOT PCT	I	1.I	2.I	3.I		
I7			-----I-----I-----I-----I-----I					
	1.	I	27	I	19	I	21	I 67
	DIVORCED	I	40.0	I	28.0	I	32.0	I 41.7
		I	71.4	I	82.4	I	21.3	I
		I	16.7	I	11.7	I	13.3	I
			-I-----I-----I-----I-----I					
	2.	I	8	I	3	I	59	I 70
	MARRIED	I	11.4	I	4.3	I	84.3	I 58.3
		I	28.6	I	17.6	I	78.7	I
		I	6.7	I	2.5	I	49.2	I
			-I-----I-----I-----I-----I					
		COLUMN	35		22		80	137
		TOTAL	23.3		14.2		62.5	100.0

CHI SQUARE = 34.53995 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0000

Table BB

Who Decides How Leisure Time Will Be Spent (Item 40)
Distributed Across Married and Divorced Groups

I40 WHO DECIDES HOW LEISURE TIME WILL BE SPENT										
		COUNT		I						
ROW		PCT		I				ROW		
COL		PCT		I		Husband Wife Share		TOTAL		
TOT		PCT		I		1.I 2.I 3.I				
I7	-----I-----I-----I-----I									
	DIVORCED	1.	I	35	I	7	I	24	I	66
			I	53.1	I	10.2	I	36.7	I	41.9
			I	81.3	I	100.0	I	22.5	I	
			I	22.2	I	4.3	I	15.4	I	
	-I-----I-----I-----I									
	MARRIED	2.	I	6	I	0	I	62	I	68
			I	8.8	I	0.0	I	91.2	I	58.1
			I	18.8	I	0.0	I	77.5	I	
			I	5.1	I	0.0	I	53.0	I	
	-I-----I-----I-----I									
	COLUMN		41		7		86		134	
	TOTAL		27.4		4.3		68.4		100.0	

CHI SQUARE = 39.66044 WITH 2 DEGREES OF FREEDOM

SIGNIFICANCE = 0.0000

Table CC

Amount of Time Spent Alone (Item 43d) Distributed
Across Married and Divorced Groups

I43D AMOUNT OF TIME SPENT ALONE													
COUNT		I Badly							Far		ROW COL TOT	TOTAL	
ROW	PCT	I	Insuf-	Insuf-	About	Too	Too						
COL	PCT	I	icient	icient	Right	Much	Much						
TOT	PCT	I	1.I	2.I	3.I	4.I	5.I						
I7		-----I-----I-----I-----I-----I-----I-----I											
DIVORCED	1.	I	4	I	20	I	24	I	16	I	3	I	67
		I	6.0	I	30.0	I	36.0	I	24.0	I	4.0	I	43.1
		I	100.0	I	44.1	I	29.5	I	75.0	I	100.0	I	
		I	2.6	I	12.9	I	15.5	I	10.3	I	1.7	I	
		-----I-----I-----I-----I-----I-----I-----I											
MARRIED	2.	I	0	I	19	I	43	I	4	I	0	I	66
		I	0.0	I	28.8	I	65.2	I	6.1	I	0.0	I	56.9
		I	0.0	I	55.9	I	70.5	I	25.0	I	0.0	I	
		I	0.0	I	16.4	I	37.1	I	3.4	I	0.0	I	
		-----I-----I-----I-----I-----I-----I-----I											
COLUMN			4		39		67		20		3		133
TOTAL			2.6		29.3		52.6		13.8		1.7		100.0

CHI SQUARE = 17.84917 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0013

Table DD

Amount of Time Spent With Leisure Activities (Item 43e)
Distributed Across Married and Divorced Groups

I43E		AMOUNT OF TIME SPENT WITH LEISURE ACTIVITIES										
		COUNT I Badly										
		ROW PCT I	Insuf-	Insuf-	About	Too				ROW		
		COL PCT I	icient	icient	Right	Much				TOTAL		
		TOT PCT I	1.I	2.I	3.I	4.I						
I7		-----I-----I-----I-----I-----I										
	DIVORCED	1.	I	8	I	31	I	25	I	3	I	67
			I	12.0	I	46.0	I	38.0	I	4.0	I	43.1
			I	85.7	I	44.2	I	35.8	I	50.0	I	
			I	5.2	I	19.8	I	16.4	I	1.7	I	
		-----I-----I-----I-----I-----I										
	MARRIED	2.	I	1	I	29	I	34	I	2	I	66
			I	1.5	I	43.9	I	51.5	I	3.0	I	56.9
			I	14.3	I	55.8	I	64.2	I	50.0	I	
			I	0.9	I	25.0	I	29.3	I	1.7	I	
	-----I-----I-----I-----I-----I											
COLUMN			9		60		59		5		133	
TOTAL			6.0		44.8		45.7		3.4		100.0	

CHI SQUARE = 6.42435 WITH 3 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0927

Table EE

Amount of Time Spent with Household Tasks (Item 43f)
Distributed Across Married and Divorced Groups

I43F AMOUNT OF TIME SPENT WITH HOUSEHOLD TASKS													
COUNT		I Badly									Far		
ROW	PCT	I	Insuf-	Insuf-	About	Too	Too	ROW					
COL	PCT	I	ficient	ficient	Right	Much	Much	TOTAL					
TOT	PCT	I	1.I	2.I	3.I	4.I	5.I						
I7	-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----		
DIVORCED	1.	I	1	I	9	I	31	I	22	I	4	I	67
		I	2.0	I	14.0	I	46.0	I	32.0	I	6.0	I	42.7
		I	50.0	I	30.4	I	39.7	I	59.3	I	42.9	I	
		I	0.9	I	6.0	I	19.7	I	13.7	I	2.6	I	
	-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	
MARRIED	2.	I	1	I	16	I	35	I	11	I	4	I	67
		I	1.5	I	23.9	I	52.2	I	16.4	I	6.0	I	57.3
		I	50.0	I	69.6	I	60.3	I	40.7	I	57.1	I	
		I	0.9	I	13.7	I	29.9	I	9.4	I	3.4	I	
	-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	I-----	
COLUMN			2		25		66		33		8		134
TOTAL			1.7		19.7		49.6		23.1		6.0		100.0

CHI SQUARE = 4.70247 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.3192

Table FF

Amount of Personal Stress Experienced During the
Previous Year (Item 52) Distributed Across Married
and Divorced Groups

I52 AMOUNT OF PERSONAL STRESS EXPERIENCED DURING THE PREVIOUS YEAR														ROW TOTAL
I7	COUNT	I	Almost		Moder-ate		Quite		A Great		ROW TOTAL			
	ROW PCT	I	None	Some	Amount	a Bit	Deal							
	COL PCT	I	1.I	2.I	3.I	4.I	5.I							
	TOT PCT	I	I	I	I	I	I	I						
DIVORCED	1.	I	0	I	5	I	12	I	23	I	27	I	67	
		I	0.0	I	8.0	I	18.0	I	34.0	I	40.0	I	42.0	
		I	0.0	I	21.1	I	33.3	I	44.7	I	66.7	I		
		I	0.0	I	3.4	I	7.6	I	14.3	I	16.8	I		
MARRIED	2.	I	5	I	15	I	18	I	21	I	10	I	69	
		I	7.2	I	21.7	I	26.1	I	30.4	I	14.5	I	58.0	
		I	100.0	I	78.9	I	66.7	I	55.3	I	33.3	I		
		I	4.2	I	12.6	I	15.1	I	17.6	I	8.4	I		
COLUMN				5	20		30		44		37		136	
TOTAL				4.2	16.0		22.7		31.9		25.2		100.0	

CHI SQUARE = 15.48392 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0038

Table GG

Attitude Toward Family (Item 55) Distributed Across
Married and Divorced Groups

I55 ATTITUDE TOWARD FAMILY													
COUNT													
ROW	PCT	I	Prefer	Ties	Inter-	Import	Most			ROW			
COL	PCT	I	None	Down	feres		Import			TOTAL			
TOT	PCT	I	1.I	2.I	3.I		4.I		5.I				
I7		I	I	I	I	I	I	I	I	I			
	1.	I	3	I	0	I	4	I	48	I	12	I	66
DIVORCED		I	4.1	I	0.0	I	4.1	I	73.5	I	18.4	I	41.2
		I	100.0	I	0.0	I	50.0	I	50.0	I	22.5	I	
		I	1.7	I	0.0	I	1.7	I	30.3	I	7.6	I	
		I	I	I	I	I	I	I	I	I	I	I	
	2.	I	0	I	1	I	2	I	36	I	31	I	70
MARRIED		I	0.0	I	1.4	I	2.9	I	51.4	I	44.3	I	58.8
		I	0.0	I	100.0	I	50.0	I	50.0	I	77.5	I	
		I	0.0	I	0.8	I	1.7	I	30.3	I	26.1	I	
		I	I	I	I	I	I	I	I	I	I	I	
	COLUMN		3		1		6		84		43		136
	TOTAL		1.7		0.8		3.4		60.5		33.6		100.0

