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# THE INFLUENCE OF GENDER-ROLE ATTITUDES, SPOUSAL INTIMACY, AND SPOUSAL FUSION/INDIVIDUATION ON JOB/FAMILY STRESS IN DUAL-CAREER FAMILIES

A Thesis

Presented for the

Master of Science

Degree

The University of Tennessee, Knoxville

Jennifer L. Gilliard

August 1991

# ACKNOWLEDGMENTS

I would like to express sincere appreciation to the members of my graduate committee for all of the support, enthusiasm, and direction they offered me during my program of study, especially my thesis--Dr. Priscilla Blanton, Dr. Lynn Blinn, and Dr. Connie Steele. Special thanks to my major professor and advisor, Dr. Priscilla Blanton, who greatly inspired me through her knowledge, understanding, and guidance.

In addition, I would like to express my deepest appreciation to my parents, Lee and Eleanor Gilliard, for their encouragement and faith in my abilities.

Also, I would like to express gratitude to Dr. Celia Ferguson who allowed me to work with her data set.

Finally, this thesis is dedicated to Marvin A. Speece for all of the love and happiness he has brought into my life.

# ABSTRACT

The purpose of this study was to examine the predictive value of a model comprised of gender-role attitudes, spousal intimacy, and spousal fusion/individuation on role strain and time management. Spousal intimacy and spousal fusion/individuation were measured as two separate dimensions. Identical questionnaires were mailed to Knoxville, Tennessee, dual-career couples. Forty-eight couples with one to three children participated. F-ratios showed that the model was not predictive of time management but was predictive of role-strain. Spousal intimacy and gender accounted for a significant amount of variance in role-strain in the combined males and females group. When follow-up analyses of males and females individually were done, a model containing the variables of spousal fusion/individuation and spousal intimacy accounted for a significant amount of variance in the female group.

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# I. INTRODUCTION AND REVIEW OF THE LITERATURE

Theoretical and clinical literature in psychology (Erikson, 1963), human development (Gilligan, 1982), and family science (Kantor & Lehr, 1975) can be pooled to define stress as both an individual and a family process. Hill (1949) and McCubbin and Patterson (1983), in the ABCX and double ABCX models integrated these perspectives into theoretical models that attempted to explain differences among families in their adaptations to stressor events. These models gave researchers a framework for understanding family stress as unique to each family depending on (A) the stressor event interacting with (B) the crises meeting resources interacting with (C) the family's definition of the event to produce (X) the crises. These precrises variables then interact with postcrises variables to account for variations in adaptation.

As stress theory became prevalent, researchers began focusing on the concept of coping (Lazarus & Folkman, 1984). More recently, families have been conceptualized as managers of stress. Boss (1988) cautioned that the use of the term "coping" implies surviving, homeostatically, under pressure. Management implies change, leading to a new level of organization. Boss (1988) continued to say that stress in life is unavoidable and people should, therefore, attempt to avoid <u>strain</u>, a mismatch of resources and

strengths with life circumstance that leads to vulnerability.

Therefore, the purpose of the current study was to examine the predictive value of a model consisting of husbands' and wives' perceptions of spousal intimacy, spousal autonomy, masculinity, and femininity on both role strain and time management in dual-earner families.

Recently, an increase in employed women with children has led to research on strain in dual-earner families as well as attempts to specify skills that would aid these families in the management of strain (Nadelson & Nadelson, 1980). For example, Staines and Pleck (1983) found that excessive work time, schedule conflicts, and fatigue and irritability brought home from work, contributed to job/family stress in both husbands and wives. Similarly, Mortimer (1980) found that job tension and preoccupation with work-related problems impinge on families' lives. However, most of the research in this arena has focused on aspects of the work environment or the family environment with little attention given to relational processes of marriage.

Furthermore, role strain is generally experienced to a greater degree by wives than by husbands (Skinner, 1983). Both women and men have been socialized into traditional gender-role attitudes that are no longer optimally functional in dual-earner families. For example, employed women with children were found to spend a significantly

greater amount of time in childcare and in housework than their husbands (Michelson, 1986). Thus, women to date have expanded their roles to include both home and outside work, causing role strain (White, Mascalo, Thomas, & Shoun, 1986).

Consequently, Patterson and McCubbin (1984) identified gender-role attitudes as a potential coping resource. The authors discussed gender-role attitudes as an intervening variable, one that enhanced or influenced a repertoire of various interpersonal skills correlated with stress management. The masculine role has been described as advantageous and the feminine role as disadvantageous in regard to our culture's definition of success (Gilligan, 1982). The recent controversy over the "mommy track" is but one example of the attention given to the importance of women adopting what have been traditionally defined as more masculine attitudes. Far greater emphasis has been given to the importance of non-traditional gender attitudes of women than men in dual-earner families.

Relationally, a balance of separateness and connectedness in spousal relationships has been described as essential to balanced family functioning and individual personal growth (Bowen, 1975; Minuchin, 1974; Satir, 1975; Whitaker, 1976). Lack of autonomy leads to an inability to make decisions and manage stress effectively (Minuchin, 1974). Lack of intimacy may lead to what Weiss (1975) termed emotional loneliness or alienation.

Although Whitaker (1976) suggested that both intimacy and autonomy are necessary for psychological well-being, the majority of clinicians/researchers seem to emphasize either autonomy or intimacy. For example, the psychology literature has focused primarily on autonomy or individuation as being essential to healthy functioning (Adler, 1956; Erikson, 1963; Freud, 1962; Rogers, 1961) and the family-studies literature has focused on connectedness (Beavers, 1981; Olson, Sprenkle, & Russell, 1979). The current study was predicated on the belief that healthy functioning is a product of intimate, yet, autonomous relationships (Bray, Williamson, & Malone, 1984). Such a conceptualization serves to help bridge the gap between the psychology and family-studies literature. Instead of focusing on either individuation (typically a masculine attribute, Hare-Mustin, 1986) or connectedness (typically a feminine attribute, Hare-Mustin, 1986), it is important that researchers and theorists acknowledge that both needs are important to both sexes. Consequently, the influence of both separateness and connectedness was herein investigated.

Although the family-studies literature has focused on family connectedness, it is lacking discussion on healthy connectedness (Barnhill, 1979). Olson, Sprenkle, and Russell (1979) use the concept cohesion to describe separateness and connectedness, and they define it as curvilinear--i.e., too much or too little cohesion

contributes to dysfunction. Similarly, Beaver's (1981) stylistic dimension, centripetal to centrifugal, is described as curvilinear.

Broderick (1984) criticized Olson, Sprenkle, and Russell's (1979) conceptualization of cohesion as curvilinear by drawing attention to Olson's own data that showed a linear rather than a curvilinear relationship for cohesion. Similarly, Openshaw and Thomas (1986) failed to support curvilinearity of cohesion in six studies on adolescent self-esteem. Ferguson (1986) suggested that this lack of support of curvilinearity may be due to a focus on quantity rather than quality of connectedness. This idea is similar to a study that re-evaluated the curvilinearity of self-disclosure to marital satisfaction by defining self-disclosure in terms of quality rather than quantity (Schumm, Barnes, Bollman, Jurich, & Bugaighis, 1986). Consequently, the current study investigated the influence of quality of intimacy in relation to role strain and time management.

# II. METHODS

## Subjects

Forty-eight Caucasian, Knoxville, Tennessee, dual-career couples participated. The mean age of the subjects was 40 years (SD = 5.7); couples had been married 7 to 29 years, an average of 16.4 years (SD = 5.5); 11% had been previously married, with one to three children, ages 1 to 25. Subjects worked an average of 42 hours per week. Family income ranged from 12% having incomes less than $28,000; 64% having incomes between $28,000 and $54,999; 11% being between $52,000 to $65,999; and 13% reporting a family income of $66,000 or more. Additionally, 25% of the sample had undergraduate degrees, 37% had graduate degrees, and 80% had some college. Moreover, 81% of the wives and 77% of the husbands were in professional or managerial work positions. A model comprised of all sociodemographic variables described was not predictive for variation in either time management or role strain.

## Instruments

Five instruments were administered.

Personal History Inventory. This brief questionnaire gathered sociodemographic information such as gender, income, and length of marriage.

Job/Family Management Scale (JFMSC). The JFMSC (Bohen & Viveros-Long, 1981) measures management of the logistics

of family life and work schedules. It is a 21-item, 5-point Likert inventory that measures ease of difficulty of participation in family tasks outside of work. Item scores are summed, higher scores representing more difficulty in management. Bohen and Viveros-Long (1981) documented reliability and construct validity of the scale. A Cronbach's alpha coefficient of .87 was obtained in the current study.

Job/family role-strain scale (JFRSS). The JFRSS (Bohen & Viveros-Long, 1981) is a 19-item, 5-point Likert scale that measures role-strain, tensions related to performing job and family responsibilities. Item scores are summed, higher scores representing a higher frequency of experienced role strain. Reliability and construct validity were documented (Bohen & Viveros-Long, 1981). A Cronbach's alpha coefficient of .83 was documented in the current study.

