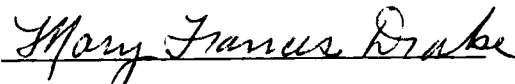


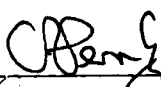
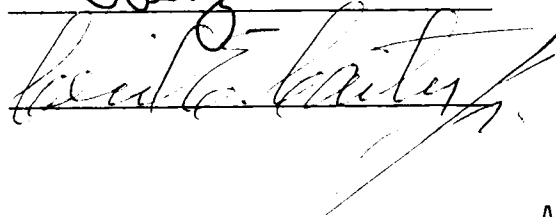
To the Graduate Council:

I am submitting herewith a dissertation written by Rosetta S. LaFleur entitled "Clothing Attitudes of Retired Men as Related to Their Participation in Activities and Their Life Satisfaction." I have examined the final copy of this dissertation for form and content and recommend that it be accepted in partial fulfillment of the requirements for the degree of Doctor of Philosophy, with a major in Home Economics.

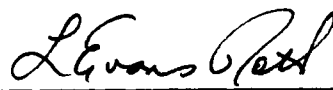

Imogene M. Ford, Major Professor

We have read this dissertation
and recommend its acceptance:



Accepted for the Council:


Vice Chancellor
Graduate Studies and Research

3

CLOTHING ATTITUDES OF RETIRED MEN AS RELATED TO THEIR PARTICIPATION
IN ACTIVITIES AND THEIR LIFE SATISFACTION

A Dissertation
Presented for the
Doctor of Philosophy
Degree
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Rosetta S. LaFleur

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ABSTRACT

The purpose of this study was to examine the clothing attitudes of retired men. The specific objectives were to determine (a) the relationships between retired men's clothing attitudes, their participation in activities, and their life satisfaction, and (b) whether differences exist in retired men's clothing attitudes, their participation in activities, and their life satisfaction based on sociodemographic characteristics.

The sample was composed of 127 men who had retired. All of the men received retirement benefits and all lived in noninstitutionalized settings. A survey approach was used and data were collected by means of a written questionnaire. Four instruments that measured clothing attitudes, participation in activities, life satisfaction, and selected sociodemographic characteristics were used. The clothing attitude measure consisted of three subscales, as did the participation index. The clothing attitude measure and the participation index were analyzed in both the composite forms and as subscales. Six hypotheses were tested using Pearson product-moment correlation coefficients and least squares analysis of variance.

The retirees had relatively positive attitudes about clothing for social activities and relatively positive attitudes about clothing maintenance. They reflected relatively negative attitudes about clothing for retirement. Participation in solitary activities and expressive leisure activities was relatively moderate, and

participation in voluntary associations was relatively low. The men had a relatively high level of life satisfaction.

Attitudes about clothing for social activities and attitudes about clothing maintenance were related positively to participation in solitary activities and to participation in expressive leisure activities. No relationship was found between attitudes about clothing and participation in voluntary associations. Life satisfaction of the retirees was not related to their attitudes about clothing.

Differences existed in clothing attitudes between men who were retired and men who had retired previously but working part-time. Fully retired men had more positive attitudes about clothing for social activities and more positive attitudes about clothing maintenance than retired men who were working part-time. Differences in their participation in activities and their life satisfaction were found among the retirees.

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CHAPTER I

INTRODUCTION

In the United States, the increase in the number of older people over the last 10 years has been phenomenal. The most recent census report indicates that between 1970 and 1975, the number of people age 65 and over increased from 20 million to 22.4 million. This increase was at a rate much higher than that for the under-65 population. It appears that the fastest growing segment of the older population is in the 65 to 70 age bracket. This trend of the elderly becoming an increasingly larger proportion of the population is expected to continue (U.S. Bureau of the Census, 1979).

Another significant development related to the elderly population is the change that has occurred in their level of participation in the labor force. Despite the fact that the mandatory age for retirement has been increased through federal legislation, the number of persons who continue to work past the age of 65 has declined drastically. Since 1950 the proportion of elderly men in the labor force has decreased by more than 50%. The number of people who work past the age of 65 is expected to decrease in the future. By 1990 only one in six males 65 and over will be active in the labor force (National Council on Aging, 1978). The assurance of an adequate lifetime income has been the major factor responsible for the decline. Other factors include health-related reasons and forced retirement (National Council on Aging, 1978). The dramatic increase in the

elderly population coupled with the decline in employment has had a profound effect on the individual and society to the extent that the resulting problems have become national concerns (Sheldon, Peter, McEwan, & Ryser, 1975).

In the United States, people are identified for the most part by their occupations. Retirement is recognized as an important stage in the life cycle that involves adjustment to a new role identity and status. Although the majority of elderly persons do not experience adjustment problems in relinquishing the occupational role, a significant percentage do--especially men (National Council on Aging, 1978). Retirement is thought to be more traumatic and problematic for men than for women because it represents the loss of their culturally dominant role and the acquisition of a culturally devalued one (Strauss, 1976; Thompson, 1976).

Adjustment to retirement is governed by perceptions and attitudes of the role. Some men may view retirement negatively as an involuntary loss of status that calls for increased withdrawal from other significant social activities and contacts. For other men, retirement represents an opportunity for increased social participation and new role activities (Back, 1969). The way retirement is perceived can have various social and emotional influences on individuals, some of which are expressed in the attitudes they hold toward clothing and appearance.

Negative attitudes toward clothing and appearance have been labeled as symptoms of adjustment problems characterized by social withdrawal and social neglect (Allen & Clow, 1954; Goffman, 1961; Strang, 1957; Thompson, 1962). Therefore, the type of attitudes

that individuals hold toward clothing in retirement may serve as a possible indicator of their adjustment to retirement. The relevance of clothing to the retirement role may be assessed by its ability to aid individuals in gaining or maintaining social acceptance and prestige in their new role activities (Hoffman, 1962, 1970).

It is recognized that men at different occupational levels vary in their attitudes regarding the importance of clothing to their work situation (Form & Stone, 1955; Kundel, 1976; McNeil, 1978). One would assume that men's general attitudes toward clothing would carry over from the occupational role into retirement; however, there has been little investigation to support this assumption. The effects that retirement and other role losses may have on individuals' social relationships, social activities, morale, and overall life-style may increase or decrease the significance they have attached to clothing.

Rationale for Study

The quality of life experienced by the elderly is related to their increasing numbers, improved health status, and changing societal values. The character of the lives led by the elderly stems from a spectrum of events and conditions impinging upon them such as racial characteristics, gender, residence, living arrangements, education, and income (Baum & Baum, 1980).

Old age is but one of several stages in the life cycle. For years the study of human development has been directed toward childhood and adolescence, but the new status and rising influence of

the elderly population have brought about a change in research interests. The expanded life span of the elderly because of the developments in medical sciences has generated many new problems and concerns, some of which have implications for clothing research (Ryan, 1966).

Clothing is recognized as one of the basic human needs, but it has produced limited research interest with regard to the elderly. It is a tangible basic need that not only provides protection from the elements, but the psychological aspects of clothing influence the social interactions and relationships of people (Ebeling & Rosencranz, 1961). The greatest amount of attention is focused on the elderly's nutritional, medical, and housing requirements. The considerations that the elderly have received with regard to clothing have dealt with changes in their clothing requirements precipitated by physiological changes that accompany old age. These include a decrease in physical strength and energy, compression of the skeletal system, shifting of body weight and proportions, and changes in skin texture (Fontana, 1977). Ryan (1966) recognized the implications of these physiological changes and encouraged research that would provide practical solutions to the elderly's clothing problems caused by these physical changes. She advocated:

With a decrease in physical strength and energy, we must give thought to designing clothes which are easy to put on and take off and easy to care for; with changing bodily characteristics, it is necessary to solve the problem of fitting the mature figure and of design and color which are becoming to this age group; and with decreased earning and hence income, we must consider original cost and maintenance cost. (p. 307)

Evidence exists which documents clothing as being important to social and psychological adjustment in various stages of the life cycle (Coleman, 1961; Ehle, 1961; Jones, 1975; Smucker & Creekmore, 1972; Wilder, 1968). However, the bulk of this evidence documents the importance of clothing to the adolescent stage of development. At a time when the adolescents' body is undergoing major physical changes, clothing has been cited as being important in helping them to establish a self-concept, a personal identity, and peer group membership (Creekmore, 1974; Horn, 1975; Stone, 1962). Clothing is manipulated by this group to make the physical self more desirable, thereby increasing social acceptability and decreasing the possibility of rejection by others. Clothing also serves as a source of overt admiration which contributes to feelings of increased self-esteem, self-respect, self-confidence, and security (Horn, 1975). Creekmore (1974) proposed that adolescents use clothing for adaptive and expressive functions. Like adolescence, aging is a dynamic process involving bodily changes, redefinition of social identities, and adjustment in psychological functioning (Hendrick & Hendrick, 1977). It would seem that clothing would be important to the elderly in providing adaptive and expressive functions similar to those proposed by Creekmore.

Clothing researchers with a social-psychological orientation have opted for exploring the elderly's attitudes toward clothing, their preferences, choices, and practices independently of other significant social and psychological variables. As with the majority of clothing studies, research in these areas has been centered on

women. One reason for the emphasis on women is that there are more elderly women than men. In the 65 and over age bracket, there are 130 women per 100 men (Source Book on Aging, 1977). Another reason may be that expressed by Hoffman (1973):

Women have more problems in satisfying their clothing needs than do men and are more concerned with the social significance of their clothing. Thus, most of the writing and research in the field for older people has been concerned with older women rather than older men. (p. 287)

Nevertheless, research is needed to provide insight into aspects of the elderly's clothing needs and concerns for both men and women. Elderly people of both genders have different clothing needs--physical, social, and psychological--which should be identified.

Purpose and Objectives of Study

The purpose of this study is to examine the clothing attitudes of men who have retired. The specific objectives are:

1. To determine whether relationships exist among retired men's clothing attitudes, their participation in selected activities, and their life satisfaction.
2. To determine whether differences exist in retired men's clothing attitudes, participation in activities, and life satisfaction based on selected sociodemographic characteristics.

Assumptions

The following assumptions underlie this research study:

1. Clothing contributes to the social and psychological well-being of individuals.

2. Clothing establishes and supports role identities.
3. An individual's identity, style of life, and participation patterns are influenced by work.
4. Retirement is a major social role.
5. Individuals vary in their adjustment to retirement.
6. Retirement affects an individual's social and emotional well-being.

Conceptual Framework

George Herbert Mead (1934) developed the most comprehensive and systematic view of what is now called symbolic interaction theory. His philosophical view of symbolic interaction is designated as social behaviorism, which refers to behavior at the distinctively human level (Meltzer & Manis, 1972).

A key feature in Mead's analysis is that the human being has a reflective self, and this self allows the individual to be the objective of self actions. The ability to act towards the self is the central mechanism with which the individual deals in social interaction (Blumer, 1969).

The self is made up of many diverse "parts." These parts which comprise the self are discrete identities, each of which is associated with a particular role and is developed and experienced through interaction with others. An individual has many identities (e.g., family identity, sexual identity, occupational identity), all of which are incorporated into the self as an object to the self (Stryker, 1980). Identities are linked to roles in that roles

prescribe the behavior of persons who share a common identity (Biddle, 1979).

The self as an organized structure is based on the ordering of these identities. The ordering of identities becomes an important predictor of attitudes and behavior toward the self and others (Stryker, 1980). Those identities that are beneficial to the individual by providing rewards like money, labor, and prestige are given higher prominence in the hierarchy than those that are less beneficial (McCall & Simmons, 1978).

Within the societal structure, certain identities are valued, and these stand out as primary in determining the type of social integration achieved by individuals. For adults, the family and occupational identities predominate and serve as the major foci around which other identities are ordered (Donahue, Orback, & Pollak, 1960).

As a person progresses through the life cycle, the clustering of role identities tends to change as society makes greater and lesser demands upon certain role identities (McCall & Simmons, 1978). In later life, society places less demand on the occupational identity for the elderly by socially prescribing through retirement the transition from the position of an economically active person to the position of an economically inactive person (Cole & Harris, 1980).

The relative prominence of a retirement identity in an individual's hierarchy rests upon several factors--the amount of

intrinsic and extrinsic gratification associated with retirement and the degree to which the individual was committed to the occupational identity (Atchley, 1975). Most important is the amount of support the individual has for the retirement identity.

Retirement brings about a change in an individual's daily face-to-face interactions and alters the kinds of people who are available as role partners and as audiences. Hence, the self is changed in the sense that different combinations and contents of role identities are called forth through interaction (McCall & Simmons, 1979).

Identities are communicated through clothing, and when people change roles they alter their clothing on the basis of the audience they are addressing. The audience's response is essential to the maintenance of the self (Stone, 1962). The self is not a fixed entity, and individuals have the opportunity to present within limits a number of identities through the portable and visible nature of clothing (Goffman, 1959).

A man's social network is interwoven with his given occupation. Occupational role loss brings about a change in this network by freeing him from the work role, thereby making more time available for other activities. The ability of a person to pursue those activities in retirement that are rewarding and satisfying colors his perception of life at this time. The way a man feels about clothing in retirement is governed by the way he uses his time and by the nature of his activities and interactions. The extent to which these activities and interactions are defined as social and the extent to which they are thought to require protocol in dress

determines the attitudes about clothing in retirement. A model of this conceptual framework is presented in Figure 1.

Conceptual Definitions

An attitude is a state of readiness that is developed and organized through personal experiences. It directs behavior and leads individuals to perceive people and things in certain ways (Allport, 1935). Three components of attitude are affective, cognitive, and behavioral. The affective or feeling component deals with likes and dislikes. The cognitive component is concerned with evaluative beliefs about objects (i.e., good or bad, appropriate or inappropriate). The behavioral component deals with the readiness to act in a certain way associated with the attitude but is not the actual behavior itself (Krech, Crutchfield, & Ballachey, 1962). A clothing attitude involves all three components but is concerned primarily with the affective and behavioral components. Attitude about clothing is defined as the way retired men interpret feelings about clothing for social activities, feelings about clothing maintenance, and feelings about clothing for retirement. Attitude about clothing for social activities is the feelings retired men have regarding clothing for social activities. Attitude about clothing maintenance is the way retired men feel about clothing care. Attitude about clothing for retirement is defined as the way retired men feel about their clothing needs, their clothing interest, and the importance of clothing to them now as compared to before they retired.

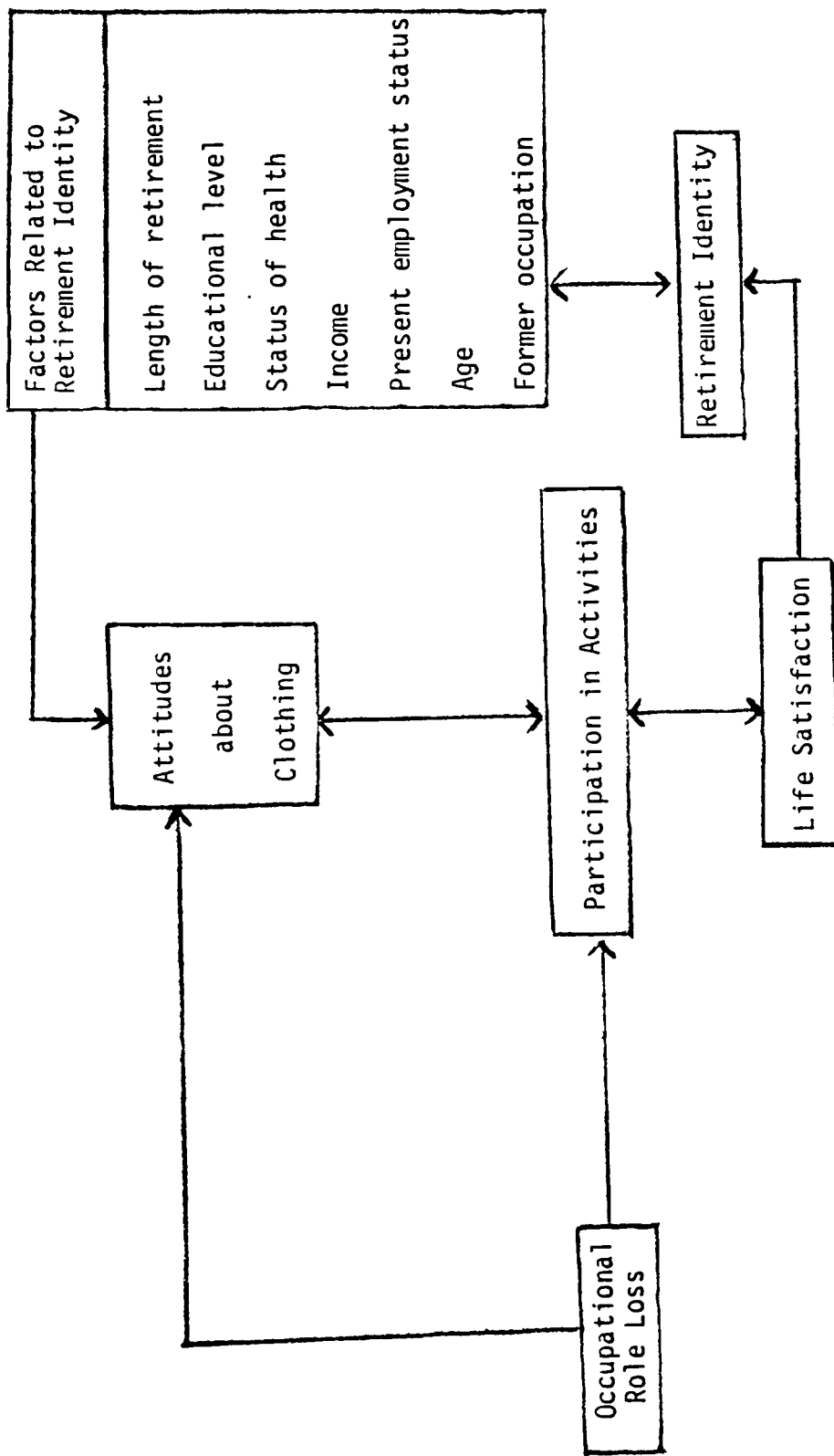


Figure 1. Conceptual model of factors related to retired men's clothing attitudes.