CHI SQUARE = 11.76036 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0192

Table HH

Reorientation Style of Coping Distributed Across
Married and Divorced Groups

		REORIENTATION								
		COUNT	I							
		ROW PCT	I						ROW	
		COL PCT	I						TOTAL	
		TOT PCT	I	2.I	3.I	4.I				
I7	-----I-----I-----I-----I									
	DIVORCED	1.	I	5	I	50	I	12	I	67
			I	8.0	I	74.0	I	18.0	I	42.0
			I	23.5	I	43.5	I	52.9	I	
			I	3.4	I	31.1	I	7.6	I	
	-----I-----I-----I-----I									
	MARRIED	2.	I	13	I	48	I	8	I	69
			I	18.8	I	69.6	I	11.6	I	58.0
			I	76.5	I	56.5	I	47.1	I	
			I	10.9	I	40.3	I	6.7	I	
	-----I-----I-----I-----I									
	COLUMN		18		98		20		136	
	TOTAL		14.3		71.4		14.3		100.0	

CHI SQUARE = 3.29751 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.1923

APPENDIX H

Classification Results of the Discriminant Analysis

Table II

Classification Results of the Discriminant Analysis

ACTUAL GROUP		NO. OF CASES	PREDICTED GROUP MEMBERSHIP	
			1	2
-----		-----	-----	-----
GROUP	1 (DIVORCED)	67	58	9
			86.0%	14.0%
GROUP	2 (MARRIED)	71	2	69
			2.8%	97.2%

PERCENT OF "GROUPED" CASES CORRECTLY CLASSIFIED: 92.56%

APPENDIX I

Histogram of the Distributions of Groups Across
the Discriminant Function

SYMBOLS USED IN PLOTS

SYMBOL	GROUP	LABEL
-----	-----	-----
1	1	DIVORCED
2	2	MARRIED

Table JJ

Histogram of the Distribution of Group 1 (Divorced Educators)
Across the Discriminant Function

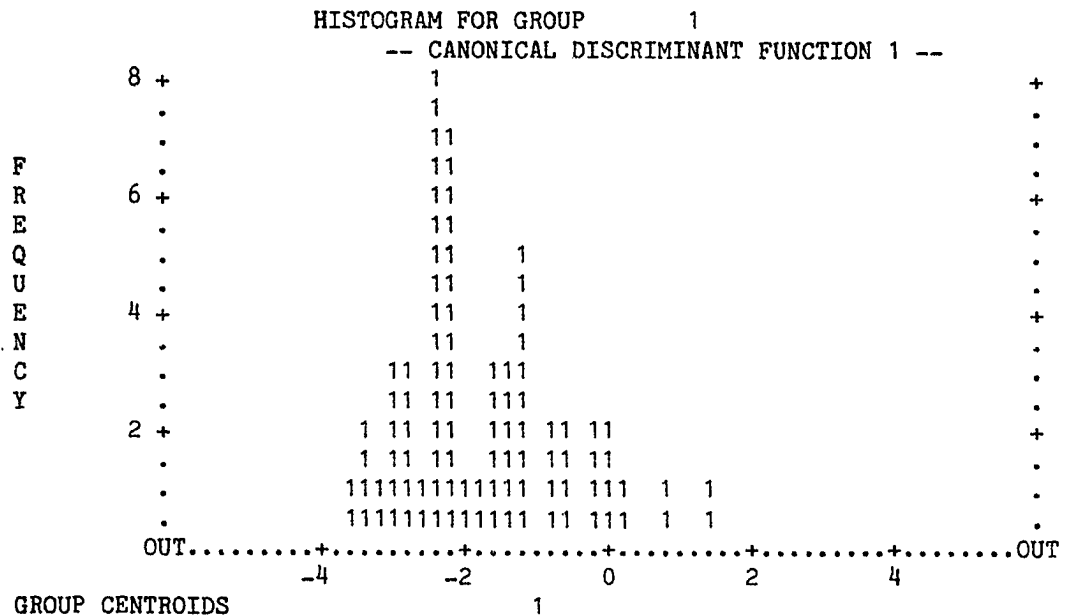


Table KK

Histogram of the Distribution of Group 2 (Married Educators)
Across the Discriminant Function

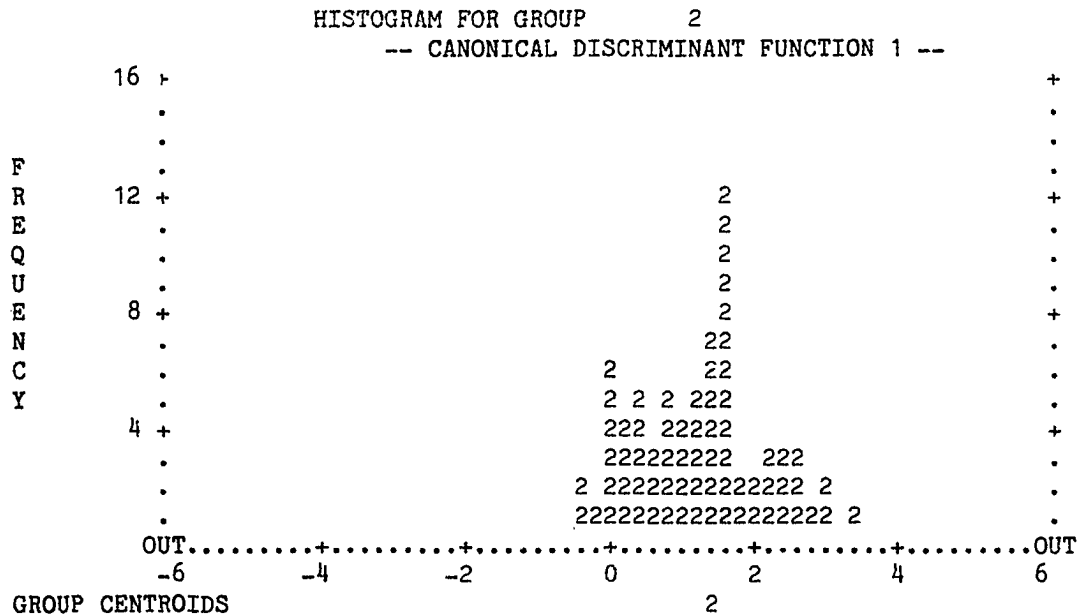
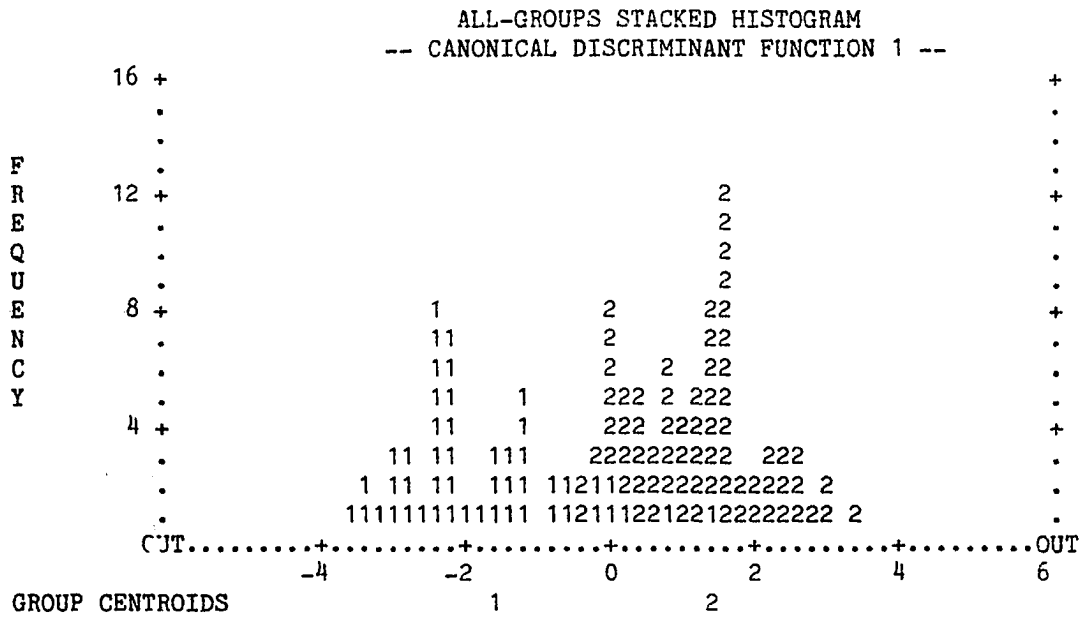


