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EMPLOYED WIVES' AND HUSBANDS' SEPARATENESS AND CONNECTEDNESS AS PREDICTED BY GENDER-ROLE ATTITUDES, MARITAL COMMUNICATION, AND JOB/FAMILY STRESS

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ABSTRACT

Issues of separateness and connectedness have been addressed by scholars in the fields of individual and family therapy as well as family studies. However, specific predictors of married couples' balancing of both separateness and connectedness have received little empirical attention. In the present study, the predictive value of a model of variables was tested for balancing separateness and connectedness. The model's predictor variables were marital communication, gender-role attitudes, job/family role strain, job/family management, and gender.

Individual survey data were collected from a sample of 48 couples who had been married at least 5 years, had at least one child living at home, and were employed full-time. Multiple regression/correlation analysis was used to analyze the data.

The model was found to be highly significant in predicting balancing of separateness and connectedness, as measured by cohesion. Marital communication, husbands' traditionally feminine attitudes, and job/family role strain were the most powerful predictors in the model. The same model of variables was significant in predicting adaptability, or each partner's ability to tolerate the ongoing balancing of changing needs for both separateness and connectedness. Marital communication was the most powerful predictor in the model for adaptability. In pursuing one of the study's secondary

objectives, the curvilinearity of cohesion and adaptability was not supported by the data from this homogeneous sample.

A major conclusion from the study was that balancing of separateness and connectedness, or cohesion, by dual-earner couples was positively influenced by the communication patterns in the marriage. Secondly, it seemed that husbands who perceived themselves as being high in traditionally feminine traits were more likely to report higher cohesion.

Major implications included the need for further theoretical and empirical work on quality of connectedness as mediated by concurrent separateness. In addition, practitioner, as well as client, biases regarding couples' expectations of themselves and of their spouse were addressed in the arenas of differential impacts on wives and husbands regarding communication, role sharing, and role redefinition.

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CHAPTER I

INTRODUCTION

Individuals in relationship with one another comprise a system. One of the primary characteristics of a system is its tendency toward homeostasis, self-regulation, or balance (Jackson, 1957)--balance, for example, between stability and change, predictability and spontaneity, or relation and distance. Rather than a static and constant balance between elements, each system has a range of tolerance within which the balance fluctuates in response to various factors as the system seeks changing steady states (Dell, 1982). Individuals' developmental stages and their internal need states (Barnhill & Longo, 1978; Farley, 1979) as well as external demands and stresses (McCubbin & Patterson, 1982) are types of factors which influence a system's fluctuations in balancing.

For example, any two people in relationship have struck a balance between, using Karpel's (1976) terms, relation and distance. Verbally and nonverbally they have agreed upon their levels of tolerance for a differentiated "We" (the element of relation) and a differentiated "I" (the element of distance).

In the scholarly literature, this differentiated "I," known variously as individuation, separateness, individualism, independence and autonomy, has received more attention in the study of healthy individual and family development than has the differentiated "We."

In fact, there are few terms which mean connection without also connoting dysfunction; that is, healthy connection, or the differentiated "We" has been less vigorously conceptualized and researched than healthy separateness has been. Karpel (1976) has discussed two types of such theoretical omissions:

> an emphasis on the dimension of relation and distance while . . . ignoring the maturational processes that make [a] midground [between fusion and lack of relation] possible [and] the tendency . . . to view individuation as an end in itself and to ignore the question of the nature of mature, non-fused relationships (p. 68).

Combrinck-Graham (1985) has suggested several possible explanations for researchers' and developmentalists' greater attention to "centrifugal," or separateness-seeking, periods in family systems as compared to "centripetal," or connectedness-seeking, ones. These suggested explanations are:

> 1. the tension of the sharp relief of individual issues against the background of the family context is so interesting and challenging; 2. most . . . are in this stage of their own personal and family lives when they investigate, so that issues of individuation, autonomy, and how the family functions to promote them are prominent in their own world views; or 3. perhaps it is because many theorists are men, whose developmental success, according to Gilligan, is predicated on successful individuation (p. 144).

In hypothesizing about the imbalance of scholarly attention on separateness vis-à-vis connectedness, there is another important factor to consider. Much of the seminal theorizing and writing about these phenomena have been done by therapists actively involved with individuals and families experiencing difficulties. Nichols (1984) pointed out that perhaps separation-individuation has received more

emphasis due to "the fact that enmeshed families are more likely to seek and to remain in treatment than are isolated or disengaged ones" (p. 204). Thus, with becoming differentiated being a goal of therapy, individuation may likely become a therapeutic objective without the necessary accompanying objective of becoming healthily connected.

Being enmeshed, or fused, often is experienced by families not as closeness or connectedness but the opposite--as alienation or isolation. Nichols (1984), in discussing Carl Whitaker's goals of therapy, has stated that "Whitaker presumes that families come to treatment because they are unable to be close, and therefore unable to individuate" (p. 274). Does an inability to be close preclude the possibility of becoming individuated? On the other hand, has the reverse simply been observed more often and become a more familiar and confidently treated phenomenon? In either case, clinicians have tended to approach these issues by focusing on the move toward individuation with seemingly less attention to healthy connection.

In spite of these various positions, numerous writers have found these two aspects of relationship and individual development to be both complementary and essential. Ackerman (1958) spoke of them as the "head and tail of the same coin" (p. 75). Kegan (1982) described the "equal dignity of each yearning [for inclusion and distinctness]" (p. 108). Others have discussed the importance of establishing patterns of separateness and connectedness (Broderick &

Pulliam-Krager, 1979; Hess & Handel, 1959) and of balancing needs for them both (Ferguson, 1984; Olson, Russell, & Sprenkle, 1983).

Bowen has been criticized as having "a certain indecisiveness about the relative merits of . . . togetherness versus individuality" (Nichols, 1984, p. 370). On the one hand, he spoke of the dynamic equilibrium between the two. For example, Kerr (1981), one of Bowen's students, discussed the "individuality-togetherness balance of a system" as an outgrowth of "efforts of individuals in that system to improve their own functioning in relationship to others" (p. 164). On the other hand, however, Nichols (1984) stated that Bowen "also extols the virtues of individuality and denigrates togetherness" (p. 371).

Farley's (1979) work reflected ideas similar to the complementarity of separateness and connectedness and to the essential nature of a balance between the two. She has proposed a family individuation-tolerance range model describing a family system's "tolerance for both states of intimacy and individuation in their relationships to one another" (p. 62).

Although there is by no means a concensus, there is growing agreement among family scholars about these issues. Healthy human functioning is coming to be viewed as consisting of a family tolerance for the balancing of both separateness and connectedness needs "in order to prevent enmeshment (closeness without autonomy) or alienation (independence without intimacy)" (Barnhill, 1979, p. 95).

Rationale

Conjectures can be made about how and why a relationship comes to be characterized by one level of separateness and connectedness as opposed to another. Specifically, can wives' and husbands' balancing of separateness and connectedness be predicted by their gender-role attitudes, the effectiveness of their marital communication, and their levels of distress in the job/family interface? Each of these three arenas represents an important domain of human functioning: intrapsychic, interpersonal, or environmental.

Gender-Role Attitudes

The hypothesized connection between the intrapsychic variable, that of individuals' gender-role attitudes, and their balancing of separateness and connectedness is based upon theories about psychological development as well as socialization practices in American culture. Object relations theory, a combination of psychological explanations within the context of socialization, and social learning theory are the two perspectives from which this domain was deemed relevant.