A role is a "patterned sequence of learned actions or deeds performed by a person in an interaction situation" (Sarbin, 1954, p. 225). Within a social system, each role has a position which characterizes the role occupant in terms of rights and obligations. These rights and obligations serve as regulators of interaction with other role occupants. Associated with each position is the concept of status, which permits others to judge the power, authority, prestige, and desirability of various roles (Deutsch & Krauss, 1965).

Role loss is defined as "an alteration in the set of behavior patterns expected of an individual by virtue of the loss of some status (or position) within a given social structure" (Lemon, Bengtson, & Peterson, 1976, p. 53). Occupational role loss results from retirement in that an individual's connection to a major social institution is severed, and the resulting position that is assumed by the individual is that of retiree (Rosow, 1974).

Retirement is the final phase of the occupational cycle which corresponds roughly to the later stages of the life cycle. It is a condition in which the individual is forced or allowed to be employed less than full time and in which income is derived in part from a retirement pension earned through prior years of service as a job holder (Atchley, 1976).

The retirement role is a social role which involves major changes in a person's position and status in society (Donahue et al., 1960). It is a distinct social position which accords the retiree the right to economic support without holding a job and the right

to autonomy concerning the management of time. The retirement role affects other social roles by increasing the time available for them. It influences the economic resources available, thereby influencing the manner and quality of other role-playing (Atchley, 1976).

Participation is the act of common sharing among individuals. "At a minimum, social participation involves two or more persons, mutually pursuing the attainment of some defined objective, and undertaking activities which are separated from other social activities in time and space" (Edwards & Booth, 1973, p. 1). Participation in activities is involvement in solitary, expressive leisure activities and voluntary associations. Participation in solitary activities is involvement in activities alone or involvement in activities in which the individual has a limited opportunity for social interaction with others. Participation in expressive leisure activities is defined as involvement in activities that satisfy the interest of participants in relation to themselves and involvement in activities in which the participants have an unlimited opportunity for social contact with others. Participation in voluntary associations is defined as involvement in activities that have a common goal of achieving a consequence for a segment of society or society as a whole. Involvement in these activities allow the participants to have unlimited potential for social contact with others.

Life satisfaction is the psychological well-being of an individual. It is the degree of happiness or satisfaction with the past and present life as perceived and evaluated by the individual. The assessment of overall life satisfaction is based on several components

that include enthusiasm and interest in activities; the extent to which life is accepted as meaningful; the extent to which important life goals have been accomplished; an evaluation of physical, social, and psychological attributes; and the general mood or attitude about life (Neugarten, Havighurst, & Tobin, 1961).

The sociodemographic characteristics are former occupational level, educational level, status of health, income level, age, length of retirement, and present employment status. Former occupational level is the unskilled, skilled, clerical, semiprofessional, or professional occupation that was held by a person prior to retirement. Educational level is the highest level of formal education attained by a retired person as categorized into a level of either elementary school, high school, college, or graduate and professional school. Status of health is the retired person's perception of physical well-being. Income level is the level of personal post-retirement monthly income received by a retired person. Age is the present age of a retired person. Length of retirement is the number of years that a person has been retired from his former occupation. Employment status is the present employment status of a person who has retired from his former occupation.

CHAPTER II

REVIEW OF LITERATURE

Several areas of pertinent literature were reviewed. Literature in the area of retirement adjustment was reviewed to provide insight into the nature of occupational role loss and its impact on people who have experienced it.

The work role occupies a major portion of a person's life. The culmination of this role and adjustment to the retirement role involves a type of subjective evaluation of the self in relation to past, present, and future circumstances. An evaluation which reflects feelings of well-being and success logically has bearing on the attitudes that one holds regarding clothing and presentation of the self in retirement. In order to discern factors related to feelings of morale in retirement, research in the area of life satisfaction was reviewed.

The belief that the types of feelings people have about clothing are related to the nature of their social activities led to an examination of studies on the social participation of the elderly. An extensive review was made in the area of clothing for the elderly in order to provide a basis for the formulation and organization of this study.

Retirement Adjustment

Studies by Atchley (1967, 1972, 1976); Cumming and Henry (1961); Friedman and Havighurst (1954); Palmore (1965, 1971); Simpson, Back,

and McKinney (1966); Streib and Schneider (1971); Thompson (1958); and Thompson, Streib, and Kosa (1960) have provided much of the empirical knowledge regarding the various aspects of retirement adjustment. From among these studies, three theories of adjustment have emerged. These theories have been used to explain adjustment to aging as well as adjustment to retirement.

The most controversial theory is the theory of disengagement espoused by Cumming and Henry (1961). In their book Growing Old, Cumming and Henry reported that mutual withdrawal by the older person from roles, obligations, and responsibilities is an inevitable and natural process. They postulated that elderly persons prefer to reduce their social involvement and prefer to maintain their distance from society. Cumming and Henry suggested that this withdrawal, which is accompanied by increased preoccupation with the self and decreased emotional investment in people and objects, is in preparation for death.

From this theoretical perspective, retirement is a manifestation of the mutual withdrawal of the individual and society from one another (Atchley, 1976). This mutual withdrawal from the work role is important so that the functioning of society will not be disrupted by the individual's death. From the standpoint of adjustment, those individuals who adjust successfully to retirement are those who reduce the number and intensity of their roles (Crandall, 1980). The disengagement theory has been subjected to criticism for making it seem right and natural for older persons to be alienated from

society (Carp, 1968; Maddox, 1964; Rose, 1964; Streib & Schneider, 1971).

As a result of the Cornell study of occupational retirement, Streib and Schneider (1971) developed the theory of differential disengagement to explain why people do not adjust to retirement in accordance with the disengagement theory. They indicated that disengagement occurs at different rates and in different amounts for the various roles in a person's role set. Retirement is society's permission to individuals to disengage if they wish. Increasing age usually results in a reduction in energy and through differential disengagement, individuals can be more selective in their roles. Those that are no longer satisfying or rewarding or those that demand too much time and energy can be dropped.

Another disagreement with the disengagement theory may be recognized within the activity theory of Friedman and Havighurst (1954). This theory is based on the assumption that giving up the work role will involve a sense of loss for the individual. In order for individuals to adjust successfully to retirement, they must find substitutes for work that will provide satisfaction comparable to that of work. The fallacy in this theory is the assumption that work is a meaningful and satisfactory experience for all individuals.

The continuity theory supported by Atchley (1972) and Neugarten (1975) accommodates implications of both the disengagement and activity theories. The continuity theory is based on the assumption that "retired people want their life in retirement to be as much

like their pre-retirement life as possible" (Atchley, 1976, p. 112). Rather than searching for new and different roles in retirement, people facilitate adjustment by increasing the time spent in existing roles and by continuing life-long interests and patterns of behavior (Atchley, 1976).

Factors Affecting Adjustment

In a longitudinal study, Thompson and Streib (1958) found that the period immediately following retirement is the most difficult for many retirees. Riley and Foner (1968) indicated that among people who encounter difficulty in adjusting to retirement the main factor is financial problems, followed by health problems, missing the job, and death of a spouse. Atchley (1972) suggested that retired people only have two things to adjust to that are related directly to retirement--loss of job and loss of income. The other adjustments are related to the conditions under which the retirement role must be played. Using the symbolic interaction framework to study retirement, Cox and Bhak (1978) found that an individual's significant others are the most crucial determinant of retirement adjustment because they assist the individual in shaping attitudes and aid in the anticipatory socialization process.

Thompson (1973) examined the social-psychological impact of retirement on men 65 and over. In comparing men who were working with those who had retired, she found that retired men had lower morales and more negative self-evaluations than working men. She concluded that these differences were related to poor health, lower incomes, and functional disability and not to retirement.

Thompson, Streib, and Kosa (1960) examined whether retirees were more likely than the gainfully employed to become maladjusted. In their study of elderly men, they did not find support for this supposition, and they concluded that the negative effects of retirement have been overestimated. Retirement appeared to have a negative effect on men in their study insofar as it affected their economic situation and their ability to keep busy. In studying retirement adjustment of railroad workers, Tomlin (1959) found that positive adjustment in retirement involved a continuation or augmentation of the other components of life patterns that existed prior to the time of retirement. This finding seems to support Atchley's (1975) finding that adjustment is smoothest when situational changes other than the job are at a minimum.

Retirement adjustment has been related to work orientation. Atchley (1971) attempted to establish the extent to which high work orientation carried over into retirement. He based his study on the assumption that people who work develop strong work orientations, and this is carried over into retirement and creates negative results. He found that this assumption applied to a small proportion of the people he studied and concluded that most retirees exhibit low work orientation.

Johnson and Strother (1962) examined the relationship of the perceived role of work in an individual's life to orientation to the retirement role and the influence of job mobility on orientation to retirement. The sample consisted of 290 hourly and salaried persons. The result was that individuals who stressed as important

work-centered values as opposed to economics or extrinsic values were less oriented to retirement. The individuals who were most retirement oriented were those who had no job mobility aspirations.

Saleh (1966) explored the assumption that the more preretirees perceive themselves as productive the less oriented they will be toward retirement. Saleh's analysis provided support for this assumption. Dissatisfaction with retirement was related with perceived levels of productivity. Preretirees with perceived low levels of productivity were inclined more favorably toward retirement than preretirees with perceived high levels of productivity. The author theorized that those who saw the pace of work and the demand of their job more than they could cope with experienced dissatisfaction with the work situation, and this in turn led to an expressed desire to leave.

Friedman and Havighurst (1954) suggested that the intense meaning of work does not always imply negative retirement adjustment. The satisfaction gained from work has to be examined in light of the kinds of substitutes for work that are available in retirement. In studying workers who had retired from a wide variety of jobs, Friedman and Havighurst (1954) found that among steelworkers and coalminers, money was the most often mentioned meaning of work. Few of these workers saw their jobs as sources of meaningful life experiences. For retail salesworkers in this study, the job was a mechanism for providing routine, associations, and purposeful activities. Physicians viewed their jobs as primarily providing service to others. Stokes and

Maddox (1967) found retirement adjustment to be a function of time among blue- and white-collar workers. Initially, blue-collar workers in their study adjusted to retirement more successfully than white-collar workers. White-collar workers whose jobs afforded them an opportunity for self-expression and independence experienced difficulty in adjusting to retirement in the initial stages. In time, however, they made better overall adjustment than the blue-collar workers.

Attitudes Toward Retirement as Factors in Adjustment

The attitudes that individuals have toward retirement appear to have a bearing on the type of adjustment they will make to the retirement role. Streib and Schneider's (1971) investigation was focused on retirees' attitudes as a critical factor in retirement adjustment. They found that individuals who were disposed favorably toward retirement were much more likely to make a favorable adjustment.

Poitrenaud et al. (1979) examined factors related to attitude toward retirement among French pre-retired workers. They found that health was the most important determinant of a positive attitude toward retirement. Other factors included a high degree of life satisfaction prior to retirement and involvement in social activities.

Glassmer (1976) suggested that the importance attached to work has declined and attitude toward retirement is understood best in terms of workers' appraisal of the type of retirement experience which can be expected rather than as part of a value orientation stressing commitment to work. Shanas and Havighurst (1953) found a reluctance to retire among professional men. The professional workers that they

studied felt that it would be difficult to maintain their status and self-concept in retirement because of the difficulty they would encounter in finding comparable substitutes to fill the void of work.

McPherson and Guppy (1979) examined the relationship between preretirement life-style, the degree of planning for retirement, and the decision to retire early. They indicated that workers with high job satisfaction and high leisure orientation were more willing to think about retirement and more willing to make definite plans for retirement. Atchley (1975) asserted that those who plan for retirement experience greater continuity in life-style and have more positive attitudes toward retirement.

McGee, Hall, and Luter-Dunkley (1979) tested the hypothesis that a positive attitude toward retirement is influenced by the extent to which continuity of life-style is expected and examined the effects of commitment to work on attitude toward retirement. The workers ranged in age from 28 to 64 years old. Those workers who anticipated a discontinuity of life-style in retirement were more likely to have a negative attitude toward retirement than those who anticipated continuity of life-style. No relationship was found between commitment to work and attitude toward retirement.

The attitude an individual has toward retirement may be influenced by whether or not the person retires voluntarily or under mandatory conditions. In their longitudinal study of 2,007 older men, Streib and Thompson (1957) found that 63% retired under mandatory conditions; however, half of this percentage had favorable attitudes toward

retirement. Peretti and Wilson (1975) conducted a study to determine the effects of voluntary and involuntary retirement on 140 retired men. The results of the study were that voluntary retirement tended to have a more positive effect on retired men's adjustment than involuntary retirement. Voluntary retirees expressed greater emotional satisfaction, a greater sense of usefulness, more positive self-image, less sense of failure, and greater social involvement.

Kimmel, Price, and Walker (1978) concluded from a study of recent retirees that a person's perception of retirement as a voluntary decision was an important predictor of retirement satisfaction only when the retiree's health status and feelings about retiring were not known. In general, the voluntary retirees in their study tended to have higher occupational status, higher incomes, better health, and better family support for retirement--factors which may have influenced the findings.

Skodland (1979) studied 534 men and women 60 to 75 years old to gain an understanding of the attitudinal reasons that led people to reject the retirement role and to continue working. He inferred from his findings that those likely to continue working are those who expect to miss work, do not look forward to retirement, display high esteem for retirees, and are positive toward social activities for the elderly. Among the working retirees, it was men more often than women who had planned for retirement and expressed feelings of idleness in retirement. Many of the retirees in this study reported missing work but quit or decided not to return because of job discrimination.

Social Participation

The majority of studies on social participation of the elderly are approached from the theoretical perspective of disengagement theory, and the majority of results seem to refute this theory. Palmore (1968) obtained results contrary to the disengagement theory in a 10-year longitudinal study of aging and activities of men and women 70-93 years old. No overall decrease in activities was found among men, and only a small overall decrease was found among women. The aged tended to disengage in some areas such as belonging to organizations and attending meetings, but they compensated in other areas such as contact with family and friends. The author concluded that the activity theory was applicable to most of the participants in his study.

Elderly people in Brown's (1974) study tended to employ differential disengagement by maintaining those that were satisfying and disengaging from social contacts that were not satisfying. When the elderly men and women were dissatisfied with personal and group relations, they substituted other social contacts. However, when they were dissatisfied with family relations, they tended to disengage in general.

Bultena (1968) did not observe overall disengagement in social activities. but he recorded an association between age and reduced level of participation in formal groups among retired men. Cunningham, Montoye, Metzger, and Keller (1968) found a general decrease in leisure participation associated with males age 16-69. Maddox (1963) used an

inventory of activities and attitudes developed by Cavan to measure activity and morale among 182 respondents 60 years and older. He found that participation did decrease with age. Zobonowski and Eyde's (1962) findings did not provide strong evidence of voluntary withdrawal among the 204 men and women interviewed. The differences observed in social participation were not attributed to age alone but to other socio-economic factors.