Table LL

Histogram of the Distributions of Group 1 (Divorced Educators)
and Group 2 (Married Educators) Across the Discriminant Function



APPENDIX J

Means and Standard Deviations of Items
Contributing to the Regression Analysis

Table
Means and Standard Deviations of Items Contributing
to the Regression on Marital Satisfaction of the
Married Group

ITEM (1) Occupational Level

	MEAN	S.D.
Low Marital Satisfaction	1.130	0.626
High Marital Satisfaction	1.522	1.201
Total	1.423	1.142

ITEM (5) Highest Educational Level Attained

	MEAN	S.D.
Low Marital Satisfaction	4.783	1.043
High Marital Satisfaction	4.565	0.896
Total	4.648	0.943

ITEM (6) Annual Income

	MEAN	S.D.
Low Marital Satisfaction	2.318	0.568
High Marital Satisfaction	2.391	0.543
Total	2.371	0.543

ITEM (13) Age at Marriage

	MEAN	S.D.
Low Marital Satisfaction	2.261	0.964
High Marital Satisfaction	2.348	1.335
Total	2.211	1.158

ITEM (14) Amount of Stress Caused by Career-Related Events

	MEAN	S.D.
Low Marital Satisfaction	2.318	1.171
High Marital Satisfaction	1.826	1.193
Total	1.843	1.058

ITEM (52) Amount of Personal Stress Experienced
During the Previous Year

	MEAN	S.D.
Low Marital Satisfaction	3.261	1.287
High Marital Satisfaction	3.286	0.956
Total	3.232	1.165

ITEM (55) Attitude Toward Family

	MEAN	S.D.
Low Marital Satisfaction	3.957	1.107
High Marital Satisfaction	4.522	0.593
Total	4.324	0.807

ITEM (56) Attitude Toward Marriage

	MEAN	S.D.
Low Marital Satisfaction	4.174	1.302
High Marital Satisfaction	5.304	0.559
Total	4.859	1.032

ITEM (57a) Conflict Caused by Parent Vs. Partner Roles

	MEAN	S.D.
Low Marital Satisfaction	0.348	1.071
High Marital Satisfaction	0.000	0.000
Total	0.155	0.647

ITEM (57c) Conflict Caused by Partner Vs. Career Roles

	MEAN	S.D.
Low Marital Satisfaction	0.217	0.422
High Marital Satisfaction	0.043	0.209
Total	0.127	0.335

ITEM (57f) Conflict Caused by Insufficient Time

	MEAN	S.D.
Low Marital Satisfaction	0.609	0.499
High Marital Satisfaction	0.565	0.507
Total	0.634	0.485

ITEM Redefinition Method of Coping

	MEAN	S.D.
Low Marital Satisfaction	2.786	0.437
High Marital Satisfaction	2.796	0.564
Total	2.841	0.485

ITEM Reorientation Method of Coping

	MEAN	S.D.
Low Marital Satisfaction	3.291	0.369
High Marital Satisfaction	3.327	0.518
Total	3.333	0.455

ITEM Reactivity Method of Coping

	MEAN	S.D.
Low Marital Satisfaction	3.482	0.533
High Marital Satisfaction	3.476	0.377
Total	3.471	0.472

APPENDIX K

Contingency Tables of Items Contributing to the
Regression Analysis by Low, Middle, and High
Marital Satisfaction

Table NN

Occupational Level Within the Teaching Profession
(Item 1) Distributed Across Marital Satisfaction

		I1 OCCUPATION									
		COUNT	I								
ROW	PCT	I	TEACHER	ASST	PRINCI-	ADMIN-	ROW			TOTAL	
COL	PCT	I		PRIN	PAL	ISTRA-					
TOT	PCT	I	1.I	3.I	4.I	TOR	5.I				
MARSAT		-----I-----	I-----	I-----	I-----	I-----	I-----				
LMS	1.	I	22	I	0	I	1	I	0	I	23
		I	95.7	I	0.0	I	4.3	I	0.0	I	32.4
		I	35.5	I	0.0	I	25.0	I	0.0	I	
		I	31.0	I	0.0	I	1.4	I	0.0	I	
		-----I-----	I-----	I-----	I-----	I-----	I-----				
MMS	2.	I	20	I	0	I	1	I	3	I	24
		I	83.3	I	0.0	I	4.2	I	12.5	I	33.8
		I	32.3	I	0.0	I	25.0	I	75.0	I	
		I	28.2	I	0.0	I	1.4	I	4.2	I	
		-----I-----	I-----	I-----	I-----	I-----	I-----				
HMS	3.	I	20	I	1	I	2	I	1	I	24
		I	83.3	I	4.2	I	8.3	I	4.2	I	33.8
		I	32.3	I	100.0	I	50.0	I	25.0	I	
		I	28.2	I	1.4	I	2.8	I	1.4	I	
		-----I-----	I-----	I-----	I-----	I-----	I-----				
COLUMN			62		1		4		4		71
TOTAL			87.3		1.4		5.6		5.6		100.0

CHI SQUARE = 6.09404 WITH 6 DEGREES OF FREEDOM
SIGNIFICANCE = 0.4127

Table 00

Educational Level (Item 5) Distributed Across Marital
Satisfaction

I5 HIGHEST EDUCATIONAL LEVEL ATTAINED												
COUNT		I										
ROW	PCT	IBachelor	Work on	Master's	Work on	Doctoral				ROW		
COL	PCT	IDegree	Master	Degree	Doctor	Degree				TOTAL		
TOT	PCT	I	3.I	4.I	5.I	6.I	7.I					
MARSAT		-----I-----	-----I-----	-----I-----	-----I-----	-----I-----	-----I-----					
LMS	1.	I	2	I	7	I	10	I	2	I	23	
		I	8.7	I	30.4	I	43.5	I	8.7	I	32.4	
		I	18.2	I	53.8	I	25.6	I	33.3	I	100.0	
		I	2.8	I	9.9	I	14.1	I	2.8	I		
		-----I-----	-----I-----	-----I-----	-----I-----	-----I-----	-----I-----					
MMS	2.	I	5	I	2	I	15	I	2	I	24	
		I	20.8	I	8.3	I	62.5	I	8.3	I	33.8	
		I	45.5	I	15.4	I	38.5	I	33.3	I	0.0	
		I	7.0	I	2.8	I	21.1	I	2.8	I	0.0	
		-----I-----	-----I-----	-----I-----	-----I-----	-----I-----	-----I-----					
HMS	3.	I	4	I	4	I	14	I	2	I	24	
		I	16.7	I	16.7	I	58.3	I	8.3	I	33.8	
		I	36.4	I	30.8	I	35.9	I	33.3	I	0.0	
		I	5.6	I	5.6	I	19.7	I	2.8	I	0.0	
		-----I-----	-----I-----	-----I-----	-----I-----	-----I-----	-----I-----					
COLUMN			11		13		39		6		2	71
TOTAL			15.5		18.3		54.9		8.5		2.8	100.0