Interpersonal Disposition Inventory (IDI). The IDI (Berzins, et al., 1977) measures femininity and masculinity as two separate dimensions. The IDI is divided into 29 masculine, true/false, items and 27 feminine, true/false, items. Both scales are summed separately, higher scores indicating stronger masculine and feminine attitudes. Reliability was tested extensively and both scales appeared to be independent; coefficients of -.05 and -.11 were obtained for men and -.16 and -.24 for women (Berzins, et al., 1977). The IDI was chosen over the BEM (1974) because

it is dichotomous. Masculinity and femininity are conceptualized as two separate dimensions. The BEM measures masculinity and femininity on a continuum. A Cronbach's alpha coefficient of .76 for the masculine scale and .63 for the feminine scale were documented in the current study. Personal Authority in the Family System Questionnaire (PAFS-Q). Version A of the PAFS-Q was designed to measure intergenerational family relationships as perceived by each individual in the family. The instrument contains 132 items grouped into eight scales. The spousal fusion/individuation (SPFUS), 20-item scale that measures the degree to which a person operates in a fused or individuated manner in a relationship with the spouse or significant other, and the spousal intimacy (SPINT), an 11-item scale that measures the degree of intimacy shared with the spouse or significant other were administered in the study. Scales are scored separately, higher scores indicating more individuation and more intimacy. Reliability and validity of the scales were tested extensively (Bray, et al., 1984). A Cronbach's alpha of .96 for the SPINT Scale and a Cronbach's alpha of .62 for the SPFUS Scale were obtained in the current study.

## Procedure

Data collection procedures were made specific when a pilot study was administered to five couples who were members of an adult church school class. After the pilot

study, employees from two hospitals (along with their spouses), members of adult church school classes, and patients of a pediatric dentist's patient population were invited to participate. To be eligible for the study, candidates needed to be married and living with their spouse for at least 5 years, have one or more children living at home for at least 50% of the time, and be employed outside the home for at least 30 hours per week. Identical questionnaires, informed consent forms, letters of introduction to the project, and a stamped, addressed envelope were mailed separately to wives and husbands at their homes. Spouses were asked to complete each questionnaire independently, to discuss or compare responses after completion if at all, and to refrain from changing responses after discussions or comparisons. Two weeks after the original mailing, one follow-up phone call was made requesting participation. Forty-eight of the original 69 couples returned completed surveys, resulting in a sample size of 96, 48 husbands and 48 wives.

## Data Analyses

Data used in the current study were drawn from a data set collected to determine the influence of a number of different variables related to the balancing of separateness and connectedness (Ferguson, 1986).

Descriptive statistics were computed to organize the group sociodemographic data. Sum scores for each variable

in the model were computed, recoding responses on those items for which reverse keying was necessary. Multiple regression and correlation analyses were conducted to assess the predictive value of selected variables for role strain and the predictive value of selected variables for time management in husbands and wives. Influence of gender was examined both within the models with the total sample and by testing separate models for husbands and wives. A reduced model for wives including variables that accounted for 10% or more of the unique variance was tested.

All analyses were run at The University of Tennessee at Knoxville computing center using the Statistical Package for the Social Sciences-X (SPSS-X) programs for regression analysis, correlation, and t-tests.

# III. RESULTS

Results of regression analyses are presented in Tables 1, 2, and 3. As shown in Table 1, the model was not predictive for time management (JFMSC). As shown in Table 2, the model predicted (.007) 16% of the variance in role strain (JFRSS) for husbands and wives combined. Tolerance scores indicated a lack of multicollinearity. Among predictor variables, spousal intimacy, which was negatively related, and gender were significant predictors. Follow-up t-tests indicated that males ($M$ = 45.54) did not differ from females ($M$ = 45.33) on intimacy ($t$ (94) = -.13, $p$ > .05) but that females ($M$ = 52.02) reported greater role-strain than males ($M$ = 47.21; $t$ (94) = 2.82, $p$ < .006).

Separate regression analyses using the same model were conducted for males and females in light of the fact that both gender and intimacy were significant predictor variables. The resulting model was not significant for husbands but was for wives. A reduced model including variables that accounted for a minimum of at least 10% of the variance was obtained for wives.

Both spousal fusion/individuation and spousal intimacy were negatively related to role strain accounting for 16% of the variance (see Table 3). Spousal fusion/individuation was the stronger predictor variable in the univariate analysis (B = -.30, p = < .04).

Table 1

Predictors of Time Management: A Summary of Multiple Regressions and Bivariate Correlations (N=96: 48 Wives and 48 Husbands)

| Predictor Variables | r | B | t | Time Management Significance of t | Time Management Tolerance |
|---|---|---|---|---|---|
| Masculinity | -.11 | -.09 | - .84 | .41 | .90 |
| Femininity | -.05 | -.12 | -1.02 | .31 | .78 |
| Fusion/ Individuation | -.02 | -.04 | - .35 | .73 | .90 |
| Intimacy | -.11 | -.10 | - .93 | .35 | .91 |
| Gender | -.15 | -.17 | -1.47 | .15 | .74 |
| Multiple Correlation (R) | | | | .23 | |
| Multiple Correlation Squared ($R^2$) | | | | .05 | |
| F-Value | | | | 1.03 | |

Note: r = Pearson Correlation Coefficient; B = Standardized Beta

*p < .05

**p < .01

Table 2

Predictors of Role Strain: A Summary of Multiple Regressions and Bivariate Correlations (N=96: 48 Wives and 48 Husbands)

| Predictor Variables | Role Strain | | | | |
|---|---|---|---|---|---|
| | r | B | t | Significance of t | Tolerance |
| Masculinity | -.16 | -.14 | -1.33 | .19 | .90 |
| Femininity | .14 | .08 | .72 | .39 | .78 |
| Fusion/ Individuation | -.10 | -.09 | - .86 | .39 | .92 |
| Intimacy | -.23 | -.24 | -2.43 | .02* | .91 |
| Gender | -.28 | -.22 | -1.96 | .05* | .74 |
| Multiple Correlation (R) | | | | .40 | |
| Multiple Correlation Squared ($R^2$) | | | | .16 | |
| F-Value | | | | 3.42*** Significance of .007 | |

Note: r = Pearson Correlation Coefficient; B = Standardized Beta

*p < .05

**p < .01

Table 3

Predictors of Role Strain on Wives: A Summary of Multiple Regressions and Bivariate Correlations (N=48)

| Predictor Variables | Role Strain r | B | t | Significance of t | Tolerance |
|---|---|---|---|---|---|
| Fusion/ Individuation | -.32 | -.30 | -2.11 | .04* | .99 |
| Intimacy | -.28 | -.24 | -1.75 | .09 | .99 |
| Multiple Correlation (R) | | | | .40 | |
| Multiple Correlation Squared ($R^2$) | | | | .16 | |
| F-Value | | | | 4.24* Significance of F=.02 | |

Note: r = Pearson Correlation Coefficient; B = Standardized Beta
*p < .05
**p < .01

# IV. DISCUSSION AND IMPLICATIONS

This study examined the predictive value of a model consisting of gender-role attitudes, spousal intimacy, and spousal fusion/individuation for role strain and time management. Gender was included in the model as a dummy variable. The model was found to be predictive of role strain but not of time management. Gender was a significant predictor variable in the univariate analysis and separate regression analyses for husbands and wives revealed that the model was predictive for wives but not for husbands. A reduced model for wives contained only the predictor variables of spousal intimacy and spousal individuation/fusion.

Intimacy or "healthy connectedness" was negatively related to role strain for wives. Therefore, "healthy connectedness," that is (a) "the ability to initiate (or decline to receive) intimacy voluntarily" and (b) "to experience and relate to all other persons, including former parents, as peers in the experience of being human" (Williamson, 1982) influences the degree of role strain experienced by women in dual-earner families.

Individuation was also negatively related to role strain in women. Autonomous or individuated women would have clear personal boundaries and would be able to separate self from family (Minuchin, 1974). Women lacking boundaries may not be able to separate work needs and

family needs that might heighten the experience of role strain.

The findings support the conclusion that relational variables need to be considered when examining role strain experienced by wives in dual-earner families. Both intimacy and individuation were included in the reduced model for wives which seems to support the importance of both of these processes in relationship to the experience of role strain. However, individuation was the stronger predictor and appears to be a crucial factor in understanding wives' experience of role strain.

The finding of greater role strain being experienced by wives is consistent with earlier research on dual-earner families (Michelson, 1986). Though there have been some changes in roles for men and women in families, it appears that women continue to face a greater challenge in balancing work and family demands than do men.