Retirement has been cited in the literature as a key event which affects the social participation of people (Bultena, 1968; Cottrell & Atchley, 1969; Simpson et al., 1966; Wan & Odell, 1979). "Social participation is assumed to be tied to support from a job role, and loss of the job role presumably hinders participation" (Atchley, 1976, p. 95). Simpson et al. (1966) measured social participation of retired persons and found participation was related directly to former occupational status. The highest level of social involvement was recorded for retired professional and the lowest level of social involvement was recorded for retired semi-skilled workers. Middle status workers had a moderate level of social involvement. In examining the loss of involvement immediately following retirement, Simpson et al. (1966) found that the highest loss was experienced by professional workers. The researchers indicated that higher status workers experienced more of a loss immediately following retirement than the lower status workers. Unlike professional workers, lower status workers could maintain more of their preretirement involvement outside the work setting.

Atchley (1967) found that retirement produced a very small reduction in participation and, in some instances, it produced an increase

in social participation among retired telephone employees and teachers. Men teachers experienced less of a loss in participation than any other group. Atchley reported that retirement produced a decrease in participation only when combined with the effects of widowhood.

Wan and Odell (1979) investigated whether widowhood and retirement had a cumulative effect on the social participation of males. Data obtained from a longitudinal retirement history survey of 6,603 males indicated that retired men had lower levels of social participation than nonretired men. Widowed men had higher levels of involvement in formal participation but not in informal participation than married men. The implication drawn from this study was that retired widowed men selectively employ social participation as a substitute for role losses and other groups do not.

Ofslager (1957) had as the objective of his study to determine whether there were changes in formal participation after retirement and, if so, to determine factors related to these changes. Data were collected from 265 retired men. The researcher reported that social activity in retirement was dependent upon participatory activity in earlier years. Retirement influenced formal participation of men in lower socioeconomic status to a greater degree than it did of men in higher socioeconomic status. Maintenance of organizational life after retirement was to some degree dependent upon the type of formal affiliations prior to retirement.

Social involvement by older people appears to be related to socioeconomic level. Ward (1979) found that social participation among respondents 60 years and older was related to high levels

of occupational status, income, education, and health. These findings were supported by Lambling (1972), Lazerwitz (1961), Phillips (1967), and Zborowski and Eyde (1962). Simpson et al. (1966) stressed that regardless of status, if social involvement has not been built up before retirement, it is unlikely to be established in retirement.

Age and gender are two variables that seem to have a bearing on the type of social participation in which people engage. Cutler (1976) identified age and gender differences in voluntary associations. Participation in sport-type groups was higher among males 18-65 years old as compared to males 65 years and older. Rank order of voluntary association participation for the males 65 and over included church-affiliated associations, fraternal groups, labor unions, and veterans' groups. Men belonged to service clubs to a greater extent than did women of all ages. These findings were consistent with those of Babchuk, Peters, Hoyt, and Kaiser (1979), who found that among people 65 and over, women were more likely to belong to social groups and men more likely to belong to work-related groups. Lazerwitz (1961) found women both in and out of the labor force to have a higher rate of membership in religious organizations.

Trela (1976) reported that although the number of voluntary associations to which an individual belongs remains basically the same after retirement, the type of organizations often change with age. Elderly people tend to leave job-related, civic, and political organizations for fraternal, service, recreational, and age-graded voluntary associations. Riley and Foner (1968) found a drop in

overall voluntary association membership between the middle and later years of the life-cycle. This drop with advancing age was more pronounced among men than among women.

Nystrom (1974) analyzed the variety and frequency of leisure activity participation among people 60-90 years old and found no differences with age. Frequent activities were viewing TV, listening to the radio, and socializing with friends or relatives. There was more participation in visiting than in organizational membership. Reading was the least frequently chosen activity.

From a national survey on the social activity of older people, Harris and Associates (1975) found that almost half of the aged population indicated that they spent a lot of time socializing with friends. The next most popular activities that surfaced in this survey were those performed in isolation or settings in which there generally was little social interaction. These included gardening, watching TV, and sitting and thinking. Cogwell and Baulch (1962) also found a preference for leisure activities that demanded little social interaction among the elderly. Peppers (1976) reported that participation in and preference for solitary activities is not a function of age but a carryover from earlier stages of life.

Life Satisfaction

Life satisfaction and morale have been examined extensively in gerontological research. In earlier studies of life satisfaction, researchers were concerned with testing the activity and disengagement theories by examining which style of adjustment produced the greatest

amount of life satisfaction (Kunter, Fanshel, Togo, & Langer, 1956; Maddox, 1965; Tobin & Neugarten, 1961).

Several variables have been examined in recent studies and have been found to be important in predicting morale and life satisfaction. The most frequently examined variables have been health and income. Edwards and Kelemmach (1973) attempted to predict life satisfaction by exploring relationships among 22 variables. Of the 22 variables explored, socioeconomic status, health status, and informal relations with nonkin were the primary determinants of life satisfaction. These findings were supported by the results of a path analysis conducted by Markides and Martin (1979). They found that health and income influenced life satisfaction both directly and indirectly. Health and income influenced life satisfaction indirectly by permitting or preventing individuals from engaging in satisfying activities. The relationship between income and activities was especially strong for men. It was suggested that elderly men may engage in activities that require them to spend more money than women. Education also surfaced as a strong predictor of the life satisfaction of men.

Medley (1976) used a path analysis model to examine the effects of income, health, and standard of living on the life satisfaction of persons 65 years and older. He found that satisfaction with family life had the largest single direct impact on life satisfaction; however, it appeared stronger for men. Health satisfaction was second in importance, followed by standard of living. Income had an indirect relationship to life satisfaction in that it was related to standard of living.

In comparing the effects of health and income on life satisfaction between age groups, Spreitzer and Snyder (1979-80) found financial condition to be a stronger predictor of life satisfaction for younger persons than health. Health had a stronger impact on older persons. Because health is more salient to older persons, it may tend to place their economic stringency in lower order of importance, as suggested by Spreitzer and Snyder.

Various researchers have attempted to relate life satisfaction to social participation. Markides and Martin (1979) indicated that activity was related to the life satisfaction of elderly people. The findings of Bell and Aucoin (1975), Cutler (1973), and Edwards and Kelemmach (1973) showed a direct relationship between life satisfaction and membership in voluntary associations. Those individuals who were socially active had higher life satisfaction than those individuals who were socially inactive. Differences were related to differences between participants and nonparticipants. The socially active were in better health and had higher socioeconomic status. Evidence from these studies indicated that when health and economic status were held constant, voluntary association membership was not related to life satisfaction.

Conner and Power (1975) sought to determine the relationship of social interaction with age-mates to the life satisfaction of the elderly. The number of persons seen daily or weekly who were of the same generation as the respondents was related to life satisfaction only for the elderly who lived in large community settings. The

interaction with peers and age-mates in the larger communities provided the elderly with a sense of self-worth and recognition.

Maddox (1963) concluded from a longitudinal study of 182 men 60 years and older that there was a positive relationship between morale and activity. However, the activity score decreased over time, but the morale score did not. George (1978) and Ward (1979) both found weak relationships between level of social activity and life satisfaction. Cutler (1976) indicated that life satisfaction was related to membership in church-affiliated groups for his sample of 438 elderly persons.

Bell (1978-79) measured the life satisfaction of 114 pre- and post-retirees 54-73 years old. His study was based on the assumption that occupational role loss causes considerable disruption in a person's life and that this is reflected in satisfaction with life. Analysis of scores from the Neugarten et al. (1961) Life Satisfaction Index showed a decline in life satisfaction for post-retirees. No differences in life satisfaction scores were reported for those highly committed to the work role and those less intrinsically involved.

Wexley, McLaughlin, and Stern (1975) also used Neugarten et al. (1961) Life Satisfaction Index to compare life satisfaction of 320 pre- and post-retirees who were in the upper socioeconomic bracket. They found no differences between these two groups. Retired persons in this study were just as satisfied as those who were working.

Attitudes

The concept of attitude was established as a substantive area in social psychology through the work of Gordon Allport (1935). Allport (1935) integrated the many divergent usages of the concept of attitude. He distinguished it from other psychological concepts and labeled attitude as a distinctive and indispensable concept in social psychology.

There are many definitions of attitude. Examples of some of the more popular and widely used definitions are as follows:

An attitude is a mental and neutral state of readiness, organized through experience, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related.
(Allport, 1935, p. 810)

Attitude is the affect for or against a psychological object. (Thurston, 1931, p. 261)

Attitude is . . . an implicit, drive-producing response considered socially significant in the individual's society. (Doob, 1947, p. 136)

Attitude is a predisposition to respond, but is distinguished from other such states of readiness in that it is predisposed toward an evaluative response. (Osgood, Suci, & Tannenbaum, 1957, p. 189)

Rokeach (1975) defined attitude as a relatively stable system of interrelated beliefs that describe, evaluate, and direct action with respect of objects and situations. He indicated that each belief has a cognitive, affective, and behavioral component. Kerch, Crutchfield, and Ballachey (1962) provided a definition of the belief components. They stipulated that the cognitive component deals with the beliefs about an object--that is good or bad, appropriate or

inappropriate. The affective or feeling component is concerned with likes and dislikes, and the behavioral or action tendency refers to the readiness to behave in a particular way.

Fishbein (1976) distinguished between attitudes and beliefs. He maintained that attitudes are learned predispositions to respond to an object or situation in a positive or negative way. Conversely, beliefs are hypotheses regarding the nature of the objects or situations and the type of response that should be made toward them.

In the many definitions of attitude, three commonalities existed. First, an attitude has an object. Duijker (1955) indicated that "attitudes are attitudes toward something . . . an aspect of the individual's world, a situation, a set of social objects" (p. 556). Krech and Crutchfield (1948) maintained that people can have attitudes only with respect to objects that exist in their psychological world.

Second, an attitude includes a readiness to act. In examining the diverse definitions of attitude, Allport (1935) called preparation or readiness for response the one element that is common to all of them.

Third, an attitude directs behavior. It not only prepares an individual to be ready to act but also provokes behavior that is favorable or unfavorable, affirmative or negative toward the object to which it is related (Allport, 1935).

Attitude Formation

Attitude formation has been attributed to a number of social variables. Sherif and Cantril (1945) emphasized the role of the perceptual process in attitude formation. They indicated that perception is involved because attitudes are derived from experiences. Lemon (1973) suggested that favorable attitudes are formed toward those objects which an individual perceives as fulfilling a need, and unfavorable attitudes are formed toward objects which an individual perceives as blocking fulfillment.

Allport (1935) proposed four environmental variables that contribute to the formation of attitudes. These included individual experiences with the attitude object, traumatic experiences which can cause attitudes to form rapidly and to become permanently ingrained, imitation of attitudes expressed by significant others, and experience over time which allows an attitude which is diffuse to become differentiated.

Sherif, Sherif, and Nebergall (1965) emphasized the interaction among people and the importance of written and spoken communication as the basic determinant in the development of attitude. Newcomb (1943) also pinpointed the importance of interpersonal context in the formation of attitudes. He suggested that the reference group is influential in attitude formation because of the individual's need to establish personal recognition and security.

McGuire (1968) maintained that individuals can form reasonably strong attitudes toward people, groups, or objects with whom they have not had direct contact. This idea was supported by Zimbardo, Ebbesen,

and Maslach (1977). They explained that every person has an attitude toward a great many things regardless of the extent of contact. One of the characteristics of attitude as set forth by Kerch and Crutchfield (1948) is that an attitude can have different relationships to reality. Some can be based on fact, and others can be strong but founded on little or no information.

Clothing of Elderly Men

From the literature search, many studies were located that dealt with elderly women's clothing preferences and practices but few that dealt with elderly men's clothing. The majority of the studies on elderly women's clothing are summarized in an annotated bibliography by Hoffman and Bader (1965). Literature is cited in that bibliography on the economic aspects of clothing, general aspects of clothing, grooming and appearance, and psychological values of clothing and appearance.

Clothing Related to the Retirement Role

Giorgi (1977) analyzed the clothing that was owned and worn by elderly men, their preferences, and their needs as they apply to life in Florida. Her sample was made up of 60 men all over the age of 65 years from a variety of careers and educational backgrounds. Some of the subjects were retired and others had retired and had resumed working again.

Giorgi found that age was not related to the wearing of specific garments; however, age and employment status were related to the

frequency of wearing specific clothing items. Men 65-74 and/or employed men tended to dress more formally than men who were over 75 and/or fully retired. Casual clothes were worn more frequently by men over 75 and by those fully retired. Activity level was related to the clothing preferences of the subjects. Men who had high participation levels in such activities as golf, fishing, or yard work wore more work clothes than men with low participation levels. Those with low activity levels expressed a preference for all-purpose type clothing. Only 7% of Giorgi's sample expressed dissatisfaction with their wardrobes. The researcher indicated that the economic status of the men was related to satisfaction or dissatisfaction with their clothing.

McNeil (1978) conducted case studies of 10 retired men. The men ranged in age between 65 and 89 years old. Eight of the men were formerly professional workers and two were formerly non-professional workers. The focus of McNeil's study was on ways in which elderly men's clothing practices were related to role transitions such as retirement. McNeil found that among professional men clothing played an important part in their former work roles. After retirement, the significance of clothing decreased in the lives of the professional men and increased in the lives of the nonprofessional men. All of the men interviewed reported needing less clothing since retiring; however, differences were reported in the requirement for specific kinds of clothing. Professional men expressed a need for more casual clothing after retiring and nonprofessional men expressed a need for more formal-type clothing after retiring. The clothing requirements

of the retirees were influenced by their involvement in social activities and organizations. The majority of the men indicated that they dressed differently for "at home" and for social activities.

McNeil (1978) solicited information regarding the acquisition of new clothing. Differences emerged between the professionals and nonprofessionals in the reasons for making new clothing purchases. Nonprofessional men indicated that they bought new clothing to maintain a nice appearance. Professional men indicated that they purchased new clothing mainly because of need. Among the retirees, differences were noted in their ability, willingness, and knowledge concerning the care of clothing. Most of the men indicated that their wives assumed responsibility for clothing maintenance. Widowers expressed difficulty in caring for their clothing to a greater extent than the married men.

Kelley, Gray, Hildreth, Gravois, and Turner (1980) examined the clothing expenditures among the expenditures priorities of 81 socially active elderly couples before and after retirement. The sample for this study consisted of noninstitutionalized adults, the majority of which were 65 years and older. In interviews, many of the couples revealed that the total dollars that they spent on clothing had decreased since retirement. However, many of these socially active couples assigned a higher priority to clothing in their post-retirement budget despite the increase in medical expenses that accompanied old age.

Clothing Related to the Occupational Role

One of the earliest studies of the relevance of clothing to the occupational life of men was done by Form and Stone (1955). This investigation was focused on five areas of inquiry, including (a) clothing as related to estimated job performance, (b) satisfaction of worker with work clothes, (c) clothing preferences of different occupational groups, (d) clothing as related to job advancement, and (e) clothing norms of different occupational groups. The occupations of 108 married men were categorized into 7 levels based on Warner's Scale of Occupational Prestige and divided into 2 groups that represented white-collar and blue-collar workers. Data collected on these men documented clothing as being more important to occupants of white-collar job positions than to occupants of lower prestige job positions. Clothing not only varied in importance to the workers, but it also varied in the meanings that the workers assigned to it. Manual workers viewed clothing in terms of its usefulness in facilitating work performance. For professional workers, clothing was a symbol that could be used to manipulate and influence others in the work situation. As summarized by Form and Stone (1955), "the white-collar worker was extremely concerned about the attention others in his work environment give to his occupational dress, while the manual worker was unaware that others may judge him on the basis of his clothing" (p. 4). Over half of the men expressed satisfaction with their work clothing; however, because of the meaning that white-collar workers attached to clothing, more of them expressed feelings of clothing deprivation than did blue-collar workers.

Kundel (1976) examined the clothing practices and preferences of blue-collar workers and their families and found that comfort and fit were the features that the 186 males considered very important in their clothing. Most of the families acquired clothing from a variety of sources; however, the men's clothing was obtained mainly through new purchases. The primary reasons given by the men for purchasing new clothing were because of need, because the present ones were worn, and because of the desire to look nice in public.

Robinson (1981) investigated the relationship between clothing preferences, life satisfaction, and sociodemographic variables among elderly women. From her analysis Robinson found income and length of retirement related to preferences regarding clothing care, comfort, and versatility. She did not find a relationship between life satisfaction and clothing preferences among women.

Kundel (1976) found associations among educational, occupational, and clothing variables. The men with lower levels of education wore less formal work clothing. The obvious reason for this finding is that men with lower levels of education occupied jobs that did not require the worker to dress up for work. Workers in this study who were more satisfied with their jobs also tended to dress more formally for work than did those men who were higher on the occupational scale.