CHI SQUARE = 9.36221 WITH 8 DEGREES OF FREEDOM
SIGNIFICANCE = 0.3127

Table PP

Annual Income Distributed Across Marital Satisfaction

		I6 YEARLY INCOME							
		COUNT	I						
ROW	PCT	I\$10,000	I\$20,000	I\$30,000	I\$40,000	ROW			
COL	PCT	I-\$20,000	I-\$30,000	I-\$40,000		TOTAL			
TOT	PCT	I	2.I	3.I	4.I				
MARSAT		-----I-----I-----I-----I-----I							
LMS	1.	I	16	I	5	I	1	I	22
		I	72.7	I	22.7	I	4.5	I	31.4
		I	34.8	I	22.7	I	50.0	I	
		I	22.9	I	7.1	I	1.4	I	
		-----I-----I-----I-----I-----I							
MMS	2.	I	14	I	10	I	0	I	24
		I	58.3	I	41.7	I	0.0	I	34.3
		I	30.4	I	45.5	I	0.0	I	
		I	20.0	I	14.3	I	0.0	I	
		-----I-----I-----I-----I-----I							
HMS	3.	I	16	I	7	I	1	I	24
		I	66.7	I	29.2	I	4.2	I	34.3
		I	34.8	I	31.8	I	50.0	I	
		I	22.9	I	10.0	I	1.4	I	
		-----I-----I-----I-----I-----I							
COLUMN		46		22		2		70	
TOTAL		65.7		31.4		2.9		100.0	

CHI SQUARE = 2.78566 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.5943

Table QQ

Age at Marriage Distributed Across Marital Satisfaction

		I13 AGE AT MARRIAGE											
		COUNT											
		I											
		ROW PCT	I 20 or	21 to	26 to	31 to	41 to				ROW		
		COL PCT	I less	25	30	40	50				TOTAL		
		TOT PCT	I	1.I	2.I	3.I	4.I	5.I					
MARSAT			I-----I-----I-----I-----I-----I-----I-----I										
LMS	1.	I	5	I	10	I	5	I	3	I	0	I	23
		I	21.7	I	43.5	I	21.7	I	13.0	I	0.0	I	32.4
		I	23.8	I	33.3	I	62.5	I	37.5	I	0.0	I	
		I	7.0	I	14.1	I	7.0	I	4.2	I	0.0	I	
			I-----I-----I-----I-----I-----I-----I-----I										
MMS	2.	I	9	I	10	I	2	I	1	I	2	I	24
		I	37.5	I	41.7	I	8.3	I	4.2	I	8.3	I	33.8
		I	42.9	I	33.3	I	25.0	I	12.5	I	50.0	I	
		I	12.7	I	14.1	I	2.8	I	1.4	I	2.8	I	
			I-----I-----I-----I-----I-----I-----I-----I										
HMS	3.	I	7	I	10	I	1	I	4	I	2	I	24
		I	29.2	I	41.7	I	4.2	I	16.7	I	8.3	I	33.8
		I	33.3	I	33.3	I	12.5	I	50.0	I	50.0	I	
		I	9.9	I	14.1	I	1.4	I	5.6	I	2.8	I	
			I-----I-----I-----I-----I-----I-----I-----I										
COLUMN			21	30	8	8	4				71		
TOTAL			29.6	42.3	11.3	11.3	5.6				100.0		

CHI SQUARE = 8.17217 WITH 8 DEGREES OF FREEDOM
SIGNIFICANCE = 0.4168

Table RR

Amount of Stress Caused By Career-Related Events
Distributed Across Marital Satisfaction

I14 HAVE THERE BEEN CAREER-RELATED EVENTS IN THE
PAST YEAR THAT HAVE RESULTED IN MARITAL/FAMILY
STRESS?

		COUNT						
ROW	PCT	I	None	Few	Moder-	Quite	Great	ROW
COL	PCT	I			ate No.	a Few	No.	TOTAL
TOT	PCT	I	1.I	2.I	3.I	4.I	5.I	
<hr/>								
MARSAT	1.	I	4	I 13	I 1	I 2	I 2	22
LMS		I	18.2	I 59.1	I 4.5	I 9.1	I 9.1	31.4
		I	12.1	I 54.2	I 14.3	I 66.7	I 66.7	
		I	5.7	I 18.6	I 1.4	I 2.9	I 2.9	
<hr/>								
	2.	I	14	I 9	I 1	I 0	I 0	24
MMS		I	58.3	I 37.5	I 4.2	I 0.0	I 0.0	34.3
		I	42.4	I 37.5	I 14.3	I 0.0	I 0.0	
		I	20.0	I 12.9	I 1.4	I 0.0	I 0.0	
<hr/>								
	3.	I	15	I 2	I 5	I 1	I 1	24
HMS		I	62.5	I 8.3	I 20.8	I 4.2	I 4.2	34.3
		I	45.5	I 8.3	I 71.4	I 33.3	I 33.3	
		I	21.4	I 2.9	I 7.1	I 1.4	I 1.4	
<hr/>								
COLUMN			33	24	7	3	3	70
TOTAL			47.1	34.3	10.0	4.3	4.3	100.0

CHI SQUARE = 23.20463 WITH 8 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0031

Table SS

Amount of Personal Stress Experienced During the Past
Year Distributed Across Marital Satisfaction

I52 PERSONAL STRESS EXPERIENCED DURING PAST YEAR													
COUNT													
ROW	PCT	I	Almost	Some	Moder-	Quite	Great				ROW		
COL	PCT	I	None		ate	a Bit	Deal				TOTAL		
TOT	PCT	I	1.I	2.I	3.I	4.I	5.I						
MARSAT		I	I	I	I	I	I	I	I	I			
	1.	I	3	I	2	I	9	I	4	I	5	I	23
		I	13.0	I	8.7	I	39.1	I	17.4	I	21.7	I	33.3
		I	60.0	I	13.3	I	50.0	I	19.0	I	50.0	I	
LMS		I	4.3	I	2.9	I	13.0	I	5.8	I	7.2	I	
		I	I	I	I	I	I	I	I	I	I	I	
	2.	I	2	I	8	I	2	I	9	I	3	I	24
		I	8.3	I	33.3	I	8.3	I	37.5	I	12.5	I	34.8
MMS		I	40.0	I	53.3	I	11.1	I	42.9	I	30.0	I	
		I	2.9	I	11.6	I	2.9	I	13.0	I	4.3	I	
		I	I	I	I	I	I	I	I	I	I	I	
	3.	I	0	I	5	I	7	I	8	I	2	I	22
HMS		I	0.0	I	22.7	I	31.8	I	36.4	I	9.1	I	31.9
		I	0.0	I	33.3	I	38.9	I	38.1	I	20.0	I	
		I	0.0	I	7.2	I	10.1	I	11.6	I	2.9	I	
		I	I	I	I	I	I	I	I	I	I	I	
COLUMN			5		15		18		21		10		69
TOTAL			7.2		21.7		26.1		30.4		14.5		100.0

CHI SQUARE = 13.94619 WITH 8 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0832

Table TT

Attitude Toward Family Distributed Across Marital
Satisfaction

		I55 ATTITUDE TOWARD FAMILY									
		COUNT	I								
ROW	PCT	I	Ties			Inter-	Import			Most	ROW
COL	PCT	I	Down			feres				Import	TOTAL
TOT	PCT	I		2.I		3.I		4.I		5.I	
MARSAT		-----I-----I-----I-----I-----I									
LMS	1.	I	1	I	1	I	14	I	6	I	22
		I	4.5	I	4.5	I	63.6	I	27.3	I	31.4
		I	100.0	I	50.0	I	38.9	I	19.4	I	
		I	1.4	I	1.4	I	20.0	I	8.6	I	
		-----I-----I-----I-----I-----I									
MMS	2.	I	0	I	0	I	13	I	11	I	24
		I	0.0	I	0.0	I	54.2	I	45.8	I	34.3
		I	0.0	I	0.0	I	36.1	I	35.5	I	
		I	0.0	I	0.0	I	18.6	I	15.7	I	
		-----I-----I-----I-----I-----I									
HMS	3.	I	0	I	1	I	9	I	14	I	24
		I	0.0	I	4.2	I	37.5	I	58.3	I	34.3
		I	0.0	I	50.0	I	25.0	I	45.2	I	
		I	0.0	I	1.4	I	12.9	I	20.0	I	
		-----I-----I-----I-----I-----I									
COLUMN			1		2		36		31		70
TOTAL			1.4		2.9		51.4		44.3		100.0