Given findings from earlier research, it was of interest that gender role attitudes did not influence either role strain or time management. Perhaps in the future somewhat less attention should be given to gender-role attitudes and more attention given to the actual division of labor in dual-earner families. Our society may now be demonstrating that attitudes have become somewhat more nontraditional, but behaviors are remaining traditional. At least for women, the findings of the

present study indicate that role strain needs to be viewed more in a relational context.

Further study of husbands in dual-earner families should be conducted. Role strain may not be as salient for husbands, but further research needs to be carried out in order to understand the ways in which intimacy and individuation impact on them. What little earlier research there is in this area indicates that looking at the influence of the processes for husbands' emotional well-being might be fruitful (Napier, 1988).

Perhaps the most important conclusion that can be drawn from the present study is the findings of some support for the idea that both healthy intimacy or connectedness and healthy individuation or separateness need to be examined in a number of areas of substantive concern in marital and family functioning. Further empirical evidence is needed to substantiate the blending of theoretical work from psychology and family studies. Clear delineations and descriptions of these processes are needed for husbands and wives if we are to provide research that has utility for practitioners working to help families function more effectively.

A limitation of the current study was sample homogeneity. Findings, therefore, are only generalizable to highly educated, middle-income, dual-earner families. This middle- to upper-middle income sample would have more flexible schedules and more resources than lower income

families; this may have influenced their ability to manage time. Future study of gender-role attitudes, spousal intimacy, and spousal fusion/individuation on job/family stress in various ethnic groups and low-income families is recommended. Healthy connectedness may be defined differently within these groups (Olson & McCubbin, 1982).

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# APPENDICES

# APPENDIX A

## EXTENDED REVIEW OF THE LITERATURE

Stress in the job/family interface has been addressed by various disciplines in clinical, theoretical, and empirical literature (Olson, 1986; Napier, 1988; Satir, 1972; Olson & McCubbin, 1982; Kantor & Lehr, 1975). Currently, however, the literature is lacking in empirical studies defining stress at the family rather than the individual level (Dyk & Schvaneveldt, 1987).

Furthermore, empirical studies testing theoretical models that would bridge the gap between theory, practice, and research are sparse. For example, identifying coping resources from Hill's (1949) ABCX model would enhance both prevention and intervention.

### Theoretical, Clinical, and Empirical Literature

### Job/Family Stress

Theoretical and clinical literature in psychology, human development, and family science can be pooled to define stress as (a) both an individual and family process variable; (b) both conscious and unconscious; (c) and continuous (Beavers, 1981; Lazarus & Launier, 1978). Moreover, there is consensus that adjustment and adaptation to stress are dependent upon adequate resources.

Psychoanalytic theory discussed stress as an intrapsychic, unconscious process occurring within the family context (Monte, 1977). Freud's genius lay in his discussion of defense mechanisms whereby individuals repressed, suppressed, projected, displaced, sublimated, and denied anxiety-producing information or events (Monte, 1977). Additionally psychosexual theory is developmental; stress or anxiety was seen as inevitable to passing through the oral, anal, latent, phallic, and genital stages. Persons who found a particular stage stressful or anxiety-producing would regress back to an earlier stage when faced with a lack of gratification in the current stage of development.

Although Freud discussed stress as a continuous variable occurring within the family context, he defined the individual as a passive mechanistic being (Monte, 1977). Family theorists described persons as active reactors to stress (Lazarus & Folkman, 1984). For example, a family system's members were thought to maintain or regulate homeostasis; the family adjusted to meet internal and external demands (Beavers, 1981; Kantor & Lehr, 1975). When the system was no longer effective in meeting demands, first-order change occurred (Beavers, 1981).

Satir (1972; 1975) discussed nurturing families as those able to be flexible (second-order change) and adaptable (coping by changing structure or patterns when they are no longer efficient). Similar to Kantor and Lehr

(1973), Satir (1972) went beyond Olson's and Beavers' family systems discussion of adaptation to discuss the development of individual and family process resources.

For example, the individual resource, high or low pot (self- worth) was discussed as central to a family's well-being. Persons with high-pot consider change "welcome, normal, and desirable" (Satir, 1972).

Hill (1949) and McCubbin and Patterson (1983), in the ABCX and double ABCX models integrated these perspectives into theoretical models that attempted to explain differences among families in their adaptations to stressor events. These models gave researchers a framework for understanding family stress as unique to each family depending on the interaction of (A) the stressor with (B) the crisis meeting resources with (C) the family's definition of the event to produce (X) the crisis. These precrisis variables then interacted with postcrisis variables to account for variations in adaption.

Finally, attempts beginning to bridge the gap between theoretical/clinical literature and the empirical literature have focused on the coping skills used in responding to job/family stress (Nadelson & Nadelson, 1980). Future research efforts should expand in the understanding of the repertoire of resources that contribute to effective coping as a means of future stress prevention and intervention.

## Theoretical, Clinical, and Empirical Literature

## Predictor Variables

Gender-role attitudes and connectedness are popular variables in marital and family research. However, research linking these variables to job/family stress has been scant, particularly in the area of healthy connectedness.

### Gender-Role Attitudes

Surprisingly, clinical literature in the family discipline lacks discussion about issues related to gender-role attitudes (Goldner, 1985). Although object relations theory is heavily based on gender formation (Wynne & Wynne, 1986), the main theoretical perspective underlying clinical work is that of family systems that is void of discussion regarding gender-role attitudes (Hare-Mustin, 1986).

Social learning theorists have attempted to explain the acquisition of gender attitudes through the processes of imitation (Bandura & Walters, 1963) and differential reinforcement (Mischel, 1970). People are socialized through these processes to view themselves and others in a stereotypical culturally defined manner based on gender. Gender expectations based on these perceptions have the potential to hinder and/or enhance psychological development (Napier, 1988).

Fabes and Laner (1986) found that both sexes feel women have the advantage in their culturally defined role

(e.g., in courtship); however, women typically report more family stress (role strain) than do men.

The masculine role has been described as advantageous and the feminine role as, disadvantageous in regard to the cultural definition of success (Gilligan, 1982). Although aspects of the masculine role have been deemed beneficial, McGill (1985) and Napier (1988) have discussed the male's lack of intimacy and emotional unresponsiveness as detrimental to men's psychological well-being.

The empirical literature relating job/family stress describes traditional attitudes as detrimental to the wife in a marital relationship and beneficial to the husband (Keith & Schafer, 1980). Likewise, Bohen (1984) explained gender- roles as "the inescapable root of inequality" for women.

Although feminine role attitudes are associated with greater role strain with women typically having the major responsibility of household tasks (Eriksen, Yancey, & Eriksen, 1979), they are reluctant to give up management of the home arena (Haas, 1980; Yogev, 1981). Tiedje, Wortman, Downey, Emmons, Biernat, and Lang (1990) argued that women view multiple roles as both conflictual and enhancing. Similarly, Marks (1977) discussed women with multiple roles as having a greater sense of self-worth and meaning. One could argue that women find home management enhancing due to having traditional gender-role attitudes. Gilligan (1982) explains: "Women define themselves in the context of

the relationship but also judge themselves in terms of their ability to care" (page 17).

Although some men have more androgynous attitudes, researchers have found that behaviors are seldom consistent with attitudes (Smith & Reid, 1986). Even in dual-earner families where men do assume some responsibility, women are still left with the less desirable tasks (Blumberg & Coleman, 1989; Coltrane, 1990).

In sum, the problem of gender-role socialization related to job/family stress is complex as it is a matter of social structure (Goldner, 1985). Both women and men have been socialized into traditional gender-role attitudes that are no longer optimally functional in dual-earner families. As a result, feminine attitudes seem to be positively related to job/family stress (ie., role strain), and masculine attitudes, negatively related. In terms of time management, feminine attitudes seem to be negatively related and masculine attitudes positively related. Both women and men need to redefine traditional gender-role attitudes; women to date have expanded their roles to include both home and outside work, causing role-strain (Yogev, 1981).

## Personal Authority in the Family System

Although separateness and connectedness have been defined by various concepts (Bowen, 1975; Minuchin, 1974), there is consensus throughout the family studies literature

that a balance of separateness and connectedness (Bowen, 1975; Marks, 1986; Minuchin, 1975; Satir, 1975; Whitaker, 1976) contributes to healthy family functioning. For example, Carl Whitaker (1976) stated that personal growth requires family integration and that family integration requires personal growth; that is, belongingness and freedom go hand and hand.

Olson, Sprenkle, and Russell (1979) discussed a family's connectedness and separateness as a curvilinear function. Balanced families were described as moderately connected. Families with extremely low (disengaged)levels of cohesion and extremely high (enmeshed levels of cohesion were described as problematic or dysfunctional.

Beavers (1981) systems model describes separateness and connectedness on both the family and the individual levels. On the family level, the stylistic dimension is a curvilinear function ranging from extreme centripetal to extreme centrifugal. Centripetal families are those families that view relationship satisfaction as coming from within the family and centrifugal families view relationship satisfaction as coming from outside of the family. Although this dimension is developmentally flexible depending on family life cycle, a balanced mixture of both centripetal and centrifugal is viewed as optimal.

