To the Graduate Council:

I am submitting herewith a dissertation written by Warren Preston Hopkins entitled "An Analysis of Marital Adjustment in Dual-Career and Traditional Family Husbands." I recommend that it be accepted in partial fulfillment of the requirements for the degree of Doctor of Philosophy, with a major in Psychology.

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AN ANALYSIS OF MARITAL ADJUSTMENT IN DUAL-CAREER AND TRADITIONAL FAMILY HUSBANDS

A Dissertation

Presented for the

Doctor of Philosophy

Degree

The University of Tennessee, Knoxville

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August 1976

1288324

ACKNOWLEDGMENTS

It would be proper but altogether impossible to acknowledge the many persons--family, friends, teachers--who all share in bringing me to this point in my career. There are many, however, whose influence and support have been particularly meaningful, and to whom I would like to express my special gratitude.

First to my parents, Mr. and Mrs. Francis W. Gurrie, for their life-long support of and faith in me and my professional growth--their love and devotion have sustained me through sometimes painful growing. And to my parents-in-law, Dr. and Mrs. Francis W. Hibler, who generously contributed their encouragement and support toward this achievement; indeed, it is with pride that I dedicate this study to the memory of Francis Hibler who so profoundly influenced my personal and professional direction.

Sincere thanks to my doctoral committee--Drs. Ken Newton, Harold Fine, Dennis Freeman, and Priscilla White--whose guidance and teachings throughout my graduate program at The University of Tennessee, Knoxville, have profited me greatly. A special affection is held for Priscilla White for giving so generously of her professional counsel as well as her personal encouragement. Also to Ray Hayworth, mentor and friend for four years, who nurtured in me

"the courage to be," I feel profound respect and affection.

But most of all I thank my wife Jane--respecting her care, understanding and perseverance through five years of transiency and sacrifice. Without her love and support, my progress toward this end would have been considerably more difficult. She and my two daughters, Kimberly and Bethany, provide much of the meaning to my life and work.

ABSTRACT

The purpose of this study was to investigate correlates and predictor variables of marital adjustment in husbands of dual-career and traditional families. Subjects were selected from the faculty of a large Southern university; 30 subjects composed each group. Selected demographic, attitudinal, and early socialization variables were explored through five questionnaires--the Modified Locke Marital Questionnaire, the Attitudes Toward Women Scale, the Bem Sex-Role Inventory, the Domestic Responsibilities Questionnaire, and a Personal History Inventory developed by the investigator. The data was examined to identify variables related to marital adjustment, and to determine differences between the two husband groups.

The husbands were found to be well-matched with regard to age, length of marriage, employment history, occupational level, and socioeconomic status. Though the two groups were not found to differ in marital adjustment, different correlates of marital adjustment were found for each group. While salary and job satisfaction were positively related to marital adjustment for the traditional husbands, time-related career variables bore a strong positive relationship to the marital adjustment of dual-career husbands. Division of labor variables

exerted a strong influence on the marital adjustment of both groups. Dual-career husbands, while not strongly egalitarian, were found to take on a greater share of household responsibilities than their traditional counterparts. Regression equations were found to yield significant predictor variables for the marital adjustment of dual-career husbands only. The strongest predictor of marital adjustment was found to be his evaluation of his wife's satisfaction with the division of labor; three early socialization variables also reached predictive significance--distance from father, discipline from mother, and closeness to mother. The greater predictive capacity of the regression equation for the dual-career sample was interpreted to reflect the more homogeneous character of this minority family life-style.

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CHAPTER I

INTRODUCTION

Families in which both husband and wife pursue careers have become visible as a viable pattern of family life-style in the United States. Emerging as a product of the participation of women in the labor market, these families reflect the changes occurring in the male and female sex-role patterns within the spheres of work and family. As such, these dual-career families have become the object of study for increasing numbers of theorists and researchers from different disciplines.

The participation of married women (and mothers in particular) in the labor market represents a social phenomenon of unusually marked change and consequence. Between 1940 and 1950, the proportion of marriages including working wives doubled, and by 1967 it had tripled, reaching 34 percent that year (U. S. Dept. of Labor, 1969). With this shifting of women's roles from a full-time domestic focus to the additional pursuit of a career, women's talents were redistributed, effecting a major re-allocation of energies throughout the family and economic systems. As a consequence, both men's and women's traditional role patterns in the family are being altered to varying degrees from the conventional pattern in which

the husband fulfilled the provider role and the wife committed herself to the housewife role. Thus innovative alternative family life-styles are being practiced and proposed with increasing incidence (Bott, 1957).

One of these life-styles, the dual-career family, represents a pattern that may be expected to emerge more strongly in the post-industrial era given present trends. In this particular pattern both spouses fulfill family as well as career roles. That is, these couples seek to establish a viable family life with children in the home, and at the same time each partner demonstrates strong commitment to a career from which major personal rewards are derived. So defined, it is obvious that the dual-career family is a statistically minor variant in the general population.

Due to current normative socio-cultural beliefs about sex roles in the areas of work and domestic activities, participation in a dual-career family is not easily accomplished. Sources of strain are likely to arise around issues of career versus family responsibilities, division of labor in the home, and childrearing responsibilities. Viewed from a structural framework, it is not unexpected that the status inconsistency of a highly educated professional woman in a male-dominated social system would introduce strain into the roles of dual-career participants. As such, research on the characteristics of

these men and women, and their means of resolving strain, will prove not only instructive to those couples who may venture to follow, but also indicates the processes of short-term social change.

The research that has traced the social changes associated with the participation of married women in the labor market has itself been altered in approach over time. Prior to the extensive and seminal research by the Tavistock group (Bailyn, 1965, 1970; Fogarty, Rapoport and Rapoport, 1971; Rapoport and Rapoport, 1965, 1969, 1971a) on the inter-relationships between work and family spheres of married professional women, the early research sought to simply identify the effects of maternal employment, especially with regard to family life.

The popularity of the working wife's status as an analytic variable originated, in part, out of a controversy between traditional family sociologists and female social scientists. The former were concerned with the disorganizing influence of the wife and mother's work upon the family, while the latter were either motivated to disprove the existence of such disorganizing effects or to establish the beneficial effects of mother's labor participation.

Comparisons between employed and unemployed women were explored on a wide range of variables, with frequently contradictory findings (Sussman, 1961). However, virtually

every reviewer of this literature (Stolz, 1960; Nye and Hoffman, 1963; Hoffman and Nye, 1974) have cited the problem of different conceptualizations of the employment variable; frequently the regularity of employment and the amount of time employed are confounded, and often even unspecified. The dependent variables that dominated the early research and continue even now to be foci for study include the marital relationship, the distribution of power in the family, and the effects on childrearing.

More recently, however, another more structured approach to the "problem" of maternal employment has emerged. Whereas the early research focused primarily on the consequences of maternal employment for the family, with a collateral concern for "women's rights," the current trend in this area is to examine the new family structures that arise where women work outside the home for implications on the changing relationships between men and women. In effect, there has been a shift in emphasis away from the older issue of women's rights to the newer issue of changing sex roles. It is in the context of this most recent approach that the significance of the dual-career family lies.

Both research and ideological statements relating to the dual-career family have dealt almost exclusively with the life situation of the working wife and mother as she attempts to integrate work and family spheres.

And though the importance of the husband has always been assumed, little in the way of systematic attention has been given to the interconnectedness of the chosen life-style of the career wife and that of her husband. Hacker (1957) long ago emphasized the fact that changes in the roles of women involve corresponding changes in the roles of men. But researchers have been slow to follow his admonition. Only recently have a few studies begun to examine the process by which men integrate their work and family lives (Blood and Wolfe, 1960; Brim, 1968; Axelson, 1963; Bailyn, 1970; Ridley, 1973).

The under-researched status of married men has been reported as due to factors such as higher costs and longer periods of interview time, in addition to problems of accessibility. But whatever the causes, the avoidance of interviewing and assessing husbands has resulted in a "wives' family sociology" (Safilios-Rothschild, 1970) in which much of the available data on family life has been collected via women's reports. Thus, the husband's role--as well as his perception of family life--has been relatively neglected. The dual-career family affords a unique opportunity to examine men at the interface of both career and family role demands.

I. NEED FOR STUDY

There are several reasons that an investigation of this nature is of value. These reasons include:

1. The lack of research on "the husband's marriage." Most research on working wives has focused on the wife, her marital adjustment/satisfaction, and the consequences for children.

2. The need to isolate some of the factors influencing marital adjustment in the dual-career husband.

3. The need for more refined and focused analyses than are currently found in the dual-career family literature.

4. The need for a data-based body of literature for facilitating the adoption and maintenance of this life-style pattern.

5. The need for the systematic study of new family structures as they arise in response to social change.

II. STATEMENT OF THE PROBLEM

The purpose of this study was to investigate correlates and predictor variables of marital adjustment in husbands of dual-career and traditional families. Specific focus was devoted to current attitudes and behavior--attitudes toward women, extent of domestic participation, satisfaction with the division of labor,

sex-role orientation, career-family orientation, and job satisfaction. Additional attention was given to the relationships between marital adjustment and selected early life socialization variables. Comparisons between the two husband groups were also made on several variables.

Five instruments were used in this study--the Modified Locke Marital Questionnaire (Kimmel and van der Veen, 1974), the Attitudes Toward Women Scale--short form (Spence, Helmreich, and Stapp, 1973), the Bem Sex-Role Inventory (Bem, 1974), the Domestic Responsibilities Questionnaire (Bryson, Bryson, Licht and Licht, 1976), and a Personal History Inventory developed by the author. The results were examined to determine which of the selected variables were related to marital adjustment. The data was also examined to determine whether there were significant differences between dual-career and traditional husbands on marital adjustment and several other variables.

III. HYPOTHESES

The hypotheses for group comparisons in this study were stated as follows:

1. There is no difference in marital adjustment between dual-career husbands and single-career husbands.

2. There is no difference in attitudes toward women between dual-career husbands and single-career husbands.

3. There is no difference in sex-role orientation between dual-career husbands and single-career husbands.

4. There is no difference in participation in stereotypically feminine domestic responsibilities between dual-career and single-career husbands.

The hypotheses for predicting marital adjustment in this study were stated as follows.

Attitudinal Variables

1. There is no relationship between sex-role orientation and marital adjustment in dual-career husbands.

2. There is no relationship between career-family orientation and marital adjustment in dual-career husbands.

3. There is no relationship between domestic participation and marital adjustment in dual-career husbands.

4. There is no relationship between satisfaction with the division of domestic responsibilities and marital adjustment in dual-career husbands.

5. There is no relationship between husband's perception of his wife's satisfaction with the division of domestic responsibilities and marital adjustment in dual-career husbands.

6. There is no relationship between job satisfaction and marital adjustment in dual-career husbands.

7. There is no relationship between attitudes

toward women and marital adjustment in dual-career husbands.

8. There is no relationship between attitude toward wife's career orientation and marital adjustment in dual-career husbands.

Early Life Socialization Variables

9. There is no relationship between the parent of greatest influence and marital adjustment in dual-career husbands.

10. There is no relationship between closeness to mother and marital adjustment in dual-career husbands.

11. There is no relationship between closeness to father and marital adjustment in dual-career husbands.

12. There is no relationship between family atmosphere in the family of origin and marital adjustment in dual-career husbands.

13. There is no relationship between the primary sources of discipline and marital adjustment in dual-career husbands.

14. There is no relationship between the type of discipline received from mother and marital adjustment in dual-career husbands.

15. There is no relationship between the type of discipline received from father and marital adjustment in dual-career husbands.

16. There is no relationship between mother's extent of employment and marital adjustment in dual-career husbands.

17. There is no relationship between father's work-family orientation and marital adjustment in dual-career husbands.

18. There is no relationship between mother's attitudes toward domestic activities and marital adjustment in dual-career husbands.

19. There is no relationship between mother's attitudes toward child care and marital adjustment in dual-career husbands.

20. There is no relationship between father's extent of participation in domestic activities and marital adjustment in dual-career husbands.

21. There is no relationship between father's extent of participation in child care and marital adjustment in dual-career husbands.

22. There is no relationship between mother's education level and marital adjustment in dual-career husbands.

23. There is no relationship between father's education level and marital adjustment in dual-career husbands.

24. There is no relationship between relative position among siblings and marital adjustment in dual-career husbands.

Socio-demographic Variables

25. There is no relationship between the number of children in the dual-career family and marital adjustment in dual-career husbands.

26. There is no relationship between marital status prior to current marriage and marital adjustment in dual-career family husbands.

IV. DEFINITION OF TERMS

Dual-career Family: A social unit in which both husband and wife hold jobs which are highly salient personally, have a developmental sequence, and require a high degree of commitment; and in the home there is a viable family life with children (Rapoport and Rapoport, 1969).

Career-Commitment: The relative distribution of interest, time, energy, and emotional investment in work in relation to other life sectors, and notably to family life (Safilios-Rothschild, 1971).

Marital Adjustment: The process of adaptation of the husband and the wife in such a way as to avoid or resolve conflicts sufficiently so that the mates feel satisfied with the marriage and with each other (Locke, 1951).

Androgyny: A conception of sex role in which each sex cultivates the positive characteristics usually

associated with the other in traditional sex-role definitions (Rossi, 1964).

Career-Family Orientation: The extent to which a married individual's satisfactions are determined by his family, career, and other life activities or involvements (Bailyn, 1970).

Domestic Participation: The extent of responsibility allocated to a family member for the fulfillment of various domestic activities.

Attitudes Toward Women: Beliefs about appropriate roles and rights for women (Spence, Helmreich and Stapp, 1975).

Job Satisfaction: The extent to which an occupation is satisfying.

Satisfaction with Division of Domestic Responsibilities: The extent of satisfaction associated with the responsibilities allocated to a family member for the fulfillment of various domestic activities.

Attitude Toward Wife's Career Orientation: A husband's belief about the appropriateness of his wife's career motivation.

The following concepts, pertaining to early socialization variables and socio-demographic data, are largely self-explanatory.

Early Socialization Variables

Parent of Greatest Influence

Closeness to Mother

Closeness to Father

Family Atmosphere in Family of Origin

Primary Sources of Discipline

Type of Discipline Received from Mother

Type of Discipline Received from Father

Mother's Extent of Employment

Father's Work-Family Orientation

Mother's Attitudes Toward Domestic Activities

Mother's Attitudes Toward Child Care

Father's Extent of Participation in Domestic Activities

Father's Extent of Participation in Child Care

Mother's Education Level

Father's Education Level

Relative Position Among Siblings

Socio-demographic Variables

Number of Children at Home

Marital Status Prior to Current Marriage

V. OPERATIONAL DEFINITIONS

Dual-career Family: A husband and wife dyad with children in which both spouses demonstrate a commitment to their ongoing careers.

Career Commitment: Maintenance of full-time employment in a professional occupation outside the home for at least one year.

