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

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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

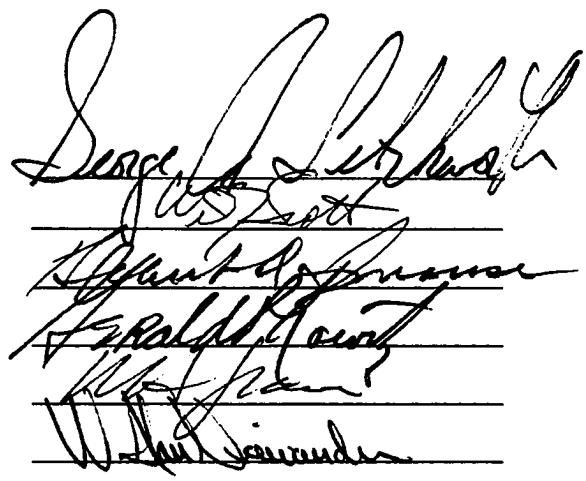
JULIA REBECCA DELONEY

Norman, Oklahoma

1983

STRESSORS AND COPING STYLES OF MARRIED

AND DIVORCED DUAL-CAREER EDUCATORS



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? Specificly, 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 reseacher, 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' expetise 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.

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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; Houseknect, 1979). This pattern was repeated for the dual-career couple (Staines, Pleck, 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 adviseable 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.

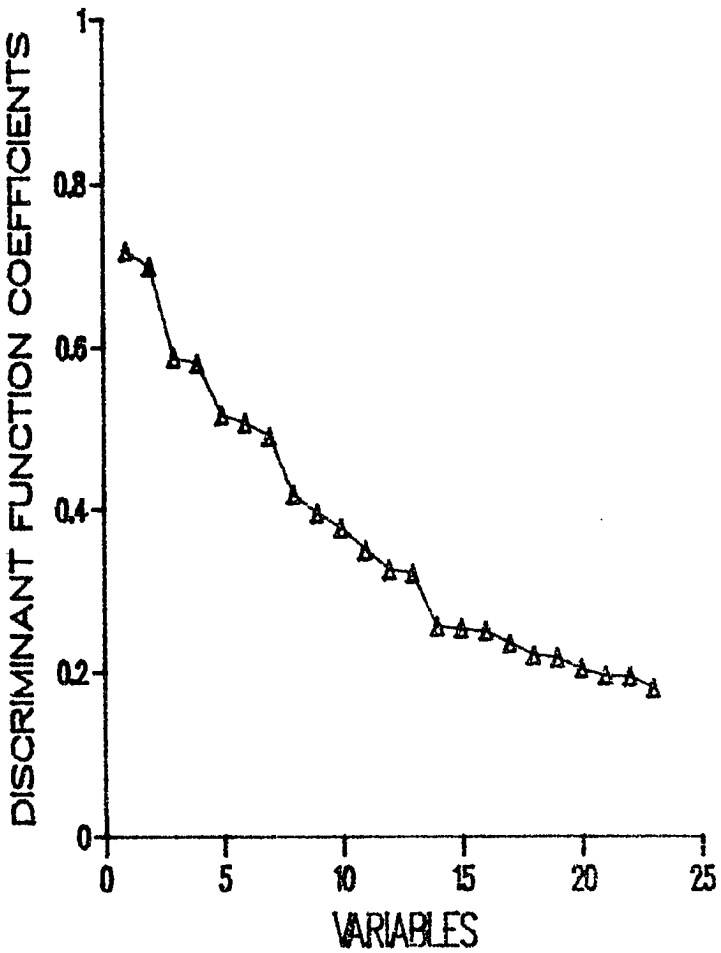


Table 2

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):

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

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 focues 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 inolved 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? Specificly, 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 reseacher, 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 Rapoports 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 Rapoports 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 endogomy) 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 endogomy "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 prpfessional 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 Rapoports 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-protege 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, withdrawl 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 committment to their spouses. Committments 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 Hamiliton 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 prescence 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 marriate. 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 religios 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 maximual 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 concensus, dyadic satisfaction, dyadic cohesion, and affectional expression. Included in these subscales were a global measure of satisfaction and a measure of committment. 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.

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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 your 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?
_____parent vs. partner
_____parent vs. career
_____partner vs. career
_____your career vs. spouse's career
_____community vs. career
_____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	Occasionally Disagree	Frequently 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	Occasionally	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"?	____	____	____	____	____	____

	Every Day	Almost Every Day	Occa-sionally	Rarely	Never
102. Do you kiss your mate?	_____	_____	_____	_____	_____
	All of them	Most of them	Some of them	Very few of them	None of them
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

I7	COUNT / ROW PCT / COL PCT / TOT PCT	1. Teacher	2. Principal or Asst	3. Administrator	ROW TOTAL
1. DIVORCED		48	5	14	67
	ROW PCT	72.0	8.0	20.0	41.3
	COL PCT	36.7	50.0	71.4	
	TOT PCT	29.8	3.3	8.3	
2. MARRIED		62	5	4	71
	ROW PCT	87.3	7.0	5.6	58.7
	COL PCT	63.3	50.0	28.6	
	TOT PCT	51.2	4.1	3.3	
COLUMN TOTAL		110	10	18	138
		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 PCT I	White	Black	ROW
	COL PCT I			TOTAL
	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

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

		I5 EDUCATIONAL LEVEL					
	COUNT I						
	ROW PCT I	BACHELOR	WORKING	MASTER'S	WORKING	DOCTORAL	ROW
	COL PCT I	I'S DEGRE	ON MASTE	DEGREE	ON DOCTO	DEGREE	TOTAL
	TOT PCT I	3.I	4.I	5.I	6.I	7.I	
I7							
	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	
	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	
	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 Ito $20,0	to $30,0	to $40,0		TOTAL
	TOT PCT I 1.I	2.I	3.I		
I7	--------I--------I	--------I	--------I		
	1. I 31 I	24 I	8 I		67
DIVORCED	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	--------I		
	2. I 46 I	22 I	2 I		70
MARRIED	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	--------I		
	COLUMN 77	46	10		137
	TOTAL 57.5	33.3	6.7		1 00.0