On the individual level, Beaver's systems model (1981) defines autonomy as a continuum. Functional systems enable members to function more competently in defining themselves

and family members in less functional systems function less competently in defining themselves. People in extremely connected (centripetal) families would have poorly defined boundaries and, therefore, function less autonomously.

Marks (1989) discussed separateness and connectedness as a dyadic concept as it pertains to marital quality. He suggested that the self of a married person had three corners: the inner-self corner, the partnership corner, and the third, outward focus of self (in addition to the partner) corner. Energy flow through these various corners is metaphorical with a couples attempt to balance separateness and connectedness.

These theorists conceptualized separateness and connectedness as opposite poles of a dimension. Although Beavers (1981) discussed autonomy as a continuous dimension, the stylistic dimension was curvilinear. Similarly, Olson, Sprenkle, and Russell (1979) described separateness and connectedness as being curvilinear, that is as quantity of cohesion.

More recently, Olson Sprenkle, and Russell (1979) have been criticized for conceptualizing cohesion as curvilinear. Broderick (1984) called attention to Olson's own data which showed a linear rather than a curvilinear relationship for both cohesion and adaptability. Similarly Openshaw and Thomas (1986) did not support curvilinearity of cohesion in six studies on adolescent self-esteem.

In light of these findings, the current study conceptualizes separateness and connectedness as individual dimensions. Additionally, it is suggested that quality of connectedness be measured in addition to quantity (Ferguson, 1986).

Consequently, two scales from Bray, Williamson, and Malone's (1984) instrument were used. The spousal intimacy scale that measures connectedness and satisfaction with connectedness as well as the spousal fusion/individuation scale that measures autonomy will be used.

Bray, et al. (1984) devised and instrument to measure personal authority in the family system (PAFS). PAFS is conceptualizes as a life cycle stage that generally occurs in the fourth or fifth decade in the life of the adult in the second generation (between 30 and 45 years of age). PAFS is a "synthesizing construct in the tension between intimacy and differentiation". PAFS is operationalized as behaviors associated with a differentiated self (separateness) and resolution of intimacy issues (connectedness). Williamson (1982, p. 311) operationalized PAFS as a pattern of abilities to do the following:

a. To order and direct one's own thoughts and opinions;
b. To choose to express or not to express one's thoughts and opinions regardless of social pressures;
c. To make and respect one's personal judgements, to the point of regarding these judgements as justification for action;
d. To take responsibility for the totality of one's experience in life;

e. To initiate or to receive (or to decline to receive) intimacy voluntarily, in conjunction with the ability to establish clear boundaries to the self--at will;
f. To experience and relate to all other persons without exception, including "former parents", as peers in the experience of being human.

# APPENDIX B

## CONCEPTUAL FRAMEWORK, ASSUMPTIONS, AND CONCEPTUAL DEFINITIONS CONCEPTUAL FRAMEWORK

Systems and stress theory are the underlying theoretical perspectives for this study. The family systems perspective is the major framework for conceptualizing job/family stress. Stress theory is a framework for understanding differences in family coping strategies.

The systems perspective theorizes that a family, like other systems, is comprised of different interdependent parts (people) that function to maintain system homeostasis. The system is open so equilibrium can be affected by both internal and external demands (Kantor & Lehr, 1975). The system's parts change respectively with changing demands which is termed adjustment (Hill, 1949). Structurally, first order changes are necessary when the system is in crisis (Beavers, 1981).

The systems perspective focuses on processes between people but does not account for a family's unique coping resources and strategies. Stress theory identifies resources (both family and individual) as well as a family's perception of the stressor event. As a result, family functioning can be discussed in terms of the family's unique history as well as the qualities of each

individual. Stress theory integrates individual and family functioning (McCubbin & Patterson, 1982) for a better understanding of first- and second-order change.

## Assumptions

The basic assumption of this study is that "causes and effects are interchangeable;" that is, they are circular (Beavers, 1982). Kantor and Lehr (1975) discussed a family as the summation of its parts (members); parts of a system are interrelated to one another through a process of casual effects.

The second assumption of the present study is that "any behavior is the result of many variables rather than one cause; therefore, simplistic solutions are questioned" (Beavers, 1982). A behavior may be contingent upon the occurrence or nonoccurrence of several factors (Skinner, 1953).

Lastly, "coping is both conscious and unconscious" is an assumption (Haan, 1982; Lazarus & Launier, 1978). Unconscious coping is based on the psychoanalytic perspective that internal conflicts are dealt with subconsciously (Monte, 1977). Lazarus and Launier (1978) discussed conscious coping in terms of cognitive appraisal in shaping response to external stressors.

## Conceptual Definitions

Job/family stress is based on the following two concepts in the present study.

1. Job/family role strain is defined as the ability to live up to expectations of multiple roles "that may place great demands on time and may include conflicting expectations" (Cooper, Chassin, & Zeiss, 1985).

2. Job/family management is defined as "assessments people make of how difficult it is to arrange their time to take care of particular personal and family responsibilities" (Bohen & Viveros-Long, 1981, p.71).

Personal Authority in the Family System is based on the following two concepts in the present study.

1. Spousal Intimacy is defined as voluntary closeness with distinct self-boundaries (Lewis, Beavers, & Gosett, 1976; Williamson, 1982).

2. Spousal Fusion/Individuation is defined as the degree to which people function or behave in a fused or individuated manner with respect to their spouse or significant other (Bray, Williamson, & Malone, 1984).

Gender-role attitudes are defined as perceptions about self and others based on cultural ideas about gender differences (Hare-Mustin, 1986).

1. Masculinity is defined as self-perception with respect to traditional (stereotypical) masculine gender-

role attitudes (e.g., intellectual, sexual, independent) (Hare-Mustin, 1986).

2. Femininity is defined as self-perception with respect to traditional (stereotypical) feminine gender-role attitudes (e.g., dependent, stressed, and emotional) (Hare-Mustin, 1986).

# APPENDIX C

## METHODS

The current study will be a secondary analysis of data collected in an earlier study (Ferguson, 1986). Ferguson (1986) collected data through a mail survey and tested the predictive value of a model consisting of gender-role attitudes, marital communication effectiveness, and job/family stress for separateness and connectedness as measured by cohesion.

### Selection of Sample

Subjects from a southern mid-sized city participated. Volunteers from two hospitals, an adult church school, and parents of a pediatric dentist's patient population were asked (along with their spouses) to participate. Researchers sent potential subjects a letter explaining the project and an informed consent form with the project survey.

To be eligible for the study, candidates needed to be married and living with their spouse for at least five years, have one or more children living at home for at least 50% of the time, and be employed outside the home for at least 30 hours per week.

## Sample Description

Sixty-nine Knoxville, Tennessee, couples were sent surveys. Forty-eight couples (N=96) participated. All 96 participants were Caucasian. The average age was 40 years old, with one to three children, ages 1 to 25. Subjects worked an average of 42 hours per week (see Table 4). Family income ranged from 12% having less than $28,000; 64% having incomes between $28,000 and $51,999; 11% being between $52,000 to $65,999; and 13% reported a family income of $66,000 (see Table 5).

Additionally, 25% of the sample had undergraduate degrees, 37% had graduate degrees, and 80% had some college (see Table 6).

Wives were slightly younger than husbands (2 to 2.5 years) and worked fewer hours outside the home per week (approximately forty hours per week).

## Instrumentation

Participants completed four questionnaires. First the Job/Family role strain scale (JFRSS) in which scores are summed, higher scores representing a higher frequency of experienced role strain, was completed. The following items were reversely weighted: 1, 2, 4, 5, 6, 7, 8, 9, 10, 12, 15, 18, and 19. Second, the Job/Family Management Scale (JFMS) in which scores are summed, higher score representing more difficulty in management, was completed.