Marital Adjustment: The sum total of points earned on the Modified Locke Marital Questionnaire (Kimmel and van der Veen, 1974).

Sex-Role Orientation: Assignment to one of four sex-role categories (androgynous = 1, feminine = 2, masculine = 3, undifferentiated = 4) was based on the scoring of the Bem Sex-Role Inventory (Bem, 1974). A recent revision of the BSRI scoring system (Bem and Watson, 1976) employs cut-off median scores on orthogonal measures of feminity and masculinity to determine sex-role classification. The median cut-offs used in this study were those derived from Bem's standardization data on college students ($Median_{fem}$ = 4.76 and $Median_{masc}$ = 4.89).

Career-Family Orientation: The relative degree of priority ascribed to career vs. family among other sources of satisfaction, as indicated on item number 18 on the Personal History Inventory (Appendix D). This item is derived from Bailyn (1970).

Domestic Participation: The mean percentage of responsibility allocated to the husband for five domestic activities (cooking, marketing, child care, laundry, and housecleaning) appearing on the Domestic Responsibilities Questionnaire (Bryson, et al., 1976). See Appendix A.

Attitudes Toward Women: The sum total of points earned on the Attitudes Towards Women Scale--short form (Spence, Helmreich, and Stapp, 1973). See Appendix C.

Job Satisfaction: The level of satisfaction reported to obtain from a present work situation, as indicated on item number 23 of the Personal History Inventory (Appendix D).

Satisfaction with Division of Domestic Responsibilities: The level of satisfaction obtained from the division of domestic responsibilities as reported on the Domestic Responsibilities Questionnaire (Appendix A).

Attitude Toward Wife's Career Orientation: The husband's level of approval regarding a long-term occupation commitment on the part of his wife, as indicated on item number 16 in the Personal History Inventory (Appendix D).

The remaining variables, pertaining to early socialization experiences and socio-demographic data, are operationally defined per the question in the Personal History Inventory (Appendix D). They are as follows.

Early Socialization Variables

Parent of Greatest Influence	Item No. 34
Closeness to Mother	" " 36
Closeness to Father	" " 35
Family Atmosphere	" " 40
Primary Sources of Discipline	" " 39

Type of Discipline Received from Mother Item No. 38

Type of Discipline Received from Father " " 37

Mother's Extent of Employment " " 26

Father's Work-Family Orientation " " 23

Mother's Attitudes Toward Domestic Activities " " 30

Mother's Attitudes Toward Child Care " " 31

Father's Extent of Participation in Domestic Activities " " 32

Father's Extent of Participation in Child Care " " 33

Mother's Education Level " " 25

Father's Education Level " " 21

Relative Position Among Siblings " " 43

Socio-demographic Variables

Number of Children at Home " " 6

Marital Status Prior to Current Marriage " " 5

VI. LIMITATIONS OF THE STUDY

Though careful and precise control of threats to internal and external reliability and validity is a goal of all research, many studies fall short of this objective. Often the sample and/or research techniques used reduce the generalizability of obtained results. This study had limitations which pertain to:

1. The use of academic professionals as subjects. The obvious disadvantage of using these subjects relates to the fact that university faculty are a select group rather than a representative sample of the population. The advantages relate to the convenience of an available group and the willingness of academic faculty to participate in research projects.

2. The exclusion of other work-marriage patterns. For example, the inclusion of husbands of part-time employed wives, as a third and intermediate group for comparison, may have contributed measurably to the strength of the findings.

3. The use of a relatively small sample size. The use of multiple regression with small samples limits the generalizability of findings. In this study the multiple regression is utilized as a descriptive rather than inferential tool.

4. The use of self-report measures in data collection. Several researchers have cited that distortion (intentional and unintentional), response set, and conventionalization are common sources of contamination in self-report instruments (Kolb and Straus, 1974; Gurin, Veroff and Feld, 1969).

5. The use of new instruments. The reliability and validity of the Attitudes Toward Women Scale, the Bem Sex-Role Inventory, the Domestic Responsibilities

Questionnaire, and the Personal History Inventory (developed by the investigator) have not been firmly established. The lack of sound instrumentation is a general problem in family research. Further explanation of the instruments will be provided in a later section of this study.

Having acknowledged the limitations of this study, the author cautions that the results and general conclusions should be examined in light of these limitations.

CHAPTER II

REVIEW OF THE LITERATURE

I. THE RAPOPORTS' DUAL-CAREER FAMILY STUDY

Introduced into the literature by Rapoport and Rapoport (1969), their descriptive study of the British dual-career family stands as the most encompassing research in the area. Though several investigators have studied American dual-career families, only one has done a "broad band" study (Holmstrom, 1972), and the others have focused more narrowly on particular aspects of the pattern (Epstein, 1971; Garland, 1972; Poloma, 1972; Wallston, Foster, and Berger, 1975; Bryson, Bryson, Licht and Licht, 1976). The Rapoports' dual-career family research was a smaller part of an extensive study of 371 highly qualified married career women who had graduated from the British University in 1960 (Fogarty, Rapoport and Rapoport, 1971). As part of this larger study, the Rapoports examined a subsample of 220 women and their husbands, from which a yet smaller sample of 13 functioning dual-career families were selected for intensive interviewing and evaluation. An additional three families which had temporarily abandoned the dual-career aspect were also included. These 16 dual-career couples were compared with a control group of 25 conventional couples living a single-career family pattern.

The Rapoports distinguish their dual-career couples from other dual-work couples by citing these as "families in which both husbands and wives pursue careers (i.e., jobs which are highly salient personally, have a developmental sequence and require a high degree of commitment) and at the same time establish a family life with at least one child" (Rapoport and Rapoport, 1969, p. 3). These couples were found to manifest a deep involvement in both career and domestic spheres, but with the consequence that, in maintaining quality as well as quantity in their home and work activities, large amounts of time, energy, and organization were absorbed. At the same time, the margin of flexibility for dealing with crisis, and for expanding social relations, were constrained by the demands of home and career. This was found to be especially true when the domestic scene included children and the couple took on childrearing responsibilities.

These families were reported to deviate from the traditional organizational hierarchy in the family. These couples, rather than seeing the husband's work-oriented pattern as "normal" and the wife's attempts to combine work and family life as a problem, confronted the issues as shared ones to which resolutions had to be meted out for both. Thus, the Rapoports concluded that these couples demonstrate a high degree of partnership in family life, a strong egalitarian ideology, and a behavioral

divergence from normative sex-role prescriptions.

While the main disadvantages of the pattern are in the strains which inhere in the life-style, the advantages of the very tight-knit integration of work and family life appear to be in the maximization of life experiences for both partners, and the maintenance of economic viability for each (Bailyn, 1971). The Rapoports cautioned that their description of mutual accommodation and support demonstrated among these couples should not be idealized--the numerous and complex stresses encountered by these couples created ambivalences and conflicts that often "made the going rough." But the balance in the couples studied was positive, with the benefits of the life-style perceived by the couples as outweighing the costs.

In their study of dual-career families, the Rapoports examined three broad dimensions of this pattern, which were also reflected concerns of the couples: the "dilemmas" (strains) confronted by the couples, the motivational factors contributing to the pattern, and viability factors allowing the continuance of the life style.

Conceptualizing "viability factors" as situational elements (other than personal motives) that allow for reconciliation of career and family demands, the Rapoports found that the couples cited the very great importance of good child-care arrangements, reliable domestic help, and

flexibility in their work. Also mentioned were good physical health, a high energy level, and a whole series of coping mechanisms (not necessarily intrapsychic) which allowed them to deal with frequent "tight" situations. Referring to these couples as "pioneers" and "a creative minority" (Fogarty, Rapoport and Rapoport, 1971, p. 337), the Rapoports emphasized their couples' ability to develop solutions to these and other problems, and to create new structures which suited their requirements--though not without occasional costs and failures in the individual case.

A central focus of the study related to the dimension of stress experienced by each of the families. The Rapoports summarize the structural stresses and strains under the headings of overload dilemmas, personal norm dilemmas, dilemmas of identity, social network dilemmas and role-cycling dilemmas. For purposes of this paper, the overload and role-cycling dilemmas are most relevant and will be briefly enumerated.

Overloading was something each of the families experienced though they varied in their means of dealing with it. The following relationships were found: (1) the amount of overload was influenced by the degree to which having children and a family was salient (and though the increased numbers of tasks affected this overload, so too did the quality of emotional commitment

and concern with family members); (2) the overload was affected by the degree to which the couples aspired to a high standard of domestic living; (3) the overload was influenced by the degree to which satisfactory arrangements for the reapportionment of tasks was possible; (4) the overload was affected by the degree to which the physical tasks and their apportionment was exacerbated by a social-psychological overload--i.e., the anxiety and tension created by the struggle with the other dilemmas.

The Rapoports differentiated between two types of role-cycling dilemmas. First, the career-family role-cycling dilemma related to the conflicts occurring between the occupational roles of husband/wife and their family roles. And second, the dual-career role-cycling dilemma related to the conflicts between the occupational role of the husband and the occupational role of the wife as they may vary over the life-cycle. The resolution to these conflicts is especially pertinent to implications for family structure and sex-role changes.

Much more descriptive data concerning the strains originating from both environmental and personal sources is to be found in the Rapoports' literature. However, the question has been raised as to whether the Rapoports' findings will be confirmed in other dual-career samples.

II. EARLY LIFE CORRELATES AND TRAITS OF THE DUAL-CAREER HUSBAND

The life-style of the dual-career family is not felt to be maintained in response to a need to achieve specific objectives; rather it was described as a process of evolution--developing as an expression of the chosen relationship of the dual-career couple with one another in the context of a certain socio-cultural environment (Rapoport and Rapoport, 1971a). Thus Bebbington (1973) postulated that for each of the participants in the dual-career family, there is an origin in his or her early background that involves conditions which create a tension with the conventional normative pattern, and which in combination with the marital partner's orientation provides the conditions for the development of the dual-career family pattern.

In the Rapoports' search for systematic motivational factors that might differentiate the couples who practice the dual-career pattern from others, the onus of their inquiry concerned the determinants affecting the patterning of work and family orientation for women (Rapoport and Rapoport, 1971c). In a later re-examination of the Rapoport data, Bebbington (1973) summarized the early life features which differentiated dual-career wives from "traditional domestic counterparts": (a) the only or

eldest child, (b) no other adults other than parents in childhood family setting, (c) work-oriented mother, (d) tension in relationship with father, (e) prolonged separation from parents or other disturbing experiences, (f) relatively high social class. The Rapoports' concluded:

> Women who vary from conventional sex role norms by combining work and career with family life in new ways tend, under current conditions to be produced in part by the familiar factors productive of variant behavior--tense family environment, pressures or role models contrary to normative patterns and supportive relationships in the social environment (Rapoport and Rapoport, 1971c, p. 27).

In the historical data collected on the dual-career husbands and their "conventional" controls, the Rapoports were quick to point out that the differences between the husbands showed less contrast than did their wives' comparisons (Rapoport and Rapoport, 1971b). Assuming that the dual-career husband's divergence from traditional male sex roles is less than his wife's divergence from traditional female sex roles, it is not so unexpected that the early life correlates for the husbands are less marked than for the wives.

However, the dual-career husbands were found to be distinctive in crucial ways. The most outstanding early life feature of the dual-career husband was their tendency to experience particularly close relationships with their mothers as compared with their other siblings (Rapoport and Rapoport, 1969). Additionally, if there were other

sibs, the others tended to be girls. Bebbington's data (1973) served to support these findings: "one of the interesting features of several of the dual-career husbands was the close ties they had retained with their mothers, a feature which must have had its origins in childhood" (Bebbington, 1973, p. 533). Although connotations of aberration and pathology are typically associated with this background factor, it is important to recognize that in the context of this paper this feature seems to have enabled the husband to develop a high capacity to understand and empathize with the needs and requirements of women. This capacity to understand and sympathize with the aspirations of women is, if balanced by appropriate strengths and competencies in his own world, interpreted here as a point of strength rather than as an aberration. It is not really surprising that men with this capacity are more prevalent among the career-oriented wives--developing the career pattern would be particularly difficult for these wives without such husbands.

The Rapoports (1971b) also found that these men tended to show a picture of greater family harmony in their early backgrounds, and in most cases, more social mobility than their wives, but that neither social class background nor mother's occupational experience or attitude toward women's careers distinguished the dual-career from the traditional husbands. However, this

finding on mother's occupational experience is inconsistent with that of Holmstrom's data (1972). She found that the work history and occupational level of the dual-career husbands' mothers to be "very similar" to those of the wives' mothers. The husbands' mothers were more likely to have been employed than the controls' mothers, and a little over a third of the husbands' mothers had "extensive" work histories. With the percentage of husbands' mothers with extensive work histories so similar to the percentage of wives' mothers, Holmstrom examined the data for overlap (which was small). She concluded: "thus, in 13 of 20 professional couples, the wife's mother or the husband's mother or both had an extensive work history. This suggests that having a model of a working mother--no matter which side of the family it is on--leads to the wife herself having a career" (Holmstrom, 1972, p. 202).

No study cited the significance of the father of the dual-career husbands except in the context of social class and educational level, neither of which differentiated the dual-career husbands from the traditional husbands (Holmstrom, 1972; Bebbington, 1973). Given the import of the mother's influence on her daughter's sex-role identification, it is curious that there is no mention of exploring the analagous relationship for the dual-career husband with his father.

In the fact that the dual-career pattern is a viable one lies the implication that the two partners share similar values. Not only are the couple "career oriented," but they share a similar valuation of family life. Bebbington (1973) cited that for all but one of the dual-career couples examined, the couples placed a high value on the family and wished to have a "normal" relationship with their children. Other research is consistent with this finding (Rapoport and Rapoport, 1971a; Holmstrom, 1972; Poloma, 1972). The Rapoports (1971b) noted that the dual-career husband originates from a "coordinate couple" family type (Bailyn, 1970) in which the wife manifests career and family orientation (a "career-integrated wife") but the husband values family life as well as career (a "family-oriented" husband). Bailyn (1970) noted that the "family-oriented" husband (and the equally unconventional "career-integrated" wife) represented a true integration of the realms of family and work; and in the family-oriented man with a successful marriage, his family orientation is not a substitute for work--on the contrary, Bailyn empirically showed that work is both important and satisfactory to such a man, and his family emphasis is based on choice, not on default.

Such an integration of family and career, however, is probably not compatible with the self-denying

dedication that has been expected in some professions--because of the serious physical and psychological overload (Rapoport and Rapoport, 1969) that would result. Thus, it is not unexpected that the Rapoports found that their dual-career husband tended to be "less vertically ambitious than many men in similar positions" (Fogarty, Rapoport and Rapoport, 1971, p. 376). That is, these men had sometimes given up their own status advancements (in addition to making sacrifices for their wives via support and lessening of demands) in order to accommodate to the situations which present themselves in such a life-style pattern.