CHI SQUARE = 7.32921 WITH 6 DEGREES OF FREEDOM

SIGNIFICANCE = 0.2915

Table UU

Attitude Toward Marriage Distributed Across Marital
Satisfaction

I56 VIEW TOWARD MARRIAGE														
COUNT		I												
ROW	PCT	I	Legal	Change	Spouse	Life-	Life-	ROW						
COL	PCT	I	Con-	Part-	Change	Not	Long	TOTAL						
TOT	PCT	I	tract2.	I	ner 3.	4.	Work 5.	6.						
MARSAT		I	I	I	I	I	I	I	I					
	1.	I	1	I	3	I	6	I	11	I	1	I	22	
		I	4.5	I	13.6	I	27.3	I	50.0	I	4.5	I	31.4	
		I	100.0	I	75.0	I	60.0	I	28.2	I	6.3	I		
		I	1.4	I	4.3	I	8.6	I	15.7	I	1.4	I		
		I	I	I	I	I	I	I	I	I	I	I	I	
	2.	I	0	I	1	I	3	I	13	I	7	I	24	
		I	0.0	I	4.2	I	12.5	I	54.2	I	29.2	I	34.3	
		I	0.0	I	25.0	I	30.0	I	33.3	I	43.8	I		
		I	0.0	I	1.4	I	4.3	I	18.6	I	10.0	I		
		I	I	I	I	I	I	I	I	I	I	I	I	
		3.	I	0	I	0	I	1	I	15	I	8	I	24
	I	0.0	I	0.0	I	4.2	I	62.5	I	33.3	I	34.3		
	I	0.0	I	0.0	I	10.0	I	38.5	I	50.0	I			
	I	0.0	I	0.0	I	1.4	I	21.4	I	11.4	I			
	I	I	I	I	I	I	I	I	I	I	I	I		
COLUMN		1		4		10		39		16		70		
TOTAL		1.4		5.7		14.3		55.7		22.9		100.0		

CHI SQUARE = 15.57672 WITH 8 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0489

Table VV

Stress Caused by Conflict of Parent vs. Partner
Distributed Across Marital Satisfaction

I57A		CONFLICT CAUSED BY PARENT VS. PARTNER ROLES					
		COUNT		I			
		ROW	PCT	I	No	Yes	ROW
		COL	PCT	I			TOTAL
		TOT	PCT	I	0.I	1.I	
MARSAT		-----I-----I-----I					
LMS	1.	I	19	I	3	I	22
		I	86.4	I	13.6	I	31.4
		I	29.7	I	50.0	I	
		I	27.1	I	4.3	I	
		-----I-----I-----I					
MMS	2.	I	21	I	3	I	24
		I	87.5	I	12.5	I	34.3
		I	32.8	I	50.0	I	
		I	30.0	I	4.3	I	
		-----I-----I-----I					
HMS	3.	I	24	I	0	I	24
		I	100.0	I	0.0	I	34.3
		I	37.5	I	0.0	I	
		I	34.3	I	0.0	I	
		-----I-----I-----I					
		COLUMN	64		6		70
		TOTAL	91.4		8.6		100.0

CHI SQUARE = 3.44283 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.1788

Table WW

Stress Caused by Partner vs. Career Conflict Distributed
Across Marital Satisfaction

I57C		CONFLICT CAUSED BY PARTNER VS. CAREER ROLES					
		COUNT		I			
		ROW PCT	I	No	Yes	ROW	
		COL PCT	I			TOTAL	
		TOT PCT	I	0.1	1.1		
MARSAT		-----I-----I-----I					
LMS	1.	I	18	I	5	I	23
		I	78.3	I	21.7	I	32.4
		I	29.0	I	55.6	I	
		I	25.4	I	7.0	I	
		-----I-----I-----I					
MMS	2.	I	21	I	3	I	24
		I	87.5	I	12.5	I	33.8
		I	33.9	I	33.3	I	
		I	29.6	I	4.2	I	
		-----I-----I-----I					
HMS	3.	I	23	I	1	I	24
		I	95.8	I	4.2	I	33.8
		I	37.1	I	11.1	I	
		I	32.4	I	1.4	I	
		-----I-----I-----I					
		COLUMN	62		9		71
		TOTAL	87.3		12.7		100.0

CHI SQUARE = 3.27736 WITH 2 DEGREES OF FREEDOM
SIGNIFICANCE = 0.1942

Table XX

Stress Caused by Insufficient Time Distributed
Across Marital Satisfaction

I57F CONFLICT CAUSED BY INSUFFICIENT TIME						
COUNT I						
ROW PCT I		No	Yes		ROW	
COL PCT I					TOTAL	
TOT PCT I		0.I		1.I		
MARSAT	1.	I	9	I	14	I 23
		I	39.1	I	60.9	I 32.4
		I	34.6	I	31.1	I
		I	12.7	I	19.7	I
MMS	2.	I	6	I	18	I 24
		I	25.0	I	75.0	I 33.8
		I	23.1	I	40.0	I
		I	8.5	I	25.4	I
HMS	3.	I	11	I	13	I 24
		I	45.8	I	54.2	I 33.8
		I	42.3	I	28.9	I
		I	15.5	I	18.3	I
COLUMN		26		45		71
TOTAL		36.6		63.4		100.0

Table YY

Redefinition Method of Coping Distributed
Across Marital Satisfaction

REDEFINITION											
		COUNT	I								
		ROW PCT	I							ROW	
		COL PCT	I							TOTAL	
		TOT PCT	I	1.I	2.I	3.I	4.I				
MARSAT	-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I-----I										

CHI SQUARE = 2.92310 WITH 6 DEGREES OF FREEDOM
SIGNIFICANCE = 0.8184

Table ZZ

Reorientation Method of Coping Distributed
Across Marital Satisfaction

		REORIENTATION								
		COUNT	I							
		ROW PCT	I							ROW
		COL PCT	I							TOTAL
		TOT PCT	I	2.I	3.I	4.I	5.I			
MARSAT			I	I	I	I	I	I		
LMS	1.	I	4	I	17	I	1	I	23	
		I	17.4	I	73.9	I	4.3	I	32.4	
		I	30.8	I	35.4	I	11.1	I	100.0	
		I	5.6	I	23.9	I	1.4	I	1.4	
MMS	2.	I	5	I	16	I	3	I	24	
		I	20.8	I	66.7	I	12.5	I	33.8	
		I	38.5	I	33.3	I	33.3	I	0.0	
		I	7.0	I	22.5	I	4.2	I	0.0	
HMS	3.	I	4	I	15	I	5	I	24	
		I	16.7	I	62.5	I	20.8	I	33.8	
		I	30.8	I	31.3	I	55.6	I	0.0	
		I	5.6	I	21.1	I	7.0	I	0.0	
COLUMN			13		48		9		71	
TOTAL			18.3		67.6		12.7		1.4	100.0

CHI SQUARE = 4.96635 WITH 6 DEGREES OF FREEDOM
SIGNIFICANCE = 0.5481

Table AAA

Reactive Method of Coping Distributed Across
Marital Satisfaction

		REACTIVE									
		COUNT	I								
		ROW PCT	I							ROW	
		COL PCT	I							TOTAL	
		TOT PCT	I	2.I	3.I	4.I	5.I				
MARSAT			I	I	I	I	I	I			
LMS	1.	I	4	I	14	I	5	I	0	I	23
		I	17.4	I	60.9	I	21.7	I	0.0	I	32.4
		I	50.0	I	28.6	I	38.5	I	0.0	I	
		I	5.6	I	19.7	I	7.0	I	0.0	I	
			I	I	I	I	I	I	I	I	
MMS	2.	I	3	I	17	I	4	I	0	I	24
		I	12.5	I	70.8	I	16.7	I	0.0	I	33.8
		I	37.5	I	34.7	I	30.8	I	0.0	I	
		I	4.2	I	23.9	I	5.6	I	0.0	I	
			I	I	I	I	I	I	I	I	
HMS	3.	I	1	I	18	I	4	I	1	I	24
		I	4.2	I	75.0	I	16.7	I	4.2	I	33.8
		I	12.5	I	36.7	I	30.8	I	100.0	I	
		I	1.4	I	25.4	I	5.6	I	1.4	I	
			I	I	I	I	I	I	I	I	
		COLUMN	8		49		13		1		71
		TOTAL	11.3		69.0		18.3		1.4		100.0

CHI SQUARE = 4.40585 WITH 6 DEGREES OF FREEDOM
SIGNIFICANCE = 0.6219

APPENDIX L

Raw Data from Questionnaire

Index to Data File

Columns	Items	Columns	Items
1- 5	I.D. No.	71- 72	45B
6- 21	1 - 16	73- 74	45C
22- 29	17A- 17H	75- 76	45D
30- 33	18 - 21	77- 78	45E
34- 36	22A- 22C	79- 80	45F
36- 54	23 - 40	81- 82	45G
55- 59	41A- 41E	83- 89	46 - 52
60	42	90- 92	53
61- 67	43A- 43G	93- 95	54 - 56
68	44	96-101	57A- 57F
69- 70	45A	102-155	58 -111