According to object relations theorists, the quality of the first "object," or single and constant other, relationship affects all future relationships of life (Fairbairn, 1952; Guntrip, 1971; Winnicott, 1965a; Winnicott, 1965b). Extensions of object relations theory by Chodorow (1978), Dinnerstein (1976), and Rubin (1983) have resulted in a view of this first relationship, traditionally between

mother and infant, as a determining one merely by virtue of gender. This relationship is seen as one through which males gain early experience with distance or separateness between self and other and through which females gain early experience with relation or connectedness between self and other (Rubin, 1983). Thus, according to this theory, responding to the traditional role of mother as primary caregiver becomes the first of many experiences in which children learn about their distinctness from and their connection with their world.

Another theoretical perspective from which this gender difference is studied is that of social learning. Traditionally, females and males in general behave differently with respect to distance and relation throughout their lives. Some social learning theorists would explain this gender difference to be due to differential reinforcement (Mischel, 1970); others would point to imitation as a basis for these differences (Bandura & Walters, 1963); still others would claim that identification is the primary factor behind these gender differences (Chodorow, 1978; Baumrind, 1980). In any event, strongly masculine gender-typed men have been found to have difficulty being expressive (Balswick & Peek, 1971; Jourard, 1971) or intimate (Rubin, 1983; McGill, 1985) while strongly feminine gender-typed women have been found to have difficulty remaining distinct or separate from others (Gilligan, 1982; Hodgson & Fischer, 1979; Rubin, 1983).

The marriage relationship is one in which it is especially crucial that the partners tolerate the meeting of both separateness

and connectedness needs for themselves and for their spouse (Rubin, 1983; Broderick & Pulliam-Krager, 1979; Bellah, Madsen, Sullivan, Swidler, & Tipton, 1985). To a marriage, however, spouses bring their attitudes about masculinity and femininity, that is, their gender-role attitudes. These attitudes are expressed, in part, through the partners' expectations of each other and of themselves in their marital roles. Thus, it would seem that individuals' perceptions of themselves in terms of traditional masculinity and femininity would influence their balancing of separateness and connectedness.

Marital Communication

An interpersonal domain of human functioning, effectiveness of marital communication, also would seem to be related to couples' separateness/connectedness. Spitzberg and Hecht (1984) have described "competent communication" as an appropriate and effective process "through which interpersonal impressions are shaped and satisfactory outcomes are derived" (p. 576).

Miller, Nunally, and Wackman (1975) have written that effective communication skills are the best tools for building the kind of relationship that two people want, whatever that may be for the particular individuals. This relationship-building seems to require the integration of four relationship states: togetherness, apartness, leading/supporting, and pushing/resisting. According to these authors, for a relationship to be growing and viable, all four states must be possibilities at different times; that is, "each partnership

has to find the mix that both partners find most comfortable" (p. 20). Tolerance for the changing balances between needs for separateness and connectedness could be expected to be dependent upon partners' abilities to appropriately and effectively participate in this process of competent communication.

Distress in the Job/Family Interface

Finally, wives' and husbands' balancing of separateness and connectedness would be expected to be influenced by an environmental variable, that is, how couples perceive the competing demands that they experience in the work and the family arenas. Stress, or distress, has been described as occurring when demands exceed the resources for meeting them (McCubbin, 1979). Excessive work time and schedule incompatibility (Staines & Pleck, 1983), work "spillover" (Piotrkowski, 1978), and job tension and preoccupation with work-related problems (Mortimer, 1980) have been found to impinge on many individuals' family lives.

Conversely, it has been suggested that job-related family problems may be a factor in job performance (Kelly & Voydanoff, 1985). On the one hand, such job/family impacts may not be viewed negatively by a person but rather as challenging and energizing. On the other hand, such demands may be perceived as quite stressful, and therefore as distress, if the individual or family does not have the resources to meet the demands (Portner, 1983).

The imperative nature of having satisfying experiences in both work and love is perhaps one of the most frequently quoted ideas

of Freud (1949). Increasingly, there has been recognition from a variety of perspectives that the ability to engage effectively in both of these arenas is crucial to well-being (Portner, 1983).

It would appear that high levels of distress, or the exceeding of resources by demands, in the job/family arenas could be an indication of a state of imbalance or of intolerance for the meeting of separateness and connectedness needs. In this case, the balancing of these needs could be seen as one of the resources for meeting the demands of the systems. Conversely, the way couples handle the job/family stress could be seen as influencing their balance between separateness and connectedness.

As is characteristic of systems thinking, the circular nature of the constructs being studied are quite complex and can be confusing. For the purposes of this study, husbands' and wives' balancing of separateness and connectedness needs was conceptualized as a resource which has been mobilized in varying degrees. Persons' mobilization of this resource would be expected to be influenced by the stress due to conflicting demands in the job and family arenas. In other words, it would seem reasonable that distress in the job/family interface would be related to the balancing of separateness and connectedness needs for husbands and wives.

Conceptual Framework

A systems perspective served as one of the two theoretical bases for this study of separateness and connectedness. From this

perspective, interrelationships, interdependencies, and interactions are central concerns. Emphasis is on relationships within the system rather than on the units, on interdependence rather than on the attributes of the elements (Rausch, Grief, & Nugent, 1979). In other words, the whole is seen to be more than the sum of its parts, and any part can be examined only in terms of its relationships with the other parts.

Information processing, or communication, from the systems view is a circular pattern of input, rules for transformation, output, and a return to input all of which leads to controlled adaptation. Balance seems to be the key to this controlled adaptation or "meaningful change" (Steinglass, 1978). This concept of change is an example of the circular reasoning, or tautology, of the systems perspective: change is seen as a component of controlled adaptation which is the key to change. Another example is that communication is seen as determining structure and organization which is said to determine communication patterns. Rather than focusing on this circular reasoning as a major limitation of systems thinking, it can be claimed as a rich theoretical context within which "concepts can operate without hierarchy" (Combrinck-Graham, 1985, p. 139).

Another aspect of the theoretical underpinnings of the present study is the interface between individual and family functioning. Attention to family interaction without taking into account family members' intrapsychic experience is incomplete and, to an extent, sterile. Psychodynamic theory, especially that component known as

object relations theory, emphasizes processes of separation-individuation (Katz, 1981) or differentiation (Skynner, 1981). Nichols (1984), in discussing psychodynamic family therapy, commented on such processes within families as "let[ting] go of one another in a way that allows each individual to be independent as well as related." He continued, "Individuation neither requires, nor is achieved by severing relationship bonds" (p. 204). Psychodynamic theory, therefore, was considered a necessary adjunct to a systems view in studying the influence of these three intrapsychic, interpersonal, and environmental factors on husbands' and wives' balancing of separateness and connectedness (Framo, 1981; Kernberg, 1976).

Assumptions

The basic assumption of this study was that individuals within a family affect other members of that family through their interactions (Rausch, et al., 1979). However, individuals are not simply passive organisms. Interaction involves both reaction as well as action, responding as well as initiating. McCubbin (1979) has stated that "the family is called upon both to react, and to actively employ coping behaviors" (p. 243).