Bailyn (1970) importantly found that it is the husband's orientation that determined the personal satisfaction that both spouses experience in leading a dual-career life-style. Thus, the husband's mode of integrating family and work in his own life is crucial for the success--in terms of marital satisfaction--of any attempt of his wife to include a career in her life. Bailyn concluded: "There is evidence, as a matter of fact, that identifying the conditions under which men find it possible to give primary emphasis to their families while at the same time functioning satisfactorily in their own careers may be even more relevant to the problem of careers for married women than the continued

emphasis on the difficulties women face in integrating family and work" (Bailyn, 1970, p. 108).

III. THE FACILITATING HUSBAND

From both survey and case studies, the Rapoports' (1971b) data clearly indicate that the husband's support to a married career woman is a crucial factor for a viable dual-career pattern. "In each of the couples it was important to the husbands themselves that their wives developed their work as they did" (Rapoport and Rapoport, 1971b, p. 531) and the husbands felt that "various arrangements should be made, or at least the options provided, to facilitate this" (Fogarty, Rapoport and Rapoport, 1971, p. 430). These findings are corroborated in American studies on dual-career families (Holmstrom, 1972; Garland, 1972; Bryson, et al., 1976). The Rapoports have further predicted that until social policy and institutional supports are more favorably structured, the "facilitating husband" is likely to remain the most reliable source of support for the dual-career pattern (Rapoport and Rapoport, 1971b).

The mutual accommodation and partnership characteristic of the Rapoport sample was especially reflected in the resolution of the overload and role-cycling dilemmas, where the husbands contributed in various ways to enable their wives to work. One of the dual-career wives opened

her interview session with the statement: "Behind every successful woman, there is a man" (Fogarty, Rapoport and Rapoport, 1971, p. 343). In addition to support and encouragement, the dual-career husbands often facilitate the pattern by making personal and career sacrifices, though not without some irritation and resentment in individual cases.

Bailyn (1965) also found that the most salient source of support, or hostility, for a married woman's participation in professional work to be her husband. Though a supportive posture has been empirically demonstrated as characteristic of the dual-career husband, a prevalent notion exists that an employed wife--especially when employed in a high-status, highly paid professional position--will automatically loom as a threat to her husband's position as primary provider and household head, and to his image of himself as a man.

A number of personal factors suggest themselves as increasing the likelihood that a man will oppose his wife's pursuit of a career. First, a wife's professional involvement and achievement may threaten the husband who does not feel adequate or successful in his own work. Second, a man may feel that his wife's work will be interpreted as a financial necessity reflecting his own failure as a good provider; in an insecure husband, this may threaten his self-esteem. Third, disagreements over

childrearing practices, where the father may have strong convictions about the mother's absence from the home, may also effect negative attitudes. Fourth, his wife's involvement and investment in a career outside the home may result in neglect of the husband's own needs for support and nurturance. Or, negative attitudes may also be based on the realistic recognition that the wife's employment will constitute a financial drain on the family rather than a contribution. In a comparison of husbands of non-working wives and working wives, Axelson (1963) found some support for each of these factors in the data on husbands of non-working wives. He found, however, that the "real threat" for both groups to be one of economic competition, i.e., "that in which the changing role of women impinges most directly upon the previously monopolistic pre-eminence of the male in the economic sphere and the superior social status that is attached to it" (p. 193). Garland (1972) also found that the one situation which had a negative effect on the quality of marital life for dual-career husbands was one in which the wife's income was greater than his.

Nevertheless, Axelson (1963) found that the husband in a dual-work family was more able to regard his wife's employment as a personal choice on her part, and was even willing to support this opinion by accepting her right to profit equally with men from her work; he was also less

inclined to demand his historical sexual prerogative and was willing to assist with the household chores. In examining this question of threat to the male in the dual-career family, Garland (1972) concluded that the empirical evidence in his study did not support the idea that "the American male will automatically resent having a wife who is practicing a high-status profession" (p. 213).

This is not to say that these men did not experience strain in their roles. The fact that they were socialized in conventional ways inevitably led to doubts and ambivalences as a result of their variance from stereotyped sex-role interests and activities. The husband may have made personal and career sacrifices, but he did sometimes show irritation and resentment at having modified his own pattern against persisting internalized conceptions of himself in relation to masculine roles. A "tension line" was observed (Rapoport and Rapoport, 1969) as a limit the individual reached, e.g., the husband, beyond which any further "experimenting" with new definitions of sex roles would "spill over" into his own psychological sense of self-esteem--and perhaps even the physical capacity to carry on the relationship. Each spouse appeared to recognize in each other this "tension line" as a point at which ego defenses were effective, and beyond which he or she would not be pushed.

Compromises were then worked out within its framework. Thus, the Rapoports stated: "It takes a husband who is either very strong or very identified with the efforts of his wife to allow her to equal or exceed his own accomplishments without major disruption in the relationship, and most of the husbands in the families studied seemed to have some combination of these two attributes" (Rapoport and Rapoport, 1971b, p. 532).

But why do these husbands facilitate their wives' careers? The Rapoports (1971b) suggested that the "enabling processes" that are set in motion by such a facilitating husband are likely to be based on a sense of gain for the husband. Garland's (1972) dual-career husbands cited the following benefits, in order of frequency: (1) his wife's professional involvement made her a happier and more interesting marriage partner; (2) his wife's career kept her busy, allowing him more freedom to pursue his career; (3) occasionally his wife's career functioned as an extension of his own interests--a vicarious satisfaction. These are consistent with the general finding by the Rapoports' (1971b) that the husbands did not perceive their wives' participation in work as antithetical to their own or their families' interests.

Theoretically then, these families appear to provide an interesting instance in which families function

to facilitate rather than impede members' participation in the work sphere. The personal sacrifices each spouse makes for the other, and the gain that each acknowledges, suggests a pattern of mutual facilitation. Ideally, this life-style pattern results in the maximization of life experiences for both partners. Looking at the data from this "strain and gain" perspective suggested an "exchange theory" model (Homans, 1958) as a useful conceptualization of the dual-career family pattern.

IV. FAMILY STRUCTURE AND SEX ROLES

Decision-making power, division of labor, and their stratification by sex, have been issues of active interest in the literature on familial behavior. That wives working outside the home have altered family structure as pertains to allocations of family privileges and responsibilities is well-documented in research. Studies have consistently shown that the wife's power tends to increase with employment, particularly in "external" areas relating to financial decisions (Blood, 1963). Reciprocally, "Where the wife is employed outside the home, whether full time or part time, her husband has less power than when she is not employed" (Kandel and Lesser, 1962, p. 136). A basic finding in this early research is that the husband's household labor increased while that of the wife decreased (Blood and Hamblin,

1958; Blood and Wolfe, 1960; Blood, 1963). With husbands of employed wives participating more in the conventionally feminine activities such as cleaning and child care (Blood and Wolfe, 1960), Blood (1963) interpreted these task re-allocations as reflecting alterations in sex-role prescriptions. Thus, these early studies on dual-work families indicate a re-distribution of power in an egalitarian direction, a greater equalization of the amount of domestic work done, and an alteration of traditional sex roles.

The dual-career family, as a pattern that is "one step further" along the path toward equality for women in the occupational sphere, provides a unique opportunity for exploring the continuity of these observed changes in family structure. Bahr (1974) has reported that these trends are more pronounced for wives employed in the professions than for those in less prestigious jobs, though some research has indicated certain exceptions may be expected to exist. For example, wives highly committed to their work (who would work regardless of their financial need) were found to receive less household help from their husbands than do wives with low work commitment (Safilios-Rothschild, 1970), presumably because the husband feels more constrained to help out around the house if the wife is working to fulfill a financial need

rather than simply because she wants to. Also, higher income level families appeared more likely to hire domestic help (Blood and Wolfe, 1960; Safilios-Rothschild, 1970), thus relieving a pressing necessity for the husband to pitch in on housework and child care.

Research on the dual-career family has revealed extensive utilization of domestic help (Rapoport and Rapoport, 1971a; Holmstrom, 1972; Epstein, 1971; Bryson, Bryson, and Licht, 1975); however, husbands also provided considerable assistance as reported in some studies (Rapoport and Rapoport, 1971a; Holmstrom, 1972). In Holmstrom's study the husband, in slightly over one-third of the professional couples, performed at least three out of nine housekeeping tasks at least half of the time; this was in marked contrast to the husbands of single career couples who hardly ever performed any of the nine tasks. Most husbands reported that the amount and kind of their participation in the domestic sphere was dictated by practical considerations, such as availability and skill, as well as interest and enjoyment. Nevertheless, the professional wives retained primary responsibility for domestic tasks and child care, with few exceptions.

The Rapoports' data corroborated Holmstrom's findings. Despite the employment of domestic help in all cases, and considerable "mutual accommodation" in task performance, the Rapoports stated:

> None of the couples expressed strong feelings about the degree to which women had to curtail career involvements in favor of family demands as compared with men. For the most part the women feel fortunate. . . . They tended to accept as "inevitable" for the present that women would have to bear the main brunt of child care and domestic organization . . . (Fogarty, Rapoport, and Rapoport, 1972, p. 366).

Only a few husbands in the Rapoport sample, as in the Holmstrom sample, were outspoken about "jointness," and that equality in the marital relationship should be equality in the degree to which each must curtail the demands of career in favor of their joint familial commitments.

These studies on dual-career families are consistent with the earlier Blood and Wolfe data (1960) in which the division of labor differed significantly from traditional middle-class norms in both the amount and kind of domestic tasks performed by the husband. Still, the division of labor in these cases, reflecting as they do a lessening of traditional sex-role prescriptions, appears primarily due to pragmatic factors, and these couples remain for the most part a long way from equality between the sexes in the home.

Several smaller scale, and more recent, studies on American dual-career families allowed a closer examination of family structure and the extent of marital equalization in career as well as domestic spheres. A particularly interesting study has been recently completed

on the job-seeking experience of dual-career families (Wallston, Foster and Berger, 1975). These researchers surveyed 107 professional couples in psychology and the biological sciences regarding their career decision-making. In one part of the study using simulated job-seeking situations, egalitarian choices were found to be made in 50 percent of the decisions. However, data revealed that in the couples' recent actual career decisions, the percentage of egalitarian decisions was low--though job availability constraints were interpreted, in large part, to effect this outcome. The decision-making rules set up by these couples while actively job-hunting were also examined in the study. The rules were found to reflect an "I will follow him" bias (i.e., the husband's career taking precedence over the wife's); however, a higher percentage of these rules were egalitarian as compared to the egalitarianism in the final job decisions. The authors conclude that while the "I will follow him" pattern predominated (this outcome frequently resulting from a "forced choice" situation), these dual-career couples "are trying to be egalitarian" in the face of reality constraints.

In a more focused interview study on 15 of the couples from their larger sample, Berger, Foster, and Wallston (1975) found the experience of dual-career job

seeking to be very stressful on the marital relationship, with a disproportionate amount of the stress falling on the shoulders of the professional wives. These couples gave strong evidence of the mutual interdependence of their careers by reporting that the career of one spouse had at some time been constrained by the career path of the other; this finding is also supported by Holmstrom's data (1972). One can well imagine the potential for conflict in circumstances in which the person who is closest to you--your spouse--is also the person who may stand as an obstacle to your career.

A study on husband-wife law partnerships provides data on the extent to which prevailing sex differentiation in marital roles restricts women's behavior "on the job" as well as at home, even among highly educated professionals. Epstein (1971) found that even when the couple regard themselves as legally equal partners, the wife typically occupies the subordinate role at the office, doing most of the "uninteresting and non-visible work, acting as an assistant lawyer or manager of the enterprise." And at home the wife reported (wives were the primary informants in this study) that the division of labor also tended to occur along traditional male-female sex roles, with the wife having the major responsibility for the house and children.

Finally, in a study of 200 doctoral level husband

and wife psychologists, Bryson, et al. (1976), found that although their professional pairs were more productive than their same sex controls, both institutional and familially imposed constraints caused the wife to subordinate her career to that of her husband--as evidenced in division of responsibility for domestic activities, perceived values of careers, and satisfaction. The husbands tended to be extremely productive, to perceive decided advantage in their marital situation, and were generally satisfied with their job and family. The wives tended to be more productive than other females (but less than their husbands), more likely to feel discriminated against, and less satisfied with their careers.

It is therefore apparent from these studies that the relative values dual-career couples place on their careers pose critical problems for them, especially the wife. Earlier studies had already revealed the stress created by "dual-career cycling dilemmas," and established the fact that the secondary status of the wife's career was a point of view shared, in general, by both members of the pair (Rapoport and Rapoport, 1971; Holmstrom, 1972; Poloma, 1972). Because these studies had sampled couples pursuing different careers, the Bryson's (1975) had hoped that a professional pair sharing the same professional interests would moderate,

if not eliminate, such inequities. That this is definitely not the case is evidenced by recent research (Epstein, 1971; Bryson, et al., 1976).

The Bryson's study also demonstrates exception to the trends that were predicted earlier, viz., that the husband of a highly committed career wife may not greatly contribute to the responsibility for domestic activities and child care. Bryson, Bryson, and Licht (1975) found that not only were their professional pairs not egalitarian in their division of domestic labor, but that they were no more equal in the division of responsibility than others. They state:

> There is no evidence that professional pairs are any more egalitarian than the female controls, i.e., dual-career couples who do not share the same profession. They are also not more egalitarian than married male controls--only richer. The major difference between the professional pairs and the married controls (where 38 percent of the wives were employed) is that the professional pair is more likely to employ outside help for these activities. Across all three groups the husbands are reported to bear equal (and small, averaging about 16 percent in all cases) shares of responsibility for these activities (Bryson, Bryson, and Licht, 1975, p. 4).

The overall impression based on the whole of this research is to indicate unequivocally the fact of male ascendancy even in the dual-career family. And the most recent American studies demonstrate a less equitable division of labor, despite domestic help, than the earlier (and British) dual-career research. These data

serve to corroborate other available evidence (Tasch, 1952; Mogey, 1969; Lynn, 1974) indicating that the husband and father in our society remains pre-eminent, and the basic source of strength, unity, ultimate authority and economic security for the family. However, at the least, the data also suggest that, despite his ascendancy, the husband in the dual-career family is holding on less tenaciously to the historically masculine prerogative of greater economic advantage.

V. EGALITARIANISM: ATTITUDE VS. BEHAVIOR

In contemporary society egalitarianism is a dominant ideological theme. Vestiges of egalitarianism are increasingly witnessed in the institutions of education and law, or appear to be. The dual-career family has been interpreted to represent an expression of structural and value shifts in contemporary society incorporating increasing partnership in family life, equality between husband and wife, and collaboration in decision-making (Rapoport and Rapoport, 1969, p. 3). With this interpretation, expectations of a "bona fide" egalitarian family relationship were raised. The available evidence, especially recent American research, does not appear to confirm this expectation. These recent American studies (Epstein, 1971; Garland, 1972; Wallston, Foster, and Berger, 1975; Bryson, et al., 1976) seemed to

seriously challenge the prediction by the Rapoports (1971a), and to a lesser extent Holmstrom (1972), regarding the trend toward egalitarianism which the dual-career pattern represents.