Elderly Men's Clothing Practices

In an effort to find out how clothing functions in men's lives, Margerum, Walker, and Kernalleguem (1977) examined clothing practices of 187 men. The men ranged in age from 19 to 76 years. They were

asked three questions regarding their greatest dissatisfaction with their clothing, the kinds of clothing they discarded in the past year, and the kinds of clothing that were not worn in the past year.

Margerum et al. (1977) did not report differences between age groups; however, the general findings were that men experienced their greatest dissatisfaction with durability of garments, construction size, and fit--specifically with shirts and pants. Suits and coats were the items that frequently were discarded before they wore out or were left hanging in the closet because they were out of style. The researchers suggested that because suits and coats were frequently discarded items, durability did not appear to be a primary clothing value for these men. They observed that many of the subjects were spending money needlessly to obtain quality fabrics that outlasted the fashion life of the suits and coats that they purchased.

Summary of the Literature

A review of literature in social gerontology provided support for the assumptions that retirement necessitates an adjustment for individuals and perceptions of retirement differ among individuals. Some people experience difficulty in adjusting to retirement because the work role was the predominant focus of attention and activity throughout the major portion of their lives. For other people, adjustment to relinquishing the work role is related to physical and financial factors at the time of retirement. Retirees' morale and general outlook on life is shaped by the real and imagined impact of these factors on their present and future conditions.

The research on social participation of elderly and retired persons has been focused on identifying correlates of social activity. Evidence exists which documents the positive value of activity for the elderly and a positive relationship among elderly persons' social activity, health, and socioeconomic status. With the advent of retirement, participation in activities is affected. Loss of the work role usually increases the time available for activities. However, often the reduction in income that usually accompanies retirement may influence the ability to engage in activities that require expenditures of money.

Despite the limited research in the area of men's clothing, the existing body of knowledge provides support for the assumption that clothing is important to elderly men. Nevertheless, the type of importance and the level of importance that elderly men accord clothing in their lives are related to factors of social activity, occupation, and education. Support was found in the literature for a relationship between elderly men's clothing preferences and practices and their activity level. A relationship between elderly men's social participation and life satisfaction has also been supported by research. Retirement affects social participation and feelings of satisfaction with life. Therefore, it was expected that these two factors would be related to the type of feelings or attitudes that elderly men hold regarding their clothing and their self-presentations in retirement. Because retirement impacts differently on individuals, it is logical that these differences would

be reflected in differences among retired men regarding attitudes about clothing.

CHAPTER III

METHODOLOGY

Hypotheses

H₁: There is a relationship between retired men's attitudes about clothing and their participation in selected activities.

H₂: There is a relationship between retired men's attitudes about clothing and their life satisfaction.

H₃: There is a relationship between retired men's participation in selected activities and their life satisfaction.

H₄: Attitudes about clothing among retired men differ by sociodemographic characteristics: (a) former occupational level, (b) educational level, (c) status of health, (d) monthly income, (e) age, (f) present employment status, and (g) length of retirement.

H₅: Participation in selected activities among retired men differs by sociodemographic characteristics: (a) former occupational level, (b) educational level, (c) status of health, (d) monthly income, (e) age, (f) present employment status, and (g) length of retirement.

H₆: Life satisfaction among retired men differs by sociodemographic characteristics: (a) former occupational level, (b) educational level, (c) status of health, (d) monthly income, (e) age, (f) present employment status, and (g) length of retirement.

Design

In this descriptive study a survey approach was used. Selected sociodemographic characteristics were considered as the independent variables. These included former occupational level, educational level, health, income, age, present employment status, and length of retirement. Attitudes about clothing, participation in activities, and life satisfaction were considered the dependent variables.

Sample

A nonprobability purposive sample was used. Subjects were identified through local chapters of the American Association of Retired Persons (AARP) in Knoxville and surrounding counties. Other subjects were located through church groups, senior citizens centers, community centers, and community clubs and other organizations. Both men and women who attended group meetings participated in the study by completing questionnaires. However, the criteria for inclusion in the analysis were as follows: (a) the subject must be male, (b) the subject must receive some form of retirement benefits, and (c) the subject must reside in a noninstitutionalized setting. Table 1 contains a summary of the sociodemographic characteristics of men in this study.

A total of 127 men satisfied the established criteria and thus comprised the sample for this study. Of this total, 1.5% reported being below the age of 55 and 7.9% reported being above the age of 80. The largest percentage of men reported ages between 66 and 75 years old.

Table 1
Sociodemographic Characteristics of Participants

Characteristics	Sample frequency
Age	
Below age 55	2
55 to 65	16
66 to 70	34
71 to 75	41
76 to 80	24
Above 80	10
Length of retirement	
Less than 1 year	6
1 to 5 years	36
5 to 10 years	48
More than 10 years	37
Income sources	
Social security	
Yes	115
No	10
No response = 2	
Retirement pension	
Yes	95
No	31
No response = 1	
Private pension	
Yes	8
No	118
Veterans benefits	
Yes	15
No	112
Disability insurance	
Yes	3
No	123
Rental properties	
Yes	11
No	115
Children and other relatives	
Yes	0
No	126
Other sources	
Yes	71
No	55
Present employment status	
Retired	113
Retired, but working part-time	14

Table 1 (Continued)

Characteristics	Sample frequency
Monthly income ^a	
Under \$400	5 (7)
\$400-\$800	25 (27)
\$800-\$1,200	23 (30)
\$1,200-\$1,600	29 (22)
Over \$1,600	39 (35)
No response = 6	
Former occupational level	
Unskilled	9
Skilled	31
Clerical	7
Semi-professional	41
Professional	38
No response = 1	
Educational level	
Elementary school	14
High school	28
College	57
Graduate or professional school	22
No response = 6	
Health	
Excellent	36
Good	65
Fair	24
Poor	2
Marital status	
Married	110
Widowed	12
Divorced	1
Separated	1
Never married	3
Race	
Black	19
White	108
Place of residence	
Own home	105
Rented house or apartment	18
Other	4

^aNumbers in parentheses indicate frequencies after retirement.

Most of the men (88.9%) had retired completely. The remaining 11% had retired but were working part-time on another job. The length of time the men had been retired ranged from 1 year to more than 10 years. Within this range, 4.7% had been retired for less than 1 year and 29.1% had been retired more than 10 years.

All of the men received some form of retirement benefits. Social Security was a source of income for 92% of the retirees, and retirement pension was another source of income for 75.3% of the retirees. Over 50% of the men indicated "other sources" of income. An analysis of their written explanations revealed "other sources" as investments, savings, interest on savings, stock, and dividends.

The types of jobs the men reported having before retirement were categorized into five occupational levels. Over half of the men had former occupations that were classified in the higher occupational levels.

Over 4% of the men reported preretirement personal monthly incomes of less than \$400 compared to 5.8% who reported a monthly income of less than \$400 after retirement. Over 30% had monthly incomes over \$1,600 before retiring, and 28.9% had a monthly income over \$1,600 after retiring.

Over 50% of the retirees rated their health as good or excellent. Less than 2% reported being in poor health. Nearly all of the men were married (96.6%). Less than 10% were divorced or never married. Over half of the retirees (85%) were white. The percentage of black retirees was 15%.

"In own home" was the place of residence indicated by 81.7% of the men. Some of the men (14.2%) reported living in a rented house or apartment and 3.1% indicated "other" as their place of residence. An analysis of the open ended responses to the "other" category revealed that these men lived with children or other relatives. Of the 127 retirees, 9% lived alone and 55.5% lived with at least one other person.

Measurement

Instrumentation

In order to test the hypotheses, four measures were used. These included a clothing attitude measure, a social participation measure, a life satisfaction measure, and a measure of sociodemographic characteristics.

Clothing attitude measure. The clothing instrument was developed for this study based on information obtained in the review of literature (see Appendix A-1). A case study by McNeil (1978) of the clothing practices of elderly men who had retired served as a basis in the development of this measure. The interview data in McNeil's study served as the basis for an analysis of retired men's clothing responses. A chart was developed for recording the clothing responses mentioned, the number of times a particular response was mentioned, and the particular context in which the clothing response was mentioned. These responses were categorized and used to help determine aspects of clothing that may be important to retired men.

The bulk of the responses were placed in one of three categories: a social interaction category, a clothing needs in retirement category, and a clothing care category. Based on the specific responses made in each of these three categories by retired men, attitudinal statements were formulated. A Likert-type summated rating scale consisting of three subscales was developed. It included: (a) attitudes concerning clothing for retirement, (b) attitudes concerning clothing for social activities, and (c) attitudes concerning clothing maintenance (see Appendix A-2).

After development of the clothing attitude measure, a panel of five professionals reviewed the measure for content validity. Modifications were made in some of the statements. Students in a graduate class reviewed the measure to check for clarity of the items. The instrument was subjected to review by elderly persons who were not a part of the sample. Additional modifications were made in some of the items and in the instructions for completing the instrument.

Responses to positively stated items were weighted on a 5-point scale that ranged from 5 points for "strongly agree" to 1 point for "strongly disagree." Scoring was reversed for negatively stated items (see Appendix A-1). The possible range of scores on the composite scale was 31 to 155. The possible range of scores on each of the subscales was as follows: (a) attitudes about clothing for social activities, 11 to 55; (b) attitudes about clothing maintenance, 10 to 50; and (c) attitudes about clothing for retirement, 10 to 50. Higher scores represent more positive attitudes.

The composite clothing measure as well as the individual subscales were analyzed for internal consistency using Cronbach's alpha. An alpha level of .76 was obtained for the composite clothing attitude measure. Results of Cronbach's alpha for the clothing subscales are presented in Table 2.

Participation measure. A modification of a social participation index developed by Atchley (1981) was used for this study (see Appendix A-3). The literature indicated that many elderly as well as retired persons engage in a variety of social activities that range from solitary activities to formal group membership in voluntary associations. To reflect the men's involvement in specific categories of activities, Atchley's social participation measure was subdivided into three parts to yield the following categories of activities: (a) solitary activities or those with limited potential for social interaction, (b) expressive leisure activities, and (c) voluntary association membership (see Appendix A-4). A Likert-type summated rating scale was developed to yield scores in each of the three categories as well as a composite score on the entire measure. Responses that reflected participation in the activities were "very often," "often," "sometimes," and "never." These responses were weighted on a 4-point scale that ranged from 3 points for "very often" to 0 for "never." The possible range of scores on the composite participation measure was 0 to 66. The possible range of scores for each of the subscales were as follows: (a) participation in solitary activities, 0 to 15; (b) participation in expressive

Table 2

Internal Consistency of the Clothing Attitude Measures, the Participation Index,
and the Life Satisfaction Index A

Scales	Number of items	Cronbach's alpha
Attitudes about clothing ^a	31	.76
Attitude about clothing for social activities	11	.56
Attitude about clothing maintenance	10	.68
Attitude about clothing for retirement	10	.45
Participation in activities ^b	22	.79
Participation in solitary activities	5	.43
Participation in expressive leisure activities	10	.74
Participation in voluntary associations	7	.64
Life Satisfaction Index A	20	.56

n = 127.

^aComposite clothing attitude scale.

^bComposite participation index.

leisure activities, 0 to 30; and (c) participation in voluntary associations, 0 to 21. Scores in the upper range represent a high level of involvement in activities. A Cronbach's alpha of .79 was obtained on the composite participation measure. Alpha levels are reported for each of the participation subscales in Table 2.

Life Satisfaction Measure

Neugarten, Havighurst, and Tobin's (1961) Life Satisfaction Index A (LSIA) was used to measure life satisfaction. The index is based on the assumption that the individual is the only proper judge of well-being. It is used to measure feelings of happiness and satisfaction with one's life independently of level of activity or social involvement (Neugarten et al., 1961). The LSIA consisted of 20 attitude statements for which an "agree," "disagree," or "undecided" response was required (see Appendix A-5). These responses were weighted and 1 point was assigned to each correct response and 0 was assigned to each incorrect and "undecided" response. The possible range of scores was 0 to 20 with scores in the upper range representing high life satisfaction.

Adams (1969) conducted an analysis of the LSIA using a sample of 508 elderly persons. He used a discrimination index and a biserial correlation to evaluate item reliability. The ideal range of D-values is from 20 to 80% with a mean of 50%. Adams obtained discriminant values that ranged from 16 to 63% with a mean of 42%. Item 20 of the LSIA received the lowest D-value of 16%. Item 16 of the index received the next lowest D-value of 20%. The remaining items fell within the acceptable range.

Assessment of item reliability using biserial correlations produced values that were below the acceptable level of .30. Biserial correlation coefficients that ranged from .16 to .55 were obtained by Adams (1969). As with discriminant analysis, item 20 had the lowest value ($r_{bi} = .16$). Item 19 had the second lowest ($r_{bi} = .28$). Item 17 had a low but acceptable value ($r_{bi} = .31$). Adams concluded from his analyses that the LSIA provided a fair measure of life satisfaction for elderly samples.

In the present study, the internal consistency of the LSIA was evaluated using Cronbach's alpha. From the responses of the retired men on all 20 items, an alpha level of .56 was obtained (see Table 2).

Sociodemographic data. Questions were formulated for this study to obtain information regarding the men's age, health, former occupation, income, education, and other pertinent background information (see Appendix A-6). This measure was reviewed by professionals, graduate students, and elderly people to assess the clarity of the items. Reliability and validity checks were not made on this measure.

Data Collection

Permission to attend meetings of AARP groups, senior citizen clubs, and community organizations was obtained from the groups' board of directors in April 1981. During the month of June, the researcher met with the groups to collect data.

The latter portion of the regularly scheduled monthly meetings was allocated to the researcher. During this time, the researcher met with the entire membership and discussed the nature of the study.

A written explanation of the study's purpose, objectives, and benefits was distributed to the group (see Appendix A-7). Individuals were asked to volunteer for participation in the study. Those agreeing to participate were told to remain after the meeting was adjourned to complete the questionnaire.

Data was collected by means of a written questionnaire. In order to protect anonymity, subjects were told not to put their names on the forms. The men were given pencils and envelopes along with the questionnaires. They were instructed to place the completed questionnaires in the envelopes before returning them to the researcher.

Operational Definitions of Variables

Attitudes about clothing was operationalized by averaging the weighted responses to Items 1-31 on the clothing attitude measure. Attitude about clothing for social activities was operationalized by averaging the weighted responses to Items 3, 5, 6, 7, 11, 16, 18, 20, 23, 29, and 30 on the clothing attitude measure. Attitude about clothing maintenance was operationalized by averaging the weighted responses to Items 1, 4, 9, 13, 14, 15, 21, 24, 26, and 27 on the clothing attitude measure. Attitude about clothing for retirement was operationalized by averaging the weighted responses to Items 2,

8, 10, 12, 17, 19, 22, 25, 28, and 31 on the clothing attitude measure.

Participation in activities was operationalized by averaging the weighted responses to Items 1-22 on the participation index. Participation in solitary activities was operationalized by averaging the weighted responses to Items 1-6 on the participation index. Participation in expressive leisure activities was operationalized by averaging the weighted responses to Items 7-15 on the participation index. Participation in voluntary associations was operationalized by averaging the weighted responses to Items 16-22 on the participation index.

Life satisfaction was operationalized by summing the weighted responses to Items 1-20 on the Life Satisfaction Index A. The sociodemographic variables are present employment status, length of retirement, former occupational level, status of health, educational level, income level, and age. These variables are operationalized by responses to Items 1, 2, 4, 6, 7, 8, and 10 respectively in the sociodemographic section of the questionnaire.

Statistical Treatment of Data

The statistical procedures used in the analysis of the data included correlations and analysis of variance. Both of these statistical procedures were performed with the Statistical Analysis System (SAS) computer program.

Hypotheses 1-3 were tested using correlation coefficients. Relationships among the dependent variables were estimated using

both Pearson's and Spearman's coefficients of correlations. Due to the extreme similarity of these estimates, Pearson product-moment correlation coefficients were reported. Hypotheses 4-6 were tested using a least squares analysis of variance technique with the general linear models procedure (GLM) available in SAS. This statistical procedure was used to analyze the simultaneous but separate relationship of the classification variables to the dependent variables. If significant classification variables were found from the analysis of variance, differences among the means were partitioned.

The least squares analysis of variance technique was selected because of the unbalanced design which resulted in unequal and disproportionate cell frequencies. The GLM provided tests of hypotheses for each of the classification variables included in the linear model after adjusting for the number of missing and unequal cells (Statistical Analysis System, 1979).

Least squares means were estimated for each of the levels of the classification variables. These estimates of the class means have the same expectations as arithmetic means would have if a balanced design had been obtained.