192

[illegible]

APPENDIX M

Correlation Matrix of Items Employed

In Regression Analysis

Table B89
Correlation Matrix of Items Employed in Regression Analysis

	11	14	15	16	18	19	113	114	115	114	152	153
11	1.00000	0.06816	0.20650	0.08838	0.08666	0.03867	0.15839	-0.03915	0.03574	0.11379	-0.01044	0.14898
14	0.05816	1.00000	0.10398	0.15228	-0.09133	0.06879	-0.04583	-0.18764	-0.17095	0.27639	-0.01374	-0.13814
15	0.20650	0.10398	1.00000	0.54273	0.03088	0.05596	0.12150	0.04435	-0.13113	0.03288	-0.11519	0.11613
16	0.08838	0.15228	0.54273	1.00000	0.08148	0.09248	0.08727	0.02306	-0.14176	0.00090	-0.02109	0.16447
18	0.08666	-0.09133	0.03088	0.08148	1.00000	-0.58697	0.65906	-0.10281	0.42574	0.02486	0.06406	0.27700
19	0.03867	0.06879	0.05596	0.09248	-0.58697	1.00000	-0.58618	-0.07158	-0.52137	0.15072	-0.12535	0.14990
113	0.15839	-0.04583	0.12150	0.08727	0.65906	-0.58618	1.00000	-0.06566	0.00000	-0.06328	0.37157	0.35662
114	-0.03915	-0.18764	0.04435	-0.02306	-0.10281	-0.07158	-0.06566	1.00000	-0.00000	-0.06328	0.09879	0.25482
115	0.03574	0.27639	0.03288	0.00090	0.02486	0.15072	0.00000	-0.06328	1.00000	0.00000	0.00215	-0.03525
114	-0.01044	-0.01374	0.11379	-0.02109	0.06406	-0.12535	-0.06328	0.00215	0.00000	1.00000	0.00000	0.14962
152	0.14898	-0.13814	0.11613	0.16447	-0.27639	0.37157	0.35662	0.25482	-0.03525	0.00000	1.00000	0.00000
153	0.00090	-0.02109	0.00000	0.00000	-0.06406	0.00215	0.00000	0.00000	0.00000	0.00000	0.00000	1.00000
154	-0.11843	0.04355	0.05108	0.00881	-0.13302	0.09326	-0.30943	-0.09574	-0.25845	0.23343	-0.09507	-0.09944
155	-0.11843	0.04355	0.05108	0.00881	-0.13302	0.09326	-0.30943	-0.09574	-0.25845	0.23343	-0.09507	-0.09944
156	-0.08205	-0.23286	0.02382	-0.03650	0.08895	-0.23163	0.16234	0.02123	0.08156	-0.48937	0.16506	0.16506
157A	-0.08205	-0.23286	0.02382	-0.03650	0.08895	-0.23163	0.16234	0.02123	0.08156	-0.48937	0.16506	0.16506
157B	-0.11895	-0.12838	0.14133	-0.10631	-0.12718	-0.05382	-0.13857	0.13859	-0.15178	-0.25525	0.03397	0.17055
157C	0.06540	-0.08603	-0.10211	-0.11630	0.03085	-0.05715	-0.11179	0.12892	-0.10266	0.18564	0.34468	0.34468
157D	0.16868	-0.09496	0.00421	0.11589	0.15899	0.04908	-0.09950	-0.10262	0.03168	-0.02846	0.01870	-0.07383
157E	-0.18001	0.11645	0.05763	0.01580	0.24855	-0.08718	0.13969	0.03040	-0.09057	-0.00248	0.09899	0.19533
REACT	0.15322	-0.16515	0.01068	-0.05197	-0.05664	-0.16698	0.19910	0.05596	-0.06584	0.19489	0.15528	0.08931
REACT	0.01678	-0.00444	-0.03232	-0.05330	-0.04168	-0.07914	-0.01688	0.01016	0.03049	0.18893	0.08416	0.02318
MARSAT	-0.05207	0.03171	-0.01938	-0.05608	-0.11012	0.05072	-0.03526	-0.11186	-0.01623	0.06040	0.07182	-0.00574
MARSAT	0.16951	0.12893	-0.11051	0.00936	0.07148	0.03340	0.01646	-0.35124	-0.01368	0.15202	-0.05591	-0.15154
11	0.00437	-0.11843	0.04481	-0.08205	-0.14195	0.06540	0.16868	-0.16081	0.15322	0.01678	-0.05207	0.16951
14	0.13285	0.04355	-0.11645	-0.23286	-0.02382	-0.08603	-0.09496	0.11645	-0.16515	-0.00444	0.03171	-0.12893
15	0.08085	0.01838	-0.03582	-0.03690	-0.05331	-0.11630	0.11589	0.01580	0.05197	-0.03232	-0.01938	0.03171
16	-0.15885	-0.11302	0.09647	0.08895	-0.22718	0.03085	0.15899	0.24855	-0.05197	-0.03232	-0.01938	0.03171
19	0.17362	0.09226	0.00703	-0.22469	-0.53382	-0.05715	0.04908	-0.08718	0.15322	-0.01678	-0.05207	0.16951
113	-0.25788	-0.30943	0.01289	0.10614	-0.13357	-0.01179	0.09950	0.13969	0.15072	-0.01688	0.03526	0.01646
114	-0.17526	-0.09974	0.02673	0.11125	0.13669	0.36579	-0.10262	0.03040	0.05596	0.01016	-0.11186	-0.35124
115	-0.24320	-0.25845	0.16282	0.08136	-0.15178	0.12826	0.03168	-0.09057	-0.00584	0.03049	-0.16823	-0.01368
114	0.34697	0.23343	0.12552	0.08907	-0.25525	-0.10266	-0.02846	0.00248	0.19489	0.12893	0.08040	0.15202
152	-0.09469	-0.09504	0.04718	0.08799	0.03397	0.15072	0.01870	0.09359	0.15322	0.03118	0.07182	-0.00574
153	-0.09469	-0.09504	0.04718	0.08799	0.03397	0.15072	0.01870	0.09359	0.15322	0.03118	0.07182	-0.00574
155	1.00000	0.55310	-0.20705	-0.13397	0.05732	0.00355	0.00246	-0.09108	-0.11030	-0.08495	-0.08450	0.17662
156	0.55310	1.00000	-0.18078	0.04123	0.01105	-0.15586	0.03717	-0.07593	-0.14252	-0.05757	-0.21259	0.38760
157A	-0.20705	-0.18078	1.00000	0.23726	-0.09189	-0.07328	-0.05066	-0.22628	0.02731	0.08550	0.10442	-0.11181
157B	-0.13397	0.04123	0.23726	1.00000	0.09847	0.16387	0.05428	-0.07983	0.19632	-0.10900	-0.03872	-0.08377
157C	0.05732	-0.09189	0.09847	1.00000	0.03644	0.13041	-0.20773	0.03915	-0.03814	-0.13288	-0.29280	0.29280
157D	0.00355	-0.15586	-0.07328	0.03644	1.00000	-0.06382	-0.05382	-0.18499	-0.13152	-0.02279	-0.02872	-0.21768
157E	0.00246	0.03717	-0.05066	0.13041	-0.06382	1.00000	0.01933	0.13336	0.12598	0.02876	0.02876	0.04113
REACT	-0.11930	-0.14252	-0.02713	0.19632	-0.13152	-0.06382	0.13336	0.08457	1.00000	0.28556	0.28556	0.02637
REACT	-0.08985	-0.02767	0.08550	0.10900	-0.03814	-0.02279	0.12598	0.14253	0.28556	1.00000	0.28556	0.02637
REACT	-0.08985	-0.02767	0.08550	0.10900	-0.03814	-0.02279	0.12598	0.14253	0.28556	1.00000	0.28556	0.02637
MARSAT	-0.17662	-0.21259	0.10442	-0.13288	-0.02872	-0.02872	0.02876	-0.11942	-0.09473	0.00000	0.01771	1.00000
MARSAT	0.17662	-0.21259	0.10442	-0.13288	-0.02872	-0.02872	0.02876	-0.11942	-0.09473	0.00000	0.01771	1.00000

REFERENCES TO ARTICLE

Arnott, C.C. Husbands' attitude and wives' commitment to employment.