Egalitarianism, as a concept that has received frequent mention in the dual-career literature, has been less than clearly conceptualized in this research, but for one study. Considering, however, how hard it is to measure power or shared responsibility or whatever is taken as the evidence for egalitarianism, some fuzziness could be expected in the statements of various researchers.

A restrictive but useful definition of egalitarianism was employed in an American dual-career study by Garland (1972). Garland classified his 53 dual-career families on the basis of four patterns of marital relationship: traditional, neotraditional, matriarchal, and egalitarian. In the egalitarian family pattern, the significance of the spouse's biological sex is reduced to a minimum. Both members are equally involved in their career, and domestic duties are not divided along any rigid lines, both sharing equally in domestic and child care activities. One couple of the 53 qualified. This husband endorsed equality of occupational as well as domestic status.

That only one couple out of 53 appeared to fit the egalitarian pattern was a result unexpected by Garland;

he presumed this outcome to result from his stringent definition of egalitarianism, i.e., "no sex-related division of labor" (Garland, 1972, p. 202). However, other studies, notwithstanding methodological differences, appear to result in a similarly low rate of incidence for egalitarian families. For example, the Rapoports' (1969) and Holmstrom's (1972) samples included "only very few" husbands who espoused jointness and equality in both personal and occupational spheres.

Garland's definition of egalitarianism closely approximates the "androgynous" conception of sex roles suggested by Rossi (1964). In this hybrid model of equality, "an androgynous conception of sex role means that each sex will cultivate some of the characteristics usually associated with the other in traditional sex-role definitions" (Rossi, 1964, p. 608). Evidence for an attitudinal shift toward a more egalitarian mode, in just this androgynous sense, is found in studies on the effect of maternal employment on the sex-role conceptions of children.

Hoffman (1963) had hypothesized that since children learn sex roles from observing their parents, maternal employment must affect sex-role perceptions. In a sound study with controls for parents' age, occupational and educational level, Vogel, et al. (1970), found that the sex-role perceptions of 120 college students were

influenced by the actual parental role behaviors to which they as children were exposed; the offspring of working mothers perceived smaller differences between masculine and feminine roles than did the offspring of non-working mothers, though the effects were greater for girls. The sex-role conceptions held by the offspring of working mothers were androgynous in just the sense used by Rossi (1964)--both sons and daughters tended to perceive their own sex more favorably with respect to behaviors that are considered socially desirable for the opposite sex, e.g., sons perceiving men as being more warm and women less warm, and daughters perceiving women as more competent and men as less competent. Thus maternal employment exerts a positive influence on the child's perception of his own sex, by augmenting competency for girls and emotional warmth and expressiveness for boys.

Baruch (1972) reported that the attitudes of college females toward a woman's ability to combine family and career was unrelated to maternal employment per se (or to the level of maternal occupation); however, working mothers who successfully integrated their family and career roles were more likely to have daughters favorable to the dual-role pattern than were mothers who experienced role conflict. King (1968) studied the attitudes of 1055 ninth graders, and found that regardless of the mother's working status, high father participation in household

tasks was associated with greater acceptance of maternal employment.

These studies suggested then that traditional conceptions of sex roles are not immutable. If individual perceptions of sex roles are subject to variation as a result of individual experience, then societal sex-role stereotypes are subject to change in the direction of a more contemporary (i.e., egalitarian) sex-role ideology. Offspring of dual-career couples would be expected to manifest an even greater change in the direction of an androgynous conception of sex roles. However, no research of any sort on the offspring of dual-career couples is to be found in the literature.

That attitudes toward the career involvement of married women are changing only very slowly is well-documented. Hewer (1964) found that male college students preferred the women's role to be confined to that of homemaker only. More recent studies indicate that men are, however, becoming more accepting of the career role for married women (Nelson and Goldman, 1969; McMillin, 1972), though differences in attitudes between the sexes still exist. Kaley (1971) found similar results among a large sample of married professional men and women; but in the professional males' responses to personal data items, there was complete rejection of the dual role for their wives. Bebbington (1973) also

found that while dual-career couples did subscribe to the idea of occupational egalitarianism more than other couples, in the Rapoports' survey, a much larger portion agreed to the normative pattern of women having career opportunities than actually demonstrated this pattern in practice. The recent American studies on the dual-career family can be interpreted in this same manner.

Thus, although social norms are slowly shifting, and the ideal of an egalitarian partnership may be one that is increasingly held, as Leach (1968) has pointed out, the gap between sentiment and reality remains great and is not easily bridged.

VI. MARITAL ADJUSTMENT AND DUAL-CAREER HUSBANDS

Research on the work-marriage relationship has proved to be among the most popular topics in the literature on working women. The majority of these studies indicates some tendency for the wife's employment to increase the conflict the husband and wife encounter in their marriage (Blood and Wolfe, 1963; Nye, 1961). In a comprehensive survey of this literature Nye states:

> We could sum up the research of almost three decades by concluding that the early studies, in general, showed slightly more marital problems among couples in which the mother was employed; but even in those studies the differences in the tensions and satisfactions occurred mostly at the lower-class levels. Recent studies suggest that the small, sometimes non-significant, differences in

> middle-class families found in earlier studies no longer exist; if the wife enjoys her work, the marital satisfaction of this subgroup of wives may average higher than for housewives in general (Nye, 1974, p. 206).

However, the research to date dealing with the relationship between women's work status and aspects of marital interaction has focused primarily on the woman. Evaluation of the marriage by the husband has been relatively neglected.

Axelson (1963) was among the first researchers to focus specifically on the husband's marital adjustment in work-marriage relationships. His data showed that a larger proportion of husbands whose wives did not work evaluated the marriage positively as compared with husbands whose wives were employed full-time. However, he was not able to match his two groups of husbands by socio-economic class, family size, or other social variables. In an earlier study Nye (1961) had found evidence which also indicated poorer marital adjustment on the part of husbands of working wives. The question of whether poor marital adjustment was the cause or effect of the wife's employment was raised, but left unanswered, in both studies.

Yet another shortcoming in this literature is the failure in most cases to differentiate between dual-career and dual-work families, where professional level occupations and high socio-economic levels are typical in the

former. In this regard, it is interesting to note Nye's concluding remarks in his survey article mentioned earlier: "The consequences are a little more likely to be positive if the number of children in the home is small, the job she takes is one that she enjoys, the attitude of the husband is positive, and the husband and wife have advanced educations" (Nye, 1974, p. 206). These characteristics are very similar to those found in dual-career families, and would suggest a higher level of marital adjustment in these couples than in dual-work couples. The findings, however, are not clear.

Rapoport and Rapoport (1971a) explored the question of marital happiness in their dual-career dyads, and reported that a greater proportion of career women described themselves as less than "very happy" on questionnaires than those who do not have careers. However, the Rapoports caution that "a response on a questionnaire of 'very happy' may indicate a rather simple-minded idealistic view reflecting denial and withdrawal as much as anything else" (1971a, p. 23).

Bailyn (1970) also found a drop in the level of very happy marriages as women become more and more work oriented. However, these drops in marital happiness did not significantly affect the level of marital satisfaction unless they were accompanied by the presence of a husband who emphasized "career" in his own orientation.

She found that marriages tend to be happier when the husband was either just career- or family-oriented. Ridley (1973) found similar results in a study of the relationship between job satisfaction, job involvement, and marital adjustment for female teachers and their husbands. He reported a significant positive association between job satisfaction and marital adjustment for males, but not necessarily for females. Too, his study indicated that marital adjustment was higher when wives were low on job satisfaction and husbands were high in job satisfaction, or when both spouses were highly satisfied with their jobs. If only one of the partners is satisfied with the job, he found that it is more critical to marital happiness that the husband be satisfied. And like Bailyn (1970), he too found that the marital relationship seemed to suffer when either spouse became highly involved with his or her job.

Bailyn's study (1970) also illuminates the relationship between sex role and marital adjustment in the dual-career pattern. Within the dual-career family the husband and wife must to some extent negotiate a redefinition of traditional sex roles to cope with the stress of their joint career and family obligations. Bailyn found that these couples (career-integrated women married to family-oriented man) were characterized by spouses who individually emphasize areas usually associated with the

opposite sex partner in addition to traditional concerns, i.e., an androgynous sex role orientation. Family roles among these couples, she reasoned, were not likely to be highly sex differentiated. Consistent with this expectation, Bailyn found that satisfaction with marriage for these couples was associated with the ease with which the partners were able to manage family and work responsibilities. She found that when the wife was not solely responsible for child care and household chores, the likelihood of a happy marriage increased.

Rapoport, Rapoport, and Thiessen (1974) recently looked at the relationship between marital happiness and family orientation by analyzing the concept of marital symmetry. The authors examined data collected from 205 British couples who were distinguished from each other by the career or family orientation of each mate. High symmetry couples were described as ones who proscribed to the pattern where husbands were family-oriented and the wives were family and work oriented, or "integrated." Their findings related symmetry to the enjoyment of everyday activities in these couples. The results indicated that the husband's orientation has a greater impact on his spouse's enjoyment than does the wife's orientation on her husband's level of enjoyment. Again, as in research cited earlier, the husband's orientation is more pivotal than his wife's.

Although some of the literature concerning the working wife implies that a dual-career partnership will undermine the marital relationship, Rapoport and Rapoport (1971a) postulate another viewpoint which is supported to some extent by their data. They believe that the marital relationship is more likely to be strengthened if each partner is economically viable and feels that he or she is achieving a profit from career and family potentialities. The Rapoports acknowledge the possibilities of role overload and strain but suggest that the wife experiences less resentment at being exploited and the husband feels less guilt at having his own freedom to develop than do the spouses in more traditional partnerships.

VII. CONCLUSION AND RECOMMENDATIONS FOR RESEARCH

This survey has provided an overview of the research literature pertinent to the dual-career family, and to the dual-career family husband in particular. Much more descriptive data exists concerning the dual-career family--environmental factors as they affect the amount of stress experienced by dual-career families, individual motivational factors which may influence the adoption of the dual-career life-style, viability factors affecting the maintenance of the pattern. But much of this accumulated research has described this new family pattern in rather

general terms. Therefore there is a need for investigations in the area to become more focused in their approach. A closer examination of variables relating to motivational factors is needed, especially with regard to early socialization environments. Data describing influences on family interrelationships would be helpful. An approach using the couple as the unit of analysis would contribute to researching such change in the institution of the family as the dual-career pattern represents. And finally, a clearer picture of the process of sex-role identification for dual-career participants would be instructive in facilitating the transition to this life-style pattern.

In conclusion, given the almost certain diffusion of the dual-career pattern, as predicted in The Symmetrical Family by Young and Willmott (1973), the role of the husband and his adjustment to new family structures will take on increased social significance. This study has been designed to assess, in a more systematic manner than currently exists in the literature, the dynamics of the dual-career husband's marital adjustment.

CHAPTER III

METHOD

I. SUBJECTS

The sample for this study consisted of 30 husbands of dual-career marital dyads and 30 husbands of single-career marital dyads. The population pool from which all dyads were drawn was the Liberal Arts faculty at The University of Tennessee. At least one spouse in each dyad held a full-time faculty appointment. The dual-career dyads were selected on the criterion that both spouses were employed on a full-time basis outside the home; and in the case of the wife, her career was a professional one reflecting her college-level education or advanced degree. The presence of children in the home was required of all participants in the study. In the single-career dyad, only the husband was full-time employed while the wife remained in the home with children. As all careers in the study were of a professional level, socio-economic status was comparable for all subjects.

II. INSTRUMENTATION

A questionnaire approach was chosen as the most economical means of obtaining the desired data. Five

instruments were used in this study, each chosen with a concern for its brevity and interest, as well as for its reliability and validity. One of these, a Personal History Inventory developed by the investigator, was subjected to review by independent judges to insure the clarity of the questions. The total package of questionnaires was estimated to take no more than one hour for the subject to complete.

Modified Locke Marital Questionnaire (Locke). A revised version of the Locke Marital Adjustment Test (Kimmel and van der Veen, 1974) was chosen for its emphasis on problem-solving and decision-making skills as well as its focus on compatibility and sexual congeniality. The Locke is especially suited for this study because of its control for sex role differences through the modification of its scoring system for each sex. The Locke results in a single score reflecting marital adjustment.

Domestic Responsibilities Questionnaire (DRQ). For the assessment of division of labor in the home, a questionnaire was adapted from Bryson, Bryson, Licht, and Licht (1976). On the assumption that any egalitarianism in the division of labor would be reflected in the husband's participation in tasks usually associated with "women's work," the subjects were required to estimate the percentage of responsibility allocated to him for

each of five domestic activities (cooking, marketing, child care, laundry, and housecleaning). In addition, the subjects were required to evaluate on a four-point scale their level of satisfaction, as well as their wife's level of satisfaction, with the division of labor in the home. A copy of the complete DRQ is appended (Appendix A).

Bem Sex-Role Inventory (BSRI). For the assessment of sex-role orientation, the BSRI was selected for its conceptual merit and validity. Subjects were asked to describe themselves on 60 personality characteristics using a seven-point rating scale. The BSRI controls for social desirability and features a classificatory system of four sex-role categories ("androgynous," feminine, masculine, and undifferentiated), derived from orthogonal measures of masculinity and feminity. The most recently revised scoring system (Bem and Watson, 1976) was utilized. A copy of the BSRI is appended (Appendix B).

Attitudes Toward Women Scale--short form (AWS). A short-form version of the Attitudes Toward Women Scale (Spence, Helmreich, and Stapp, 1973) was used to assess beliefs about rights and appropriate roles for women. The AWS-short form contains 25 items, each with four response alternatives, bearing on the vocational, educational, and intellectual roles of women, and their freedom and independence, dating, courtship, etiquette, sexual

behavior, and marital relationships and obligations (see Appendix C).

Personal History Inventory (PHI). A Personal History Inventory was developed by the author to assess a broad spectrum of relevant variables pertaining to (1) current perceptions of career, family, and self, (2) early life socialization factors in the subject's family of origin, and (3) socio-demographic information. A copy of this questionnaire is appended (Appendix D).

III. DATA COLLECTION

The participants in the study were selected in the Spring of 1976 upon recommendation by department heads in the College of Liberal Arts. The heads were asked to identify those of their faculty who were characterized, in the dual-career case, by marriage to a spouse pursuing a full-time career while children were still at home. In the case of the single-career husband, the heads were given the criteria that the faculty member's spouse remains in the home with the children.