Table 4

Age, Hours in Weekly Employment, and Length of Marriage

| Date | Wives (n=48) Range | Mean | SD | Husbands (n=48) Range | Mean | SD | Combined (n=96) Range | Mean | SD |
|---|---|---|---|---|---|---|---|---|---|
| Years of Age | 27-49 | 38.9 | 5.1 | 28-61 | 41.4 | 6.1 | 27-61 | 40.1 | 5.7 |
| Hours in Weekly Employment | 30-50 | 40.0 | 3.7 | 38-60 | 44.3 | 6.6 | 30-60 | 42.2 | 5.8 |
| Length of Marriage | | | | | | | 7-29 | 16.4 | 5.5 |

Table 5

Family Income Range

| Range | N | % |
|---|---|---|
| Below $15,000 | 0 | 0.0 |
| $15,000 to $21,999 | 4 | 4.2 |
| $22,000 to $27,999 | 7 | 7.3 |
| $28,000 to $33,999 | 21 | 21.9 |
| $34,000 to $39,999 | 15 | 15.6 |
| $40,000 to $45,999 | 12 | 12.6 |
| $46,000 to $51,999 | 13 | 13.5 |
| $52,000 to $57,999 | 6 | 6.3 |
| $58,000 to $65,999 | 5 | 5.2 |
| $66,000 or more | 12 | 12.5 |
| (missing data) | 1 | 1.0 |

Table 6

Educational Attainment

| Category | Wives (n=48) N | % | Husbands (n=48) N | % | Combined (n=96) N | % |
|---|---|---|---|---|---|---|
| Grade school | 0 | 0 | 1 | 2.1 | 1 | 1.0 |
| High school or G.E.D. | 4 | 8.3 | 1 | 2.1 | 5 | 5.2 |
| Vocational, technical, or certificate | 3 | 6.3 | 3 | 6.3 | 6 | 6.3 |
| Some college but no degree | 8 | 16.7 | 10 | 20.8 | 18 | 18.8 |
| Two-year college degree | 0 | 0 | 1 | 2.1 | 1 | 1.0 |
| Bachelor's degree or equivalent | 12 | 25.0 | 12 | 25.0 | 24 | 25.0 |
| Some graduate or professional school | 3 | 6.3 | 3 | 6.3 | 6 | 6.3 |
| Master's degree or equivalent | 14 | 29.2 | 4 | 8.3 | 18 | 18.8 |
| Ph.D., Ed.D., M.D., J.D. | 3 | 6.3 | 13 | 27.1 | 16 | 16.7 |
| Other | 1 | 2.1 | 0 | 0 | 1 | 1.0 |

The role strain and management scales were chosen because they measure both job and family stress and because both are brief (19 and 21 items) as compared to the Hassles Scale (Kanner, et al., 1981) which is a 117 item index.

Thirdly, the Interpersonal Disposition Inventory (IDI) which is divided into two scales (masculine and feminine), was completed. Both scales are summed separately, higher scores indicating stronger masculine and feminine attitudes. Items keyed true on the feminine scale include: 2, 18, 19, 24, 28, 30, 32, 52, 53, 56, 59, 65, 67, 70, 75, 81, and 84. Items keyed false include: 7, 12, 22, 27, 31, 34, 40, 45, 78, and 85. Items keyed true on the masculine scale include: 3, 5, 6, 10, 11, 16, 23, 35, 37, 39, 41, 43, 44, 48, 50, 61, 72, 76, and 79. Items keyed false include: 4, 8, 14, 20, 49, 54, 57, 71, 74, and 83. The IDI was chosen over the BEM because it is dichotomous. Masculinity and femininity are conceptualized as two separate dimensions. The BEM measures masculinity and femininity on a continuum.

Fourthly, the Personal Authority in the Family System Questionnaire was completed.

Fifthly, the couples version of the Family Adaptability and Cohesion Scale (Faces III) was completed but will not be used in the current study. Lastly, the Personal History Inventory was completed.

Job/Family Role Strain Scale. The Job/Family Role Strain Scale (JFRSS) is a 19-item, 5-point Likert scale developed by Bohen and Viveros-Long (1981). Assessment of men's and women's role strain, tensions related to performing job and family responsibilities, is made. The scale was adapted from Komarovsky's (1977) six modes in which role strain occurs. The modes are as follows: (1) ambiguity about norms (3 items); (2) socially structured insufficiency about norms (3 items); (3) low rewards for role conformity (3 items); (4) conflict between normative phenomena (4 items); and (5) overload of role obligations (6 items). The JFRSS was developed concurrently with the Job/Family Management Scale (JFMSC): therefore, validity and reliability information are provided in the following section.

Job/Family Management Scale. The JFMSC (Bohen & Viveros-Long, 1981) measures management of the logistics of family life and work schedules. The JFMSC is a 21-item, 5-point Likert inventory that measures ease or difficulty of participation in family tasks outside of work. The scale was divided into the following categories: (1) health (3 items); (2) education/childcare (4 items); (3) retail services (3 items); (4) commuting (1 item); (5) family interaction (5 items); (6) community interaction (2 items); and (7) a miscellaneous or overlapping grouping (3 items).

Reliability of the JFMSC and the JFRSS to measure stress was determined in a pretest with a sample of 50

couples. (Alpha coefficients were .71 for the JFRSS, and .93 for the JFMSC.)

Reliability held at .91 for the JFMSC but was slightly lower for the JFRSS at .55 with a sample of 180. Additionally, construct validity for both scales was substantiated by factor analysis. Variance in the JFMSC was largely accounted for by child care requirements (64%). 66% of the variance in the JFRSS was accounted for by Komarovsky's (1977) overload mode (physically and emotionally draining aspects of role strain).

Interpersonal Disposition Inventory. Based on Bem's conceptualization that masculinity and femininity are two separate dimensions (Bem, 1974), Berzins, Welling, and Wetter (1977) developed the Interpersonal Disposition Inventory (IDI). The questionnaire had two subscales: masculinity and femininity that were based on male and female perceptions about desirable attributes of the sexes in American society.

The IDI is divided into 29 masculine items (19 keyed true and 10 keyed false), and 27 feminine items (17 keyed true and 10 keyed false). There were a total of 85 items; the remaining items included social desirability, self-esteem, and filler items.

In terms of reliability, both scales appeared to be independent with a sample of 2,146 (Berzins, et al., 1977). Coefficients of -.05 and -.11 for men, and -.16 and -.24 for women were obtained.

The Marlowe-Crowne Social Desirability Scale, the PFR Desirability Scale, and the Bem Sex Role Inventory (BSRI) desirability scale were minimally related to the IDI. (Coefficients ranged from .00 to .29.) Lastly, the IDI subscales corresponded to the BSRI subscales at a level of .68 with $p < .0001$ for the masculine subscale, and .61 with $p < .001$ for the feminine subscale. Scores were obtained from a sample of 1,155.

Personal Authority in the Family System Questionnaire. Designed to measure individual and family separateness and connectedness, the PAFS-A contains 132 items grouped into eight non-overlapping scales. All items are rated on a 5-point Likert scale. Internal consistency of the questionnaire ranged from .82 to .95 and .74 to .96 in two different studies (Bray, Williamson, & Malone, 1984). In terms of content validity, the initial pool of items for the PAFS-Q was evaluated by two group: (a) one enrolled in a course of "Transgenerational Family Therapy" and (b) a second group of mental health professionals with training and personal therapy experience in this area. The Spousal Fusion/Individuation (SPFUS) Scale and The Spousal Intimacy (SPINT) Scale were administered in the current study.

Spousal Intimacy Scale. This scale measures degree of intimacy and satisfaction with their spouse or significant other. The SPINT Scale contains 11 items that are reverse scored; items are scaled so that larger scores indicate more intimacy. In terms of concurrent validity, the SPINT

Scale is was highly correlated with the Dyadic Adjustment Scale (DAS; Spanier, 1976) and the Family Adaptability and Cohesion and Evaluation Scales-I (FACES-I; Olson, Bell, & Portner, 1978) (Bray, et al., 1984). Additionally, the SPINT Scale was correlated with the Social Desirability scale of the FACES-I above .30 (Bray, et al., 1984). This correlation may indicate that people complete this scale is a socially desirable manner.

Spousal Fusion/Individuation (SPFUS) Scale. This scale was designed to assess the degree to which a person operates in a fused or individuated manner in relationship with the spouse or significant other. The SPFUS Scale contains 20 items, five are reverse scored. Items are scored so that larger scores indicate more individuation. Correlations between the DAS and the FACES-I were low, indicating that the scales measure different phenomena (Bray, et al., 1984). Additionally, the SPFUS Scale was correlated with the Social Desirability scale of the FACES-I Scale above .30. (Bray, et al., 1984). This may indicate that people tend to answer items in a socially desirable manner.

Personal History Inventory. An instrument to gather information pertaining to gender, age, race, educational level, hours worked per week, family income, age, and gender of children, length of marriage, employment position and status, and information about previous marriages was developed and administered.

## Procedures

### Data Collection

Data collection procedures were made specific when a pilot study was administered to five couples who were members of an adult church school class.

After the pilot study, identical questionnaires, informed consent forms, instructions to the project, and a stamped, addressed, return envelope were mailed to husbands and wives separately. Spouses were requested to complete forms separately and to discuss items only after questionnaires were completed, without changing their original answers.

### Data Reduction and Transformation

Data were entered into the computer based on a project codebook as surveys were received by the researcher. The researcher and at least one other person double-checked the data.

Substitutions for missing data were made by entering the mean score of the scale. Sum scores for each variable, recoding responses on those items for which reverse keying was necessary, were computed. Lastly, computer printouts were compared to raw data to insure accuracy.