The study's second assumption was that it is through communication that the nature of relationships is defined. Redundant patterns of communication become the structures which function as organizing dimensions of family life. From these structures evolve

family themes, and families operate in light of these principles of organization (Jackson, 1965). The family themes are both products and regulators of the communication processes which define, perpetuate, and determine how family members interact with one another and with the outside world. These communication processes include those of meeting needs for separateness and connectedness.

The final assumption of this study was that development is a life-long, though according to Hoffman (1980) not necessarily continuous, process. Development within individuals and families has been described as second-order change, or systemic alteration (Terkelson, 1980; Watzlawick, Beavin, & Jackson, 1967). First-order change, or merely reshuffling, alters the basic functioning of the system very little (Nichols, 1984). Family systems' transformations occur throughout life as discontinuous systemic alterations are interspersed with systemic reshuffling. This life-long process reflects and contributes to the accommodation of developmental and situational needs of the family and its members over time.

Statement of the Problem

The purpose of this study was to investigate a model to predict wives' and husbands' balancing of separateness and connectedness. Three issues were examined in relation to this balancing: the self perceptions of married persons in terms of traditional masculinity and femininity, the effectiveness of their marital communication, and their levels of distress in the job/family interface. Attention

also was given to selected sociodemographic characteristics and to the creation of relational data in view of the fact that data were obtained individually from both the husband and wife.

Objectives of the Study

The general objective of this study was to see if wives' and husbands' reported levels of balancing of separateness and connectedness could be predicted by a model of selected intrapsychic, interpersonal, and environmental variables. The primary objectives of the study were as follows:

1. To examine the predictive value of a model comprised of marital communication effectiveness, gender-role attitudes, job/family distress, and gender for balancing separateness and connectedness, or cohesion.

2. To examine the same model for husbands' and wives' adaptive capacity.

3. To examine the predictive value of a model of selected sociodemographic variables for subjects' balancing of separateness and connectedness, or cohesion.

Two secondary objectives of the study were:

4. To explore the creation of relational data from wife and husband data for inclusion in predictive models for couples and for husbands and wives separately.

5. To examine the use of the Distance from Center score on Olson's (Olson, Portner, & Lavee, 1985) FACES instrument, testing

the assumption of the curvilinearity of the dimensions of cohesion and adaptability.

Theoretical Model

Based upon the empirical, clinical, and theoretical literature, a theoretical model was proposed in which selected variables were hypothesized to influence the outcome of balance of separateness and connectedness (see Figure 1). First, effectiveness of marital communication was expected to be positively related to this outcome. At the same time, an inverse relationship between separateness and connectedness and job/family distress was considered likely. Traditional feminine or traditional masculine perceptions of self, or gender-role attitudes, were expected to be inversely related to balance of separateness and connectedness; conversely, non-traditional perceptions of self in terms of masculine and feminine roles were expected to be positively related to balance of separateness and connectedness. Interaction between gender and gender-role attitudes would seem highly likely.

Nominal Definitions

Balancing of separateness and connectedness was defined as the degree to which there was encouragement, or at least the acceptance, of behaviors and attitudes enabling both an "independence of thought, feeling, and judgment of individual family members" (Barnhill, 1979, p. 95) and a "sense of emotional closeness, joining, or intimacy"

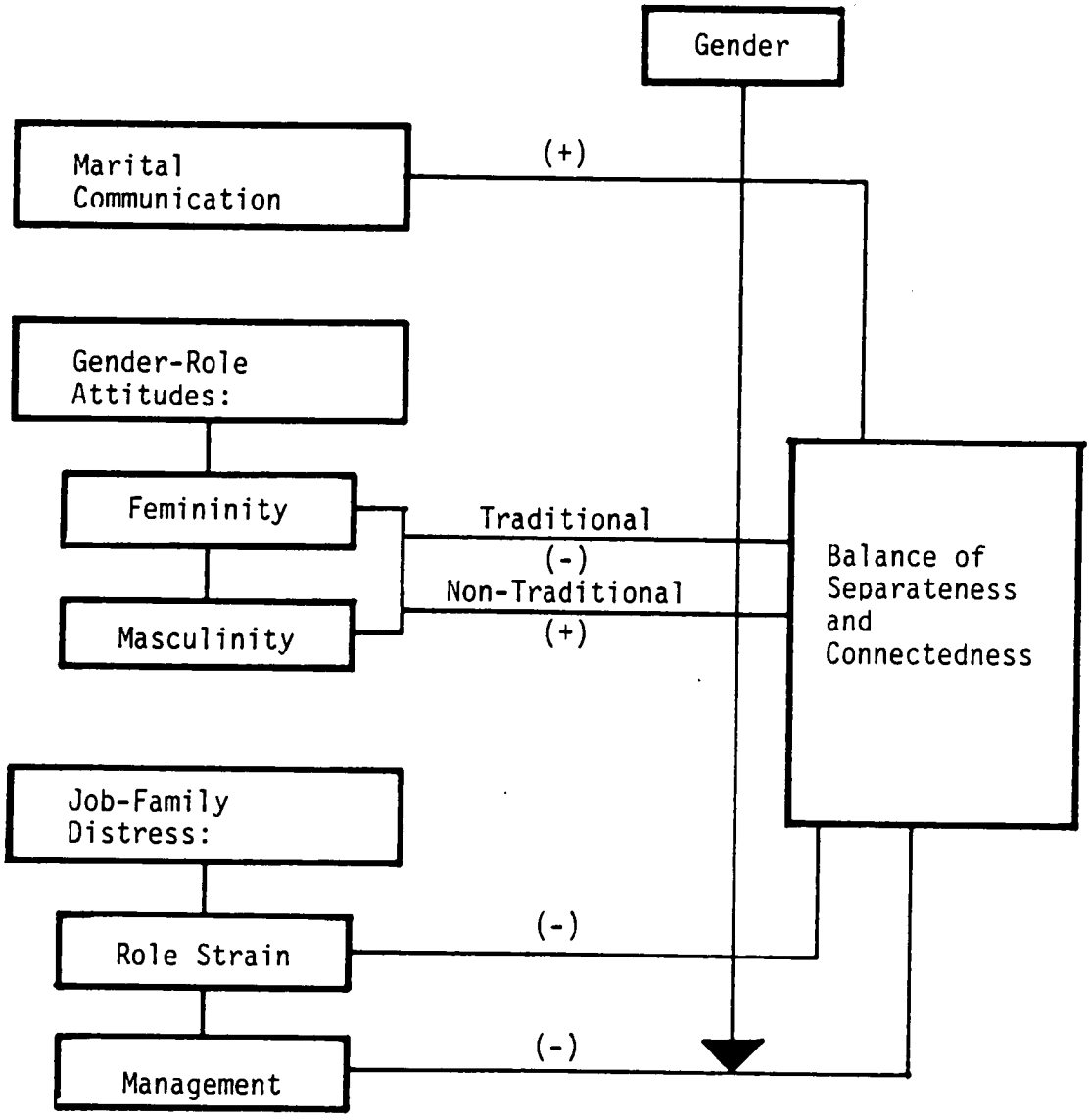


Figure 1. Theoretical Model

(Barnhill, p. 95). This concept was operationalized using three different terms:

1. Cohesion was defined as a measure of this balance of separateness and connectedness. Olson, Russell, and Sprenkle (1983) hypothesized that individuals with moderate amounts of cohesion are able to "experience and balance being independent from and connected to their families" (p. 70) and defined it as a curvilinear construct. However, due to the questions that have been raised in the literature regarding Olson's hypothesis, cohesion was treated as a linear construct for the testing of this study's hypotheses.