Subjects identified by this process were contacted personally by the investigator who introduced himself, explained the source of referral, and briefly described the nature of the study. An "Explanation of Procedure and Informed Consent Form" was then read by the prospective participant in the presence of the investigator (see

Appendix E). Questions regarding the study were entertained, and pending the consent form being signed, the subject was given the questionnaire package to fill out at his convenience. Instructions for completion of the questionnaires were detailed on the Explanation of Procedure and Informed Consent Form (Appendix E). A stamped, addressed envelope was supplied for return of the questionnaire package by mail to the investigator. Subjects who were remiss in returning the questionnaire were reminded to do so by a notice through the mail.

Of 70 personal contacts with faculty members tentatively identified as dual-career family members, 45 husbands appeared to meet the criteria and volunteered to participate in the study. In several instances the personal contact was made with the wife who was a university faculty member, and she transferred the questionnaire package to her husband; in these cases there was no personal contact. Thirty-six of the 45 husbands returned the questionnaires, and six of these were deleted from the study because of incomplete data or failure to meet the criteria for the dual-career family. In the case of the single-career husbands, 38 personal contacts were made with 32 husbands agreeing to participate and 30 husbands returning the questionnaires.

In the interest of sustaining a low level of anxiety during the self-administration of the

questionnaires, those instruments relating to potentially sensitive areas, e.g., marital adjustment, were left to last in the questionnaire package. The order in which the instruments were presented is as follows: (1) the Personal History Inventory, (2) the Domestic Responsibilities Questionnaire, the Attitudes Toward Women Scale, (4) the Bem Sex-Role Inventory, and (5) the Modified Locke Marital Questionnaire.

IV. STATISTICAL PROCEDURES

The five instruments used in data collection have been described earlier in this chapter. The raw data from these instruments were coded for utilization in a computer program, viz., the Statistical Package for the Social Sciences (SPSS) as reported by Nie, Hull, Jenkins, Steinbrenner, and Bent (1975). Descriptive statistics were generated and analyses were run to determine significance levels for selected variables. Step-wise regression analyses were run to determine the relative weights of predictor variables to the criterion variable of marital adjustment.

CHAPTER IV

PRESENTATION AND ANALYSIS OF DATA

For purposes of clarification and later reference, the dependent and independent variables in this study are listed prior to the presentation and analysis of data. Measurements of the dependent variable (marital adjustment) were obtained from the husband scores on the Modified Locke Questionnaire. The independent variables are:

Attitudinal Variables

1. Sex-role orientation of husband (BSRIC).
2. Career-family orientation of husband (HLSAT).
3. Domestic participation reported by husband (DRQC).
4. Satisfaction with the division of domestic responsibilities reported by husband (HSATDR).
5. Wife's satisfaction with the division of domestic responsibilities as reported by husband (WSATDR).
6. Job satisfaction reported by husband (SATWRK).
7. Attitudes toward women (AWS).
8. Attitude toward wife's career orientation (AWCO).

Early Socialization Variables (Reported by Husband)

9. Parent of greatest influence (PARID).

10. Closeness to mother/father (CLOSMO/CLOSFA).

11. Family atmosphere (FAMATM).

12. Primary sources of discipline (PSODIS).

13. Type of discipline received from mother/father (DISMO/DISFA).

14. Mother's extent of employment (MOWRK).

15. Father's work-family orientation (FAWFO).

16. Mother's attitudes toward domestic activities (MOATDR).

17. Mother's attitudes toward child care (MOATCC).

18. Father's participation in domestic activities (FADR).

19. Father's participation in child care (FACC).

20. Mother's/father's education level (MOEDU/FAEDU).

21. Husband's relative position among siblings (POSIB).

Socio-demographic Variables

22. Number of children (KIDS).

23. Prior marital status of husband (MBFR).

I. DEMOGRAPHIC DESCRIPTION OF HUSBANDS

The data in this section present information obtained from the Personal History Inventory. Only tables

of significant or noteworthy results will be presented.

Table 1 provides a summary of the present age, length of marriage, and number of years employed in occupational field for dual-career and single-career husbands. The mean present age for the total sample was 40.33 years, with a range from 30 to 55 years. There was no significant difference in mean age between dual-career and single-career husbands (40.88 years and 39.87 years, respectively).

The mean length of marriage for the total population was 14.17 years. Dual-career husbands had been married to their present wives for a mean of 13.63 years, and single-career husbands to their wives for a mean of 14.40 years. No significant difference in length of marriage was found between the two groups. Five of the

Table 1. Means and t-Values on Present Age, Length of Marriage, and Years Employed in Field.

Variables	Means			t-Values
	Total Sample	Dual-Career	Single-Career	
Present age	40.33	40.88	39.87	-0.61
Length of marriage	14.17	13.63	14.40	0.57
Years employed in field	13.83	13.20	13.57	0.24

dual-career husbands had been previously married as compared to only two of the husbands in the single-career family group.

The mean number of years the total sample of husbands had been employed in their occupational field was 13.83 years. No significant difference was found between the mean number of years employed for dual-career husbands (13.20 years) and single-career husbands (13.57 years). Due to the nature of the population pool of university faculty members through which both husband groups were selected, the occupational status for both groups was of a uniformly professional level. Of the total sample all but two of the husbands held advanced academic degrees; the other two husbands held bachelor's degrees. While all single-career husbands held university faculty appointments, only 84 percent of the dual-career husbands were also university staff. The occupations of the five dual-career husbands not directly affiliated with the university (though in these cases their wives held university appointments) included engineering, research, teaching and administration.

Salaries for the total sample of husbands were reported to range from below $10,000/year to above $25,000/year. Dual-career husbands were found to have generally lower salaries than single-career husbands. While 86.6 percent of the latter group reported salaries

at $15,000/year and above, only 56.6 percent of the dual-career group reported salaries in this range.

II. DEMOGRAPHIC DESCRIPTION OF WIVES AND CHILDREN

Selected demographic data, as reported by the husbands, were also collected on the wives of the subjects in this study. Table 2 presents frequency data on the educational achievements for the wives of both groups of husbands. While 53 percent of the single-career family wives were awarded bachelor's degrees, 93 percent of the dual-career family wives were four-year college graduates. And whereas 60 percent of the dual-career wives held advanced academic degrees, only 16 percent of the single-career family wives were awarded advanced degrees.

Of course, the criterion difference between the two groups of families related to the wives' career orientations. And as specified earlier in this study, the dual-career wives all held full-time jobs, with

Table 2. Frequencies of Educational Levels of Wives.

Group	Doctorate	Master's	Bachelor's	Special Degree	H.S. Diploma
Dual-career	10	8	10	2	
Single-career	0	5	11	7	7

length of employment ranging from 2 to 16 years. As a group, these women held professional level positions, with two of the women in managerial positions. None of the single-career family wives were employed at the time of the study.

Table 3 presents the mean number of years of full-time employment by wives before and after the birth of the first child. While there was no significant difference between the dual-career and single-career wives on the number of years worked full-time before children, the difference is in the expected direction with the dual-career wives working slightly more (2.37 years) than single-career wives (1.47 years). The very marked difference between the groups of wives on the number of years worked after the arrival of children in the family is an expected consequence of the dual-career wives'

Table 3. Mean Number of Years Worked Full-time by Wives Before and After Birth of Children.

	All Wives	Dual-Career	Single-Career	t-Values
Before	1.92	2.37	1.47	-1.76
After	3.05	6.03	0.07	-7.41**

**Significant at the .01 level.

career orientations. Only two of the single-career family wives had worked on a full-time basis for a short period of time after their first child, but neither returned to work nor intended to re-enter the labor force.

Table 4 presents frequency data on age of first child when dual-career wives commenced full-time employment. The mean age of the children when their mothers' began working full-time was 5.3 years. Of the 12 wives who waited until their first child was at least six years old before taking on full-time work, all bore additional children; the mean age of these lastborn children when their mothers entered the full-time labor force was 4.25 years. These mothers then were not willing to initiate full-time work until their first child's sixth year; however, they were apparently willing to do so earlier with their later-born children. Only two women waited longer with their later-born (viz., until the children were eight

Table 4. Age of First Child upon Dual-Career Wife's Entry into Employment.

	Age Range			
	0-2	3-5	6-10	11 or Over
Wives' entry	10	8	9	3

and nine years of age), but in both these cases the women had earned advanced academic degrees while the children were young.

All families in the study were required to have children present in the home. Table 5 presents data on the number of children living in the home and children living outside the home. The mean number of children at home per family was 2.22 for the total sample. Dual-career families had a lower mean number of children (1.90) than single-career families (2.57). This difference was significant at the .01 level. The mean number of younger children (ages 0-12 years) was 1.48 for the total sample, with dual-career families having a significantly

Table 5. Means and t-Values on Number of Children at Home and Number of Children Out of Home.

Variables	Means			t-Values
	Total Sample	Dual-Career	Single-Career	
Number of children at home	2.22	1.90	2.57	2.84**
Children 0-12 years	1.48	1.20	1.77	2.64*
Teens 13-18 years	.75	.70	.80	.39
Number of children out of the home	.23	.27	.20	-0.46

**Significant at .01 level.

*Significant at .05 level.

lower mean number of younger children (1.20) than single-career families (1.77). The total mean number of teenagers was .75 with no significant difference between the two groups of families. Only six of the dual-career couples, and four of the single-career couples, had children living outside the home (due either to previous marriage or attendance at college).

III. GROUP COMPARISONS ON MARITAL ADJUSTMENT, ATTITUDES TOWARD WOMEN, SEX-ROLE ORIENTATION, AND DIVISION OF DOMESTIC ACTIVITIES

The measure of marital adjustment in this study was obtained from the Modified Locke Marital Questionnaire described in an earlier section. Table 6 provides a summary of a one-way analysis of variance used in examining the data.

Table 6. Summary of Analysis of Variance on Marital Adjustment Scores Between Dual-Career and Single-Career Husbands.

Source	df	MS	F
Between-Groups	1	2.75	
Within-Groups	58	218.04	0.013
Total	59		

The mean score on the Locke for the total sample was 110.8, with means for the dual-career and single-career groups of husbands 110.6 and 111.0, respectively. An F-test revealed no significant difference between the two groups. Therefore, the hypothesis of no difference in marital adjustment between the two groups failed to be rejected.

Table 7 provides means for the comparison of the two groups of husbands on the Attitudes Toward Women Scale (AWS). The mean score on the AWS for dual-career husbands was 62.2, as compared with the single-career husbands with a mean score of 54.2. This difference was found to be significant at the .01 level. The hypothesis of no difference between the two groups in attitudes toward women was therefore rejected. The higher scores of the dual-career husbands on the AWS reflect markedly more liberal attitudes toward women.

Table 7. Comparison of Husband Groups on Attitudes Toward Women Scale.

Group	Mean	SD	t
Dual-career	62.2	7.8	
Single-career	54.2	9.8	-3.47**

**Significant at .01 level.

The assessment of sex-role orientation for husbands was obtained from the Bem Sex-Role Inventory described earlier in this study. Masculinity and Femininity Scale scores were compared by t-test for the two husband groups. The results of these comparisons are presented in Table 8. On the Masculinity Scale, mean scores for the dual-career and single-career husband groups were 4.99 and 5.03, respectively. No significant difference was revealed by the t-test. The Femininity Scale mean score for the dual-career husbands was 4.62 and the mean score for single-career husbands was 4.46. Again, no significant difference was revealed by the t-test. Thus, the hypothesis of no difference between husband groups on masculine and feminine sex-role orientations failed to be rejected.

In another analysis of the data from the Bem Sex-Role Inventory, husbands were assigned to a fourfold classification of sex roles on the basis of scores on the

Table 8. Comparison of Husband Groups on Masculinity and Femininity Scales of the Bem Sex-Role Inventory.

Groups	Masculinity			Femininity		
	Mean	SD	t	Mean	SD	t
Dual-career	4.99	0.89	.22	4.62	0.54	-1.11
Single-career	5.03	0.61		4.46	0.60	

Masculinity and Femininity Scales. The method for assignment to one of the four categories (androgynous, feminine, masculine, and undifferentiated) is described in an earlier section of this study. Table 9 presents the contingency table for comparison of the two husband groups. A 2 x 4 chi-square analysis was performed on the data in Table 9 to determine whether the distributions of frequencies were different for the two groups of husbands. The obtained $X^2 = 0.858$, df = 3, was not significant. Thus, the hypothesis that the two groups do not differ in their relative distributions across sex role categories failed to be rejected.

An examination of husbands' participation in various domestic activities was measured by an adaptation of the Domestic Responsibilities Questionnaire described earlier in the study. These data are presented

Table 9. A 2 x 4 Contingency Table Presenting Frequencies of Assignment to Sex-Role Categories for Dual-Career and Single-Career Husbands.

Groups	Sex Role Category			
	Androgynous	Feminine	Masculine	Undifferentiated
Dual-career	6	6	10	8
Single-career	6	4	13	7

in Table 10. The table provides the mean percentages of participation by husband and "other" (not wife) for 11 household-related duties. Examination of the table shows that responsibility for the first item, "Major Purchases," is reported by both groups of husbands to be shared approximately equally with their wives. No other activity demonstrated an equal division of responsibility.

The next five rows of the table represent a group of stereotypically feminine activities: cooking, marketing, child care, laundry, and housekeeping. In all cases, wives are demonstrated to bear the greater share of responsibility for these duties than their husbands. However, a t-test comparison of the two groups of husbands on these items revealed a significant difference in the mean percentage of participation on these items. See Table 11 for a summary of this t-test. Dual-career husbands' mean percentage score of 26.2 demonstrates markedly more participation in these stereotypically feminine activities than does the single-career husbands' mean percentage score of 15.0.

The next four activities--gardening and lawn care, household repairs, car maintenance and outdoor house maintenance--may be considered as typically male activities. In these areas the data show the husbands to assume a greater share of the responsibility than their wives.

Table 10. Division of Responsibility for Domestic Activities Reported by Mean Percentages for Dual-Career and Single-Career Husbands.

Activity	Dual-Career		Single-Career	
	Husband	Other	Husband	Other
Major purchases	52	0	52	0
Cooking	22	2	11	0
Marketing	31	0	21	0
Child care	36	4	20	0
Laundry	15	10	6	1
Housecleaning	25	23	16	2
Garden and lawn	65	8	62	11
Household repair	73	9	82	8
Car maintenance	70	12	77	7
Outdoor house maintenance	69	12	79	9
Bills, investments, insurance, etc.	52	0	63	1

Table 11. Percentages of Participation by Husbands in a Selected Group of Stereotypically Feminine Household Activities.

Groups	Means	SD	t
Dual-career	26.2	13.6	-3.54**
Single-career	15.0	10.6	

**Significant at the .01 level.

But a small percentage of responsibility for these tasks was even allocated to "other" help. There appears to be little difference between dual-career husbands and single-career husbands in their proportion of participation in these typically masculine tasks.

The last item in Table 10, "Bills, investments, insurance, etc.," shows the dual-career husbands reporting a more equitable division of responsibility (52 percent husband/48 percent wife) than the single-career husbands (63 percent husband/36 percent wife). This result may relate to the dual-career wife's income-producing capacity and consequent interest and influence in financial matters.