### Data Analyses

Descriptive statistics were computed and sociodemographic data organized. Multiple regression

analyses were conducted to assess the predictive value of independent variables on couples' job/family stress. Additionally, gender will be included as a dummy variable. The Statistical Package for the Social Sciences-X (SPSS-X) was used for all analyses.

Operational Definitions

Frequency of job/family role strain was defined as the sum score on the JFRSS. Higher scores represented a higher frequency of experienced role strain. The following items were reversely weighted: 1, 2, 4, 5, 6, 7, 8, 9, 10, 12, 15, 18, and 19.

Difficulty of job/family time management was defined as the sum scale on the JFMSC. Higher scores represented more difficulty in time management. Range scores are from 21 to 105.

Spousal intimacy was defined as the sum score on the SPINT Scale. Higher scores represented more intimacy. All items were reversely weighted.

Spousal fusion/individuation was defined as the sum score on the SPFUS Scale. Higher scores represent more individuation. The following items are reversely weighted: 65, 68, 72, 73, 76, and 77.

Femininity was defined as the sum of the "feminine scale" items of the IDI. High scores indicate more traditionally feminine attitudes. Items keyed true include: 2, 18, 19, 24, 28, 30, 32, 52, 53, 56, 59, 65, 67,

70, 75, 81, and 84. Items keyed false include: 7, 12, 22, 27, 31, 34, 40, 45, 78, and 85. The possible range was from 0 to 27.

Masculinity was defined as the sum of the "masculine scale" items of the IDI. Higher scores indicate stronger masculine gender-role attitudes. Items keyed true included 3, 5, 6, 10, 11, 16, 23, 35, 37, 39, 41, 43, 44, 48, 50, 61, 72, 76, and 79. The items keyed false included 4, 8, 14, 20, 49, 54, 57, 71, 74, and 83. The range is 0 to 29.

## Hypotheses of the Study

The following relationships presented in Figure 1 and Figure 2 were hypothesized: Masculinity will be positively related to time management and negatively related to role-strain and femininity will be negatively related to role strain and positively related to time management. Additionally, intimacy and fusion/individuation will be negatively related to role strain and positively related to time management.

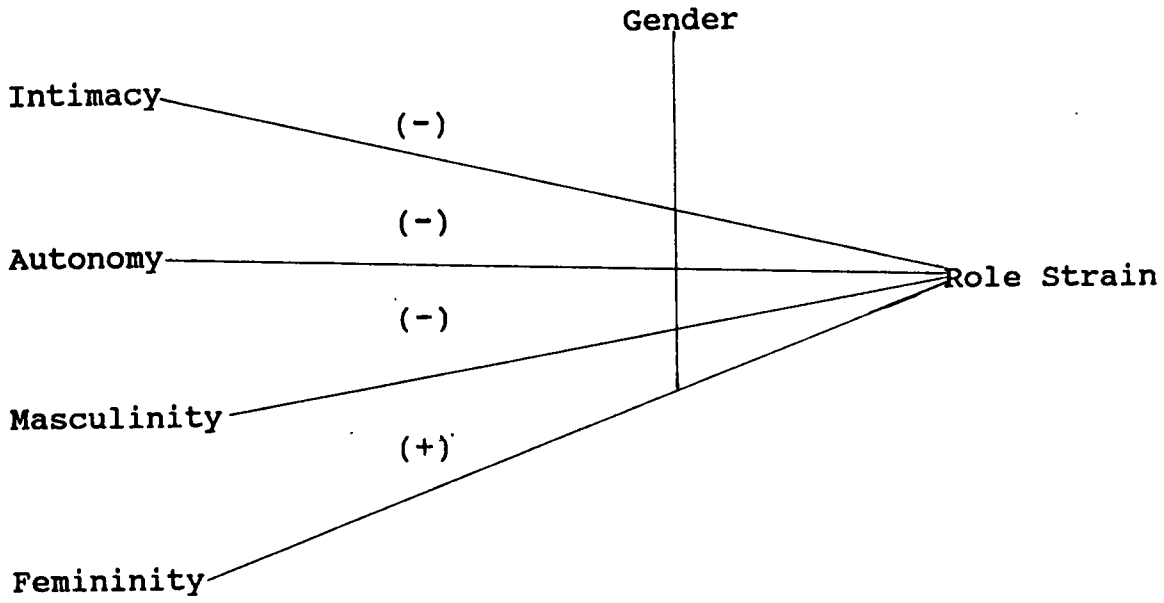



Figure 1. Predictor Variables on Role Strain

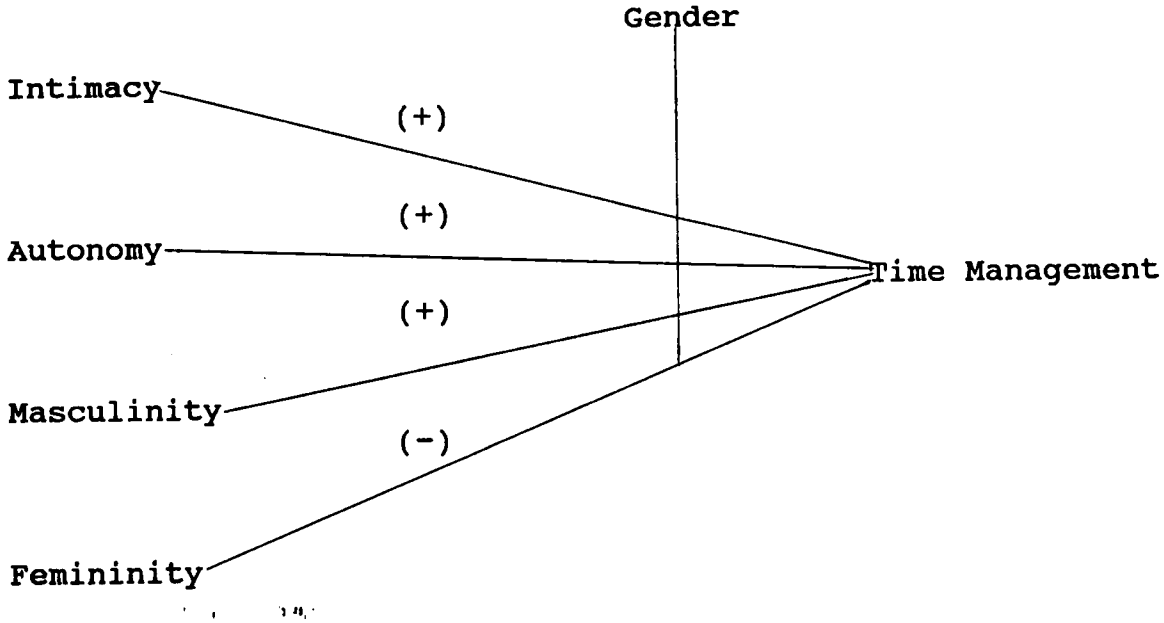



Figure 2. Predictor Variables on Time Management

# APPENDIX D

## LETTER ACCOMPANYING INFORMED CONSENT

Dear

Thank you for agreeing to complete the accompanying questionnaire. I am gathering information from about 50 couples who, like you and your spouse, have been married at least 5 years, have at least one child living at home, and are both employed at least 40 hours a week.

Please respond to ALL of the statements and questions, answering them as quickly as you can according to the way you feel at the moment (not the way you usually feel or felt last week). If you want to talk over your responses to the questionnaire with the your spouse, please wait until you have both finished filling out the surveys. Also, please do not make any changes on the form, either during or after any such discussion.

Read each question or statement carefully. If you have trouble giving the exact answer to a question, answer the best you can but be sure to answer but be sure to answer each one. There are no right or wrong answers. Again, answer according to the way <u>you</u> feel <u>at the present time</u>.

Before beginning the "Family/Job Survey," please find the enclosed Informed Consent Form, explaining confidentiality and the reporting of group data from the project. After reading and signing the Consent Form, please continue on to the "Family/Job Survey."

When you have completed both the Consent Form and the survey, please return them as soon as possible in the stamped, addressed envelope provided. Again, your time and effort are greatly appreciated.

Sincerely,
(Signed) Celia Ferguson
115 Jessie Harris Building
Department of Child and
Family Studies
University of Tennessee
Knoxville 37996-1900
phone: 974-5316 (work)
687-3797 (home)

# APPENDIX E

## INFORMED CONSENT FORM

We would like for you to understand our commitment to the following safeguards in your interest:

1. Your confidentiality as a participant will be maintained by the use of code numbers instead of names on all materials. The data gathered will be reported in summary form with no reference to you personally. Individual data and participant identities will not be shared with anyone.

2. You are free to with draw your consent and to discontinue participation in this study at any time.

3. Answers to any questions you may have about the procedures of this study are available at any time. Contact Celia Ferguson either at the Department of Child and Family Studies, The University of Tennessee, Knoxville 37996 (phone: 974-5316) or at home (phone: 687-3797).