2. Adaptability was defined as the ability to tolerate the ongoing balancing of the individual's own and the spouse's needs for changing levels of both separateness and connectedness. Again, Olson's hypothesis of curvilinearity of this construct was questioned as above; therefore, adaptability was treated as a linear construct for the testing of this study's hypotheses.

3. Distance from the Center (DFC) of the Circumplex Model was defined as the degree of imbalance of individuals' separateness and connectedness and of their adaptability/balancing capacity. According to Olson, et al., (1985), it is a "linear score indicating the distance of an individuals' cohesion and adaptability score from the center of the Circumplex Model" (p. 33). This score is based, again, upon the assumption of curvilinearity of cohesion and adaptability. Therefore, in the pursual of the study's secondary objectives, the DFC score was regressed against the same set of

variables that were used for cohesion and for adaptability in order to further test Olson's hypotheses of curvilinearity.

Gender-role attitudes were defined as those attitudes about self and others based on "stereotypical assumptions, perceptions, and expectations" (Berryman-Fink & Wilcox, 1983, pp. 663-664) due to one's biological assignment of sex. For this study, gender-role attitudes were operationalized as two independent measures:

1. Femininity was defined as the subject's self perception in terms of traditional feminine gender-role attitudes.

2. Masculinity was defined as the subject's self perception in terms of traditional masculine gender-role attitudes.

Effectiveness of marital communication was defined as the positive nature of "the process of transmitting feelings, attitudes, facts, beliefs, and ideas" (Bienvenu, 1970, p. 27) through patterned or characteristic styles of interaction between wives and husbands.

Distress in the job/family interface also was operationalized as two independent measures:

1. Job/family role strain was defined as "worries people may have about whether they adequately accomplish everything they feel obligated to do in both work and family arenas" (Bohen & Viveros-Long, 1981, p. 71).

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

CHAPTER II

REVIEW OF RELATED LITERATURE

Family and individual issues of separateness and connectedness have been addressed by scholars in human development (e.g., Gilligan, 1982; Kegan, 1982), family studies (Hess & Handel, 1959; Kantor & Lehr, 1975; Lewis, Beavers, Gossett, & Phillips, 1976; Olson, Sprenkle, & Russell, 1979), and individual and family therapy (Ackerman, 1958; Bowen, 1978; Mahler, 1971; Whitaker, 1976; Winnicott, 1965a). The writings of these scholars have been characterized by two related phenomena: (1) a more frequent focus on individual pathology than on family health and (2) a predominance of theoretical and clinical work compared with empirical studies (Ferguson, 1984).

Knowledge gained from explorations of all these avenues--i.e., theoretical, clinical, and empirical knowledge of individual as well as family pathology and health--can be pooled to form further investigations of these concepts of separateness and connectedness. However, there is a very limited body of literature concerning the concepts of separateness and connectedness as they relate specifically to gender-role attitudes, marital communication, or distress in the job-family interface.

Theoretical and Clinical Literature: Separateness and Connectedness

Various terms and definitions have been used to describe these separateness and connectedness issues of individuals in relationships. For example, Hess and Handel (1959) described separateness and connectedness while Rosenblatt and Titus (1976) spoke of apartness and togetherness; Kegan (1982) used the terms independence and inclusion. When these issues have been described in terms of pathology, the processes have been labeled as disengagement and enmeshment (Minuchin, 1974) or emotional divorce and emotional fusion (Bowen, 1975).

Barnhill (1979) discussed these concepts in terms of dual processes, i.e., of individuation vs. enmeshment and mutuality vs. isolation. Other writers have described the processes as opposing forces. For example, Stierlin (1974) wrote about centrifugal force and centripetal force. Bowen (1978), too, described opposing forces--those of individuality and togetherness, as he described the interpersonal level of the differentiated self.

The lack of conceptual clarity concerning these theoretical constructs is quite confusing. However, many of the basic meanings are similar in that these writers seemed to be in moderate agreement that both separateness and connectedness facilitate individual and family growth. To the contrary, both enmeshment (extremely high levels of connectedness accompanied by limited separateness) and

disengagement (extremely low levels of connectedness coupled with high separateness) have been described as unhealthy for family functioning as well as for individual development (Barnhill, 1979; Bowen, 1975; Hess & Handel, 1959; Minuchin, 1974). In other words, extremely high levels of one along with extremely low levels of the other (i.e., either separateness or connectedness) can lead to devastating emptiness and/or engulfment (Kerr, 1981).

These relationship processes of connectedness and separateness are actually two of the major components of the emotional bonds within families. Both of these processes are reflections and, at the same time, regulators of the emotional health of a family's individual members. Fisher (1976), for example, identified a primary family assessment dimension as "the emotional climate of the family and the satisfaction of needs for individual members" (p. 378). In addition, he conceptualized the family's emotional climate as an interface between individual and family dynamics.

Karpel (1976) discussed these relationship processes as developmental, maturity issues for married couples. His model of individuals in relationship consists of a 2 x 3 matrix between relation-distance and immature-transitional-mature development. For example, his mature stage is characterized by dialogue and individuation while his immature stage is characterized by fusion and unrelatedness. He has described these two characteristics of the mature stage as "complementary parts of the overall process of both partners' simultaneous self-delineation in relationship" (p. 77).

Theorists in the area of human development have been expanding and creating new models by which the individual has been described in terms of separateness and connectedness. For example, Gilligan (1982), in describing maturity in the individual, spoke of:

> the paradoxical truths of human experience--that we know ourselves as separate only insofar as we live in connection with others, and that we experience relationship only insofar as we differentiate other from self (p. 63).

Some theorists and clinicians have discussed the separateness and connectedness issue specifically in terms of movement between the two. Kegan (1982) formulated a "Helix of Evolutionary Truces" as a structure for describing both the movement between the tensions favoring separateness and those favoring connectedness as well as the tension itself. He identified five balances, or stages, each of which is a temporary truce between the:

> yearnings for inclusion and distinctness. . . . moving from the over-included, fantasy-embedded impulsive balance to the sealed-up self-sufficiency of the imperial balance; from the overdifferentiated imperial balance to over-included interpersonalism; from interpersonalism to the autonomous, self-regulating institutional balance; from the institutional to a new form of openness in the inter-individual (p. 108).

In other words, Kegan visualized individual development as a continuous movement between the poles of inclusion and independence, negating the necessity of neither while pointing out the need for balance between them--even balances of varying proportions for different stages in the evolution of adult life.

Similarly, other scholars have written about this relationship process as being not only a dynamic but also an oscillating one

(Bowen, 1978; Farley, 1979; Lewis, et al., 1976). Unlike Kegan, however, they have specified the relationship context, i.e., that of the family. For example, Farley (1979) described family separation-individuation tolerance as the family's capacity "to tolerate its members' age-appropriate experiential ranging between the poles of symbiotic union and individuation" (p. 62). Farley has further defined this tolerance range as "the structural, behavioral, and developmental roadmaps for the family" (p. 62). However, as is true in many of these conceptualizations, she unfortunately sets individuation and symbiotic union as two ends of a continuum without addressing the parallel process of, for example, Karpel's (1976) mature dialogue discussed above.