For both the least squares analysis of variance and the correlation procedures, a probability level of .05 was selected as the criterion for significance. Means and standard deviations were computed for dependent variables for reference in the interpretation of findings.

CHAPTER IV

RESULTS

The retirees in this study had relatively positive attitudes about clothing. The minimum score of 70 obtained on this measure was slightly below the possible mid-range of 93. The maximum score obtained was 139. The group mean of 104.9 ($SD = 11.0$) was above the possible mid-range.

The composite attitude measure was composed of three subscales and each was analyzed independently of the other. The possible range of scores for the attitudes about clothing for social activities subscale was 11-55. The range achieved by the men was 20-55. The mean score of 37.7 ($SD = 4.9$) was above the possible mid-range of 33, thus indicating that the retirees had relatively positive attitudes about this aspect of clothing.

A mean of 37.6 ($SD = 4.9$) was obtained on the attitudes about clothing maintenance subscale. This mean was above the mid-range of 30 with a possible range of 10-50. None of the retirees' scores approached the lower part of the range and the maximum score of 50 was achieved.

The range of possible scores for the attitudes about clothing for retirement subscale was 10-50. The minimum score of 19 and the maximum score of 41 were achieved on this measure. The group mean of 29.6 ($SD = 4.2$) was slightly below the possible mid-range and

this indicated relatively negative attitudes about this aspect of clothing (see Appendix B, Table B-1).

As a group, the retired men in this sample had a relatively low level of participation in activities. In a range from 0 to 66 on the composite participation index, a mean of 23.9 (SD = 7.8) was obtained by the group. This mean was in the lower half of the possible range. The mean of 7.7 (SD = 2.4) for participation in solitary activities was slightly above the mid-range which indicated a relatively moderate level of involvement. The men's mean score for participation in expressive leisure activities was also slightly above the mid-range, 15.8 (SD = 11.8). The mean score for level of participation in voluntary associations was below the possible mid-range and this indicated that the men had a relatively low level of participation in voluntary associations (see Appendix B, Table B-2).

The scores on life satisfaction ranged from 0 to 20. The mean score was 14.5 (SD = 3.8) (see Appendix B, Table B-2). This score fell in the upper half of the range, thus indicating that the group of retirees had a relatively high level of life satisfaction.

Correlations among Clothing Attitudes, Participation in Activities, and Life Satisfaction

An objective of this study was to examine the relationships among retired men's clothing attitudes, participation in activities, and life satisfaction. To examine these relationships, Pearson product-moment correlation coefficients were calculated using the

mean scores for each variable. The correlation coefficients and levels of significance are presented in Table 3. These values were used to test hypotheses 1-3.

H₁: There is a relationship between retired men's attitudes about clothing and their participation in selected activities.

Correlation of mean scores on the composite clothing attitude measure with mean scores on the composite participation index yielded a significant value, $r(124) = .24$, $p < .01$. A positive relationship was found between attitudes about clothing for social activities and participation in solitary activities, $r(124) = .25$, $p < .03$, and participation in expressive leisure activities, $r(124) = .25$, $p < .01$. Attitudes about clothing maintenance were related positively to participation in solitary activities, $r(124) = .18$, $p < .01$, and to participation in expressive leisure activities, $r(124) = .21$, $p < .01$. No relationship existed between clothing attitudes and participation in voluntary associations; therefore, this hypothesis was supported partially.

H₂: There is a relationship between retired men's attitudes about clothing and their life satisfaction.

Retired men's life satisfaction was not related to their attitudes about clothing for social activities, their attitudes about clothing maintenance, or their attitudes about clothing for retirement. Based on correlation coefficients and probability levels of $r(126) = .14$, $p < .11$; $r(126) = .09$, $p < .34$; and $r(126) = .11$, $p < .22$ respectively, this hypothesis was rejected.

H₃: There is a relationship between retired men's participation in selected activities and their life satisfaction.

Table 3

Pearson Product-Moment Correlations among Retired Men's Attitudes about Clothing,
Participation in Activities, and Life Satisfaction

Correlation of mean scores for the composite participation index with means scores for life satisfaction was significant. Participation in expressive leisure activities was related positively to life satisfaction, $r(124) = .28, p < .002$. No relationship existed between life satisfaction and participation in solitary activities and life satisfaction and participation in voluntary associations. Based on correlation coefficients and probability levels of $r(124) = .11, p < .21$ and $r(124) = .09, p < .43$ respectively, this hypothesis was supported partially.

Differences in Clothing Attitudes, Participation in Activities, and Life Satisfaction among Retired Men

A second objective of this study was to determine whether there were differences in clothing attitudes, participation in activities, and life satisfaction among retired men based on selected socio-demographic characteristics. Analyses of variance were used to test the hypotheses. The sociodemographic characteristics were considered as independent variables and were analyzed in a general linear model (GLM) procedure. To assess differences in clothing attitudes, participation, and life satisfaction based on individual sociodemographic characteristics, the contribution of each characteristic contained in the model was partitioned through the sum of squares. The clothing attitude measure consisted of three subscales, as did the participation index. The clothing attitude measure and the participation index were analyzed in the composite form and as subscales. Results are reported using both in the analyses.

H₄: Attitudes about clothing among retired men differ by sociodemographic characteristics: (a) former occupational level, (b) educational level, (c) status of health, (d) monthly income, (e) age, (f) present employment status, and (g) length of retirement.

Partial support was found for this hypothesis. Analysis of variance for the composite clothing attitudes resulted in a significant value, $F(23, 96) = 1.64$, $p < .05$. When an analysis of variance was performed on the composite clothing attitudes treating sociodemographic variables separately but simultaneously, present employment status was significant, $F(1, 96) = 4.11$, $p < .05$ (see Table 4). Differences in clothing attitudes were found between men who were retired and men who had retired previously but now working. Least squares means generated for this classification variable indicated that men who were retired and not working had higher mean scores for attitudes about clothing than did men who were working part-time (see Appendix C, Table C-1).

In the analysis of variance of attitudes about clothing for social activities, the set of sociodemographic characteristics was not significant, $F(23, 96) = 1.23$, $p < .24$. Viewed collectively, sociodemographic characteristics did not contribute to differences in attitudes about clothing for social activities among retired men (see Table 5). When each of the sociodemographic variables was treated simultaneously but separately in analyses of variance, present employment status surfaced as significant, $F(1, 96) = 4.22$, $p < .04$. Differences among the means were partitioned, and the results indicated that men who were retired and not working had higher mean scores on attitudes about clothing for social activities

Table 4
Analysis of Variance of Attitudes about Clothing^a

Source of variance	df	SS	MS	<u>F</u>	<u>p</u>
Sociodemographic variable	23	3,889	169	1.64	.05
Error	96	9,921	103		
Former occupational level	4	490.4	122.6	1.19	.32
Educational level	3	579.0	193.0	1.87	.14
Status of health	3	221.6	73.8	.71	.55
Length of retirement	3	743.9	247.9	2.40	.01
Monthly income	4	472.5	118.1	1.14	.34
Present employment status	1	424.6	424.6	4.11	.05
Age	5	379.9	75.9	.74	.60
Error	96	9,921.3			

^aComposite clothing attitude measure.

Table 5
Analysis of Variance for Attitudes about Clothing
for Social Activities

Source of variance	df	SS	MS	<u>F</u>	<u>p</u>
Sociodemographic variable	23	623	27	1.23	.24
Error	96	2,122	22		
Former occupational level	4	57.9	14.5	.65	.63
Educational level	3	62.1	20.7	.94	.43
Status of health	3	139.5	46.5	2.10	.10
Length of retirement	3	105.8	35.2	1.69	.19
Monthly income	4	58.1	14.5	.66	.62
Present employment status	1	93.2	93.2	4.22	.04
Age	5	145.7	20.8	1.32	.26
Error	96	2,122.4			

than did men who were retired but working part-time (see Appendix C, Table C-1).

In the analysis of variance of attitudes about clothing maintenance, the set of sociodemographic characteristics was not significant, $F(23, 96) = 1.42$, $p < .12$. This indicated that when the sociodemographic variables were considered as a unit, there were no differences in attitudes about clothing maintenance among retired

men. The separate contribution of each sociodemographic variable was analyzed, and present employment status was significant (see Table 6). Results from the least squares analysis reflected differences in attitudes about clothing maintenance between men who were retired and not working and men who were retired and working part-time. Men who were retired and not working had higher mean scores on this measure than did men who were retired and working part-time (see Appendix C, Table C-1).

Table 6
Analysis of Variance for Attitudes about Clothing Maintenance

Source of variance	df	SS	MS	F	p
Sociodemographic variable	23	748	32	1.42	.12
Error	96	2,195	22		
Former occupational level	4	139.6	34.9	1.53	.20
Educational level	3	64.4	21.5	.94	.42
Status of health	3	0.5	.16	.01	.97
Length of retirement	3	177.1	59.0	2.58	.06
Monthly income	4	79.4	14.9	.87	.49
Present employment status	1	111.5	111.5	4.88	.03
Age	5	63.1	12.6	.55	.74
Error	96	2,195.9			

The analysis of variance for attitudes about clothing for retirement yielded a nonsignificant F value for the set of sociodemographic characteristics, thus indicating that based on sociodemographic characteristics there were no differences in retired men's attitudes about clothing for retirement. When the separate contributions of each sociodemographic variable were analyzed, no differences were found (see Table 7).

Table 7
Analysis of Variance for Attitudes about Clothing
for Retirement

Source of variance	df	SS	MS	F	p
Sociodemographic variable	23	392	17	1.01	.46
Error	96	1,620	16		
Former occupational level	4	70.0	17.5	1.04	.39
Educational level	3	91.8	30.6	1.81	.15
Status of health	3	27.5	9.2	.54	.66
Length of retirement	3	18.3	6.1	.36	.78
Monthly income	4	44.0	11.0	.65	.62
Present employment status	1	0.2	0.2	.01	.92
Age	5	20.6	4.1	.24	.94
Error	96	1,620.9			

H₅: Participation in selected activities among retired men differs by sociodemographic characteristics: (a) former occupational level, (b) educational level, (c) status of health, (d) monthly income, (e) age, (f) present employment status, and (g) length of retirement.

Partial support was found for this hypothesis. The linear model for the composite participation variable was significant, $F(23, 94) = 1.82$, $p < .02$. This indicated that when sociodemographic characteristics were treated as a unit, they reflected variability in participation among retired men. However, when each sociodemographic characteristic was considered as a separate variable, none were significant (see Table 8).

The analyses of variance for participation in solitary activities did not produce significant F values for the set of sociodemographic characteristics or for individual sociodemographic variables (see Table 9). As shown in Table 10, length of retirement was significant in the analysis of variance of participation in expressive leisure activities, $F(3, 94) = 2.79$, $p < .04$. An examination of the least squares means indicated that men retired from 5-10 years had the highest score for participation in expressive leisure activities (see Appendix C, Table C-2).

Analysis of variance for participation in voluntary associations did not result in a significant F value for the set of sociodemographic characteristics; however, educational level was a significant sociodemographic variable in the separate analyses (see Table 11).

Table 8
Analysis of Variance for Participation in Selected Activities^a

Source of variance	df	SS	MS	F	p
Sociodemographic variable	23	2,217.6	96.4	1.82	.02
Error	94	4,990.7	53.1		
Former occupational level	4	100.3	25.1	.47	.76
Educational level	3	374.5	124.8	2.35	.08
Status of health	3	151.8	50.6	.95	.42
Length of retirement	3	336.3	112.1	2.11	.10
Monthly income	4	298.3	75.6	1.40	.23
Present employment status	1	6.8	6.8	.13	.72
Age	5	329.3	65.9	1.24	.29
Error	94	4,990.7			

^aComposite participation index.

Table 9
Analysis of Variance for Participation in Solitary Activities

Source of variance	df	SS	MS	<u>F</u>	<u>p</u>
Sociodemographic variable	23	145	6.3	1.11	.35
Error	94	353	5.7		
Former occupational level	4	10.5	2.6	.46	.77
Educational level	3	12.3	4.1	.72	.55
Status of health	3	31.3	10.4	1.83	.15
Length of retirement	3	10.7	3.6	.62	.61
Monthly income	4	18.7	4.6	.82	.51
Present employment status	1	.008	.008	.00	.97
Age	5	40.8	8.2	1.43	.21
Error	94	535.4			

Table 10
Analysis of Variance for Participation in Expressive
Leisure Activities

Source of variance	df	SS	MS	<u>F</u>	<u>p</u>
Sociodemographic variable	23	748.3	32.6	1.83	.02
Error	94	1,669.5	17.8		
Former occupational level	4	43.5	10.9	.61	.66
Educational level	3	78.3	26.1	1.47	.23
Status of health	3	86.6	28.9	1.62	.19
Length of retirement	3	148.6	49.5	2.79	.04
Monthly income	4	73.1	18.3	1.03	.40
Present employment status	1	4.3	4.3	.24	.62
Age	5	157.8	31.6	1.78	.12
Error	94	1,669.5			

Table 11
Analysis of Variance for Participation in Voluntary Associations

Source of variance	df	SS	MS	<u>F</u>	<u>p</u>
Sociodemographic variable	23	322.5	14.0	1.39	.14
Error	94	951.3	10.1		
Former occupational level	4	10.0	2.5	.25	.91
Educational level	3	94.5	31.5	3.11	.03
Status of health	3	11.9	3.9	.40	.76
Length of retirement	3	68.0	22.7	2.24	.09
Monthly income	4	50.3	12.6	1.24	.30
Present employment status	1	21.2	21.2	2.09	.15
Age	5	31.7	6.3	.63	.68
Error	94	951.3			

As shown in Appendix C, Table C-2, men with the two highest levels of education had higher scores for participation in voluntary associations than men with the two lowest levels of education.

H₆: Life satisfaction among retired men differs by sociodemographic characteristics: (a) former occupational level, (b) educational level, (c) status of health, (d) income, (e) age, (f) present employment status, and (g) length of retirement. Partial support was found for this hypothesis. Collectively, sociodemographic characteristics were significant in the analysis of variance for life satisfaction, $F(23, 96) = 2.27, p < .003$; status of health was the single most significant sociodemographic variable for life satisfaction (see Table 12). As shown in Appendix C, Table C-2, men in excellent health had the highest scores on life satisfaction.

Table 12
Analysis of Variance for Life Satisfaction

Source of variance	df	SS	MS	<u>F</u>	<u>p</u>
Sociodemographic variable	23	456.5	19.8	2.27	.003
Error	96	841.1	8.8		
Former occupational level	4	19.4	4.9	.55	.70
Educational level	3	61.4	20.5	2.33	.08
Status of health	3	102.2	34.1	3.89	.01
Length of retirement	3	26.4	8.8	1.01	.39
Monthly income	4	13.1	3.3	.37	.82
Present employment status	1	1.8	1.8	.21	.65
Age	5	70.7	14.1	1.61	.16
Error	96	1,297.6			

CHAPTER V

DISCUSSION

The sample of retired men in this study did not fit the negative stereotype that many researchers have attributed to retirees. Retirement adjustment was not measured in this study; however, inference can be made regarding how this group of men adjusted to retirement. The inference is based on the sociodemographic factors that contribute to retirement adjustment. Many of the researchers in the area of social gerontology have documented health, financial factors, continuity of life-style, and attachment to the work role as factors which are related to adjustment to retirement.

Over half of the retirees had monthly incomes of \$1,200 or above, and as a group the men did not experience a substantial reduction in income upon retiring. This may have allowed the men to maintain the life-styles that they experienced while working. McGee, Hall, and Luter-Dunkley (1978) indicated that positive retirement adjustment was enhanced by the ability of retirees to continue the style of life that they had prior to retirement. As is the case with some retirees, those in the lower income levels experienced a slight increase in monthly income after retirement. It is possible, however, that inflation negated this increase and placed some of the men at an economic disadvantage.

The men were not questioned regarding their reasons for retiring when they did or whether or not they missed their jobs. Researchers

have found, however, that poor health is a major reason for retiring and that retirement for reasons of poor health contributes negatively to adjustment. Over three-fourths of the retirees in this study enjoyed a health status that was rated as either good or excellent. This seems to imply that the majority of men either retired in good health or that their health had improved since retirement.

Only a small percentage of the men had rejected the retirement role and had resumed working part-time. The partial rejection of the retirement role may have been necessary because of financial need or because of the intrinsic value of work for the men. Friedman and Havighurst (1954) suggested that being able to find suitable substitutes for the work role facilitated adjustment in retirement. Continuity theorists indicated that positive adjustment is facilitated by continuing life-long patterns that existed prior to retirement. The "working retirees" may have used their part-time employment status as a mechanism to aid their gradual adjustment to retirement. The retirees that chose to accept the retirement role by not returning to work may have been forced to do so because of their age. Most of the men had retired over 5 years before there was legislation protecting the older worker from job discrimination. Two other plausible explanations may be offered. First, the men may have welcomed the retirement role because they had planned for retirement and had found activity substitutes that equaled or surpassed the satisfaction they had gained from work. The second explanation that may be offered is that those men who fully accepted the

retirement role may have had as part of their value system an orientation that placed emphasis on leisure time.