4. There are no specific risks or benefits associated with your participation in the study, but the group results may be of interest to you and will be available to you upon request.

5. It will probably take about 45 minutes of your time to complete the "Family/Job Survey."

I HAVE READ THIS FORM AND, ON THE BASIS OF INFORMED CONSENT, AGREE TO PARTICIPATE IN THIS STUDY.

Date:_____Signature:_____

# APPENDIX F

## QUESTIONNAIRES USED IN THE STUDY

Personal History Inventory

Instructions: Please circle the number beside the most appropriate response or fill in the blank. Please answer ALL questions.

1. What is your date of birth?_____
(Month) (Day) (Year)

2. What was the date of marriage to your spouse?
_____
(Month) (Day) (Year)

3. Have you been married previously? 1. Yes 2. No

4. What is your sex? 1. Male 2. Female

5. Please write the age and sex or your children currently living with you at least 50% of the time.
Child #1 Age_____ Child #1 Sex_____
Child #2 Age_____ Child #2 Sex_____
Child #3 Age_____ Child #3 Sex_____
Child #4 Age_____ Child #4 Sex_____

6. How would you describe your ethnic background or race? Please circle the appropriate number.
   1. White American, Caucasian
   2. Black American, Negro
   3. Native American, American Indian
   4. Spanish Surnamed American, Chicano, Puerto Rican
   5. Oriental American, Asian
   6. Other (please specify)_____

7. What is the highest level of education you have completed?
   1. Grade school
   2. High school or G.E.D.
   3. Vocational, technical, or certificate program
   4. Some college work but no degree
   5. Two-year college degree
   6. Bachelor's degree or equivalent
   7. One or two years of graduate or professional school
   8. Master's degree or equivalent
   9. PH.D., Ed.D., or M.D.
   10. Other (please specify)

8. On the average, how many hours a week do you work in paid employment? _____hours

9a. What is your current employment position or title?

9b. In which of the following categories would you say your current job fits? Please choose only one category.
   1. Professional, technical, and kindred workers
   2. Managers, officials, and proprietors, except farm
   3. Clerical, sales, and kindred workers
   4. Craftspeople, crew managers, and kindred workers
   5. Machine operators
   6. Service workers, including private household
   7. Laborers, except farm and mine
   8. Farmers and miners

10. Within what range did your FAMILY income fall during the past year (before taxes)?
   1. Below $15,000
   2. $15,000-$21,999
   3. $22,000-$27,999
   4. $28,000-$33,999
   5. $34,000-39,999
   6. $40,000-45,999
   7. $46,000-51,999
   8. $52,000-57,999
   9. $58,000-65,999
   10. $66,000 or more

Interpersonal Disposition Inventory

Instructions: Following is a list of statements which a person might use to describe him/herself. Read each statement and decide whether or not it describes you. If you decide that a statement DOES describe you, circle T for TRUE. If it DOES NOT describe you, circle F for FALSE, even if you are not completely sure of your answer.

1. Self-Control is not a big problem to me . . . . T F

2. I like to be with people who assure a protective attitude toward me . . . . . T F

3. I try to control others rather than permit them to control me . . . . . T F

4. Surf-board riding would be too dangerous for me T F

5. Often I don't trust my emotions . . . . . T F

6. If I have a problem, I like to work it out alone T F

7. I seldom go out of my way to do something just to make others happy . . . . . T F

8. Adventures where I am on my own are a little frightening to me . . . . . T F

9. I usually Know what to say to people . . . . . T F

10. I feel confident when directing the activities of others . . . . . T F

11. I will keep working on a problem after others have given up . . . . . T F

12. I would not like to be married to a protective person . . . . . T F

13. There are many things I would change about myself if I could . . . . . T F

14. I usually try to share my problems with someone who can help me . . . . . T F

15. I don't care if my clothes are unstylish, as long as I like them . . . . . T F

16. When I see a new invention, I attempt to find out how it works . . . . . T F

17. I can make up my mind and stick it out . . . . . T F

18. People like to tell me their troubles because they know I will do everything I can to help them . . . . . T F

19. Sometimes I let people push me around so they can feel important . . . . . T F

20. I am very rarely in a position where I feel a need to actively argue for a point of view I hold . . . . . T F

21. I am usually disorganized . . . . . T F

22. I dislike people who are always asking me for advice . . . . . T F

23. I seek out positions of authority . . . . . T F

24. I believe in giving friends lots of help and advice . . . . . T F

25. I am poised most of the time . . . . . T F

26. If someone finds fault with me, I either listen quietly or just ignore the whole thing . . . . . T F

27. I get little satisfaction from serving others . T F

28. I make certain that I speak softly when I am in a public place . . . . . T F

29. I am afraid of what other people think of me . . T F

30. I am usually first to offer a helping hand when needed . . . . . T F

31. When I see someone I know from a distance, I don't go out of my way to say "hello" . . . . . T F

32. I would prefer to care for a sick child myself rather than hire a nurse . . . . . T F

33. I am in control of what happens to me in my life . . . . . T F

34. I prefer not being dependent on anyone for assistance . . . . . T F

35. When I am with someone else, I so most of the decision-making . . . . . T F

36. I try to get at least some sleep every night . T F

37. I don't mind being conspicuous . . . . . T F

38. I am afraid of a full-fledged disagreement with a person . . . . . T F

39. I would never pass up something that sounded like fun . . . . . T F

40. I get a kick out of seeing someone I dislike appear foolish in front of others . . . . . T F

41. When someone opposes me on an issue, I usually find myself taking an even stronger stand than I did at first . . . . . T F

42. I feel adequate more often than not . . . . . T F

43. When two persons are arguing, I often settle the argument for them . . . . . T F

44. I will not go out of my way to behave in an approved way . . . . . T F

45. I am independent of the people I know . . . . . T F

46. I frequently doubt my sexual attractiveness . . T F

47. I make all my clothes and shoes . . . . . T F

48. If I were in politics, I would probably be seen as one of the forceful leaders of my party T F

49. I prefer a quiet secure life as opposed to a quiet one . . . . . T F

50. I prefer to face my problems myself . . . . . T F

51. I'm pretty sure of myself . . . . . T F

52. I try to get others to notice the way I dress . T F

53. When I see someone who looks confused, I usually ask if I can be of any assistance . . . T F

54. It is unrealistic of me to insist on becoming the best in my field all of the time . . . . . T F

55. I often kick myself for the things I do . . . . T F

56. The good opinion of one's friends is one of the chief rewards for living a good life . . . . T F

57. If I get tired while playing a game, I generally stop playing . . . . . T F

58. I could easily count from one to twenty-five . . T F

59. When I see a baby, I often ask to hold him or her . . . . . T F

60. I have a good deal of initiative . . . . . T F

61. I am quite good at keeping others in line . . . T F

62. I feel uncomfortable when others are paying attention to me . . . . . T F

63. I am often quite soft-spoken . . . . . T F

64. I usually have the feeling that I am not facing things . . . . . T F

65. I think it would be best to marry someone who is more mature and less dependent than I . . . . T F

66. I would resist anyone who tried to bully me . . T F

67. I don't want to be away from my family too much T F

68. I am sexually attractive . . . . . T F

69. I can run a mile in less than four minutes . . . T F

70. Once in a while I enjoy acting as if I were tipsy . . . . . T F

71. I feel incapable of handling many situations . . T F

72. I delight in feeling unattached . . . . . T F

73. I often feel inferior . . . . . T F

74. I would make a poor judge because I dislike telling others what to do . . . . . T F

75. Seeing an old or helpless person makes me feel that I would like to take care of him or her . . T F

76. I usually make decisions without consulting others . . . . . T F

77. I feel emotionally mature . . . . . T F

78. It doesn't affect me one way or another to see a child being spanked . . . . . T F

79. My goal is to do at least a little bit more than anyone else has done before . . . . . T F

80. I usually wear something warm when I go outside on a cold day . . . . . T F

81. To love and to be loved is of greatest importance to me . . . . . T F

82. I take a positive attitude toward myself . . . . T F

83. I avoid some hobbies and sports because of their dangerous nature . . . . . T F

84. One of the things that spurs me on to do my best is the realization that I will be praised for my work . . . . . T F

85. People's tears tend to irritate me more than arouse my sympathy . . . . . T F

Job/Family Role Strain

Instructions: Please circle the number of the response that best describes how often you FEEL each of the following. Possible responses are: 1=ALWAYS 2=MOST OF THE TIME 3=SOME OF THE TIME 4=RARELY 5=NEVER 6=NOT APPLICABLE. Please circle a number for EACH statement, even if you are not sure of your answer.