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 I	Once	Two or	ROW
	COL PCT I		More	TOTAL
	TOT PCT I	1. I	2. I	
I7	---------I	---------I	---------I	
	1. I	54 I	13 I	67
DIVORCED	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	
	2. I	53 I	18 I	71
MARRIED	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	
COLUMN		107	31	138
TOTAL		76.9	23.2	100.0

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

Table G

Number of Years Married Distributed Across Married and Divorced Groups

I7	COUNT / ROW PCT / COL PCT / TOT PCT	I9 Divorced Less Year 1.	1 Year 2.	1 to 3 Years 3.	4 to 8 Years 4.	9 to 15 Years 5.	Over 15 Years 6.	ROW TOTAL
1. DIVORCED		67	0	0	0	0	0	67
		94.0	0.0	0.0	0.0	0.0	0.0	41.3
		100.0	0.0	0.0	0.0	0.0	0.0	
		38.8	0.0	0.0	0.0	0.0	0.0	
2. MARRIED		0	4	3	15	12	37	71
		0.0	5.6	4.2	21.1	16.9	52.1	58.7
		0.0	100.0	100.0	100.0	80.0	100.0	
		0.0	3.3	2.5	12.4	9.9	30.6	
COLUMN TOTAL		67	4	3	15	12	37	138
		48.7	2.9	1.8	10.9	8.9	26.8	100.0

Table H

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

I7		I10					
	COUNT	I					
	ROW PCT	ILess 1	1 to 3	4 to 8	9 to 15	Over 15	ROW
	COL PCT	IYear	Years	Years	Years	Years	TOTAL
	TOT PCT	I 1.	I 2.	I 3.	I 4.	I 5.	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
	COLUMN TOTAL	1 2.0	7 10.0	20 30.0	22 32.0	17 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 / ROW PCT / COL PCT / TOT PCT	1. Little Dating	2. Dating More Than 1	3. Date 1	ROW TOTAL
I7				
1. DIVORCED	28	16	23	67
	42.0	24.0	34.0	100.0
	100.0	100.0	100.0	
	42.0	24.0	34.0	
COLUMN TOTAL	28	16	23	67
	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 Activites/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 Professonal 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

I7	COUNT / ROW PCT / COL PCT / TOT PCT	1. Teacher	2. Principal or Asst.	3. Administrator	ROW TOTAL
1. DIVORCED		48	5	14	67
		72.0	8.0	20.0	41.3
		36.7	50.0	71.4	
		29.8	3.3	8.3	
2. MARRIED		62	5	4	71
		87.3	7.0	5.6	58.7
		63.3	50.0	28.6	
		51.2	4.1	3.3	
COLUMN TOTAL		110	10	18	138
		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

I7		I4 PRESENT AGE				
	COUNT / ROW PCT / COL PCT / TOT PCT	To 35 (1.)	36 to 45 (2.)	46 to 55 (3.)	Over 55 (4.)	ROW TOTAL
1. DIVORCED		21	26	26	4	67
		32.0	38.0	24.0	6.0	41.3
		41.0	50.0	34.3	37.5	
		13.2	15.7	9.9	2.5	
2. MARRIED		24	19	23	5	71
		33.8	26.8	32.4	7.0	58.7
		59.0	50.0	65.7	62.5	
		19.0	15.7	19.0	4.1	
COLUMN TOTAL		45	45	39	9	138
		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 / ROW PCT / COL PCT / TOT PCT	Before Prof Train (1.)	During Prof Train (2.)	1 Yr After Train (3.)	2 To 5 Yrs Aft Train (4.)	6+ Yrs After Train (5.)	ROW TOTAL
I7							
1. DIVORCED		13	26	13	11	4	67
		20.0	38.0	20.0	16.0	6.0	41.3
		45.5	52.8	32.3	36.4	30.0	
		8.3	15.7	8.3	6.6	2.5	
2. MARRIED		12	17	21	14	7	71
		16.9	23.9	29.6	19.7	9.9	58.7
		54.5	47.2	67.7	63.6	70.0	
		9.9	14.0	17.4	11.6	5.8	
COLUMN TOTAL		25	43	34	25	11	138
		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 O

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

I17A HELD OFFICE IN PROFESSIONAL ORGANIZATION

	COUNT / ROW PCT / COL PCT / TOT PCT	No 0.	Yes 1.	ROW TOTAL
I7				
DIVORCED	1.	41	26	67
		62.0	38.0	41.3
		42.5	39.6	
		25.6	15.7	
MARRIED	2.	42	29	71
		59.2	40.8	58.7
		57.5	60.4	
		34.7	24.0	
	COLUMN TOTAL	83	55	138
		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 / ROW PCT / COL PCT / TOT PCT	No 0.	Yes 1.	ROW TOTAL
I7				
MARRIED 1.		39	28	67
	ROW PCT	58.0	42.0	41.3
	COL PCT	37.7	47.7	
	TOT PCT	24.0	17.4	
DIVORCED 2.		48	23	71
	ROW PCT	67.6	32.4	58.7
	COL PCT	62.3	52.3	
	TOT PCT	39.7	19.0	
COLUMN TOTAL		87	51	138
		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 Acitivities/Accomplishments (Item 17g) Distributed Across Married and Divorced Groups