It is also apparent that the two groups of husbands report differences in the allocation of responsibility to "other." The dual-career families appear to make especially extensive use of "other" help in housecleaning activities. Though older children often can "help out" at home, it is likely that a considerable proportion of the responsibility allocated to "other" in this table actually refers to the use of hired help.

IV. PEARSON CORRELATIONS

Table 12 provides a list of correlation coefficients which describe the relationship between Locke Marital

Table 12. Correlation Coefficients Between the Modified Locke Marital Questionnaire Score and Selected Demographic Variables.

Variables	Husbands	
	Dual-Career r	Single-Career r
Husband's present age	.33	.17
Length of marriage	.16	.27
Number of children 11 or younger	.33	-.02
Number of children 12 or older	.07	.17
Total number of children at home	-.17	.17
Number of years worked in field	.36	.19
Salary	.15	.39
Number of years of wife's full-time employment before children	.10	.18
Number of years of wife's full-time employment after children	.49	-.06
Wife's education level	-.17	.17
Husband's prior marital status	.10	-.27

N = 30 for each group.

Questionnaire score and selected demographic variables for both husband groups. For the dual-career husbands the data reveal a strong positive relationship between marital adjustment and the number of years worked full-time by the wife after the birth of children ($r = .49$), as well as a series of weaker positive relationships between the Locke and husband's present age ($r = .33$), number of children under 11 years of age ($r = .33$), number of years worked by husband in occupational field ($r = .36$), and wife's educational level ($r = .32$). In the case of the single-career husbands, the demographic variables that correlate are different and fewer. Examination of Table 12 shows weak positive relationships between the Locke and husband's salary ($r = .39$), and length of marriage ($r = .27$); there is also a weak negative relationship with husband's prior marital status ($r = -.27$). The data suggest that for dual-career husbands, employment variables for both husband and wife bear an important relationship to their marital adjustment. Thus, the world of work and the accommodation to their life-style over time are strongly related to the dual-career husband's marital adjustment.

Correlation coefficients describing the relationship between the Locke and selected early socialization variables are presented in Table 13. The data show a strong negative relationship between marital adjustment

Table 13. Correlation Coefficients Between the Modified Locke Marital Questionnaire Score and Selected Early Socialization Variables.

Variables	Husbands	
	Dual-Career r	Single-Career r
Parent of greatest influence	-.02	.01
Closeness to mother	.26	.13
Closeness to father	-.37	-.16
Family atmosphere	.18	-.10
Primary sources of discipline	.09	.12
Type of discipline received from mother	-.33	.00
Type of discipline received from father	-.44	.32
Father's work-family orientation	-.17	.07
Mother's attitude toward domestic activities	.12	.17
Mother's attitude toward child care	.11	.44
Father's participation in domestic activities	-.24	.12
Father's participation in child care	-.07	-.22
Mother's education level	.03	-.09
Father's education level	.03	.02
Husband's relative position among siblings	-.38	-.30
Extent of mother's employment	-.01	.14

N = 30 for each group.

and the type of discipline received from father (r = -.44). Weaker negative relationships exist between marital adjustment and closeness to father (r = -.37), and type of discipline received from mother (r = -.33). A negative relationship is also observed between marital adjustment and husband's relative birth order position among his siblings (r = -.38). The importance of closeness to parent figures and type of discipline is suggested in this data. The marital adjustment of dual-career husbands appears to some extent related to a tendency toward strictness in discipline from both parents, but father in particular--and a lack of closeness to father. A weaker positive relationship between marital adjustment and closeness to mother (r = .26) suggests the relationship with mother also plays a role in the dual-career husband's marriage. The inverse relationship of the Locke with the husband's birth order position (r = -.38) indicates a tendency for the husband to be an only or first child.

Again, as in the previous table, fewer significant coefficients are found for the single-career husbands. There is a strong positive relationship between the Locke score and mother's attitude toward child care; this is interpreted to mean that mother's satisfaction with the role of mother influences her son's marital relationship. A weaker negative relationship exists between the Locke

and husband's birth order position among his siblings (r = -.30); this relationship is in the same direction, but not quite of the magnitude, found for the dual-career sample. There is a tendency, then, for single-career husbands in this sample to also be only or first children. A weak positive relationship between the Locke and discipline from father (r = .32) is of interest here because of its opposite direction of influence when contrasted to the dual-career sample. Apparently for single-career husbands a tendency toward permissiveness in discipline from father is associated with his marital adjustment.

Table 14 provides a list of correlation coefficients

Table 14. Correlation Coefficients Between the Modified Locke Marital Questionnaire Score and Selected Attitudinal Variables.

Variables	Husbands	
	Dual-Career r	Single-Career r
Career-family orientation	.00	-.16
Job satisfaction	.00	.51
Attitude toward wife's career orientation	.16	.05
Domestic participation by husband	.05	.41
Husband's satisfaction with division of labor	.31	.37
Perception of wife's satisfaction with division of labor	.49	.55
Attitudes toward women	-.16	.45
Sex-role orientation	.12	.34

N = 30 in each group.

which describe the relationship between the Locke Marital Questionnaire and selected attitudinal variables. For the dual-career sample only one strong relationship is found--a positive one between the Locke and husband's perception of his wife's satisfaction with the division of labor ($r = .49$). Apparently, the more satisfied he sees his wife to be with the division of labor in their home, the better his marital adjustment. It is to be noted that this same relationship is found, and in approximately the same magnitude ($r = .55$), in the single-career husband group. A comparison of the two groups of husbands on their satisfaction with the division of labor in the home proves interesting. Whereas the dual-career husbands demonstrate a weak positive relationship between marital adjustment and satisfaction with division of labor ($r = .31$), the single-career group demonstrates a weak negative relationship between the two ($r = -.37$). The implication is that dual-career husbands' satisfaction with the division of labor is associated with better marital adjustment, while the tendency for single-career husbands is an association of dissatisfaction with the division of labor to better marital adjustment.

While there are few significant coefficients for the dual-career sample in this table, several strong relationships emerge from this data for the single-career

group in addition to ones already cited. Strong positive relationships are found between the Locke and husband's job satisfaction ($r = .51$), attitudes toward women ($r = .45$), and participation in domestic activities ($r = .41$), and sex-role orientation ($r = .34$). These data are interpreted to suggest that the single-career husband's marital adjustment is increased by satisfaction with his job, a liberal attitude toward women, and a tendency toward an androgynous or feminine sex-role orientation. That similar relationships were not found with the dual-career sample is an interesting result.

V. REGRESSION ANALYSES

Several multiple regression analyses resulted in the identification of a significant regression equation for dual-career husbands but failed to yield significance in the regression equations on single-career husbands. These regression analyses are summarized in tables presented later in this section. However, it is important to note that the multiple regression analyses on the dual-career husband sample revealed data that failed to reject the following null hypotheses:

Early Socialization Variables

1. There is no relationship between marital adjustment and primary sources of discipline in dual-career.

2. There is no relationship between marital adjustment and family atmosphere in dual-career husbands.

3. There is no relationship between marital adjustment and mother's/father's education level.

4. There is no relationship between marital adjustment and mother's attitude toward domestic responsibilities.

5. There is no relationship between marital adjustment and father's participation in child care.

6. There is no relationship between marital adjustment and father's participation in domestic activities.

7. There is no relationship between marital adjustment and mother's attitude toward child care.

8. There is no relationship between marital adjustment and type of discipline received from father.

9. There is no relationship between marital adjustment and parent of greatest influence.

10. There is no relationship between marital adjustment and extent of mother's employment.

11. There is no relationship between marital adjustment and father's work-family orientation.

Attitudinal and Demographic Variables

12. There is no relationship between marital adjustment and husband's attitude toward wife's career orientation.

13. There is no relationship between marital adjustment and husband's satisfaction with work.

14. There is no relationship between marital adjustment and sex-role orientation.

15. There is no relationship between marital adjustment and husband's participation in domestic activities.

16. There is no relationship between marital adjustment and husband's satisfaction with the division of labor.

17. There is no relationship between marital adjustment and husband's attitudes toward women.

18. There is no relationship between marital adjustment and husband's previous marital status.

19. There is no relationship between marital adjustment and the number of children in the home.

Table 15 summarizes the relationships between the Modified Locke Marital Questionnaire score and several selected variables for dual-career husbands. Those variables showing statistical significance include (1) husband's perception of his wife's satisfaction with the division of labor (WSATDR), (2) closeness to father (CLOSFA),

Table 15. Regression on Locke with Selected Variables--Dual-Career Husbands.

Variable	Multiple R	R Square	RSQ Change	Beta	F Test on B
WSATDR	0.494	0.244	0.244	-0.794	15.62**
CLOSFA	0.613	0.376	0.132	0.539	14.29**
DISMO	0.675	0.455	0.079	0.559	12.61**
CLOSMO	0.718	0.515	0.060	-0.390	8.62**
HSATDR	0.751	0.564	0.049	0.530	6.31*
FAWFO	0.771	0.595	0.030	0.440	6.72*
FADR	0.800	0.640	0.046	0.328	4.20*
MOEDU	0.831	0.691	0.050	0.340	4.53*
MOATCC	0.841	0.707	0.016	0.180	1.19
MOWRK	0.843	0.710	0.003	-0.615	0.21

**Significant at .01 level.

*Significant at .05 level.

Note: Due to the relatively small sample size in these regression analyses, a conservative confidence level (the .01 level) is employed in the evaluation of these data.

(3) type of discipline received from mother (DISMO), and (4) closeness to mother (CLOSMO). Other variables in the equation included the husband's satisfaction with the division of labor (HSATDR), father's work-family orientation (FAWFO), father's participation in domestic activities (FADR), mother's education level (MOEDU), mother's attitudes toward child care (MOATCC), and mother's extent of employment (MOWRK).

These variables and this equation were selected after a preliminary regression analysis. This equation, after the cited variables had been entered, yielded an overall F-value of 4.66 (significant at the .01 level). Thus, the data indicate a significant linear relationship between marital adjustment and the previously listed combination of variables.

An examination of the individual F-values for each variable in the equation indicates that only WSATDR, CLOSFA, DISMO, and CLOSMO are significant in their own right. Therefore, much of the significance in the overall F value may be attributed to these variables. The data suggest that the strongest predictor of marital adjustment for the dual-career husband is his perception of his wife's satisfaction with the division of labor. Among the early socialization factors with some predictive power of marital adjustment are (1) the absence of closeness to father, (2) some tendency toward strictness in

discipline from mother, and (3) a close relationship with mother.

Table 16 presents a summary of a regression analysis on the scores of single-career family husbands. This regression equation also followed a preliminary regression analysis. After all variables had been entered, this equation yielded an overall F-value of 2.54 which was not significant. Individual F-values for each variable in the equation also fail to show significance. It is noteworthy, however, that the variable WSATDR reaches significance at the .05 level. Given the primacy of this variable to the marital adjustment of dual-career husbands, its position in the equation for single-career husbands indicates its strength for the total sample.

With the overall regression equation for dual-career husbands reaching significance, and several F-values for individual variables in the equation reaching statistical significance, the following null hypotheses are rejected:

1. There is no relationship between marital adjustment and husband's perception of his wife's satisfaction with the division of labor for dual-career husbands.

2. There is no relationship between marital adjustment and closeness to father for dual-career husbands.

Table 16. Regression on Locke with Selected Variables--Single-Career Husbands.

Variable	Multiple R	R Square	RSQ Change	Beta	F Test on B
WSATDR	0.549	0.302	0.302	-0.413	5.60*
MOATCC	0.628	0.395	0.093	-0.337	4.09
CLOSFA	0.642	0.412	0.017	0.316	2.29
CLOSMO	0.678	0.460	0.048	-0.319	2.59
MOWRK	0.691	0.478	0.018	0.141	0.77
FADR	0.695	0.483	0.005	-0.099	0.28
DISMO	0.699	0.488	0.005	-0.105	0.35
MOEDU	0.701	0.491	0.004	0.070	0.15

*Significant at the .05 level.

Note: Due to the relatively small sample size in these regression analyses, a conservative confidence level (the .01 level) is employed in the evaluation of these data.

3. There is no relationship between marital adjustment and type of discipline received from mother for dual-career husbands.

4. There is no relationship between marital adjustment and closeness to mother for dual-career husbands.

CHAPTER V

DISCUSSION

Within this section the data from the preceding chapter will be summarized and discussed. An effort will be made to integrate only those data which are of particular importance and interest.

In examining the demographic description of the total sample as previously presented, some general characteristics emerged. These characteristics include the following:

1. That the families in this sample cluster in the early to middle stages of the family life cycle, but with no significant difference between dual-career and single-career families with regard to length of marriage.

2. That the families are of a uniformly high socio-economic level as reflected in the professional level positions held by all employed family members.

3. That the number of children in the home is typically small, with dual-career families having significantly fewer children than single-career families.

4. That the dual-career and single-career husbands do not differ significantly in their present age or years of employment in occupational field.

5. That the salaries for the single-career husbands tend to be higher than the salaries reported by dual-career husbands.

6. That while both groups of husbands are characterized by holding advanced academic degrees, the dual-career wives earned more bachelor's and advanced academic degrees than single-career family wives.

7. That the wives in both families worked full-time for a small but approximately equal number of years before the birth of children, but dual-career wives differ significantly from the single-career wives with regard to the number of years worked full-time after children were born.

The demographic data indicate generally that the two groups of husbands are well-matched with regard to age, length of marriage, years employed, socio-economic status and occupational level. For purposes of comparison then, this study demonstrates a very adequate control over these demographic characteristics of the husband.

Most of the data presented in the demographic description is compatible with other descriptions of families with employed wives and/or dual-career orientations. For example, there is evidence that working women have fewer children than non-working women (Hoffman, 1974), and that professional women typically terminate or delay employment until children begin school (Tropman, 1968).

Too, the husbands of professional women are generally found to be professional themselves (Garland, 1972), and well-educated (Holmstrom, 1972; Rapoport and Rapoport, 1971a).

One interesting demographic difference between the two husband groups is the generally lower salary level reported by the dual-career husbands. Given the matching for age and number of years employed, this difference appears attributable to factors other than time or experience. If salary is interpreted to reflect, in part, advancement and achievement in one's career, the implication here is that the careers of the dual-career husbands have not developed at the same rate as those of the single-career husbands. It seems reasonable to argue that the constraints to their professional advancements may be related to the wife's career orientation. With the increased demands on the husband at home (which is indicated in data collected here), it is not unexpected that an effect of his wife's career should be to impose constraints on his own. The literature is well-documented with data suggesting the imposition of constraints by the husband on his wife's career (Rapoport and Rapoport, 1971a; Bailyn, 1974; Bryson, et al., 1976), but to this investigator's knowledge, there is no data reported in the literature reflecting the reverse situation as is being suggested here.