Farley's analysis resembles Bowen's continuum of self-differentiation and fusion. Again, as was mentioned in Chapter One, Bowen is unclear about functional connectedness. At any rate, Bowen's theory is a final example of a perspective from which the processes of separateness and connectedness have been described in terms of movement between changing levels of each. According to this theory, the separateness/connectedness balance--or imbalance--within the family's emotional climate is determined by the degree of fusion between emotion and intellect for individual family members (Bowen, 1978). When that degree of fusion is lowered, then family members are more readily able to be aware of, and to make choices between, options for action. When fusion between emotion and intellect is high, choices for action are not so apparent, and

"emotional chain reactions" (Kerr, 1981) become the dominant influences in the individual's and family's experiences.

The relationship of Bowen's concepts of emotional and intellectual fusion to the aforementioned movement or balance between separateness and connectedness is crucial. Specifically, when stress is experienced by families, the separateness/connectedness balance is likely to become unsettled or dislodged. The resultant imbalance is accompanied by a return to habitual relationship patterns that pre-date members' current awareness of possibilities for action, or release from fusion of emotion and intellect. When these habitual patterns are in force, reactions rather than choices for actions occur, and family members tend to become engulfed by the relationship as they react emotionally to the immediate situation (Peterson, 1976). The word "emotionally" includes more than expression of feelings in Bowenian theory. Goldenberg and Goldenberg (1980) described people who fuse emotion and intellect as being

> dominated by their emotional responses. . . . They are less flexible, less adaptive, more emotionally dependent on others, more easily stressed into dysfunction. The more differentiated their emotional and intellectual functioning becomes, the better they are able to cope with stress. . . . A well-differentiated person is not without feeling, but rather can freely experience and express feelings without becoming overinvolved emotionally with others (p. 171).

In summary, individuals and families must be able to distinguish between intellectual and affective responses and be able to view their own emotional responses independently of the emotional responses of others in the family. This distinguishing is basic

to the determination of the balance that is struck between separateness and connectedness.

Empirical Literature: Separateness and Connectedness

The empirical literature resulting from examinations of the processes of developing and balancing separateness and connectedness is sparse. Lewis, et al. (1976) addressed the nature of these relationship patterns in an ongoing research project studying the interactional characteristics of "seriously disturbed," "midrange," and "healthy" families. One of the five family qualities which they identified as important in the development of capable, adaptive, healthy individuals is the degree of family individuation. According to their research findings, "family systems vary in the degree that individuation is tolerated and encouraged. This system tolerance for individuation is closely related to the autonomy of family members . . ." (p. 56). Lewis and his colleagues subdivided this quality of family individuation into three more specific, observable, and researchable factors:

> 1. The ability of individual family members to express themselves clearly as feeling, thinking, acting, valuable and separate individuals and to take responsibility for thoughts, feelings, and actions. . . . 2. The recognition and acceptance that others may perceive differently. . . . 3. The ability to hear and respond to others within the system . . . (p. 57).

Although their findings were interesting, it is noteworthy that their focus was on processes of individuation without comparable attention being given to processes of connectedness.

In most of the family process studies of Olson and his colleagues (e.g., Olson, Russell, & Sprenkle, 1979; Russell, 1979), healthy functioning has been found to characterize individuals who have moderate levels of cohesion--that is, separateness from and connectedness to the family. However, according to Olson and McCubbin (1982), an exception may be that when all the family's members accept the expectation for high levels of connectedness, then these levels can be quite functional. They cited five studies conducted over the last fifteen years with ethnic (Slavic-American, Italian, and Puerto Rican) and religious (Mormon and Amish) groups. In these investigations, normative expectations that strongly emphasized family togetherness were identified.

Even in families without these ethnic or religious orientations, Olson and McCubbin proposed that high levels of emotional and physical togetherness in families are not necessarily problematic, "as long as all family members are willing to go along with these expectations" (p. 56). This conjecture is a radical departure from the generally accepted theoretical position that high levels of emotional or physical togetherness are probably indications of difficulties such as pseudomutuality (Wynne, Ryckoff, Day, & Hirsch, 1958), enmeshment (Minuchin, 1974), or emotional fusion (Bowen, 1978).

Theoretical, Clinical, and Empirical Literature: Predictor Variables

Research and publications abound on the topics of gender roles and the family, marital communication, and job/family distress.

However, it is necessary to limit the purview of this review to the literature surrounding each of these topics in terms of separateness and connectedness specifically rather than other aspects of the marital relationship.

Gender-Role Attitudes

Recently, Gilligan (1982), in describing maturity in the individual, found separateness and connectedness issues to be crucial ones for her interview subjects. In commenting upon the work of Gilligan and others, Kegan (1982) said that they

> are now pointing out . . . that differentiation (the stereotypically male overemphasis . . .) is favored with the language of growth and development, while integration (the stereotypically female overemphasis) gets spoken of in terms of dependency and immaturity (pp. 108-109).

Recognizing that women's pathways of development have been viewed as different from those of men (Hodgson & Fischer, 1979; Stewart, 1977) and, therefore, sometimes labeled as dysfunctional (Gilligan, 1982; Kegan, 1982), results such as those of Broverman, Broverman, Clarkson, Rosenkrantz, and Vogel (1970) are more understandable. Broverman, et al. found that descriptions of the characteristics of the traditional masculine role in contrast to descriptions of the traditional feminine role elicited evaluations by mental-health professionals of healthy psychological functioning in adults. Bart (1974) found that over-conformity to this traditional female, and socially-defined inferior, role was characteristic of many profoundly depressed women.

Traditionally, women have been socialized to be nurturant and caring for others at the expense of their own needs and to be dependent upon others for their personal validation and worth. They also have been socialized to view autonomous, independent actions as negative, or masculine, or at least a-feminine. Bernard (1976) discussed women's socialization into the feminine role as resulting in women's acceptance of a standard of immature dependency. This sort of dependency may limit women's ability to experience a mature dependency, or connectedness, as well as a healthy separateness (Cohler & Geyer, 1982).

On the other hand, some of the traditional femininity scale traits, especially those of nurturance and positive expressiveness, tend to be strongly related to intimacy levels for both men and women (Berg & Peplau, 1982; Burda, Vaux, & Schill, 1984). Women who have been strongly conditioned to be nurturing, empathic, and positively expressive may be somewhat better off when it comes to emotional intimacy than men who have adopted low levels of these traits. Ironically, men are hood-winked by a discontinuity in cultural conditioning whereby they are expected to be both inexpressive and, then upon marriage, to be able to fulfill the marital role expectations for sharing and communication. Balswick and Peek (1971) have suggested that by partially unlearning their inexpressiveness, men can fulfill the marital expectations and become "<u>situationally rather than totally inexpressive</u>" (pp. 365-366). Thus, the adoption of some of the traditional femininity scale traits for men seems to

be related to their capacity for emotional intimacy or healthy connectedness.

In a recent research review, Feldman (1982) delineated several underdeveloped or inhibited behaviors for husbands and for wives that have been linked with gender-role conditioning. For husbands, these inhibited behaviors were emotional expressiveness, emotional empathy, and mature dependency. The underdeveloped behaviors of wives were instrumental problem-solving, assertiveness, and mature independence. One of the ensuing "crunch" areas for marital interaction that he discussed surrounds independence-dependence development.