Journal of Marriage and the Family, 1972, 34, 673-684.

Berman, E., Sacks, S., and Lief, H. The two-professional marriage: A new conflict syndrome. Journal of Sex and Marital Therapy, 1975, 1, 242-253.

Bryson, R., Bryson, J.B., and Johnson, M.F. Family size, satisfaction, and productivity in dual-career couples.

Psychology of Women Quarterly, 1978, 3, 67-77.

Bryson, R.B., Bryson, J.B., Licht, M.H., and Licht, B.G. The professional pair: Husband and wife psychologists. American Psychologist, 1976, 31, 10-16.

Bumpass, L. and Sweet, J. Differentials in marital instability:

1970. American Sociological Review, 1972, 37, 754-766.

Byrne, D. and Nelson, D. Attraction as a linear function of proportion of positive reinforcements. Journal of Personality and Social Psychology, 1965, 1, 659-663.

Davis, K. The American family in relation to demographic change. In C.F. Westoff and R. Parke, Jr. (Eds.), Report of the U.S. Commission on population growth and the American future: Demographic and social aspects of population growth (Vol. 1). Washington, D.C.: U.S. Government Printing Office, 1974.

Erikson, E.H. Identity and the Life Cycle. New York: Norton, 1980.

Folkman, S. and Lazarus, R.S. An analysis of coping in a middle-aged community sample. Journal of Health and Social Behavior, 1980, 21, 219-239.

Glenn, N.D. Psychological well-being in the postparental stage: Some evidence from national surveys. Journal of Marriage and the Family, 1975, 37, 105-110.

Glick, P.C. and Norton, A.J. Frequency, duration, and probability of marriage and divorce. Journal of Marriage and the Family, 1971, 33, 307-317.

Hall, F.S. and Hall, D.T. The two-career couple. Reading, MA: Addison-Wesley, 1979.

Harman, H. Modern Factor Analysis. 2nd. ed. Chicago: University of Chicago Press, 1967.

Holmes, T.H. and Rahe, R.H. The Social Readjustment Rating Scale. Journal of Psychosomatic Research, 1967, 11, 213-218.

Houseknecht, S.K. Childlessness and marital adjustment. Journal of Marriage and the Family, 1979, 40, 259-265.

Huser, W.R. and Grant, C.W. Study of husbands and wives from dual-career and traditional-career families. Psychology of Women Quarterly, 1978, 3, 78-89.

Johnson, F.A. and Johnson, C.L. Role strain in high commitment career women. Journal of American Academy of Psychoanalysis, 1976, 41, 13-36.

Kindelan, K.M. and McCarrey, M.W. Spouses' value systems: Similarity type and attributed marital adjustment. Psychological Reports, 1979, 44, 1295-1302.

Kurlinger, F.N. and Pedhauzer, E.J. Multiple Regression in Behavioral Research. New York: Holt, Rinehart, and Winston, 1973.

Lazarus, R.S. Psychological Stress and the Coping Process. New York: McGraw-Hill, 1966.

Lopata, H.Z., Barnewolt, D. and Norr, K. Spouse's contributions to each other's roles. In Pepitone-Rockwell, F. (ed.), Dual-Career Couples. Beverly Hills: Sage, 1980.

Martin, T.W., Berry, K.J. and Jacobsen, R.B. The impact of dual-career marriages on female professional careers: An empirical test of a Parsonian hypothesis. Journal of Marriage

and the Family, 1975, 37, 734-742.

Nadelson, T. and Eisenberg, L. The successful professional woman:
On being married to one. The American Journal of Psychiatry,
1977 134, 1071-1076.

Poloma, M.M. and Garland, T.N. The married professional woman: A
study in the tolerance of domestication. Journal of Marriage and
the Family, 1971, 33, 531-540.

Rapoport, R. and Rapoport, R.N. Dual-career families.
Harmondsworth, England: Penguin Books, 1971.

Rapoport, R. and Rapoport, R.N. Dual-career families reexamined:
New integrations of work and family. New York: Harper and Row,
1976.

Rapoport, R., Rapoport, R. and Thiessen, V. Couple symmetry and
enjoyment. Journal of Marriage and the Family, 1974, 36,
588-591.

Rawlings, S. Perspectives on American Husbands and Wives. (Current
Population Reports, Special Studies Series P-23, No. 77).
Washington, D.C.: U.S. Govt. Printing Office, 1978.

Renne, K.S. Correlates of dissatisfaction in marriage. Journal of
Marriage and the Family, 1970, 32, 54-66.

Rice, D. G. Dual-career marriage: Conflict and treatment. New

York: Free Press, 1979.

Ridley, C.A. Exploring the impact of work satisfaction and involvement on marital interaction when both partners are employed. Journal of Marriage and the Family, 1973, 35, 229-237.

Selye, H. Selye's Guide to Stress Research. New York: Van Nostrand Reinhold, 1980.

Selye, H. The Stress of Life. New York: McGraw-Hill, 1956.

Spanier, G.B. Measuring dyadic adjustment: New scales for assessing the quality of marriage and similar dyads. Journal of Marriage and the Family, 1976, 38, 15-28.

Spanier, G.B., Lewis, R.A., and Cole, C.L. Marital adjustment over the family life cycle: The issue of curvilinearity. Journal of Marriage and the Family, 1975, 37, 263-275.

Staines, G.L., Pleck, J.H., Shepard, L.J. and O'Connor, P. Wives employment status and marital adjustment: Yet another look. Psychology of Women Quarterly, 1978, 3, 90-122.

Statistical Package for the Social Sciences. 2nd ed. New York: McGraw-Hill, 1975.

U.S. Bureau of the Census. Historical Statistics of the U.S.; Colonial Times to 1970. Bicentennial Ed. Part I. Washington, D.C.: U.S. Government Printing Office, 1975.

U.S. Bureau of the Census. 1970 census of population: Age at first marriage (Final Report PC(2)-40). Washington, D.C.: U.S. Government Printing Office, 1973.

U.S. Bureau of the Census. Statistical Abstract of the U.S.; 1981-1982 Washington, D.C.: U.S. Government Printing Office, 1982.

U.S. National Center for Health Statistics. Monthly vital statistics report (Vol. 24, No. 4, Supplement). Washington, D.C.: U.S. Government Printing Office, 1975.

Yates, F. Sampling Methods for Censuses and Surveys. 3rd ed. London: Griffin, 1960.

REFERENCES TO PROSPECTUS

- Arnott, C.C. Husbands' attitude and wives' commitment to employment. Journal of Marriage and the Family, 1972, 34, 673-684.
- Bailyn, L. Career and family orientations of husbands and wives in relation to marital happiness. Human Relations, 1971, 23, 97-113.
- Bebbington, A.C. The function of stress in the establishment of the dual-career family. Journal of Marriage and the Family, 1973, 35, 530-537.
- Berman, E., Sacks, S. and Lief, H. The two-professional marriage: A new conflict syndrome. Journal of Sex and Marital Therapy, 1975, 1, 242-253.
- Berman, E.M., Miller, W.R., Vines, N. and Lief, H.I. The age 30 crisis and the 7-year-itch. Journal of Sex and

Marital Therapy, 1977, 3, 197-204.

Blood, R.O. and Wolfe, D.M. Husbands and Wives: The Dynamics of Married Living. Glencoe, Ill.: Free Press, 1960.

Bryson, R., Bryson, J.B. and Johnson, M.F. Family size, satisfaction, and productivity in dual-career couples. Psychology of Women Quarterly, 1978, 3, 67-77.

Bryson, R.B., Bryson, J.B., Licht, M.H., and Licht, B.G. The professional pair: Husband and wife psychologists. American Psychologist, 1976, ??, 10-16.

Bumpass, L. and Sweet, J. Differentials in marital instability: 1970. American Sociological Review, 1972, 37, 754-766.

Burke, R.J. and Weir, T. Some personality differences between members of one-career and two-career families. Journal of Marriage and the Family, 1976, 38, 453-459.

Burke, R.J. and Weir, T. Relationship of wives' employment status to husband, wife and pair satisfaction and performance. Journal of Marriage and the Family, 1976, 279-287.