1. My job keeps me away from my family too much . . . . . 1 2 3 4 5

2. I feel I have more to do than I can handle comfortably . . . . . 1 2 3 4 5

3. I have a good balance between my ob and my family time . . . . . 1 2 3 4 5

4. I wish I had more time to do things for the family . . . . . 1 2 3 4 5

5. I feel physically drained when I get home from work. . . . . 1 2 3 4 5

6. I feel emotionally drained when I get home from work . . . . . 1 2 3 4 5

7. I feel I have to rush to get everything done each day . . . . . 1 2 3 4 5

8. My time off from work does not match other family members' schedules well . . . . . 1 2 3 4 5

9. I feel I don't have enough time for myself . . . . . 1 2 3 4 5

10. I worry that other people at work think my family interferes with my job . . . . . 1 2 3 4 5

11. I feel more respected than I would if I didn't have a job . . . . . 1 2 3 4 5

12. I worry whether I should work less and spend more time with my children . . . . . 1 2 3 4 5

13. I am a better parent because I am not with my children all day . . . . . 1 2 3 4 5

14. I find enough time for the children . . . . 1 2 3 4 5

15. I worry about how my kids are while I'm working . . . . . 1 2 3 4 5

16. I have as much patience with my children as I would like . . . . . 1 2 3 4 5

17. I am comfortable with the arrangements for my children while I am working . . . . . 1 2 3 4 5

18. Making arrangements for my children while I work involves a lot of effort . . . . . 1 2 3 4 5

19. I worry that other people feel I should spend more time with my children . . . . . 1 2 3 4 5

Job/Family Management

Instructions: Please circle the number of the response that best represents how easy or difficult it is for you to arrange your time to do each of the following on days when you are working. Possible responses are 1=VERY EASY 2=SOMEWHAT EASY 3=NEITHER EASY NOR DIFFICULT 4=SOMEWHAT DIFFICULT 5=VERY DIFFICULT 6=NOT APPLICABLE. Please circle a number for EACH statement, even if you are not sure of your answer.

1. To avoid the rush hour . . . . . 1 2 3 4 5 6

2. To go to work a little later than usual if I need to . . . . . 1 2 3 4 5 6

3. To go to health care appointments . . . . 1 2 3 4 5 6

4. To go on errands (e.g., shoe repair, post office, car service) . . . . . 1 2 3 4 5 6

5. To go shopping (e.g., groceries, clothes, drug store) . . . . . 1 2 3 4 5 6

6. To make telephone calls for appointments or services) . . . . . 1 2 3 4 5 6

7. To take care of household chores . . . . . 1 2 3 4 5 6

8. To help or visit neighbors or other friends . . . . . 1 2 3 4 5 6

9. To participate in community activities . . 1 2 3 4 5 6

10. To adjust my work hours to the needs of other family members . . . . . 1 2 3 4 5 6

11. To have meals with my family . . . . . 1 2 3 4 5 6

12. To spend fun or educational time with my family . . . . . 1 2 3 4 5 6

13. To take my children to health care appointments . . . . . 1 2 3 4 5 6

14. To take my children to or from a child care setting or school . . . . . 1 2 3 4 5 6

15. To go places with my children after school . . . . . 1 2 3 4 5 6

16. To go to school events and appointments for my children . . . . . 1 2 3 4 5 6

17. To make alternative child care arrangements when necessary (e.g., school snow days) . . . . . 1 2 3 4 5 6

18. To be home when my children get home from school . . . . . 1 2 3 4 5 6

19. To stay home with a sick child . . . . . 1 2 3 4 5 6

20. To make arrangements for children during summer vacation . . . . . 1 2 3 4 5 6

21. To have relaxed, pleasant time with my children . . . . . 1 2 3 4 5 6

Spousal Intimacy

Instructions: For each item below, please circle the number that best represents your response to the following statements. Please be sure to circle a number for EACH statement, even if you are not sure of your answer.

1. The quality of my relationship with my spouse
   1=Excellent, 2=Good, 3=Fair, 4=Poor, 5=Very Poor

2. Regarding my satisfaction with my relationship with my spouse, I am
   1=Very satisfied, 2=Satisfied, 3=Neutral, 4=Dissatisfied, 5=Very dissatisfied

   Possible responses to the following are: 1=Strongly agree, 2=Agree, 3=Neutral, 4=Disagree, 5=Strongly disagree

3. My sex life with my spouse is quite satisfactory . . . . . 1 2 3 4 5

4. My spouse and I have many interests which we choose to share . . . . . 1 2 3 4 5

5. My spouse and I frequently talk together about the significant events in our lives . 1 2 3 4 5

6. My spouse and I like to get together for conversation and recreation . . . . . 1 2 3 4 5

7. My souse and I can trust each other with the things that we tell one another . . . . 1 2 3 4 5

8. My spouse and I frequently show tenderness toward each other . . . . . 1 2 3 4 5

9. My spouse and I are fair in our relationshp with each other . . . . . 1 2 3 4 5

10. My spouse and I have mutual respect for each other . . . . . 1 2 3 4 5

11. My spouse and I are fond of each other . . . 1 2 3 4 5

Spousal Fusion/Individuation

Instructions: Possible responses to the following are: 1=Strongly agree, 2=Agree, 3=Neutral, 4=Disagree, 5=Strongly disagree.

1. My spouse has difficulty attending most social events without me . . . . . 1 2 3 4 5

2. I have difficulty attending most social events without my spouse . . . . . 1 2 3 4 5

3. My spouse needs my approval for his/her ideas and decisions . . . . . 1 2 3 4 5

4. I need my spouse's approval for my ideas and decisions . . . . . 1 2 3 4 5

5. In disagreements, my spouse and I both get everything off our chests . . . . . 1 2 3 4 5

6. My spouse wants to hear everything that happens while I am away from her/him . . . . 1 2 3 4 5

7. I want to hear everything that happens while my spouse is away from me . . . . . 1 2 3 4 5

8. My spouse worries that I cannot take care of myself when he/she is not around . . . . 1 2 3 4 5

9. I worry that my spouse cannot take care of herself/himself when I am not around . . . . . 1 2 3 4 5

10. My spouse and I are <u>always</u> very close to each other . . . . . 1 2 3 4 5

11. I can depend on my spouse knowing what I really feel whether I tell him/her or not . 1 2 3 4 5

12. I am usually able to disagree with my spouse without losing my temper . . . . . 1 2 3 4 5

13. My spouse is usually able to disagree with me without losing her/his temper . . . 1 2 3 4 5

14. I often get so emotional with my spouse that I cannot think straight . . . . . 1 2 3 4 5

15. My spouse often gets so emotional with me that he/she cannot think straight . . . . 1 2 3 4 5

16. I help my spouse understand me by telling her/him how I think, feel and believe . . . 1 2 3 4 5

17. My spouse helps me to understand him/her by telling me how he/she thinks, feels, and believes . . . . . 1 2 3 4 5

18. I feel my spouse says one thing to me and really means another . . . . . 1 2 3 4 5

19. My spouse feels that I say one thing to her/him and really mean another . . . . . 1 2 3 4 5

Possible responses are: 1=Totally responsible, 2=Very responsible, 3=Moderately responsible, 4=A little responsible, 5=Not at all responsible

20. When my spouse is having a distressing problem at work, I feel <u>personally</u> responsible to provide a solution to the problem to the following extent . . . . 1 2 3 4 5

# APPENDIX G

## NONSIGNIFICANT RESULTS

Table 7

Predictors of Role Strain on Husbands: A Summary of Multiple Regressions and Bivariable Correlations (N=48)

| Predictor Variables | Role Strain | | | | |
|---|---|---|---|---|---|
| | r | B | t | Significance of t | Tolerance |
| Fusion/ Individuation | -.01 | -.05 | - .31 | .7 | .94 |
| Intimacy | -.20 | -.22 | -1.56 | .1 | .95 |
| Femininity | .13 | .14 | 1.30 | .3 | .98 |
| Masculinity | -.20 | -.21 | -1.50 | .1 | .10 |
| Multiple Correlation (R) | | | | .33 | |
| Multiple Correlation Squared ($R^2$) | | | | .11 | |
| F-Value | | | | 1.32 | |

Note: r = Pearson Correlation Coefficient; B = Standardized Beta

*p < .05

**p < .05

# VITA

Jennifer Lynn Gilliard was born in Point Pleasant, New Jersey, on April 4, 1967, the youngest child of Lee and Eleanor Gilliard. She attended Jackson Township public schools and graduated from Jackson Memorial High School in 1985.

She received her Bachelor's degree in psychology with a minor in Spanish from Bloomsburg University of Pennsylvania in 1989. During her undergraduate education, she served as president of Hall Council, vice president of Psi Chi and vice president of the psychology association. She was also a member of the Spanish club.

In August of 1991, she will graduate with a Master's degree in Human Ecology with a concentration in family studies at the University of Tennessee at Knoxville. Upon graduation, Ms. Gilliard will become a doctoral candidate in Human Ecology at the University of Tennessee at Knoxville. She also plans to become a certified marriage and family counselor.

The author is a member of Phi Kappa Phi, Psi Chi, and the National Council on Family Relations.