Marks (1986) found through interviews with 129 married persons that "different gender emphases--males on individuating and females on bonding--bear much on . . . predictable issues in a marriage" (pp. 5-6). The predictable issues that he further identified ranged from romantic fusion, through dependency-distancing and marital separateness, to balanced connection. From balanced connection, he further described couple-centered connection, family-centered connection, loose connection, and connection undone. He described all of these marital dynamics in terms of a wife's and a husband's marital paradigms brought to their marriage. According to Marks, these paradigms are the vehicles through which "cultural concepts of masculinity and femininity find their way into married life" (p. xi).

In summary, the degree to which the stereotypic gender roles are assumed by husbands and wives tends to set the stage for

separateness and connectedness patterns within marriage. For men, this cultural conditioning tends to promote separateness and dissuade connectedness. For women, the opposite is generally true. Indeed, issues of separateness and connectedness appear to be influenced strongly by cultural messages of sex-appropriate behaviors and attitudes.

Marital Communication

In Stachowiak's (1975) investigation of healthy family functioning, the capacity to balance individual needs and family group needs was found to underlie four major factors of what he termed family effectiveness. In fact, one of the primary implications for clinicians from Stachowiak's research was the need

> to learn to focus more on people's strengths . . . to help them grow until they can manage their problems in dealing with separateness and togetherness, so that each individual can be an individual in his [or her] own right and yet come together with the other members of the family as a group when this is indicated (p. 69).

These four major factors of family effectiveness are all aspects of communication: (1) effective decision making or problem solving resulting from balancing the concrete components of the task at hand with sufficient attention to family members' emotional needs; (2) the ability to allow one person--not always the same person--to take the leadership position with support from other family members; (3) the possibility for expression and resolution of differences; and (4) clarity of communication exhibited by frequent, short, and specific units of interaction rather than infrequent "general speeches" by family members (Stachowiak, 1975).

Stachowiak has worked in conjunction with Satir (1975) and the Palo Alto group; however, Satir has placed more emphasis on communication and self-esteem patterns within the family. One of their commonalities has been a focus on rules for family functioning and the need for the flexibility of these rules accompanied by open communication. Much of the contribution of these researchers to the literature on separateness and connectedness has been in terms of how these issues impact family communication.

Olson, Russell, and Sprenkle (1983) have called communication the "facilitating dimension" enabling "couples and families to share with each other their changing needs and preferences as they relate to cohesion and adaptability" (p. 71). These writers define cohesion as the emotional bonding between family members. A moderate level of cohesion is described as a balance between separateness and connectedness.

This relationship between communication as a facilitating dimension and the aforementioned balance is primarily a theoretical one although it has recently begun to receive some empirical support. Specifically, Rodick, Henggeler, and Hanson (1986) have found that balanced families (i.e., with moderate amounts of cohesion and adaptability) have more positive communication skills than those families of the extreme types in Olson's Circumplex Model (Olson, Sprenkle, & Russell, 1979).

More recently, Anderson (1986) tested Olson's hypothesis of the curvilinearity of cohesion, adaptability and communication.

Communication was subdivided into communication clarity and communication expressiveness. His study generally supported Olson's hypothesis except for husbands' communication expressiveness. Unexpectedly, greater communication expressiveness seemed to be related to extreme scores on cohesion and adaptability for the husbands in Anderson's sample. In interpreting his results, Anderson cited discrepancies in men and women's gender-role socialization necessitating a "need to take into account the contrasting needs and perceptions of different family members and differences between variables . . . within the communication dimension" (p. 293).

Distress in the Job/Family Interface

The interface between job or work and family has been researched from a variety of foci regarding sources of and skills for coping with work/family stress (Nadelson & Nadelson, 1980; Rapoport & Rapoport, 1980). For example, three factors have been identified as contributing to such distress: excessive work time, schedule conflicts, and fatigue and irritability brought home from work (Staines & Pleck, 1983). A gender difference was found in that husbands were more likely to experience the first of these factors while wives were more likely to experience the third.

Role overload has been found to be felt more often by wives than by husbands, especially for couples with children at home (Skinner, 1983). For example, Michelson (1986) found that, in his sample of 538 families, full-time employed wives spent 192 minutes

a day in housework and childcare while husbands averaged 71.2 minutes. This phenomenon has been attributed to the likelihood that, generally, women attempt role expansion rather than role redefinition in coping with role overload strains (White, Mascalo, Thomas, & Shoun, 1986). Men, on the other hand, may be less willing to expand their roles or be more willing to redefine them (Yogev, 1981).

The recent surge of interest in job/family issues often is ascribed to the increase in employment of women with children. However, women's presence in the labor force is not new; rather, "before 1940, the vast majority of employed women were young, single, and poor" (Bohen & Viveros-Long, 1981, p. 29). The recent focus on the work/family interface may reflect a cultural affluence from within which there is "sufficient emotional and mental energy available to spend in sorting out sexual and relational feelings" (Nelson, 1978, p. 130). But this luxury of inquiry and curiosity was not afforded to those women for whom a place in the labor force is anything but new. This same luxury may be the context within which the psychological and relational imperative for both separateness and connectedness can be heeded.

In a recent study, the women sampled said that one of the primary factors affecting the meeting of their separateness and connectedness needs was the balancing of the demands of the work and family systems, especially with respect to time (Ferguson, 1984). This balance between the work system and the family system is but one example of the many different arenas in which the more global

balance between separateness and connectedness is played out. This latter, more global balance involves each individuals' need for a sense of separate identity coupled with a sense of connectedness and involvement with others, in this case the marital partner. Striking that separateness/connectedness balance can be problematic, and conflicts often arise due to, for example, discrepancies between spouses' tolerance levels for the balancing process. It is usually within the arena of distress that people can become aware of these conflicts. Therefore, although little empirical work has been found linking work/family distress directly with issues of separateness and connectedness, it seemed logical to explore the job/family interface where such conflicts could be expected to emerge.

Thus, three issues were chosen for exploration into the patterning of separateness and connectedness within a marriage: gender-role attitudes, marital communication, and job/family distress. These can be viewed as three arenas of Handel's "psychological interior of the family" (1985). In fact, in all three areas the following constructions of separateness and connectedness apply:

> Issues of dependence, independence, and interdependence are central and take various forms. Power and autonomy are negotiated and struggled over. Intimacy and distance are explored. Issues of power and intimacy become intertwined and both are intertwined with definitions of gender and definitions of age (Handel, 1981, p. 275).

Indeed, it is a patterning that is richly textured, with complex and countless variegations.

CHAPTER III

METHODS

Selection of the Sample

Subjects from a southern, mid-sized city were identified in a variety of ways. Employees from two hospitals were invited to participate in the study along with their spouses. In addition, volunteers were recruited from adult church school classes and the parents of a pediatric dentist's patient population. Potential participants were sent an introductory letter explaining the project (see Appendix A) and an informed consent form (see Appendix B) along with the project survey.

The criteria for eligibility for the study were that persons currently be married for at least five years and living with their spouse, have one or more children living with them at least 50% of the time, and be employed full-time (at least 30 hours per week) outside the home.

Description of the Sample

The sample for this study was relatively homogeneous. Sixty-nine couples living in Knoxville, Tennessee were sent surveys; completed surveys were returned by both husbands and wives in 48 couples resulting in a sample size of 96, 48 wives and 48 husbands.

All persons who volunteered to participate were Caucasian. On the average, the subjects as a group were 40 years old, had been married 16 years, and worked 42 hours a week in paid employment (see Table 1). As a group, the couples in the sample had 1-3 children, ages 1 to 25, living at home, and 11% of the sample had been married previously.