I17G AWARD FOR COMMUNITY ACTIVITIES/ ACCOMPLISHMENTS IN LAST 3 YEARS

I7	COUNT / ROW PCT / COL PCT / TOT PCT	No 0.	Yes 1.	ROW TOTAL
1. DIVORCED		60	7	67
		90.0	10.0	41.3
		39.5	71.4	
		37.2	4.1	
2. MARRIED		69	2	71
		97.2	2.8	58.7
		60.5	28.6	
		57.0	1.7	
COLUMN TOTAL		129	9	138
		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 / ROW PCT / COL PCT / TOT PCT	Very Neg 1.	Neg 2.	Little 3.	Pos 4.	Very Pos 5.	ROW TOTAL
I7						
1. DIVORCED	5	6	20	1	1	33
	13.6	18.2	59.1	4.5	4.5	55.0
	100.0	66.7	61.9	12.5	50.0	
	7.5	10.0	32.5	2.5	2.5	
2. MARRIED	0	2	8	7	1	18
	0.0	11.1	44.4	38.9	5.6	45.0
	0.0	33.3	38.1	87.5	50.0	
	0.0	5.0	20.0	17.5	2.5	
COLUMN TOTAL	5	8	28	8	2	51
	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

I7		No 1.	Yes 2.	ROW TOTAL
DIVORCED 1.	COUNT	48	19	67
	ROW PCT	72.0	28.0	41.3
	COL PCT	37.5	56.0	
	TOT PCT	29.8	11.6	
MARRIED 2.	COUNT	60	11	71
	ROW PCT	84.5	15.5	58.7
	COL PCT	62.5	44.0	
	TOT PCT	49.6	9.1	
COLUMN TOTAL		108	30	138
		79.3	20.7	100.0

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

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

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

CHI SQUARE = 5.95553 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.2025

Table V

How Often you Mention Spouse's Professional Accomplishments to Others (Item 30) Distributed Across Married and Divorced Groups

I7		I30 HOW OFTEN YOU MENTION SPOUSE'S PROFESSIONAL ACCOMPLISHMENTS TO OTHERS					
	COUNT / ROW PCT / COL PCT / TOT PCT	Never 1.	Rarely 2.	Some-times 3.	Often 4.	Very Often 5.	ROW TOTAL
DIVORCED	1.	3	3	21	36	1	64
		4.2	4.2	33.3	56.3	2.1	40.7
		100.0	33.3	39.0	48.2	7.7	
		1.7	1.7	13.6	22.9	0.8	
MARRIED	2.	0	4	25	29	12	70
		0.0	5.7	35.7	41.4	17.1	59.3
		0.0	66.7	61.0	51.8	92.3	
		0.0	3.4	21.2	24.6	10.2	
	COLUMN TOTAL	3	7	46	65	13	134
		1.7	5.1	34.7	47.5	11.0	100.0

CHI SQUARE = 10.27693 WITH 4 DEGREES OF FREEDOM
SIGNIFICANCE = 0.0360

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		Strong Not Proud 1.	Not Proud 2.	Indifferent 3.	Proud 4.	Very Proud 5.	ROW TOTAL
1. DIVORCED	COUNT	3	7	9	39	8	66
	ROW PCT	4.1	10.2	14.3	59.2	12.2	41.5
	COL PCT	100.0	100.0	70.0	49.2	14.3	
	TOT PCT	1.7	4.2	5.9	24.6	5.1	
2. MARRIED	COUNT	0	0	3	30	36	69
	ROW PCT	0.0	0.0	4.3	43.5	52.2	58.5
	COL PCT	0.0	0.0	30.0	50.8	85.7	
	TOT PCT	0.0	0.0	2.5	25.4	30.5	
COLUMN TOTAL		3 1.7	7 4.2	12 8.5	59 50.0	44 35.6	135 100.0

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

I7		3. Average	4. Above Average	5. Outstanding	ROW TOTAL
1. DIVORCED	COUNT	3	44	20	67
	ROW PCT	4.0	66.0	30.0	42.0
	COL PCT	33.3	40.2	48.4	
	TOT PCT	1.7	27.7	12.6	
2. MARRIED	COUNT	4	49	16	69
	ROW PCT	5.8	71.0	23.2	58.0
	COL PCT	66.7	59.8	51.6	
	TOT PCT	3.4	41.2	13.4	
COLUMN TOTAL		7 5.0	93 68.9	36 26.1	136 100.0

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

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

I7		I35 WHO MANAGES FAMILY FINANCES			
	COUNT I				ROW
	ROW PCT I				
	COL PCT I	Husband	Wife	Share	TOTAL
	TOT PCT I	1.I	2.I	3.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	
	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	
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

I7	I39 WHO DECIDES HOW MONEY IS SPENT			
	COUNT / ROW PCT / COL PCT / TOT PCT	Husband 1.	Wife 2.	Share 3.	ROW TOTAL
DIVORCED 1.		27	19	21	67
		40.0	28.0	32.0	41.7
		71.4	82.4	21.3	
		16.7	11.7	13.3	
MARRIED 2.		8	3	59	70
		11.4	4.3	84.3	58.3
		28.6	17.6	78.7	
		6.7	2.5	49.2	
COLUMN TOTAL		35	22	80	137
		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 / ROW PCT / COL PCT / TOT PCT	Husband 1.	Wife 2.	Share 3.	ROW TOTAL
I7				
1. DIVORCED	35	7	24	66
	53.1	10.2	36.7	41.9
	81.3	100.0	22.5	
	22.2	4.3	15.4	
2. MARRIED	6	0	62	68
	8.8	0.0	91.2	58.1
	18.8	0.0	77.5	
	5.1	0.0	53.0	
COLUMN TOTAL	41	7	86	134
	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