Bhak (1978) indicated that significant others were an important factor in adjustment to retirement because they helped shape attitudes about life in retirement. Nearly all of the men were married and, assuming that their wives were significant others, they may have aided the retirees in finding activities to fill the gap created by the occupational role loss.

The fact that the majority of men had retired from white-collar occupations may offer another clue as to the group's overall adjustment. Stokes and Maddox (1967) found retirement adjustment to be a function of time and occupation. They suggested that white-collar workers experienced more difficulty in the initial stages of retirement than blue-collar workers. This difference is influenced by the inability of the white-collar worker to find activities that allow the same type of opportunity for self-expression as their jobs. According to Stokes and Maddox (1967), white-collar workers adjusted better over time. Almost three-fourths of the retirees in this study were former professional or semiprofessional workers. The majority of the men were over 70 years old and had been retired for over 5 years. This combined age and time factor may have provided an opportunity for the men to overcome the adjustment handicap of a white-collar occupation.

Attitudes about Clothing for Social Activities, Clothing Maintenance, and Participation in Activities

Findings for these clothing variables relative to participation in activities indicated similar patterns of positive relationships. Relatively positive attitudes about clothing for social activities indicated that the men were concerned about the appropriateness of their clothing for different activities, that they were concerned about the effect that their clothing had on themselves and others, and that they were concerned about what others thought about their clothing. The retirees' relatively positive attitudes about clothing maintenance reflected their concern about caring for their clothing and their interest in providing the proper care for their clothing in order to maintain a pleasing appearance.

Relationships were found between attitudes about clothing for social activities, attitudes about clothing maintenance, and participation in activities. These relationships may suggest that as participation in activities increased, so did the concern about clothing. The researcher hypothesized a relationship between attitudes about clothing for social activities, attitudes about clothing maintenance, and participation in solitary activities. The presumption was that these variables would be related negatively. This presumption was based on the fact that the self is social and feelings about the self are derived through interaction with others. Because of the lack of involvement with others it was thought that there would be a lack of interest in the presentation of the self. These variables

were related positively. Men with relatively high levels of participation in solitary activities also had relatively positive attitudes about clothing for social activities and clothing maintenance. An explanation for this finding can be approached from several viewpoints. From a continuity theory framework, it could be hypothesized that those beliefs and patterns of behavior regarding clothing that the men had established in the occupational role were continued or carried over into retirement. While working, these men may have placed emphasis on clothing and they may have received positive and rewarding responses regarding their clothing and appearance from the people around them. The fact that they were engaging in activities in solitude did not affect how they felt about the self. Even when the men were engaged in solitary activities, their imagined responses of others about their appearance could have been a motivating factor in the men's concern for their clothing. Furthermore, the fact that the retired men had a moderate level of participation in solitary activities relative to their participation in voluntary associations could have heightened their concern for their appearance when they were exposed to other people in social situations.

Using an approach from the disengagement framework, this finding could be explained by relating participation in solitary activities to withdrawal from interaction with others. As the retired and elderly person withdraws from interaction with others, more and more attention is turned toward the self. This self-attention could be reflected in positive attitudes about clothing. From this stance,

the concern expressed for clothing would be for the satisfaction of the individual and not for the benefit of others.

Relationships were found between participation in expressive leisure activities and attitudes about clothing for social activities and attitudes about clothing maintenance. However, contrary to predictions, no relationship was found between these clothing attitudes and participation in voluntary associations. This was an unexpected finding. The researcher thought a relationship would exist between participation in voluntary associations and clothing attitudes because associational membership involves interaction with an almost unlimited number of persons and the retired person would be concerned about his appearance in this type of situation. With the exception of plays, concerts, and sports activities, the selected expressive leisure activities in which the men participated were those that reflected interaction in primary groups, such as family, neighbors, and close friends.

An inference can be made from these results that these retirees were concerned about the type of image and impression that they conveyed to their significant others and to the people with whom they interacted on a regular basis. The retirees' level of participation in voluntary associations was extremely low relative to their participation in expressive leisure activities, and was not related to clothing attitudes. This may indicate that these retirees did not place emphasis on impressing people that they rarely saw and/or people with whom they were not friends.

Another explanation for the relationships that were found is that the men may have experienced a loss of status with the loss of their occupational roles. It could be argued that the men's concern about clothing in their post-retirement years resulted from a desire to maintain their status or to re-establish their identity in the eyes of those with whom they interacted most frequently.

Attitudes about Clothing for Retirement and Participation in Activities

The retirees had relatively negative attitudes about clothing for retirement. These relatively negative attitudes indicated that the retirees felt they needed less clothing, they were less interested in clothing, and they accorded less importance to clothing in retirement than when they were working. This finding is consistent with McNeil's (1978) discovery that there is a general reduction in the importance accorded clothing in retirement. No relationship was found between attitudes about clothing for retirement and participation in activities. Because the men had relatively low activity levels one would not expect relationships to have existed among clothing needs, interest, and importance. The fact that a relationship was not found may indicate that there was probably a decrease in their participation after retirement, and that the clothing from their pre-retirement years was adequate to accommodate their needs in retirement. It is also possible that the types of activities in which they participated while employed did not change drastically, and this

factor, coupled with a reduced activity level, may help to explain the somewhat negative attitudes about clothing in retirement. The implication from this finding is that the attitudes one develops about clothing in the occupational role do not carry over into retirement, but that these attitudes are mediated by factors other than activity level.

Attitudes about Clothing and Life Satisfaction

The men in this study had relatively high life satisfaction, relatively positive attitudes about clothing for social activities, and relatively positive attitudes about clothing maintenance. Nevertheless, no relationships were found among these variables. In conceptualizing the relationships that would exist between variables in this study, the researcher proposed participation in activities as an intervening variable between attitudes about clothing and life satisfaction. However, because of the exploratory nature of this study, a direct relationship was hypothesized and tested. The findings indicated an indirect relationship existed because clothing attitudes were related to participation in activities, and participation in activities was related to life satisfaction.

Clothing Attitudes as Related to Sociodemographic Differences

Only one sociodemographic characteristic contributed to differences in clothing attitudes among retired men. Employment status was related to the retirees' attitudes about clothing for social activities and to their attitudes about clothing maintenance. Fully retired persons had more positive clothing attitudes than those who

were retired but working part-time. However, both groups had similar levels of participation as measured by the composite participation index, similar levels of life satisfaction, and the same levels of participation in solitary activities. As expected, retired men had a high level of participation in expressive leisure activities and "working retirees" had a high level of participation in voluntary associations. Given the similarity in participation in activities and life satisfaction, what explanation can be offered for the differences in clothing attitudes between fully retired men and those who were retired and working part-time? The retired men's loss of status may have necessitated more emphasis on clothing to maintain a positive identity of the self. Because the identity of the "working retirees" was tied to their occupational role, perhaps clothing was not that important in establishing or maintaining their status.

Variations were observed in clothing attitudes relative to sociodemographic factors such as former occupational levels and education. Stone and Form (1955) suggested that clothing was more important to occupants of white-collar jobs because of its influence on impressing and manipulating others in the work setting. One could expect this level of importance to be reflected by white-collar workers in the retirement setting, but it was not. Within the occupational and educational categories, men retired from the lowest levels had the most positive clothing attitudes. McNeil (1978) concluded from her study that after retirement the significance of clothing increased in the lives of nonprofessional workers and decreased in the lives of the professional workers. One reason for

this variation may be that men retired from unskilled types of occupations were not required to "dress" for work. In retirement, these men have an opportunity for self-expression through clothing. A further reduction in status as a result of retirement from an unskilled occupation could have resulted in men from the lower occupational and educational levels placing more emphasis on their physical appearance to elevate their status or to establish a new identity in retirement.

It is generally thought that occupation, income, and education are interrelated. If more positive clothing attitudes are held by retirees from the lower occupational and educational levels, then one could reasonably expect more positive attitudes to be held by retirees from lower income levels. This was not true for men in this study. Men with the lowest income level had less positive clothing attitudes than men with higher income levels. The only plausible explanation is that income levels of the retirees were not related to their educational level. For example, some of the men were engineers but had not completed college. A fact explained informally by one of the retirees was that during the 1940's it was customary for the government to draft men for military duty and to train them in high-level technical skills. After the war, this technical training was used to obtain jobs in government and industry at high salaries.

Another reason why education and income apparently are unrelated in this study is the age of the men. The majority of men were over 70 years old, and this indicates that they were born in an era when

the emphasis was on the work ethic. During this era, it was more important for some men to work than to go to school. Many of these retirees probably arrived at their present income and occupational levels by working their way up through the ranks. These explanations appear to be substantiated by the fact that the majority of men in this sample were classified as former semiprofessional or professional workers, with only 22% having attended graduate or professional school.

Men retired over 10 years had the least positive attitudes about clothing as compared to men retired for shorter periods of time. An inference that can be drawn from this finding is that as age increases, interest in clothing and appearance decreases. It is possible that with an increase in age comes a preoccupation with maintenance of other aspects of the self such as the physical self and less preoccupation with maintenance of the social self. Physical limitations and disabilities may reduce or eliminate the options that are available to elderly persons relative to obtaining, wearing, and caring for clothing.

The retirees in excellent health had more positive clothing attitudes than those in other health categories. These retirees' positive attitudes about clothing could have been influenced by their ability to engage in satisfying activities and the absence of health-related restrictions that would affect their obtaining, wearing, and providing care for their clothing.

Participation in Activities

The finding of a relatively low level of participation among retirees is consistent with conclusions from studies by Bultena (1968), Cottrell and Atchley (1969), Simpson et al., (1966), and Wan and Odell (1979). These researchers cited retirement as a key factor which affected participation. Because individuals' social networks are tied to the occupational role, retirement severs the network and presumably hinders participation in activities.

Nevertheless, based on the sociodemographic characteristics of the sample and sociodemographic factors which contribute to participation in activities in retirement, these retirees could have had higher levels of participation than those which were reflected by their scores. One explanation for why this group did not have higher levels of participation could be related to the instrument that was used to measure participation in activities. In anticipation of tapping a heterogenous sample, the researcher designed the instrument to reflect activities that people from various income and occupational levels could identify; however, the sample was heavily weighted with white-collar retirees.

The theory of disengagement may be employed as another explanation for the low levels of participation among these retirees. Disengagement theorists postulate that as people age, they withdraw from social involvement and maintain their distance from society. The relatively low level of participation in voluntary associations by the retirees provides evidence for disengagement. The moderate levels of

participation in expressive leisure activities and solitary activities compared with the relatively low level of participation in voluntary associations may indicate that perhaps the retirees had begun the process of withdrawal. Participation in voluntary associations provides an unlimited opportunity for interaction with a variety of people to accomplish a common societal goal. The retirees' level of participation in this type of activity may have reflected a decreased emotional investment in people around them and a preoccupation with the self.

The level of participation by the men in this study may offer support for the theory of differential disengagement. The relatively low level of involvement in voluntary associations could be interpreted as a form of differential disengagement whereby the men withdrew from those activities that demanded too much time and energy. Many voluntary associations impose normative controls on the membership and have specified times for meetings and activities. The men in this study may have preferred to have more discretionary time at their disposal and to be free of the time constraints that they experienced while employed. This lower level of participation in voluntary associations among retirees is supported by Riley and Foner (1968), who found a pronounced drop in overall voluntary association membership among men in the latter years of the life cycle. The fact that a large percentage of the sample was over 70 years old may also have contributed to the relatively low level of participation in activities.

Despite the fact that the group did have relatively low levels of participation in the selected activities, examination of the least

squares means provided an indication of variations within the group. Men from higher educational levels, in excellent health, and those men with higher incomes had the highest levels of participation. This is consistent with Ward's (1969) findings that high levels of participation are related to high levels of income, health, and education. Men in the 55-65 age category had higher levels of participation than men in the other age categories. No studies were found to support this finding; however, a plausible explanation may be suggested. Men usually retire around the age of 55-65. It may be that a higher level of participation was recorded for this group because they were taking advantage of their new-found leisure and doing many of the things they did not have time to do while working. Participation was higher for men in the lower occupational level. This finding is in contrast with that of Simpson et al. (1961), who found the highest social involvement for retired professional workers. Differences may be explained in terms of preretirement activities. Because many of the social activities of professional workers are related to their jobs and the social activities of the nonprofessional workers are not related to their jobs, it may be that the lower occupational level workers' social involvement was outside the work setting prior to retirement and the type of activities that was begun before retirement continued into retirement.

Life Satisfaction

The mean of 14.5 for life satisfaction for the retirees was above the mean of 12.4 (SD = 4.4) found by Neugarten et al. (1961). It

was also above that of 12.5 ($SD = 3.6$) observed by Adams (1969).

The finding in this study regarding a relatively high level of life satisfaction among retirees is consistent with findings of Edwards and Kelemmach (1973) and Markides and Martin (1979). These researchers found life satisfaction among elderly people to be influenced by health and socioeconomic status. This sample's above average health and income level probably contributed to the relatively high level of life satisfaction.

According to some researchers, retired men have low levels of life satisfaction. Bell (1978-79), for example, hypothesized that individuals develop over time a temporal orientation with respect to their role set and role transition. Retirement can change this orientation and cause dissatisfaction with life. Findings from this study do not refute Bell's hypothesis; however, the findings imply that because the men had been retired for such a long period, the retirees may have had time to develop a new orientation as a result of role transition. This group of retirees' relatively high level of life satisfaction may reflect their having accepted or "come to grips" with any negative situations that may have resulted from retirement.

Bultena (1967) indicated that decremental life changes were related positively to life satisfaction. Findings from the present study seem to provide support for this contention. The majority of men in this study did not experience decremental changes relative to income upon retiring, and this may have prevented or lessened any

decremental changes in other areas of their lives, thus contributing to their satisfaction with life in retirement.

In the literature, it was found that health, income, and participation in activities were factors that were related to life satisfaction among elderly people. In this study, health was the primary factor that contributed to variance in life satisfaction among the retirees. Income was not a significant factor. This finding is supported by a conclusion from Spreitzer and Snyder's (1979-80) study. They found health to be more important than income for the life satisfaction among older people. The group of retirees in this study were not very different with regard to income or health. It is probable, however, that health was significant because the men in good or excellent health perceived themselves enjoying a more advantageous health status than their aged peers who may have succumbed to the physical disabilities that accompany old age.

Participation in activities was related positively to life satisfaction. This result is consistent with the work of Cutler (1973) who indicated that socially active individuals had higher life satisfaction than individuals who were socially inactive.

No relationship was found between life satisfaction and participation in solitary activities and participation in voluntary associations; however, a relationship was found between life satisfaction and participation in expressive leisure activities. Expressive leisure activities are those that satisfy the interests of the participants. Expressive leisure activities selected for this study were ones that basically involved interaction with peers, neighbors,

and family. Inference that can be made from relationships that were found between participation in activities and life satisfaction is that activity in and of itself does not contribute to life satisfaction; but, the ability of retirees to select those things they consider satisfying does contribute to life satisfaction. Conner and Power (1975) discovered that interaction with peers and age-mates was related positively to life satisfaction of elderly persons because it gave them a sense of self-worth and recognition.

One finding with regard to life satisfaction was that men retired from unskilled occupations had higher life satisfaction scores than men retired from other occupational levels. This finding was unexpected because income and occupations are considered to be interrelated, and if people with high incomes have high life satisfaction, then people with high occupational levels could be expected to have high life satisfaction. However, even though the retirees' participation in activities was relatively low, men retired from unskilled occupations had higher scores for participation in activities (the composite scale) and participation in voluntary associations than men retired from other occupational levels. The relatively high level of life satisfaction among former unskilled workers may have been influenced by their relatively high level of participation. For example, Maddox (1963) found a positive relationship between activity and life satisfaction, and Edwards and Kelemmach (1973) found a positive relationship between membership in voluntary associations and life satisfaction.

CHAPTER VI

SUMMARY AND CONCLUSION

Summary

In Figure 1 (page 11), a conceptual model of factors that were related to retired men's attitudes about clothing was presented. In the model, relationships were proposed among general aspects of clothing attitudes, participation in activities, life satisfaction, and sociodemographic characteristics. The results of this study were that relationships existed among general as well as specific dimensions of clothing attitudes and the other variables. Based on the results, the original model was modified to depict the general and specific relationships that were found in this study (see Figure 2).