Eighty percent of the entire sample had had at least some college work with 25% having terminal undergraduate degrees and 37% having graduate degrees (see Table 2). Seventy-nine percent described their employment category as professional or managerial (see Table 3). Over half (64%) of the sample reported a family income of $28,000 to $51,999, while 12% reported a family income of less than $28,000, 11% reported $52,000 to $65,999, and 13% reported a family income of $66,000 or more (see Table 4).

On the average, wives as compared to husbands were 2 to 2 1/2 years younger and worked 4 hours less per week in paid employment. They also were more often in professional or managerial employment positions (81% as compared to 77%) than were husbands.

Instrumentation

Several questionnaires were included in the survey that was completed by participants in this study. The couple version of the Family Adaptability and Cohesion Scale (FACES III) was used to assess the dependent variable of balancing separateness and connectedness. Bienvenu's Marital Communication Inventory, the Interpersonal

Table 1. Age, Hours in Weekly Employment, and Length of Marriage.

Data	Wives (n=48)			Husbands (n=48)			Combined (n=96)		
	Range	Mean	SD	Range	Mean	SD	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 2. Educational Attainment.

Category	Wives (n=48)		Husbands (n=48)		Combined (n=96)	
	N	%	N	%	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

Table 3. Employment Status.

Status	Wives (n=48) N	%	Husbands (n=48) N	%	Combined (n=96) N	%
Professional or technical	35	72.9	29	60.4	64	66.7
Managers, officials, or proprietors	4	8.3	8	16.7	12	12.5
Clerical or sales	8	16.7	5	10.4	13	13.5
Craftspeople or crew managers	0	0	3	6.3	3	3.1
Machine operators	0	0	1	2.1	1	1.0
Service workers	1	2.1	1	2.1	2	2.1
Laborers	0	0	1	2.1	1	1.0
Farmers or miners	0	0	0	0	0	0

Table 4. 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	12.5
$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

Disposition Inventory, the Job/Family Role Strain Scale, and the Job/Family Management Scale were used to measure marital communication, gender-role attitudes, and job/family role strain and management, respectively. In addition, a Personal History Inventory (see Appendix C) was used to obtain descriptive information about the subjects.

Family Adaptability and Cohesion Scale

The couple version of the Family Adaptability and Cohesion Scale (FACES III), developed by Olson, et al. (1985), is one of a series of instruments which have been designed and tested by Olson and his colleagues since the mid-1970s. In order to keep the emphasis of inquiry upon the marriage relationship, the couple version of the instrument was chosen over the family version. This 20-item, 5-point Likert scale was designed to measure spouses' perceptions of adaptability and cohesion. These two dimensions have been conceptualized and researched as a Circumplex Model of Family Functioning (Olson, et al., 1979; Olson, et al., 1983; Olson & McCubbin, 1982; Russell, 1979). The FACES III odd-numbered items measure cohesion, and the even-numbered items measure adaptability. Olson and his colleagues have found some support for the hypothesis that moderate amounts of each of these dimensions is characteristic of healthy family functioning (Anderson, 1986; Olson, et al., 1985; Rodick, et al., 1986; Russell, 1979).

FACES III was chosen to measure spouses' balancing of separateness and connectedness. This choice was NOT based on a

conceptual position in which cohesion is synonymous with connectedness and adaptability is synonymous with separateness. Instead, cohesion was seen in the present study as a measure of separateness AND connectedness.

According to Olson, Russell, and Sprenkle (1983), "in the model's central area (separated and connected), individuals are able to experience and balance being independent from and connected to their families" (p. 70). Similarly, moderate levels of adaptability are descriptive of "flexibly structured" families as opposed to either chaotic or disengaged ones. Therefore, the adaptability dimension was conceptualized for the study being reported here as each partner's ability to tolerate the ongoing balancing of their own and their spouse's needs for changing levels of both separateness and connectedness.

FACES III is a modification of FACES II. FACES III was a result of a study in which two independent and random samples were created by splitting in half a sample of 2,412 individuals in a national survey of "non-problem" families from across the life-cycle (Olson, et al., 1983). Sample 1's responses to the 50 items of the FACES II instrument (n=1,206) were factor analyzed, and items were eliminated or replaced until all items clearly loaded on only one of the two factors of cohesion or adaptability. The selected 20 items then were factor analyzed using Sample 2 responses.

According to its developers, the resultant FACES III "shows the structure of two independent and orthogonal dimensions" (Olson,

et al., 1985, p. 23), with the correlation between cohesion and adaptability reduced to almost zero (r=.03). In addition, the items within each scale are highly correlated with the total score on that scale, with cohesion being between .51 and .74, and adaptability being between .42 and .56. Construct validity of the instrument was further demonstrated by the fact that the correlation between cohesion and social desirability was reduced to .35, and the correlation between adaptability and social desirability was reduced to .00. The internal consistency or reliability was adequate (Chronbach's Alpha = .77 for cohesion, .62 for adaptability, and .68 for the total scale).

Marital Communication Inventory

The Marital Communication Inventory (MCI), in its present form, was developed by Bienvenu (Bienvenu, 1979). It is a 46-item, 4-point Likert scale questionnaire which is a refinement of an earlier 48-item instrument administered to 172 couples (Bienvenu, 1978). Discrimination occurred between the upper and lower quartiles of a group of 172 couples for 45 of the items at the p=.01 level and for the forty-sixth item at the p=.05 level of confidence.

Cross-validation of the items was conducted by comparing the mean scores of this experimental group with those of a comparable group of 60 subjects. Of the experimental group the mean score was 105.78; in the latter group the mean score was 105.68.

The MCI was also administered to two groups of 23 subjects, the first of which was receiving marital counseling and the second

of which was not. Although similar in terms of age, length of marriage, and education, the two groups differed significantly in marital communication, with the group not receiving counseling revealing greater marital communication effectiveness.

The internal reliability, or consistency, was tested with a sample of 60. "Using the Spearman-Brown formula, a split-half correlation coefficient, computed on . . . the odd-numbered and on the even-numbered statements, revealed a coefficient of .93 after correction" (Bienvenu, 1978, p. 6).

Interpersonal Disposition Inventory

The Interpersonal Disposition Inventory (IDI) was developed by Berzins, Welling, and Wetter (1977) as an outgrowth of Jackson's Personality Research Form (PRF), Form AA (1967). This scale is based upon Bem's conceptualization of masculinity and femininity as two separate dimensions (Bem, 1974). This true/false questionnaire has two subscales: (1) Masculinity (MASCUL), an instrumental-dominant dimension, and (2) Femininity (FEMIN), an expressive-nurturant dimension. Items were included in each subscale dependent upon judgments made by both males and females about the item's desirability as an attribute for one sex moreso than for the other in American society.

The IDI has 29 MASCUL items of which 19 are keyed true and 10 are keyed false. Of the 27 FEMIN items, 17 are keyed true and 10 are keyed false. Attempts to control for response set were evident

by this combination of true as well as false keying plus the fact that the remaining 29 items include social desirability items, fillers, and infrequency items; a self-esteem subscale is included as well.