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

I7	COUNT / ROW PCT / COL PCT / TOT PCT	I Badly Insuf- ficient 1.	Insuf- ficient 2.	About Right 3.	Too Much 4.	ROW TOTAL
1. DIVORCED		8	31	25	3	67
		12.0	46.0	38.0	4.0	43.1
		85.7	44.2	35.8	50.0	
		5.2	19.8	16.4	1.7	
2. MARRIED		1	29	34	2	66
		1.5	43.9	51.5	3.0	56.9
		14.3	55.8	64.2	50.0	
		0.9	25.0	29.3	1.7	
COLUMN TOTAL		9	60	59	5	133
		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

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

I7	COUNT / ROW PCT / COL PCT / TOT PCT	1. Almost None	2. Some	3. Moderate Amount	4. Quite a Bit	5. A Great Deal	ROW TOTAL
1. DIVORCED		0	5	12	23	27	67
		0.0	8.0	18.0	34.0	40.0	42.0
		0.0	21.1	33.3	44.7	66.7	
		0.0	3.4	7.6	14.3	16.8	
2. MARRIED		5	15	18	21	10	69
		7.2	21.7	26.1	30.4	14.5	58.0
		100.0	78.9	66.7	55.3	33.3	
		4.2	12.6	15.1	17.6	8.4	
COLUMN TOTAL		5	20	30	44	37	136
		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

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

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

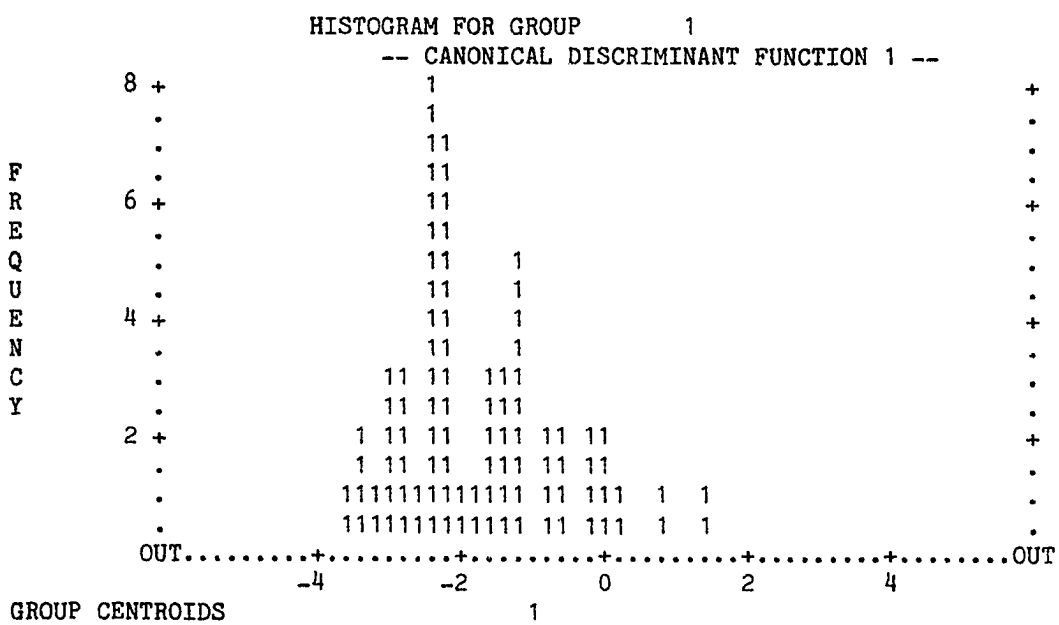
Histogram of the Distributions of Groups Across the Discriminant Function