As shown in Figure 2, attitudes about clothing were not related to life satisfaction; however, attitudes about clothing were related to participation in activities. Specific dimensions of clothing attitudes, such as attitudes about clothing for social activities and attitudes about clothing maintenance, were related positively to participation in solitary activities and expressive leisure activities. Sociodemographic characteristics were related to differences in clothing attitudes. Specific sociodemographic characteristic--present employment status--contributed to differences in clothing attitudes among men who had retired.

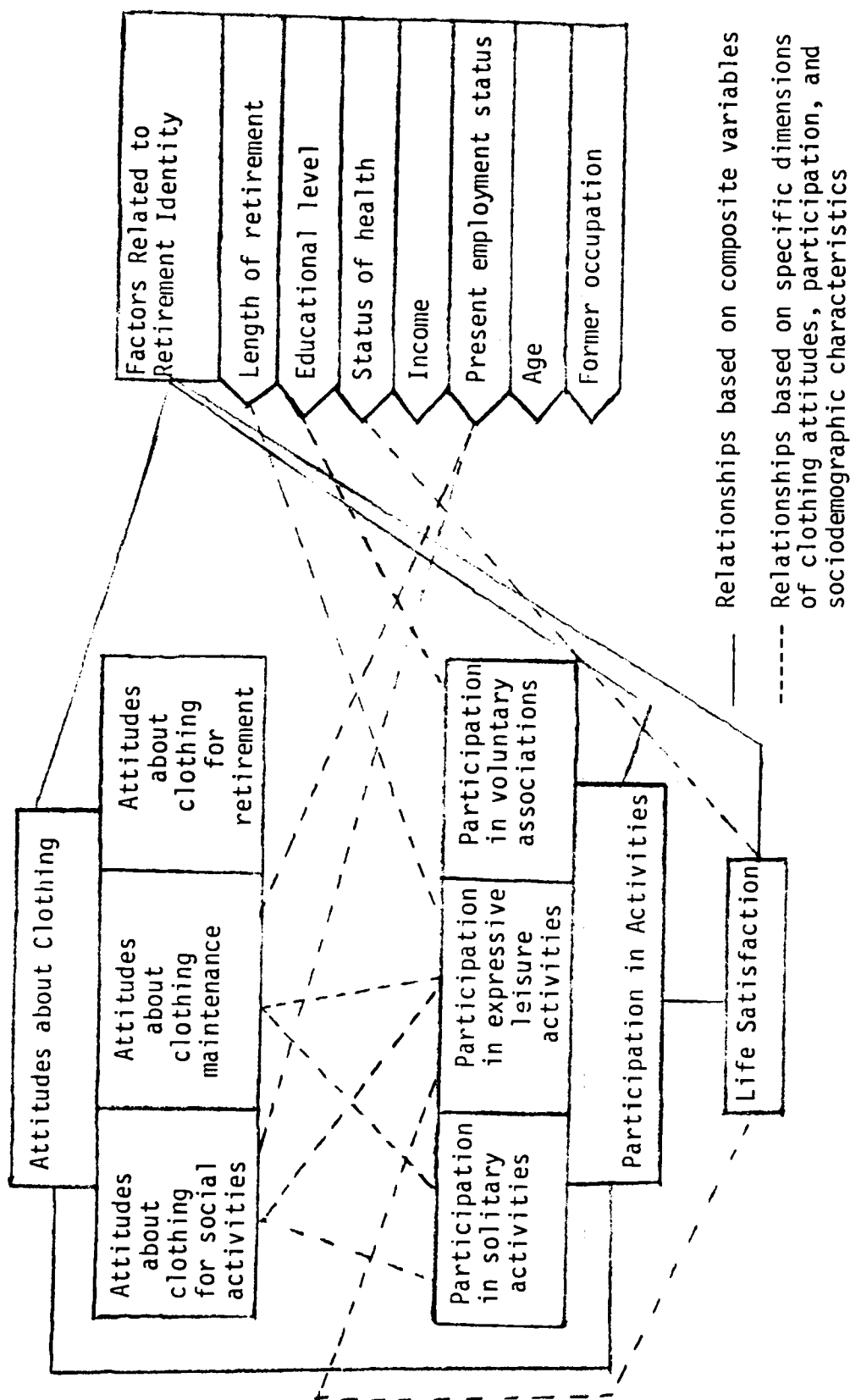


Figure 2. Relationships found in study based on conceptual model that were supported.

A general assumption held by many people is that retirement and/or old age influences a reduction in activity and, to some extent, leads to a negative outlook on life. Consequently, it is thought that clothing is of less importance in later life than it is in earlier stages of life. This assumption has prompted many people--including elderly persons--to adopt the attitude that the way the visible self is presented is of little or no consequence after retirement. The conclusion from this study is that clothing is important in the lives of older people. As with younger and employed persons, elderly people use clothing for adaptive and expressive purposes in adjusting to life-cycle changes. The desire to elevate social status, maintain the ego, and support or establish a positive self-identity are factors that motivate an interest in clothing and appearance in retirement.

Limitations

The results and conclusions as well as the suggestions for additional research should be examined within the scope of some of the methodological limitations that were found in this study. Several limitations that warrant consideration existed. A purposive sample was used; therefore, caution should be exercised in generalizing the results beyond a predominantly white, relatively upper income level group of retirees. An ex post facto survey approach was used and conclusions cannot be made regarding changes that occur in clothing attitudes, participation, and life satisfaction before and after retirement.

Some of the items on the questionnaire required the men to recall feelings and activities that existed prior to their retirement. Some had been retired for over 10 years. The evaluation of responses that rely on accuracy of memory of elderly subjects is a methodological problem because of the lower level of reliability and validity.

The length of the questionnaire discouraged participation. Careful consideration was given to the spacing and printing of items to make the measures easy to read. This affected the length. Despite the fact that it was easy to read, some men refused to participate because it was perceived as a monumental task.

In several instances, some of the older men had vision problems, and some of the items on the questionnaire had to be read to them. This represented a serious methodological concern because some of the measures required the retirees to make very personal self-evaluations.

Most of the questionnaires were completed in a group setting after a social meeting and most of the men's spouses were present. Some of the wives completed questionnaires. Although they did not discuss or compare responses until after they had returned the questionnaire to the researcher, the spouses' presence undoubtedly influenced some of the responses--especially those related to life satisfaction.

Suggestions for Further Study of Retired
Men's Clothing Attitudes

The results of the present study raised several questions that may be developed into topics for further exploration. For example, what are the predictors of men's clothing attitudes in retirement? How satisfied are men with their retirement, and what is the relationship between retirement satisfaction and clothing attitudes? How satisfied are retirees with their activities, and what is the relationship between satisfaction with activities and clothing attitudes? What is the relationship between the clothing attitudes of retired men and the clothing attitudes of their significant others? What is the relationship between men's actual and perceived status loss in retirement and their clothing attitudes?

This was an exploratory study. In order to provide more definitive results relative to the specific topic investigated, it is suggested that the scope of this study be expanded. This should be done with various methodological refinements such as (a) using a broader sample of retired persons, (b) revising the existing instruments to include additional and/or different aspects of the variables measured, and (c) using a research approach different from ex post facto to measure variables included in this study.

Implications

The field of gerontology has developed into a major discipline in the social sciences. As the proportion of older people continues

to increase in our society, the need for additional knowledge about this population also has increased. Results from this study can contribute to an understanding of clothing for elderly people, and the results have implications for both practitioners and theoreticians.

Practical Implications

Practitioners in the field of gerontology should be conscious of the fact that clothing is important to elderly men for reasons in addition to those of protection and comfort. Clothing has psychological and social significance to older men. If individuals who counsel people in pre-retirement programs emphasize the value of clothing as a mechanism for aiding the retirement adjustment process, successful adjustment may be facilitated. The use of clothing may be stressed as a tool to help prospective retirees overcome negative self-images that may result from their perception of their retirement.

People who live and work with the elderly are not cognizant of the fact that clothing and appearance may be important to the elderly men regardless of whether they are socially active or employed. Often families, staff of retirement centers, senior citizens' centers, and nursing homes project the attitude that how older people dress is unimportant. A lack of interest in clothing and appearance by older people may be influenced by this general prevailing attitude. It would be beneficial to elderly people if this type of attitude is changed. One way to promote a change in such an attitude is by offering workshops and programs in centers where the elderly live

and socialize. The programs can stress the importance of dress and self-presentation in the later stage of the life cycle. Such programs can be directed toward the elderly in addition to practitioners and the general public.

An aspect of clothing that may be emphasized in workshops and programs is that of clothing maintenance. After retirement, financial resources usually are limited, and emphasis can be placed on helping older people select and purchase clothing that is inexpensive to maintain. Information can be provided on some of the new easy-care fabrics that are on the market. Instructions for providing proper care and maintenance of existing clothing also may be helpful to elderly men--especially widowers. Some elderly people have physical limitations and are unable to care for their own clothing; therefore, care information can be made available to family members and other caretakers of the elderly.

It is important for those who work with elderly people to be knowledgeable of the value of the elderly's having clothing that is suitable and appropriate for social activities. Clothing that the elderly people perceive as appropriate may enhance feelings of group and self-acceptance. Participation in activities may be increased if elderly people can feel they are dressed appropriately. It is important for individuals who assist elderly people in making clothing choices for specific activities as well as in general to exercise discretion in the types of suggestions they offer. Suggestions that are not based on the stereotype of what older people should

wear will allow elderly people the same latitude as younger people in selecting clothing in which they feel physically, psychologically, and socially comfortable.

Theoretical Implications

From a theoretical standpoint, a comprehensive approach is needed in the field of gerontology to help explain all facets of aging. Research in the area of clothing can help facilitate a comprehensive approach. In this study, the application of gerontological theories and concepts to study the practical concern of the elderly men's clothing represented a contemporary research strategy. The information compiled in this research can begin to provide insight as to the appropriateness of other theories and concepts from gerontology for studying the influence of clothing on the social and psychological well-being of elderly men. Information gained from such an approach will be of value to home economists, gerontologists, and other people who work with the elderly because it will provide them with an integrated focus which can be used to help understand the role of clothing in the lives of elderly people.

Studies that address the topic of elderly men's clothing attitudes have not been reported. The findings from this study can be of value in helping to form generalizations about elderly men's behavior and attitudes relative to clothing. The major theoretical contribution of this study rests with its value in providing a basis for the formulation of additional research studies on men's clothing attitudes. This research study has provided a foundation on which researchers

can begin to bridge the gap in clothing research created by the lack of focus on the most neglected segment of our population, the elderly male.

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APPENDICES

APPENDIX A

APPENDIX A-1

COMPOSITE CLOTHING ATTITUDE MEASURE

SECTION I. Listed below are statements about clothing.

Read each statement carefully and after each one circle:

	SA if you <u>strongly agree</u> A if you <u>agree</u> N if you <u>neither agree or disagree</u> D if you <u>disagree</u> SD if you <u>strongly disagree</u>	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
1. I am more concerned about caring for clothing that I wear to social activities than I am about caring for clothing that I wear when by myself.	SA	A	N	D	SD	
*2. I spend less on my clothes since I retired than when I was working.	SA	A	N	D	SD	
*3. I believe most people are not really concerned about the clothes I wear.	SA	A	N	D	SD	
*4. I do not know how to care for my own clothes.	SA	A	N	D	SD	
*5. I am not concerned about the clothes I wear around people I know.	SA	A	N	D	SD	
6. I pay more attention to my clothes since I retired than when I was working.	SA	A	N	D	SD	
7. I do not take part in social activities if I do not have the right clothes to wear.	SA	A	N	D	SD	
8. I need more casual-type clothing since I retired than when I was working.	SA	A	N	D	SD	
9. I consider the cost of care before I buy clothes.	SA	A	N	D	SD	
*10. I do not need as many clothes since I retired.	SA	A	N	D	SD	
11. I dress up more for social activities when members of the opposite sex are present.	SA	A	N	D	SD	
12. I try to look well groomed at all times.	SA	A	N	D	SD	
*13. I am not really concerned about caring for my clothes.	SA	A	N	D	SD	
14. I give my clothes the required seasonal care.	SA	A	N	D	SD	
15. I check my clothes regularly to see if they are in good condition.	SA	A	N	D	SD	
16. It is important for me to be well dressed for social activities.	SA	A	N	D	SD	
*17. I have always considered clothing important.	SA	A	N	D	SD	
*18. I am not concerned about what others think of my clothes.	SA	A	N	D	SD	

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
*19. I dress in a more relaxed way since I retired.	SA	A	N	D	SD
20. I feel more a part of the group when I am dressed similarly to others.	SA	A	N	D	SD
21. I always have been concerned about caring for clothes.	SA	A	N	D	SD
*22. Clothes are not important to me since I retired.	SA	A	N	D	SD
23. I dress up more for social activities.	SA	A	N	D	SD
24. I believe I should give my work, casual, and business-like clothing an equal amount of care and attention.	SA	A	N	D	SD
25. Since I retired, I need more business-like clothing than work or casual clothing.	SA	A	N	D	SD
26. I read the care labels before I buy clothes.	SA	A	N	D	SD
27. I provide special care for my most costly clothes.	SA	A	N	D	SD
*28. Since I retired, I need more work-type clothing (clothing for doing chores) than business or casual clothing.	SA	A	N	D	SD
29. I always have been concerned about the clothes I wear to social activities.	SA	A	N	D	SD
30. I pay more attention to my clothes when I am with others than when I am alone.	SA	A	N	D	SD
31. I am more interested in clothes since I retired than when I was working.	SA	A	N	D	SD

*Items scored in reverse.

APPENDIX A-2

SUBSCALES OF THE CLOTHING ATTITUDES MEASURE

Attitudes about Clothing for Social Activities

3. I believe most people are not really concerned about the clothes I wear.
5. I am not concerned about the clothes I wear around people I know.
6. I pay more attention to my clothes since I retired than when I was working.
7. I do not take part in social activities if I do not have the right clothes to wear.
11. I dress up more for social activities when members of the opposite sex are present.
16. It is important for me to be well dressed for social activities.
18. I am not concerned about what others think of my clothes.
20. I feel more a part of the group when I am dressed similarly to others.
23. I dress up more for social activities.
29. I always have been concerned about the clothes I wear to social activities.
30. I pay more attention to my clothes when I am with others than when I am alone.

Attitude about Clothing Maintenance

1. I am more concerned about caring for clothing that I wear to social activities than I am about caring for clothing that I wear when by myself.
4. I do not know how to care for my own clothes.
9. I consider the cost of care before I buy clothes.
13. I am not really concerned about caring for my clothes.
14. I give my clothes the required seasonal care.
15. I check my clothes regularly to see if they are in good condition.
21. I always have been concerned about caring for clothes.
24. I believe I should give my work, casual, and business-like clothing an equal amount of care and attention.
26. I read the care labels before I buy clothes.
27. I provide special care for my most costly clothes.

Attitudes about Clothing for Retirement

2. I spend less on my clothes since I retired than when I was working.
8. I need more casual-type clothing since I retired than when I was working.
10. I do not need as many clothes since I retired.
12. I try to look well groomed at all times.
17. I have always considered clothing important.
19. I dress in a more relaxed way since I retired.
22. Clothes are not important to me since I retired.
25. Since I retired, I need more business-like clothing than work or casual clothing.
28. Since I retired, I need more work-type clothing (clothing for doing chores) than business or casual clothing.
31. I am more interested in clothes since I retired than when I was working.