Burr, W.R. Satisfaction with various aspects of marriage

- over the life cycle: A random middle class sample.
Journal of Marriage and the Family, 1970, 32, 29-37.
- Byrne, D. and Nelson, D. Attraction as a linear function of proportion of positive reinforcements. Journal of Personality and Social Psychology, 1965, 1, 659-663.
- Davis, K. The American family in relation to demographic change. In C.F. Westoff and R. Parke, Jr. (Eds.), Report of the U.S. Commission on population growth and the American future: Demographic and social aspects of population growth (Vol. 1). Washington, D.C.: U.S. Government Printing Office, 1974.
- Duvall, E.M. Family Development (4th ed.). Philadelphia: J.B. Lipincott, 1971.
- Feldman, S.D. Impediment or stimulant? Marital status and graduate education. American Journal of Sociology, 1972, 78, 982-994.
- Folkman, S. and Lazarus, R.S. An analysis of coping in a middle-aged community sample. Journal of Health and Social Behavior, 1980, 21, 219-239.
- Garland, T.N. The better half? The male in the dual-profession family. In C. Safilios-Rothschild

(Ed.), Toward a sociology of women. Lexington, MA: Xerox, 1972, 199-215.

- Glenn, N.D. Psychological well-being in the postparental stage: Some evidence from national surveys. Journal of Marriage and the Family, 1975, 37, 105-110.
- Glick, P.C. and Norton, A.J. Frequency, duration, and probability of marriage and divorce. Journal of Marriage and the Family, 1971, 33, 307-317.
- Glick, P.C. and Mills, K.M. Black families: Marriage patterns and living arrangements. Proceedings of the W.E.B. Dubois Conference on American Blacks, 1975.
- Goode W.J. A theory of role-strain. American Sociological Review, 1960, 25, 483-499.
- Hall, D.T. and Gordon, F.E. Career choices of married women: Effects on conflict, role behavior, and satisfaction. Journal of Applied Psychology, 1973, 58, 42-48.
- Hall, F.S. and Hall, D.T. The two-career couple. Reading, MA: Addison-Wesley, 1979.
- Herman, J.B. and Gyllstrom, K.K. Working Men and Women: Inter- and intra-role conflict. Psychology of Women

Quarterly, 1977, 1, 319-333.

Holmes, T.H. and Rahe, R.H. The Social Readjustment Rating Scale. Journal of Psychosomatic Research, 1967, 11, 213-218.

Houseknecht, S.K. Childlessness and marital adjustment. Journal of Marriage and the Family, 1979, 40, 259-265.

Hurst, M.W., Jenkins, C.D. and Rose, R.M. The assessment of life change stress: A comparative and methodological inquiry. Psychosomatic Medicine, 1978, 40, 126-141.

Johnson, F.A. and Johnson, C.L. Role strain in high-commitment career women. Journal of the American Academy of Psychoanalysis, 1976, 41, 13-36.

Kaley, M.M. Attitudes toward the dual role of the married professional woman. American Psychologist,

Kassner, M.W. Will both spouses have careers?: Predictors of preferred traditional or egalitarian marriages among university students. Journal of Vocational Behavior, 1981, 18, 340-355.

Kindelan, K.M. and McCarrey, M.W. Spouses' value systems: Similarity type and attributed marital adjustment.

Psychological Reports, 1979, 44, 1295-1302.

Locksley, A. On the effects of wives' employment on marital adjustment and companionship. Journal of Marriage and the Family, 1980, 42, 337-346.

Luckey, F.B. Number of years married as related to personality perception and marital satisfaction. Journal of Marriage and the Family, 1966, 28, 44-48.

Madell, T.O. and Madell, C.M. A professional pair at the job market: A reply. American Psychologist, 1979, 34, 275-276.

Martin, T.W. Berry, K.J. and Jacobsen, R.B. The impact of dual-career marriages on female professional careers: An empirical test of a Parsonian hypothesis. Journal of Marriage and the Family, 1975, 37, 734-742.

Matthews, J.R. and Matthews, L.H. A professional pair at the job market. American Psychologist, 1978, 33, 780-782.

Nadelson, T. and Eisenberg, L. The successful professional woman: On being married to one. The American Journal of Psychiatry, 1977, 134, 1071-1076.

Norton, A.J. and Glick, P.C. Marital instability: Past,

present, and future. Journal of Social Issues, 1976, 32, 5-20.

Pepitone-Rockwell, F. Dual-career couples. Beverly Hills: Sage 1980.

Perrucci, C., Potter, H.R. and Rhoads, D.L. Determinants of male family-role performance. Psychology of Women Quarterly, 1978, 3, 53-66.

Pineo, P.C. Disenchantment in the later years of marriage. Marriage and Family Living, 1961, 3-11.

Pingree, S., Butler, M., Paisley, W. and Hawkins, R. Anti-nepotism's ghost: Attitudes of administrators toward hiring professional couples. Psychology of Women Quarterly, 1978, 3, 22-29.

Poloma, M.M. and Garland, T.N. The married professional woman: A study in the tolerance of domestication. Journal of Marriage and the Family, 1971, 33, 531-540.

Rapoport, R. and Rapoport, R.N. Dual-career families. Harmondsworth, England: Penguin Books, 1971.

Rapoport, R. and Rapoport, R.N. Dual-career families reexamined: New integrations of work and family. New York: Harper and Row, 1976.

Rapoport, R. and Rapoport, R.N. Men, women, and equity.

The Family Coordinator, 1975, 421-432.

Rapoport, R., Rapoport, R. and Thiessen, V. Couple

symmetry and enjoyment. Journal of Marriage and the Family, 1974, 36, 588-591.

Renne, K.S. Correlates of dissatisfaction in marriage.

Journal of Marriage and the Family, 1970, 32, 54-66.

Rice, D. G. Dual-career marriage: Conflict and treatment.

New York: Free Press, 1979.

Ridley, C.A. Exploring the impact of work satisfaction and

involvement on marital interaction when both partners are employed. Journal of Marriage and the Family, 1973, 35, 229-237.

Rokeach, M. The Nature of Human Values. New York: The

Free Press, 1973.

Rosen, B., Jerdee, T.H. and Prestwich, T.L. Dual-career

marital adjustment: Potential effects of discriminatory managerial attitudes. Journal of Marriage and the Family, 1975, 37, 565-572.

Rosow, I. and Rose, K.D. Divorce among doctors. Journal

of Marriage and the Family, 1972, 587-598.

- St. John-Parsons, D. Continuous dual-career families: A case study. *Psychology of Women Quarterly*, 1978, 3, 30-42.
- Schram, R.W. Marital satisfaction over the family life cycle: A critique and proposal. Journal of Marriage and the Family, 1979, 40, 7-12.
- Shaevitz, M.H. and Shaevitz, M.H. Making it together as a two-career couple. Boston: Houghton, Mifflin, 1979.
- Shotland, R.L. Client attrition during psychotherapy as it relates to the value structure of the patient and therapist. Unpublished M.A. thesis, Michigan State University, 1968. (In M. Rokeach. The Nature of Human Values. New York: Free Press, 1973.
- Sikula, A.F. A study of the values and value systems of college roommates in conflict and nonconflict situations, and an investigation to determine whether roommate conflict can be attributed to differing values and value systems. Unpublished Ph.D. dissertation, Michigan State University, 1970. (In M. Rokeach. The Nature of Human Values. New York: Free Press, 1973.)
- Spanier, G.B. Measuring dyadic adjustment: New scales for assessing the quality of marriage and similar dyads.

Journal of Marriage and the Family, 1976, 38, 15-28.

Spanier, G.B., Lewis, R.A., and Cole, C.L. Marital adjustment over the family life cycle: The issue of curvilinearity. Journal of Marriage and the Family, 1975, 37, 263-275.

Staines, G.L., Pleck, J.H., Shepard, L.J. and O'Connor, P. Wives employment status and marital adjustment: Yet another look. Psychology of Women Quarterly, 1978, 3, 90-122.

U.S. Bureau of the Census. 1970 census of population: Age at first marriage (Final Report PC(2)-40). Washington, D.C.: U.S. Government Printing Office, 1973.

U.S. National Center for Health Statistics. Monthly vital statistics report (Vol. 24, No. 4, Supplement). Washington, D.C.: U.S. Government Printing Office, 1975.

Wallston, B. S., Foster, M.A. and Berger, M. I will follow him: Myth, reality, or forced choice--Job-seeking experiences of dual-career couples. Psychology of Women Quarterly, 1978, 3, 9-21.

Weingarten, K. The employment pattern of professional

couples and their distribution of involvement in the family. Psychology of Women Quarterly, 1978, 3, 43-52.