In the comparison of the two husband groups on the Modified Locke Marital Questionnaire scores, the analysis of data indicated no significant difference between dual-career and single-career husbands. Their scores appear to fall within the normative range for happily married couples (Locke, 1951). Previous research on the wife's employment had indicated a tendency toward poorer marital adjustment on the part of the husband (Axelson, 1963; Nye, 1961). However, the samples used in those studies were not of the socio-economic or educational status represented in this study. And the hypothesized "threat" of the working wife to the pre-eminence of the husband as the sole provider (Hacker, 1957) is less likely to be as strong at higher educational and/or socio-economic levels. Too, Nye (1974) has noted a trend of fewer reported marital problems among couples with working wives as the socio-economic status of the family rises. The data of this study appear to be in line with this trend. Garland (1972), in his study of dual-professional couples, makes an inference that is perhaps applicable to the participants in this study; he states: ". . . fewer problems were observed--probably because in all such cases the husband was extremely successful financially and both spouses regarded his career as the primary one in the family" (p. 213). Evidence here in the form of dual-career

wives' shorter, and often interrupted, work history suggest the primacy of the husband's career in this dual-career sample also.

Though no difference between husband groups was found on the measure of marital adjustment, a significant difference was revealed in their attitudes toward women. The data show dual-career husbands to be more liberal in their attitudes toward women. This result is consistent with the expectation that husbands with career-oriented wives would not easily hold rigid and restrictive beliefs about the roles and rights of women--though whether this attitude is the result of his wife's career orientation, or a predisposition established earlier, is a question that remains unanswered. This result corroborates, however, other studies that have shown a relationship between husbands' attitudes toward working women and wives' career ambitions (Parnes, 1971; Sheppard, 1970).

A curious finding in the data is the absence of a relationship between attitudes toward women and marital adjustment in the dual-career husbands. There is, however, a strong positive relationship for the single-career husband such that his marital adjustment is positively influenced by his attitude toward women when it takes on a liberal (less traditional) direction. This relationship is understandable when one considers the consequences

of a restrictive and confining attitude toward the role of one's spouse. But why would this relationship be absent from the dual-career group? Perhaps the explanation is to be found in the attitudinal "climate" of the dual-career family where a liberal and "open" philosophy regarding the roles and rights of others is the normative attitude expected of the spouse. In this instance, increasingly liberal attitudes toward women may have no appreciable effect on marital adjustment after a certain point--in which case a curvilinear relationship between the two variables might be hypothesized.

Analyses of the husbands' scores on the Bem Sex-Role Inventory as a measure of sex-role orientation failed to yield significant differences between the two husband groups. Orthogonal measures of masculinity and femininity did not differentiate the groups of husbands as expected--though there was a very slight trend in the predicted direction, with dual-career husbands earning slightly higher femininity scores and single-career husbands earning slightly higher masculinity scores. There appears to be no precedent in the research literature for confirming or refuting these results. It is worthwhile noting, however, that the mean scores on the masculinity and femininity scales for both groups in this study closely approximate the mean scores found in Bem's original normative data (Bem, 1974). That the normative

data was based on a college student sample of young men and women at least warrants the inference that a "generational gap" does not seem to exist between the older husbands in this study and the young standardization group.

An examination of the sex-role data for its relationship to marital adjustment revealed a weak positive relationship for the single-career husbands, but not for the dual-career sample. Apparently a tendency toward an androgynous or feminine sex-role orientation facilitates marital adjustment for single-husbands but not for dual-career husbands. There appears to be no compelling explanation for the latter result.

One of the most interesting comparisons made between husband groups was based on their participation in domestic activities. The research questions asked were: (1) whether the dual-career husbands demonstrate an egalitarian division of labor in the home or (2) whether they were at least more egalitarian than their single-career counterparts. The answer to the first question is "No." The answer to the second question is "Yes, somewhat." While a completely egalitarian division of labor for the dual-career husbands stopped at "Major Purchases" and "Bills, investments, insurance, etc.," these husbands did demonstrate a significantly greater share than the single-career husbands in responsibilities

that are stereotypically feminine. This outcome was in the expected direction and has supporting evidence elsewhere in the literature (Rapoport and Rapoport, 1971a; Holmstrom, 1972). However, as also indicated in previous research (Bryson, et al., 1976), the dual-career husbands reported utilizing "other" help for many of the tasks outside of cooking, marketing, and child care. These dual-career husbands, as others then, remain a long way from an egalitarian division of labor in the home.

Another research question regarding the division of labor in the home concerned its relationship to marital adjustment. The data shows that while the dual-career husband shares a greater portion of responsibility for household duties, it is the single-career husband's participation score that bears a strong positive relationship to marital adjustment. Conceptualizing this outcome from the framework of role theory suggests that these data are mediated by variables relating to role expectancies. If the single-career husband extends his participation in household chores beyond the tasks normatively prescribed for him, his wife's feelings of appreciation for him are likely to increase--resulting in an exchange of "favors" that together influence the level of marital adjustment experienced by each. However, it is likely that for the dual-career husband, the normative expectations for participation in household tasks are

much higher--such that even at high levels of sharing in the household chores, his wife would not evaluate his participation as any "favor" to her. Thus, no particular influence on marital adjustment would be expected--except, perhaps, at very low levels of husband's participation where a negative influence on marital adjustment would result. Further research, however, is needed to confirm these inferences.

Other relationships were also found to exist between marital adjustment and division of labor variables. Husbands' reported satisfaction with the division of labor was found to bear a strong positive relation to marital adjustment for both groups. This relationship, however, was not as strong as the very significant relationship between marital adjustment and the husband's perception of his wife's satisfaction with the division of labor. This relationship was the strongest one obtained in the study and will be cited again in the discussion of the regression analyses. This particular relationship reflects the importance of either his wife's satisfaction (as perceived by him) with the division of labor on his marital adjustment, or his marital adjustment on his wife's satisfaction with the division of labor. Given that the division of labor is not truly egalitarian (as indicated in this study as well as other research cited earlier), it is reasonable to suggest that the wife's sense

of satisfaction with the division of labor may also be derived from her evaluation of the equity in the division of labor (i.e., an equitable division of labor being based on a division according to the interests and capacities of each spouse). Thus, the wife's evaluation of the "fairness" of the division, and the husband's perception of this satisfaction, may well influence his sense of marital adjustment. Or, his marital adjustment may influence her evaluation of the equity in the division of labor. These hypotheses, however, require further research for confirmation and to assess the direction of effects.

Correlations between marital adjustment and the selected demographic variables resulted in few strong relationships for the single-career husband. However, salary level and job satisfaction were revealed to bear a positive relation to his marital adjustment. Ridley (1973) too had found a significant positive association between job satisfaction and marital adjustment. He reasoned that men are socialized to see work as important to self-worth in our society, and with few alternatives for securing this importance. His findings suggest that men have difficulty segregating the two major spheres for their lives--work and family, and that the dominance of the work role, and the satisfaction derived from it, exert a strong influence on marital adjustment. The

findings in this study seem parsimonious with his interpretation. Too, the additional finding here that salary is positively related to marital adjustment can be easily integrated into this conceptualization--i.e., salary, as an index of his worth in the provider role, then likewise contributes to marital adjustment.

For dual-career husbands career and family variables that possess a time dimension affect marital adjustment more than salary or job satisfaction. These variables include the number of years of employment in his field, the number of years worked by his wife since the arrival of children, and to a lesser extent his present age. The commonality of the time dimension to all these variables suggests that for the dual-career husbands, marital adjustment is a positive function of the time spent actually living the pattern. And that the longer the couple spend "working through" their life-style problems, and learning a process for their resolution, the more accommodated the couple become to each other and their work-family orientation.

These data allow the inference then, that in this dual-career husband sample, employment variables typically associated with self-worth are not as important to his marital adjustment as, perhaps, simply working through the strains of the life-style pattern and increasing the level of marital adjustment via the

development of viable coping techniques. This is an interpretation that is congruent with the findings of much of the dual-career literature, and especially the research of Rapoport and Rapoport (1971a) and Bebbington (1973) who focused on the sources of stress, and their resolution, in the dual-career life-style.

Turning now to the regression analyses, the primary importance of the variable WSATDR (husband's perception of wife's satisfaction with the division of labor) is again observed. This is found to be the single best predictor of marital adjustment uncovered in this study for the dual-career husbands. (And though WSATDR was also the first variable entered in the regression equation for the single-career sample, its tenuous significance level in the equation lessens its predictive reliability for this group.) It must be cautioned that the primary significance of this variable to marital adjustment in this study should not be overshadowed by the focus on other results of the study; other findings must be considered in the light of the significance of the WSATDR variable to the marital adjustment of dual-career husbands.

With this caution in mind, other variables in the regression analyses can be interpreted. In further examination of the regression equation for the dual-career husbands, the relative importance of the early life

socialization variables becomes apparent for the first time. Given the focused research attention to early life factors predicting the career orientation of women--and the dearth of similar research on husbands of career-oriented women--the few early socialization variables reaching significance in the regression equation for the dual-career husbands (Table 15, page 85) assume special importance. Presented in the order of their predictive power, they are: (1) Closeness to father (actually, the lack of a close relationship with father), (2) Type of discipline received from mother (in the direction of strict disciplining), and (3) closeness to mother (an above-average closeness to mother).

Of these variables the last, closeness to mother, has strong documented support in the research literature. Rapoport and Rapoport (1969) had found that the most outstanding early life feature of their dual-career husbands was a tendency to experience particularly close relationships with their mothers. And Bebbington (1973) in her analysis also cited "close ties . . . with their mothers" as an important background factor in the dual-career husband. The Rapoports (1971b) have argued that because of the close, and presumably sympathetic, relationship of these males with their mothers, a capacity was developed to understand and appreciate the

needs and requirements of women. This sensitivity, in turn, may act to facilitate the achievement of marital adjustment with a deviant group of women whose aspiration in the world of work may not be so comfortably accepted by men with a different socialization history. The Rapoports (1971b) specifically stated:

> The capacity to understand and sympathize with the aspirations of women is, if balanced by appropriate strengths and competencies in the man's own world, interpreted here as a point of strength rather than as an aberration (p. 523).

The second early socialization variable of predictive significance, closeness to father, also has supporting, but rather weak, evidence in the literature. The Rapoports reported that "Many of the husbands . . . felt some distance from their fathers" (1971b, p. 523). It is intriguing that the father relationship variable would pre-empt the closeness to mother variable in this study. However, it is theoretically logical that the existence of a physical or emotional distance from the father would promote the development of an unusually close relationship with the mother. The mechanism by which this variable predicts marital adjustment in these husbands appears by implication to be an indirect one.

The significance of the mother's type of discipline (DISMO) as a predictor of marital adjustment in these dual-career husbands is a finding not represented

before in the literature. The basis for its relation to marital adjustment can only be speculated upon, but may relate to the development of respect for a woman's strength or determination--characteristics associated with strictness in childrearing. Later the husband may also "appreciate" the determination and/or strength of his spouse to find fulfillment and satisfaction in the world of work.

These three early socialization variables, and their proximate position in the regression equation, make a compelling combination for the explanatory framework outlined above. It is important in this regard too, to note that none of these variables achieved predictive significance in the regression equation for single-career husbands--a result strengthening their significance for the dual-career sample.

Other variables in the regression equation for dual-career husbands, as well as in the correlation tables (Table 13, page 78) for early socialization variables. are not interpreted and discussed as a result of their failure to reach statistical significance. A discussion of the regression equation for single-career husbands is similarly bypassed for its failure to reach significance.

A concluding observation is appropriate regarding the comparison of regression equations for dual-career

and single-career husbands. It would appear that the prediction of marital adjustment among single-career husbands is a much more complex function than the result obtained for dual-career husbands in this study. Perhaps more of the variance in marital adjustment for the dual-career husbands can be accounted for because they are a more homogeneous group than the single-career husbands. Given that the dual-career pattern is still an "alternative" or minority family pattern in our society, the couples who choose this life-style at this point in time are probably less likely to create variations within the pattern. As previously documented, constraints related to the enactment of this life-style may "force" dual-career couples, and consequently the husbands, to be more homogeneous.

CHAPTER VI

SUMMARY AND CONCLUSION

This study purported to explore the relationships between marital adjustment and selected demographic, attitudinal and early socialization variables in dual-career and traditional family husbands. Significant findings resulted from analyses performed on each of these categories of variables. The two husband groups were found to be matched to an unusual degree with regard to age, length of marriage, employment history occupational level, and socio-economic status. Though the two groups of husbands were not found to differ in their level of marital adjustment, different correlates and predictor variables for marital adjustment were found in each group. While salary and job satisfaction were significantly and positively related to marital adjustment for single-career family husbands, time-related career variables bore a strong and positive relationship to the marital adjustment of dual-career family husbands. This finding for the dual-career group was interpreted to reflect the importance of time in allowing them to become accommodated to the dual demands of career and family, as well as to their spouse. Division of labor variables were found to bear a strong relationship to the

marital adjustment in both husband groups. The single strongest predictor of marital adjustment for dual-career husbands was found to be his evaluation of his wife's satisfaction with the division of labor. And while not egalitarian in their marital role, the dual-career husbands were found to take on a greater (though still only moderate) share of household responsibilities. Nevertheless, only for the single-career husbands was participation in domestic activities postively related to marital adjustment; an interpretation of this outcome was discussed in terms of role theory. Finally, regression equations were found to yield significant predictor variables for the dual-career husbands only--included among early socialization predictor variables were distance from father, discipline by mother, and closeness to mother. The greater predictive capacity of the regression equation for the dual-career sample was interpreted to reflect the more homogeneous character of this minority family life-style.

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APPENDIXES

APPENDIX A

DOMESTIC RESPONSIBILITIES QUESTIONNAIRE

Instructions: Please estimate what percentage of responsibility is allocated to HUSBAND, WIFE, or OTHER (such as hired help or children) in your home for the following domestic activities. The total for each item should add up to 100 percent.

ACTIVITY	WIFE	HUSBAND	OTHER
Major purchases	____	____	____
Cooking	____	____	____
Marketing	____	____	____
Child care (school age)	____	____	____
Preschool child care	____	____	____
Laundry	____	____	____
Housecleaning	____	____	____
Gardening and lawn	____	____	____
Household repairs	____	____	____
Car maintenance	____	____	____
Outdoor house maintenance	____	____	____
Bills, investments, legal matters, insurance, taxes	____	____	____

NOTE: If any of these items are not applicable to you, leave them blank (e.g., if you live in an apartment).

How do you feel about the allocation of domestic responsibilities in your home as described by you?

_____ 1) very dissatisfied
_____ 2) not very satisfied
_____ 3) satisfied
_____ 4) very satisfied

How does your spouse feel about the allocation of domestic responsibilities in your home?