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



GROUP CENTROIDS 1

Table KK

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

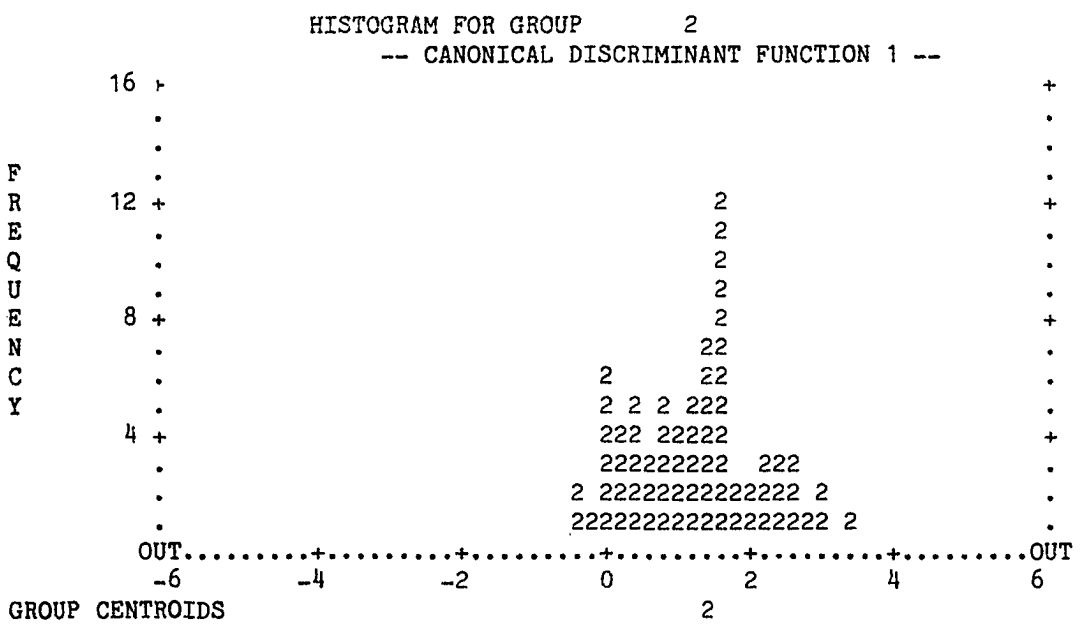
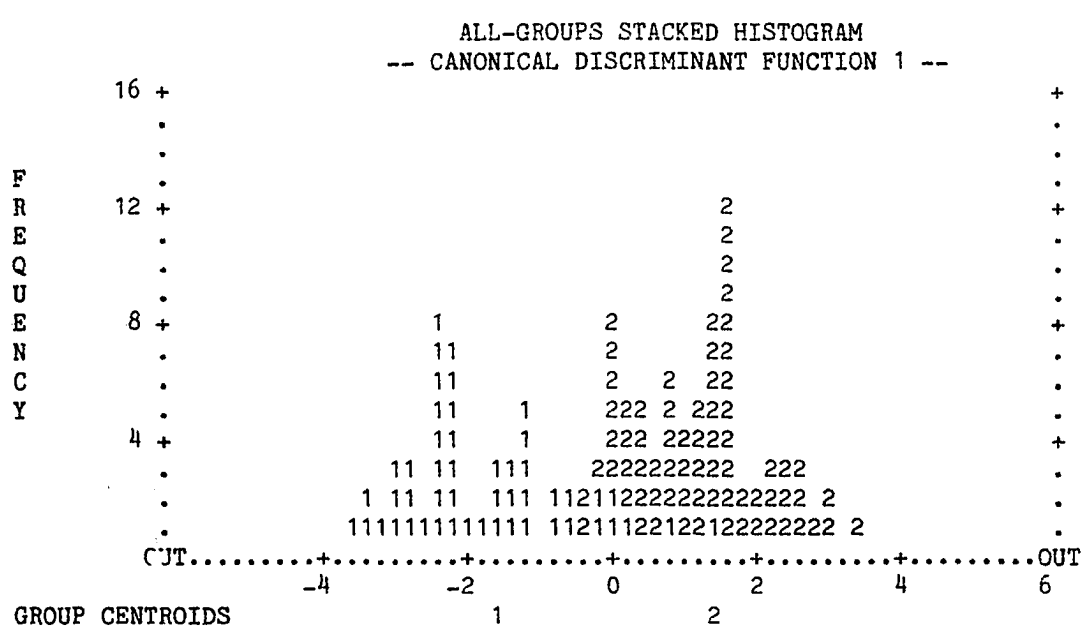


Table LL

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
	COL PCT I		PRIN	PAL	ISTRA-	TOTAL
	TOT PCT I	1.I	3.I	4.I	TOR 5.I	
MARSAT	--------I	--------I	--------I	--------I	--------I	
1.	I	22 I	0 I	1 I	0 I	23
LMS	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	
2.	I	20 I	0 I	1 I	3 I	24
MMS	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	
3.	I	20 I	1 I	2 I	1 I	24
HMS	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 I	Bachelor	Work on Master	Master's Degree	Work on Doctor	Doctoral Degree	ROW TOTAL
	COL PCT I	Degree					
	TOT PCT I	3.	4.	5.	6.	7.	
MARSAT							
1.		2	7	10	2	2	23
LMS		8.7	30.4	43.5	8.7	8.7	32.4
		18.2	53.8	25.6	33.3	100.0	
		2.8	9.9	14.1	2.8	2.8	
2.		5	2	15	2	0	24
MMS		20.8	8.3	62.5	8.3	0.0	33.8
		45.5	15.4	38.5	33.3	0.0	
		7.0	2.8	21.1	2.8	0.0	
3.		4	4	14	2	0	24
HMS		16.7	16.7	58.3	8.3	0.0	33.8
		36.4	30.8	35.9	33.3	0.0	
		5.6	5.6	19.7	2.8	0.0	
COLUMN TOTAL		11	13	39	6	2	71
		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	$10,0001	$20,000	$30,001	ROW
	COL PCT I	-$20,000	-$30,000	-$40,000	TOTAL
	TOT PCT I	2.I	3.I	4.I	
MARSAT					
1.	I	16	5	1	22
LMS	I	72.7	22.7	4.5	31.4
	I	34.8	22.7	50.0	
	I	22.9	7.1	1.4	
2.	I	14	10	0	24
MMS	I	58.3	41.7	0.0	34.3
	I	30.4	45.5	0.0	
	I	20.0	14.3	0.0	
3.	I	16	7	1	24
HMS	I	66.7	29.2	4.2	34.3
	I	34.8	31.8	50.0	
	I	22.9	10.0	1.4	
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							
1.	I	5	10	5	3	0	23
LMS	I	21.7	43.5	21.7	13.0	0.0	32.4
	I	23.8	33.3	62.5	37.5	0.0	
	I	7.0	14.1	7.0	4.2	0.0	
2.	I	9	10	2	1	2	24
MMS	I	37.5	41.7	8.3	4.2	8.3	33.8
	I	42.9	33.3	25.0	12.5	50.0	
	I	12.7	14.1	2.8	1.4	2.8	
3.	I	7	10	1	4	2	24
HMS	I	29.2	41.7	4.2	16.7	8.3	33.8
	I	33.3	33.3	12.5	50.0	50.0	
	I	9.9	14.1	1.4	5.6	2.8	
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?