APPENDIX A-3

COMPOSITE PARTICIPATION INDEX

SECTION II. How often do you take part in each of the activities listed on this page? Circle:

VO if you do them very often

O if you do them often

S if you do them sometimes

N if you never do them

	Very Often	Often	Sometimes	Never
1. Watch TV or listen to radio	VO	O	S	N
2. Work around the yard or garden when weather permits	VO	O	S	N
3. Woodwork, sew, metal work, or similar hobbies	VO	O	S	N
4. Collect stamps, coins, rocks, or similar hobbies	VO	O	S	N
5. Read books and magazines	VO	O	S	N
6. Travel	VO	O	S	N
7. Attend sports events like football and basketball games during the season	VO	O	S	N
8. Attend plays, concerts, lectures, or exhibits	VO	O	S	N
9. Attend church or religious activities	VO	O	S	N
10. Camp, fish, or hunt during season	VO	O	S	N
11. Play golf, tennis, or other outdoor games when weather permits	VO	O	S	N
12. Play cards, checkers, or other indoor games	VO	O	S	N
13. Go to parties or dances	VO	O	S	N
14. Visit neighbors and friends	VO	O	S	N
15. Visit children, grandchildren, or other family members	VO	O	S	N
16. Do volunteer work	VO	O	S	N
17. Participate in patriotic organizations (e.g., Veterans of Foreign Wars, American Legion)	VO	O	S	N
18. Participate in civic or service organizations (e.g., Rotary Club, YMCA, YWCA)	VO	O	S	N
19. Participate in lodges of fraternal organizations (e.g., Shriners, Eastern Star)	VO	O	S	N
20. Participate in occupational or labor organizations (e.g., AFL-CIO, ILGWU)	VO	O	S	N
21. Participate in cultural organizations (e.g., city symphony, local art association)	VO	O	S	N
22. Participate in political organizations (e.g., Democratic party, Republican party)	VO	O	S	N

APPENDIX A-4

SUBSCALES OF THE PARTICIPATION INDEX

Participation in Solitary Activities

1. Watch TV or listen to radio
2. Work around the yard or garden when weather permits
3. Woodwork, sew, metal work, or similar hobbies
4. Collect stamps, coins, rocks, or similar hobbies
5. Read books and magazines

Participation in Expressive Leisure Activities

6. Travel
7. Attend sports events like football and basketball games during the season
8. Attend plays, concerts, lectures, or exhibits
9. Attend church or religious activities
10. Camp, fish, or hunt during season
11. Play golf, tennis, or other outdoor games when weather permits
12. Play cards, checkers, or other indoor games
13. Go to parties or dances
14. Visit neighbors and friends
15. Visit children, grandchildren, or other family members

Participation in Voluntary Associations

16. Do volunteer work
17. Participate in patriotic organizations
(e.g., Veterans of Foreign Wars, American Legion)
18. Participate in civic or service organizations
(e.g., Rotary Club, YMCA, YWCA)
19. Participate in lodges of fraternal organizations
(e.g., Shriners, Eastern Star)
20. Participate in occupational or labor organizations
(e.g., AFL-CIO, ILGWU)
21. Participate in cultural organizations
(e.g., city symphony, local art association)
22. Participate in political organizations
(e.g., Democratic party, Republican party)

APPENDIX A-5

LIFE SATISFACTION INDEX A

Section III. Here are some statements about life in general that people feel differently about. Would you please read each statement on the list, and if you agree with it, put a check in the space under "AGREE." If you do not agree with the statement, put a check mark in the space under "DISAGREE." If you are not sure one way or the other, put a check mark in the space under the "?." PLEASE BE SURE TO ANSWER EVERY QUESTION ON THE LIST.

	AGREE	DISAGREE	?
1. As I grow older, things seem better than I thought they would be.	☒	☐	☐
2. I have gotten more of the breaks in life than most of the people I know.	☒	☐	☐
3. This is the dreariest time of my life.	☐	☒	☐
4. I am just as happy as when I was younger.	☒	☐	☐
5. My life could be happier than it is now.	☐	☒	☐
6. Most of the things I do are boring or monotonous.	☐	☒	☐
7. These are the best years of my life.	☒	☐	☐
8. I expect some interesting and pleasant things to happen to me in the future.	☒	☐	☐
9. The things I do are as interesting to me as they ever were.	☒	☐	☐
10. I feel old and somewhat tired.	☐	☒	☐
11. I feel my age but it does not bother me.	☒	☐	☐
12. As I look back on my life, I am fairly well satisfied.	☒	☐	☐
13. I would not change my past life even if I could.	☒	☐	☐
14. Compared to other people my age, I've made a lot of foolish decisions in my life.	☐	☒	☐
15. Compared to other people my age, I make a good appearance.	☒	☐	☐
16. I have made plans for things I'll be doing a month or a year from now.	☒	☐	☐
17. When I think back over my life, I didn't get most of the important things I wanted.	☐	☒	☐
18. Compared to other people, I get down in the dumps too often.	☐	☒	☐
19. I've gotten pretty much what I expected out of life.	☒	☐	☐
20. In spite of what people say, the lot of the average man is getting worse, not better.	☐	☒	☐

^aNeugarten, Havighurst, and Tobin's weighted responses.

APPENDIX A-6

SOCIODEMOGRAPHIC INFORMATION

SECTION IV. This last set of questions is very important because they will give us a general picture of the people in our study. Please read each statement and check your response.

BE SURE TO ANSWER EVERY QUESTION.

1. What is your present employment status? Check one

☐ Retired, and not working on any job for a salary
☐ Retired, but working full-time on another job for a salary
☐ Retired, but working part-time on another job for a salary
☐ Other (specify) _____

2. How long have you been retired? Check one

☐ Less than 1 year
☐ 1 to 5 years
☐ 5 to 10 years
☐ More than 10 years

3. How old were you when you retired? Write in age _____

4. Describe the kind of work you did before you retired. _____

5. BEFORE you retired, what was your approximate monthly income? Check one

☐ Under \$400
☐ \$400-\$800
☐ \$800-\$1,200
☐ \$1,200-\$1,600
☐ Over \$1,600

6. How would you rate your present state of health? Check one

☐ Excellent
☐ Good
☐ Fair
☐ Poor

7. How far did you go in school? Check one

☐ Less than eighth grade	☐ Some college
☐ Finished eighth grade	☐ Finished college
☐ Less than twelfth grade	☐ Finished professional or graduate school
☐ Finished twelfth grade	☐ Finished doctorate

8. What is your approximate monthly income? Check one

☐ Under \$400
☐ \$400-\$800
☐ \$800-\$1,200
☐ \$1,200-\$1,600
☐ Over \$1,600

9. Check all the sources from which you get your present income.

☐ Social Security
☐ Retirement pension from company
☐ Private pension
☐ Veterans benefits
☐ Disability insurance
☐ Rental properties
☐ Children or relatives
☐ Other sources

10. What age category are you in? Check one

- ☐ Below 55 years old
- ☐ 55 to 65
- ☐ 66 to 70
- ☐ 71 to 75
- ☐ 76 to 80
- ☐ Above 80

11. What is your marital status? Check one

- ☐ Married
- ☐ Widowed
- ☐ Divorced
- ☐ Separated
- ☐ Never married

12. What is your gender?

- ☐ Male
- ☐ Female

13. What is your race?

- ☐ Black
- ☐ White
- ☐ Other (specify) _____

14. Where do you live at present? Check one

- ☐ In own home
- ☐ In rented house or apartment
- ☐ In retirement center
- ☐ Other (specify) _____

15. How many people live in the same house with you? (write in number) _____

THANK YOU VERY MUCH FOR COMPLETING THIS QUESTIONNAIRE. Before you turn it in would you please check to be sure that you have recorded a response for each item.

APPENDIX A-7

The University of Tennessee, Knoxville
Department of Textiles, Merchandising & Design

Dear Participant:

This is a research project conducted through the Textiles, Merchandising and Design Department at The University of Tennessee, Knoxville. Ms. Rosetta LaFleur and Dr. Imogene Ford are the project coordinators.

The purpose of the study is to gain an understanding of the attitudes retired persons have concerning clothing, social activities, and life in general. Your participation is very important because it will help us to assess the role of clothing in the lives of persons who have retired.

As a participant in this project, you are asked to respond to statements on the questionnaire. Answer all questions to the best of your ability. There are no right or wrong answers. We are primarily interested in how you feel about the statements.

Please do not put your name on the questionnaire. The data is strictly confidential and no one will know who participated in this study. The responses will be used to summarize information for the group.

Your participation in this research project is voluntary and you can stop answering questions at any time without pressure from the coordinators or from members of your organization.

Thank you very much for your assistance. If you have any questions feel free to contact me.

Rosetta LaFleur
3700 Sutherland Ave., Apt. C-7
Knoxville, TN 37919
Phone (615) 588-6842

Completion and return of the questionnaire constitute informed consent.

APPENDIX B

Table B-1

Descriptive Statistics for the Clothing Attitudes Variables for the
Sample of Retired Men

Variable	N	Possible range	Mean	Standard deviation	Minimum score obtained	Maximum score obtained
Attitudes about clothing ^a	126	31-155	104.9	11.0	70	139
Attitudes about clothing for social activities	126	11-55	37.7	4.9	20	55
Attitudes about clothing maintenance	126	10-50	37.6	4.9	25	50
Attitudes about clothing for retirement	126	10-50	29.6	4.2	19	41

^aComposite clothing attitude measure.

Table B-2
Descriptive Statistics for Participation in Activities and Life Satisfaction
Variables for the Sample of Retired Men

Variables	N	Possible range	Mean	Standard deviation	Minimum score obtained	Maximum score obtained
Participation in activities ^a	124	0-66	23.9	7.8	3	46
Participation in solitary activities	124	0-15	7.7	2.4	1	13
Participation in expressive leisure activities	124	0-30	15.8	4.5	0	25
Participation in voluntary associations	124	0-21	4.9	3.3	0	14
Life satisfaction	127	0-20	14.5	3.8	0	20

^aComposite participation index.

APPENDIX C

Table C-1

Least Squares Means and Standard Error of Clothing Attitudes by Sociodemographic Groups

Classification variables	Attitudes about clothing ^a		Attitudes about clothing for social activities		Attitudes about clothing maintenance		Attitudes about clothing for retirement	
	LS mean	Std error	LS mean	Std error	LS mean	Std error	LS mean	Std error
Former occupational level								
Unskilled	106.3	4.5	37.6	2.1	38.2	2.1	30.4	1.8
Skilled	103.4	7.2	37.1	1.7	38.7	1.7	29.3	1.5
Clerical	98.6	3.3	35.5	2.5	33.5	2.6	28.2	2.2
Semiprofessional	96.5	3.3	34.9	1.5	36.1	1.6	27.1	1.3
Professional	96.2	3.4	34.2	1.6	35.4	1.6	26.6	1.4
Educational level								
Elementary school	103.2	4.0	37.1	1.7	38.5	1.9	29.6	1.6
High school	97.5	3.4	35.8	1.6	35.8	1.6	27.6	1.4
College or	101.2	3.1	36.3	1.4	36.1	1.5	29.1	1.3
Graduate or professional school	96.4	4.0	34.2	1.9	35.0	1.9	27.1	1.6
Status of health								
Excellent	104.2	2.8	38.5	1.3	36.4	1.3	29.6	1.1
Good	101.7	2.6	36.0	1.2	36.3	1.2	29.3	1.0
Fair	102.1	2.9	36.2	1.4	36.3	1.4	29.3	1.2
Poor	94.3	8.3	32.7	3.8	36.4	3.9	23.2	3.4
Length of retirement								
Less than 1 year	104.5	5.7	36.5	2.7	36.1	2.7	28.9	2.3
1-10 years	99.3	2.9	35.6	1.3	35.7	1.4	28.0	1.2
5-10 yrs	101.1	3.2	34.1	1.5	35.6	1.5	28.7	1.2
Over 10 years	97.0	3.4	34.1	1.7	35.2	1.7	27.7	1.5
Monthly income								
Under \$100	93.7	5.2	33.1	2.4	34.5	2.5	26.0	2.1
\$100-\$200	101.9	3.5	36.5	1.6	36.3	1.7	29.0	1.4
\$200-\$1,200	102.8	3.2	36.7	1.5	36.7	1.5	29.1	1.3
\$1,200-\$1,600	104.4	3.8	36.9	1.8	38.2	1.8	29.2	1.6
Over \$1,600	100.5	3.4	36.1	1.6	35.9	1.6	28.4	1.3
Present employment status								
Retired, not working for a salary	104.1*	3.1	37.5*	1.4	38.2*	1.4	28.4	1.2
Retired previously, working part-time for a salary	97.2	3.5	34.3	1.6	34.6	1.6	28.3	1.4
Present age								
Below 55 years old	95.3	8.1	33.0	3.6	36.2	3.8	26.1	3.3
55-65	101.3	3.7	37.1	1.7	37.1	1.8	28.0	1.5
66-70	102.6	3.2	37.3	1.5	36.8	1.5	28.7	1.3
71-75	96.5	3.4	34.6	1.6	34.9	1.6	29.0	1.4
76-80	102.8	3.5	37.4	1.6	36.2	1.7	29.2	1.4
Above 80	103.1	4.3	36.7	2.0	37.1	2.0	29.2	1.8

*Significant classification variable.

^aComposite clothing attitude measure.

n = 127.

Table C-2
Least Squares Means and Standard Error of Participation in Selected Activities
and Life Satisfaction for Sociodemographic Groups

Classification variables	Participation in activities ^a		Participation in solitary activities		Participation in leisure activities		Participation in expressive voluntary associations		Life satisfaction	
	LS mean	Std error	LS mean	Std error	LS mean	Std error	LS mean	Std error	LS mean	Std error
Former occupational level										
Unskilled	21.1	3.2	6.3	1.0	11.3	1.8	5.5	1.4	13.7	1.3
Skilled	21.9	2.7	7.2	0.8	9.6	1.6	5.1	1.2	12.4	1.1
Clerical	18.3	3.9	6.7	1.2	7.6	2.3	3.9	1.7	10.9	1.6
Semiprofessional	19.4	2.4	6.4	0.7	8.6	1.4	4.4	1.0	12.4	0.9
Professional	19.5	2.5	6.9	0.8	8.0	1.5	4.5	1.1	12.2	1.0
Educational level										
Elementary school	15.3	2.9	6.5	0.9	6.5	1.7	2.2	1.3	10.1	1.7
High school	19.5	2.5	6.3	0.8	9.1	1.4	4.1	1.1	12.2	0.9
College	21.1	2.2	6.7	0.7	10.3	1.2	5.9*	0.9	13.3	0.9
Graduate or professional school	24.1	2.9	7.5	0.9	9.9	1.7	6.6*	1.3	13.7	1.2
Status of health										
Excellent	21.8	2.0	6.5	0.7	10.9	1.1	4.1	0.8	14.8*	0.8
Good	20.8	1.8	7.2	0.6	9.6	1.1	3.9	0.8	13.2	0.7
Fair	17.9	2.1	5.8	0.7	8.1	1.2	3.9	0.9	12.9	0.9
Poor	21.6	5.9	7.3	1.9	7.4	3.4	6.8	2.6	8.2	2.4
Length of retirement										
Less than 1 year	19.0	4.1	6.8	1.3	8.1	2.3	4.0	1.7	13.6	1.7
1-5 years	19.0	2.1	6.1	0.7	8.1	1.2	3.7	0.9	12.4	0.8
5-10 years	22.9	2.3	6.9	0.7	11*	1.3	4.8	0.9	12.2	0.9
Over 10 years	21.8	2.6	6.8	0.8	8.5	1.4	6.4	1.1	11.0	1.0
Monthly income										
Under \$400	14.0	3.7	5.7	1.2	5.9	2.2	2.3	1.6	11.5	1.5
\$400-\$800	20.8	2.5	6.6	0.8	9.0	1.4	3.2	1.1	12.7	1.0
\$800-\$1,200	23.1	2.3	7.6	0.7	7.9	1.3	2.3	1.0	12.0	0.9
\$1,200-\$1,600	22.0	2.6	6.8	0.8	10.6	1.4	4.9	1.2	12.8	1.1
Over \$1,600	22.3	2.4	6.7	0.8	10.6	1.4	4.9	1.1	12.8	0.9
Present employment status										
Retired, not working for a salary	20.0	2.2	6.7	0.7	9.3	1.2	3.9	0.9	12.6	0.9
Retired previously, working part-time for a salary	20.9	2.5	6.7	0.8	8.6	1.4	5.5	1.1	12.1	1.0
Present age										
Below 55 years old	18.4	5.8	7.4	1.9	6.5	3.3	4.6	2.5	9.7	2.4
55-65	24.1	2.7	7.4	0.9	10.6	1.6	5.6	1.2	12.9	1.1
66-70	22.9	2.3	6.7	0.8	10.2	1.3	5.2	0.9	12.7	0.9
71-75	20.4	2.5	7.1	0.8	8.0	1.4	4.9	1.1	13.3	0.9
76-80	20.4	2.5	7.0	0.8	9.6	1.4	4.9	1.1	14.1	1.0
Above 80	15.4	3.2	4.4	1.0	7.9	1.9	3.0	1.4	11.7	1.3

*Significant classification variable.

^aComposite participation index.

n = 127.

VITA

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In 1972, she accepted a position at West Virginia State College as instructor of clothing and textiles in the Department of Home Economics. In 1975, she was granted a two-year leave of absence from this position to enroll in the interdisciplinary doctoral program at The University of Tennessee, Knoxville. From 1975-77 she completed her course work and residency requirements for the Ph.D. degree while serving as a graduate teaching assistant in the Department of Textiles and Clothing.

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She is a member of the American and West Virginia Home Economics Associations, Omicron nu honorary society, and the American Association of Junior and Community Colleges.