_____ 1) very dissatisfied
_____ 2) not very satisfied
_____ 3) satisfied
_____ 4) very satisfied

APPENDIX B

BEM SEX-ROLE INVENTORY

DESCRIBE YOURSELF

1	2	3	4	5	6	7
NEVER OR ALMOST NEVER TRUE	USUALLY NOT TRUE	SOMETIMES BUT INFREQUENTLY TRUE	OCCASIONALLY TRUE	OFTEN TRUE	USUALLY TRUE	ALWAYS OR ALMOST ALWAYS TRUE

Self-reliant	Reliable	Warm
Yielding	Analytical	Solemn
Helpful	Sympathetic	Willing to take a stand
Defends own beliefs	Jealous	Tender
Cheerful	Has leadership abilities	Friendly
Moody	Sensitive to the needs of others	Aggressive
Independent	Truthful	Gullible
Shy	Willing to take risks	Inefficient
Conscientious	Understanding	Acts as a leader
Athletic	Secretive	Childlike
Affectionate	Makes decisions easily	Adaptable
Theatrical	Compassionate	Individualistic
Assertive	Sincere	Does not use harsh language
Flatterable	Self-sufficient	Unsystematic
Happy	Eager to soothe hurt feelings	Competitive
Strong personality	Conceited	Loves children
Loyal	Dominant	Tactful
Unpredictable	Soft-spoken	Ambitious
Forceful	Likeable	Gentle
Feminine	Masculine	Conventional

Source: S. Bem, The measurement of psychological androgyny, Journal of Consulting and Clinical Psychology, 1974, 42(2), 155-162.

APPENDIX C

THE ATTITUDES TOWARD WOMEN SCALE--SHORT FORM

The statements listed below describe attitudes toward the role of women in society which different people have. There are no right or wrong answers, only opinions. You are asked to express your feelings about each statement by indicating whether you (A) Agree strongly, (B) Agree mildly, (C) Disagree mildly, or (D) Disagree strongly. Please indicate your opinion by marking next to each item number the alternative which best describes your personal attitude. Please respond to every item.

(A) Agree strongly
(B) Agree mildly
(C) Disagree mildly
(D) Disagree strongly

_____ 1. Swearing and obscenity is more repulsive in the speech of a woman than a man.

_____ 2. Women should take increasing responsibility for leadership in solving the intellectual and social problems of the day.

_____ 3. Both husband and wife should be allowed the same grounds for divorce.

_____ 4. Telling dirty jokes should be mostly a masculine prerogative.

_____ 5. Intoxication among women is worse than intoxication among men.

_____ 6. Under modern economic conditions with women being active outside the home, men should share in household tasks such as washing dishes and doing the laundry.

_____ 7. It is insulting to women to have the "obey" clause remain in the marriage service.

_____ 8. There should be a strict merit system in job appointment and promotion without regard to sex.

_____ 9. A woman should be as free as a man to propose marriage.

_____ 10. Women should worry less about their rights and more about becoming good wives and mothers.

_____ 11. Women earning as much as their dates should bear equally the expense when they go out together.

_____ 12. Women should assume their rightful place in business and all the professions along with men.

_____ 13. A woman should not expect to go to exactly the same places or to have quite the same freedom of action as a man.

_____ 14. Sons in a family should be given more encouragement to go to college than daughters.

_____ 15. It is ridiculous for a woman to run a locomotive and for a man to darn socks.

_____ 16. In general, the father should have greater authority than the mother in the bringing up of children.

_____ 17. Women should be encouraged not to become sexually intimate with anyone before marriage, even their fiance.

_____ 18. The husband should not be favored by law over the wife in the disposal of family property or income.

_____ 19. Women should be concerned with their duties of childrearing and housetending, rather than with desires for professional and business careers.

_____ 20. The intellectual leadership of a community should be largely in the hands of men.

_____ 21. Economic and social freedom is worth far more to women than acceptance of the ideal of femininity which has been set by men.

_____ 22. On the average, women should be regarded as less capable of contribution to economic production than are men.

_____ 23. There are many jobs in which men should be given preference over women in being hired or promoted.

_____ 24. Women should be given equal opportunity with men for apprenticeship in the various trades.

_____ 25. The modern girl is entitled to the same freedom from regulation and control that is given to the modern boy.

Source: J. Spence, R. Helmreich, and J. Stapp. A short version of the attitudes toward women scale (AWS), Bulletin of the Psychonomic Society, 1973, 2(4), 219-220.

APPENDIX D

PERSONAL HISTORY INVENTORY

This questionnaire is designed to collect information about you, your family, and your parents. Recognizing the personal nature of the items, we wish to emphasize our commitment to preserving your anonymity in this study. Your responses will be used with no reference to you personally.

1. What is your sex? _____ 2. What is your age? _____

3. What is your spouse's age? _____

4. How long have you been married to your spouse? _____ (years).

5. Had you been married before? _____ If "yes," for how long? _____

6. How many children are residing in your home at this time? Please list sex and age for each child:
   _____, _____, _____, _____, _____, _____, _____

7. Do you have other children that are not presently in your home? If "yes," please list sex and age for each child:
   _____, _____, _____, _____, _____, _____, _____

8. What is your occupation? (Indicate title and/or field.)
   _____

9. How long have you worked in this field? _____ (years)

10. How many years ago were you awarded your last educational degree? _____ (years) What was that degree? _____ In what? _____

11. What is your spouse's occupation? (Indicate title and/or field; OR if a housewife or presently unemployed, indicate this, too.)
    _____

12. While married, did your spouse work outside the home before your children were born? _____ If "yes," please

indicate how many years were worked full-time, and how many years worked part-time.
Full-time: _____ (years) Part-time: _____ (years)

13. Has your spouse worked outside the home since your children were born? _____ If "yes," please indicate how many years were worked full-time and how many years were worked part-time.
Full-time: _____ (years) Part-time: _____ (years)

14. How many years ago was your spouse's last educational degree awarded? _____ (years) What was that degree? _____ In what? _____

15. In general, how do you feel about your present work situation?
_____ 1) very dissatisfied
_____ 2) not very satisfied
_____ 3) acceptable
_____ 4) satisfied
_____ 5) very satisfied

16. What is your attitude toward your wife pursuing a career, i.e., in which there is a long-term occupational commitment on her part?
_____ 1) against
_____ 2) neutral or mixed
_____ 3) in favor

*17. What is your attitude toward the extent of your wife's domestic involvement, i.e., the time and energy she devotes to homemaking.
_____ 1) she is over-involved
_____ 2) she does fine
_____ 3) she is not involved enough

18. Which of the following gives you the most satisfaction in your life? And which gives you the next greatest satisfaction? (Indicate by responding with a "1" for the most satisfying, and a "2" for the next most satisfying.)
_____ 1) your career or occupation
_____ 2) family relationships
_____ 3) running a home
_____ 4) leisure-time recreational activities
_____ 5) religious beliefs or activities
_____ 6) participation in activities related to your community, or your country, or the world
_____ 7) other (Please specify: _____)

*19. Which do you think gives your spouse the most satisfaction? And which do you think gives your spouse the next greatest satisfaction? (Indicate as per the previous item.)

_____ 1) career or occupation
_____ 2) family relationships
_____ 3) running a home
_____ 4) leisure-time recreational activities
_____ 5) religious beliefs or activities
_____ 6) participation in activities related to community, or country, or world
_____ 7) other (Please specify: _____)

20. In what range does your salary fall?

_____ 1) below $10,000
_____ 2) $10,000 to 14,999
_____ 3) $15,000 to 19,999
_____ 4) $20,000 to 24,999
_____ 5) $25,000 or more
_____ 6) not employed

21. What was your father's level of education?

_____ 1) 1st - 8th grade
_____ 2) 9th - 11th grade
_____ 3) completed high school
_____ 4) some college (1-3 years)
_____ 5) college graduate
_____ 6) graduate school

*22. Which category best fits your father's occupational history?

_____ 1) professional, semi-professional, technical
_____ 2) proprietor, manager, owner of own business
_____ 3) clerical or sales position
_____ 4) skilled workman or foreman
_____ 5) semi-skilled or unskilled workman
_____ 6) homemaker, or not employed outside the home
_____ 7) farmer

23. What was your father's work-vs.-family orientation?

_____ 1) predominantly work-oriented
_____ 2) work and family equally
_____ 3) predominantly family-oriented

*24. How much of a success do you feel your father was?

_____ 1) unsuccessful
_____ 2) not too successful
_____ 3) somewhat successful
_____ 4) successful
_____ 5) very successful

25. What was your mother's level of education?
_____ 1) 1st - 8th grade
_____ 2) 9th - 11th grade
_____ 3) completed high school
_____ 4) some college (1-3 years)
_____ 5) college graduate
_____ 6) graduate school

26. What was the extent of your mother's employment outside the home?
_____ 1) none or very little
_____ 2) some part-time
_____ 3) some full-time
_____ 4) continuous part-time
_____ 5) continuous full-time

*27. Which category best fits her major occupation if she worked?
_____ 1) professional, semi-professional, technical
_____ 2) proprietor, manager, owner of own business
_____ 3) clerical or sales position
_____ 4) skilled worker
_____ 5) semi-skilled or unskilled worker
_____ 6) not employed outside the home

*28. If your mother did work, as far as you know what was the major reason that she worked?
_____ 1) she simply wanted to work
_____ 2) your father wanted her to work
_____ 3) to supplement the family income
_____ 4) necessary for family economic survival
_____ 5) other (Please specify: _____)

*29. How much of a success do you feel your mother was?
_____ 1) unsuccessful
_____ 2) not too successful
_____ 3) somewhat successful
_____ 4) successful
_____ 5) very successful

30. What was your mother's attitude toward domestic activities?
_____ 1) found housework aversive and avoided it
_____ 2) found housework a necessary responsibility
_____ 3) found housework satisfying

31. What was your mother's attitude toward child care?
_____ 1) found child care aversive and avoided it
_____ 2) found child care a necessary responsibility
_____ 3) found child care satisfying

32. Your father's participation in domestic activities?
_____ 1) did not participate in housework
_____ 2) participated occasionally in housework
_____ 3) participated considerably in housework

33. Your father's participation in child care?
_____ 1) did not participate in child care
_____ 2) participated occasionally in child care
_____ 3) participated considerably in child care

34. Overall, which parent was of the greatest influence on you?
_____ 1) mother
_____ 2) mother and father equally
_____ 3) father

35. Closeness to your father?
_____ 1) below average
_____ 2) average
_____ 3) above average

36. Closeness to your mother?
_____ 1) below average
_____ 2) average
_____ 3) above average

37. Type of discipline received from your father?
_____ 1) very strict
_____ 2) strict
_____ 3) average
_____ 4) permissive
_____ 5) very permissive

38. Type of discipline received from your mother?
_____ 1) very strict
_____ 2) strict
_____ 3) average
_____ 4) permissive
_____ 5) very permissive

39. The primary source(s) of discipline in your family?
_____ 1) my father
_____ 2) my father with my mother's help
_____ 3) equally from my mother and my father
_____ 4) my mother with my father's help
_____ 5) my mother

40. What was the "family atmosphere" in your home then?
_____ 1) warm
_____ 2) tense

*41. Do you think that your mother would endorse a woman with children working outside her home if working were a source of fulfillment to the woman?
_____ 1) yes
_____ 2) no

*42. Do you think that your father would endorse a woman with children working outside her home if working were a source of fulfillment to the woman?
_____ 1) yes
_____ 2) no

43. Please list, by sex and age, your brothers and sisters.

_____, _____, _____,

_____, _____, _____,

_____, _____, _____

44. Now place a circle around those brothers or sisters who were not raised in your home with you.

Note: Asterisks (*) indicate the items that were not used in this study.

APPENDIX E

EXPLANATION OF PROCEDURE AND INFORMED CONSENT FORM

Project: A Comparison of Husbands in Dual-Career and Single-Career Families

My wife and I are conducting a study of the relationship between employment patterns and family life. We are particularly interested in exploring the adjustments in attitudes and relationships fostered by different family life-styles; but we are also interested in early life factors as they may contribute to participation in these family-work patterns.

Through personal contact with your department head, you and your spouse were suggested as a married couple who would meet the criteria for participants in our study. Your participation in the study would involve no more than one hour of your time filling out five questionnaires alone at your convenience. The questionnaires will be delivered to you with a stamped and addressed envelope for return to us. You may complete these questionnaires in your office or at home, but we request that you not share your written responses with your spouse. Your spouse will be filling out the same questionnaires independently.

The five questionnaires include: (1) a Personal History Inventory, (2) the Domestic Responsibilities Questionnaire, (3) the Attitudes Toward Women Scale, (4) the Bem Sex-Role Inventory, and (5) the Modified Locke Marital Questionnaire. We recognize that it is possible that some of the questionnaires might get you to thinking, and perhaps set off some dissatisfaction with yourself or your partner; we would hope, however, that in such cases the thought may prove constructive. Unfortunately, we will not be able to provide you with individual feedback, though we do intend to distribute a brief summary of our general findings to you.

Should you agree to participate in this study, we would like you to understand our commitment to the following safeguards in your interest:

1. Your anonymity as participants will be preserved by the use of number codes (instead of names) on all materials in the study. The information will be used in a group context with no reference to you personally.

2. Confidentiality will be maintained in that individual data and participant identities will not be shared except with the written consent of the individual participants.

3. You are free to withdraw your consent and to discontinue participation in this study at any time.

4. Answers to any questions you may have about our procedures are available at any time. (Our home telephone number is 690-0715.)

This research project, and this "informed consent" form, have been approved by the Human Subjects Committee of the Department of Psychology whose function is to promote the ethical conduct of research with human subjects. We have subscribed closely to their guidelines.

Thank you for your time.

Warren P. Hopkins, doctoral candidate
Department of Psychology

I have read this form, and on the basis of "informed consent" agree to participate in this study.

YOUR SIGNATURE: _____

VITA

Warren Preston Hopkins was born in Chicago, Illinois on January 10, 1942. He attended Illinois public schools and was graduated from Lyons Township High School in 1960. He earned the Bachelor of Arts degree from Washington and Lee University in 1964 with a major in psychology, and the Master of Arts degree in clinical psychology from Kent State University in 1968.

From 1967 to 1971 he was Instructor in Psychology at Washington and Jefferson College, Washington, Pennsylvania, and was also a staff psychologist at Mayview State Hospital, Bridgeville, Pennsylvania from 1969 to 1971.

He entered the Graduate School at The University of Tennessee in September 1971, and while pursuing the doctoral degree in clinical psychology, worked for two years at the Regional Mental Health Center of Oak Ridge. He completed a one-year clinical internship in psychology at the Atlanta Veterans Administration Hospital in 1974, and received the Ph.D. in August 1976.

He holds memberships in the American Psychological Association and the American Association of University Professors. He is a certified Parent-Effectiveness-Training instructor and a licensed Psychological Examiner

in the state of Tennessee. Clinical and teaching interests include individual and group psychotherapy, and family behavior. He is currently Assistant Professor in Psychology at the University of Richmond, Richmond, Virginia.

He is married to the former Jane Ann Hibler of Western Springs, Illinois; they have two daughters.