MARSAT		None 1.	Few 2.	Moderate No. 3.	Quite a Few 4.	Great No. 5.	ROW TOTAL
LMS	1.	4	13	1	2	2	22
	ROW PCT	18.2	59.1	4.5	9.1	9.1	31.4
	COL PCT	12.1	54.2	14.3	66.7	66.7	
	TOT PCT	5.7	18.6	1.4	2.9	2.9	
MMS	2.	14	9	1	0	0	24
	ROW PCT	58.3	37.5	4.2	0.0	0.0	34.3
	COL PCT	42.4	37.5	14.3	0.0	0.0	
	TOT PCT	20.0	12.9	1.4	0.0	0.0	
HMS	3.	15	2	5	1	1	24
	ROW PCT	62.5	8.3	20.8	4.2	4.2	34.3
	COL PCT	45.5	8.3	71.4	33.3	33.3	
	TOT PCT	21.4	2.9	7.1	1.4	1.4	
COLUMN TOTAL		33	24	7	3	3	70
		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 I						
	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	
	1. I	3 I	2 I	9 I	4 I	5 I	23
LMS	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	
	I	4.3 I	2.9 I	13.0 I	5.8 I	7.2 I	
	-I	---------I	---------I	---------I	---------I	---------I	
	2. I	2 I	8 I	2 I	9 I	3 I	24
MMS	I	8.3 I	33.3 I	8.3 I	37.5 I	12.5 I	34.8
	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	
	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	
	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 / ROW PCT / COL PCT / TOT PCT	Ties Down (2.)	Interferes (3.)	Import (4.)	Most Import (5.)	ROW TOTAL
MARSAT					
1. LMS	1 / 4.5 / 100.0 / 1.4	1 / 4.5 / 50.0 / 1.4	14 / 63.6 / 38.9 / 20.0	6 / 27.3 / 19.4 / 8.6	22 / 31.4
2. MMS	0 / 0.0 / 0.0 / 0.0	0 / 0.0 / 0.0 / 0.0	13 / 54.2 / 36.1 / 18.6	11 / 45.8 / 35.5 / 15.7	24 / 34.3
3. HMS	0 / 0.0 / 0.0 / 0.0	1 / 4.2 / 50.0 / 1.4	9 / 37.5 / 25.0 / 12.9	14 / 58.3 / 45.2 / 20.0	24 / 34.3
COLUMN TOTAL	1 / 1.4	2 / 2.9	36 / 51.4	31 / 44.3	70 / 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

MARSAT	COUNT / ROW PCT / COL PCT / TOT PCT	Legal Contract 2.	Change Partner 3.	Spouse Change 4.	Life-Not Work 5.	Life-Long 6.	ROW TOTAL
1.		1	3	6	11	1	22
LMS		4.5	13.6	27.3	50.0	4.5	31.4
		100.0	75.0	60.0	28.2	6.3	
		1.4	4.3	8.6	15.7	1.4	
2.		0	1	3	13	7	24
MMS		0.0	4.2	12.5	54.2	29.2	34.3
		0.0	25.0	30.0	33.3	43.8	
		0.0	1.4	4.3	18.6	10.0	
3.		0	0	1	15	8	24
HMS		0.0	0.0	4.2	62.5	33.3	34.3
		0.0	0.0	10.0	38.5	50.0	
		0.0	0.0	1.4	21.4	11.4	
COLUMN TOTAL		1	4	10	39	16	70
		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 / ROW PCT / COL PCT / TOT PCT	No 0.	Yes 1.	ROW TOTAL
MARSAT				
1.		19	3	22
LMS		86.4	13.6	31.4
		29.7	50.0	
		27.1	4.3	
2.		21	3	24
MMS		87.5	12.5	34.3
		32.8	50.0	
		30.0	4.3	
3.		24	0	24
HMS		100.0	0.0	34.3
		37.5	0.0	
		34.3	0.0	
COLUMN TOTAL		64 91.4	6 8.6	70 100.0

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

MARSAT	COUNT / ROW PCT / COL PCT / TOT PCT	No (0.)	Yes (1.)	ROW TOTAL
1. LMS	COUNT	18	5	23
	ROW PCT	78.3	21.7	32.4
	COL PCT	29.0	55.6	
	TOT PCT	25.4	7.0	
2. MMS	COUNT	21	3	24
	ROW PCT	87.5	12.5	33.8
	COL PCT	33.9	33.3	
	TOT PCT	29.6	4.2	
3. HMS	COUNT	23	1	24
	ROW PCT	95.8	4.2	33.8
	COL PCT	37.1	11.1	
	TOT PCT	32.4	1.4	
COLUMN TOTAL		62	9	71
		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 / ROW PCT / COL PCT / TOT PCT	No 0.	Yes 1.	ROW TOTAL	
MARSAT				
1. LMS	9	14	23	
	39.1	60.9	32.4	
	34.6	31.1		
	12.7	19.7		
2. MMS	6	18	24	
	25.0	75.0	33.8	
	23.1	40.0		
	8.5	25.4		
3. HMS	11	13	24	
	45.8	54.2	33.8	
	42.3	28.9		
	15.5	18.3		
COLUMN TOTAL	26	45	71	
	36.6	63.4	100.0	

Table YY

Redefinition Method of Coping Distributed
Across Marital Satisfaction

		REDEFINITION				
	COUNT / ROW PCT / COL PCT / TOT PCT	1.	2.	3.	4.	ROW TOTAL
MARSAT						
	1.	1	11	11	0	23
LMS		4.3	47.8	47.8	0.0	32.4
		25.0	32.4	34.4	0.0	
		1.4	15.5	15.5	0.0	
	2.	1	13	10	0	24
MMS		4.2	54.2	41.7	0.0	33.8
		25.0	38.2	31.3	0.0	
		1.4	18.3	14.1	0.0	
	3.	2	10	11	1	24
HMS		8.3	41.7	45.8	4.2	33.8
		50.0	29.4	34.4	100.0	
		2.8	14.1	15.5	1.4	
	COLUMN TOTAL	4	34	32	1	71
		5.6	47.9	45.1	1.4	100.0

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

Table ZZ

Reorientation Method of Coping Distributed
Across Marital Satisfacton

		REORIENTATION					
	COUNT						
	ROW PCT						ROW
	COL PCT						TOTAL
	TOT PCT	2.	3.	4.	5.		
MARSAT							
	1.	4	17	1	1		23
LMS		17.4	73.9	4.3	4.3		32.4
		30.8	35.4	11.1	100.0		
		5.6	23.9	1.4	1.4		
	2.	5	16	3	0		24
MMS		20.8	66.7	12.5	0.0		33.8
		38.5	33.3	33.3	0.0		
		7.0	22.5	4.2	0.0		
	3.	4	15	5	0		24
HMS		16.7	62.5	20.8	0.0		33.8
		30.8	31.3	55.6	0.0		
		5.6	21.1	7.0	0.0		
	COLUMN	13	48	9	1		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	
	1.	I	4	I	14	I	5	I	0	I	23
LMS		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	
	2.	I	3	I	17	I	4	I	0	I	24
MMS		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	
	3.	I	1	I	18	I	4	I	1	I	24
HMS		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	
	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

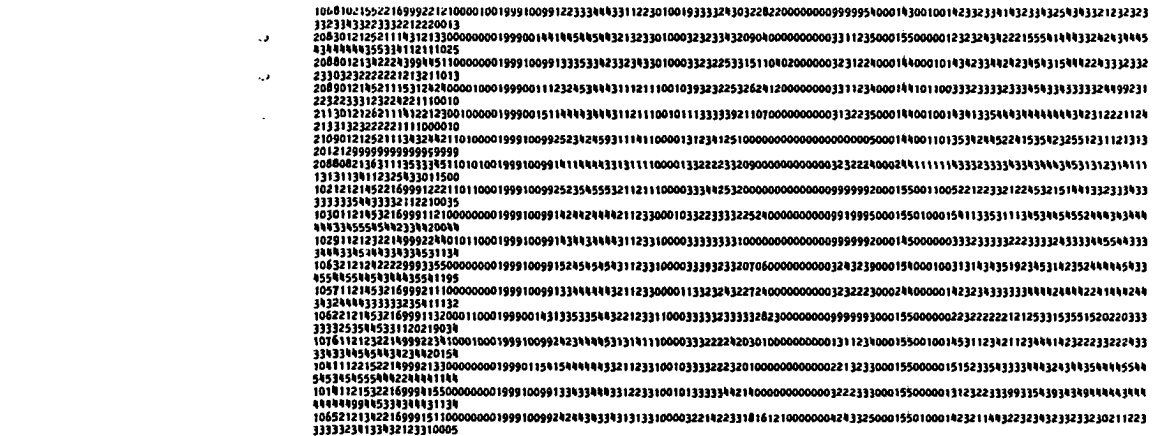
Columns	Items	Columns	Items
1- 5	I.D. No.	71- 72	45B
6- 21	1 - 16	73- 74	45C
22- 29	17A- 17H	75- 76	45D
30- 33	18 - 21	77- 78	45E
34- 36	22A- 22C	79- 80	45F
36- 54	23 - 40	81- 82	45G
55- 59	41A- 41E	83- 89	46 - 52
60	42	90- 92	53
61- 67	43A- 43G	93- 95	54 - 56
68	44	96-101	57A- 57F
69- 70	45A	102-155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

Table CCC

Questionnaire Data







APPENDIX M

Correlation Matrix of Items Employed

In Regression Analysis

Table BBB

Correlation Matrix of Items Employed in Regression Analysis

	I1	I4	I5	I6	I8	I9	I13	I14	I15	I44	I52	I53
I1	1.00000	0.05816	0.20650	0.48438	0.08666	0.03467	0.15839	-0.03915	0.03574	0.11379	-0.01044	0.14898
I4	0.05816	1.00000	0.10398	0.15228	-0.09133	0.60879	-0.04583	-0.18764	-0.17095	0.27639	-0.01374	-0.13814
I5	0.20650	0.10398	1.00000	0.54273	0.03084	0.05596	0.12150	0.04435	-0.13113	0.03288	-0.11519	0.11613
I6	0.48438	0.15228	0.54273	1.00000	0.08148	0.09248	0.08727	-0.02306	-0.10476	0.00090	-0.02109	0.16447
I8	0.08666	-0.09133	0.03084	0.08148	1.00000	-0.58697	0.66906	-0.10261	0.42574	0.02486	0.06406	0.27700
I9	0.03467	0.60879	0.05596	0.09248	-0.58697	1.00000	-0.54616	-0.07118	-0.52137	0.15072	-0.12535	-0.34090
I13	0.15839	-0.04583	0.12150	0.08727	0.66906	-0.54616	1.00000	-0.05656	0.60302	0.06350	-0.00266	0.19729
I14	-0.03915	-0.18764	0.04435	-0.02306	-0.10261	-0.07118	-0.05656	1.00000	-0.00224	-0.17443	0.37757	0.35662
I15	0.03574	-0.17095	-0.13113	-0.10476	0.42574	-0.52137	0.60302	-0.00224	1.00000	-0.06328	0.09879	0.25482
I44	0.11379	0.27639	0.03288	0.00090	0.02486	0.15072	0.06350	-0.17443	-0.06328	1.00000	0.00215	-0.03525
I52	-0.01044	-0.01374	-0.11519	-0.02109	0.06406	-0.12535	-0.00266	0.37757	0.09879	0.00215	1.00000	0.48962
I53	0.14898	-0.13814	0.11613	0.16447	0.27700	-0.34090	0.19729	0.35662	0.25482	-0.03525	0.48962	1.00000
I55	0.00437	0.13205	0.00185	0.08081	-0.15485	0.17362	-0.25788	-0.17526	-0.24320	0.34697	-0.09469	-0.02705
I56	-0.11843	0.04355	0.05108	0.01834	-0.11302	0.09926	-0.30943	-0.09974	-0.25845	0.23343	-0.09587	-0.09944
I57A	0.06481	-0.11645	-0.04982	-0.00351	-0.09047	0.00703	0.01289	-0.02673	0.16282	0.12552	0.04714	0.07200
I57B	-0.08205	-0.23246	0.02283	-0.03690	0.09895	-0.22469	0.10614	0.11125	0.08136	0.08907	0.06799	0.19606
I57C	-0.14195	-0.12934	0.14333	-0.10631	-0.12778	-0.05382	-0.14367	0.13869	-0.15178	-0.25525	0.03397	0.17055
I57D	0.06540	-0.08603	-0.10211	-0.11630	0.03085	-0.05715	-0.01179	0.38579	0.12926	-0.10206	0.18564	0.36468
I57E	0.16868	-0.09496	0.00421	0.11589	0.15899	0.04908	-0.09950	-0.10262	0.03168	-0.02846	0.01870	-0.07383
I57F	-0.18081	0.11645	0.05763	0.01580	0.24855	-0.08718	0.13969	0.03040	-0.09057	-0.00248	0.09899	0.19533
REDEF	0.15322	-0.16515	0.01068	-0.05197	0.05664	-0.16698	0.19070	0.05596	-0.00584	0.19489	0.15528	0.08997
REOR	0.01678	-0.00444	-0.03232	-0.06330	-0.04168	-0.07914	-0.01688	0.01016	0.03049	0.12693	0.06416	0.02318
REACT	-0.05207	0.03171	-0.01938	-0.05608	-0.11012	0.02072	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

	I55	I56	I57A	I57B	I57C	I57D	I57E	I57F	REDEF	REOR	REACT	MARSAT
I1	0.00437	-0.11843	0.06481	-0.08205	-0.14195	0.06540	0.16868	-0.18081	0.15322	0.01678	-0.05207	0.16951
I4	0.13205	0.04355	-0.11645	-0.23246	-0.12934	-0.08603	-0.09496	0.11645	-0.16515	-0.00444	0.03171	0.12893
I5	0.00185	0.05108	-0.04982	0.02283	0.14333	-0.10211	0.00421	0.05763	0.01068	-0.03232	-0.01938	-0.11051
I6	0.08081	0.01834	-0.00351	-0.03690	-0.10631	-0.11630	0.11589	0.01580	-0.05197	-0.06330	-0.05608	0.00936
I8	-0.15485	-0.11302	-0.09047	0.09895	-0.12778	0.03085	0.15899	0.24855	0.05664	-0.04168	-0.11012	0.07148
I9	0.17362	0.09926	0.00703	-0.22469	-0.05382	-0.05715	0.04908	-0.08718	-0.16698	-0.07914	0.02072	-0.03340
I13	-0.25788	-0.30943	0.01289	0.10614	-0.14367	-0.01179	-0.09950	0.13969	0.19070	-0.01688	0.03526	0.01646
I14	-0.17526	-0.09974	-0.02673	0.11125	0.13869	0.38579	-0.10262	0.03040	0.05596	0.01016	-0.11186	-0.35124
I15	-0.24320	-0.25845	0.16282	0.08136	-0.15178	0.12926	0.03168	-0.09057	-0.00584	0.03049	-0.01623	-0.01368
I44	0.34697	0.23343	0.12552	0.08907	-0.25525	-0.10206	-0.02846	-0.00248	0.19489	0.12693	0.06040	0.15202
I52	-0.09469	-0.09587	0.04714	0.06799	0.03397	0.18564	0.01870	0.09899	0.15528	0.06416	0.07182	-0.05591
I53	-0.02705	-0.09944	0.07200	0.19606	0.17055	0.36468	-0.07383	0.19533	0.08997	0.02318	-0.00574	-0.15154
I55	1.00000	0.55310	-0.20705	-0.13397	0.05732	0.00356	0.00246	-0.09408	-0.11030	-0.08485	-0.08850	0.17662
I56	0.55310	1.00000	-0.18078	0.04123	0.01105	-0.15586	0.09717	-0.07593	-0.14252	-0.05767	-0.21259	0.38760
I57A	-0.20705	-0.18078	1.00000	0.23726	-0.09189	-0.07328	-0.05066	-0.22628	0.02731	0.08550	0.10642	-0.11181
I57B	-0.13397	0.04123	0.23726	1.00000	0.09847	-0.16387	0.05428	-0.07983	0.19632	0.10900	-0.03472	-0.08377
I57C	0.05732	0.01105	-0.09189	0.09847	1.00000	0.03644	0.13041	0.20173	0.03915	-0.03814	-0.13288	-0.29280
I57D	0.00356	-0.15586	-0.07328	-0.16387	0.03644	1.00000	-0.06382	-0.18949	-0.13152	-0.02279	-0.02472	-0.21768
I57E	0.00246	0.09717	-0.05066	0.05428	0.13041	-0.06382	1.00000	0.01433	0.13336	0.12598	0.02876	0.02113
I57F	-0.09408	-0.07593	-0.22628	-0.07983	0.20173	-0.18949	0.01433	1.00000	0.08657	0.14253	-0.11942	-0.11887
REDEF	-0.11030	-0.14252	0.02731	0.19632	0.03915	-0.13152	0.13336	0.08657	1.00000	0.28556	0.29[illegible]	0.02637
REOR	-0.08485	-0.05767	0.08550	0.10900	-0.03814	-0.02279	0.12598	0.14253	0.28556	1.00000	0.[illegible]3	0.06664
REACT	-0.08850	-0.21259	0.10642	-0.03472	-0.13288	-0.02472	0.02876	-0.11942	0.29432	0.49473	1.00000	0.01771
MARSAT	0.17662	0.38760	-0.11181	-0.08377	-0.29280	-0.21768	0.02113	-0.11887	0.02637	0.06664	0.01771	1.00000

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