The validity and reliability of the IDI has been tested extensively (Berzins, et al., 1977). First, the MASCUL and FEMIN subscales have been shown to be independent and orthogonal with a sample of 2,146. (The coefficients of -.05 and -.11 for men were obtained; for women, they were -.16 and -.24.) Secondly, socially desirable responding was found to be only minimally related to the scale. [Coefficients ranged from .00 to .29 when the IDI was correlated with the Marlowe-Crowne Social Desirability Scale, the PFR Desirability Scale, and the Bem Sex Role Inventory (BSRI) Desirability Scale.] Finally, with a sample of 1,155, the IDI subscales were found to correspond to the BSRI subscales. (Correlation coefficients of .68 with $p < .0001$ for the MASCUL subscale and .61 with $p < .0001$ for the FEMIN subscale were obtained.) A test-retest reliability coefficient of .81 was obtained for both subscales using a 3-week interval.

Job/Family Role Strain Scale

The Job/Family Role Strain Scale (J/FRSS), a 19-item, 5-point Likert scale, was developed by Bohen and Viveros-Long (1981). Unlike earlier similar inventories, the J/FRSS is designed specifically for use by both women and men. Assessment is made of the role strain

related to the tensions which emerge from the structure of people's roles in performing both job and family responsibilities. The inventory is constructed in accordance with five of Komarovsky's (1977) six modes in which role strain occurs. These modes are: (1) ambiguity about norms (3 items), (2) socially structured insufficiency of resources for role fulfillment (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). Since the J/FRSS was developed and tested simultaneously with the Job/Family Management Scale (J/FMS), information regarding the validity and reliability will be reported jointly in the section below on the J/FMS.

Job/Family Management Scale

While the J/FRSS has to do with subjects' internalized values and emotions, the J/FMS (Bohen & Viveros-Long, 1981) has to do with subjects' management of the logistics of family life and work schedules. The J/FMS is a 21-item, 5-point Likert inventory by which subjects indicate the ease or difficulty with which they are able to be involved in a number of individual and family activities beyond their work. Items included in this scale pertain to the following clusters: (1) health (3 items), (2) education/child care (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).

The reliability of the J/FMS and the J/FRSS to measure stress was established in a pre-test with a sample of 50. (Alpha coefficients were .71 for the J/FRSS and .93 for the J/FMS.) Somewhat lower coefficients were obtained in a later test with a sample of 180 (.55 for the J/FRSS and .91 for the J/FMS). Construct validity of the two scales was substantiated by the factor analyses which showed that all the clusters of factors reflected the kinds of stresses being investigated, i.e., "the experiences of discomfort, pressure, tension or frustration that arise as people function in both their job and family worlds" (Bohen & Viveros-Long, p. 242). Specifically, in the J/FMS, the child care requirements explained the largest part of the variance (64%); in the J/FRSS, 66% of the variance was accounted for by Komarovsky's overload mode, i.e., the items pertaining to physically and emotionally draining aspects of role strain.

Personal History Inventory

An instrument was developed for this study to collect sociodemographic and familial data. Information was requested 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 previous marriage.

Procedures

Data Collection

Before data collection with the actual sample was begun, a pilot study was conducted with five couples from an adult church

school class. Two changes were made in the questionnaire items regarding inclusive language as a result of this pilot work. In addition, clarity of instructions was improved, and specificity of the data collection procedures was increased.

Upon completion of this pilot work, identical questionnaires, informed consent forms, letters of introduction to the project, and a stamped addressed return envelope were mailed to wives and husbands separately at their homes. Spouses were requested to complete each form independently, to compare or discuss items and responses only afterwards if at all, and not to change any of their responses as a result of such discussions or comparisons.

Data Reduction and Transformation

As completed surveys were received by the researcher, the data were entered into computer data files based upon the previously constructed project codebook. Verification of all data entry was accomplished through a process of double checking by the researcher and at least one other person.

After identification of cases with missing data, substitutions for omitted items were made by entering the subject's mean score on the subscale of which that item weas a part. Sum scores for each variable in the model were computed, recoding responses on those items for which reverse keying was necessary. Finally, computer printouts of the recoded items and the resultant computed variables were checked manually against the raw data for 2 cases to insure the accuracy of the procedures.

Data Analyses

Descriptive statistics were computed to organize and compile the group sociodemographic data. Several multiple regression/ correlation analyses were conducted to ascertain the predictive nature of selected variables for husbands' and wives' balancing of separateness and connectedness. The researcher controlled for marriage through the sample selection method (i.e., only married couples were included in the sample). The effect of gender was explored, both within the models with the total sample and by testing separate models for husbands and wives.

The Statistical Package for the Social Sciences-X (SPSS-X) was the computer program used for all analyses. The variable selection method used for the regressions was that called forced entry in which "variables in a block are entered one at a time in order of decreasing tolerance but are treated as a single block for statistics computed for changes in the equation" (SPSS-X User's Guide, 1986, p. 666). This method of forced entry was chosen rather than the stepwise method due to recent criticisms of researchers' inappropriate use of stepwise regression. These criticisms center around the controversy that has arisen as researchers have allowed variable selection to be controlled by their computer rather than by their hypotheses. [See Cohen and Cohen (1983) for a discussion of the misuse of stepwise regression and also of the conditions under which it is less inappropriate.]

The tolerance referred to above in the definition of the forced entry method is a check for multicollinearity. The SPSS-X

program automatically issues a warning and removes from the equation any variable that does not pass the tolerance criteria of 0.01. This warning alerts the researcher to indications of multicollinearity according to the definition used by SPSS-X of tolerance: "the proportion of a variable's variance not accounted for by other independent variables in the equation" (SPSS-X User's Guide, 1986, p. 669).

In the primary data analyses, two hypotheses were tested. The criterion variable for the first hypothesis was cohesion, a measure of balance of separateness and connectedness. For hypothesis two, the criterion variable was adaptability, a measure of balancing or flexibility capacity. In both of these hypotheses, the predictor variables were marital communication, femininity, masculinity, job/family role strain, job/family management, and gender.

Secondary data analyses were conducted to examine the relationship of sociodemographic variables to cohesion. Similarly, the creation of relational data using the information obtained individually from the pairs of wives and husbands was explored. Finally, analyses using the distance from center score on Olson's FACES as the dependent variable were conducted.

Operational Definitions

The following definitions were used in the transformation from the conceptualization to the gathering and analyzing of the data for this study.

Balancing of separateness and connectedness was defined as the sum score of the cohesion subscale of FACES, with higher scores representing greater cohesion, or balancing of separateness and connectedness. This subscale includes the ten odd-numbered items on FACES. Possible range of scores is from 10 to 50.

Balancing, or adaptive, capacity was defined as the sum score of the adaptability subscale of FACES, with higher scores representing greater adaptability, or capacity for balancing separateness and connectedness. This subscale includes the ten even-numbered items on FACES. Possible range of scores is from 10 to 50.

Effectiveness of marital communication was defined as the sum score on the MCI, with higher scores representing greater effectiveness of marital communication. The following items were recoded to be the reverse weights of response: 1, 2, 6, 8, 10, 12, 14, 15, 17, 18, 21, 23, 24, 26, 28, 30, 32, 35, 37, 39, 40, 41, 42, 43, and 46. Possible range of scores is from 0 to 144.

Femininity, or perceptions of self in terms of traditionally feminine characteristics, was the sum of 27 true-false items from the femininity subscale of the IDI. The items keyed true are: 2, 18, 19, 24, 28, 30, 32, 52, 53, 56, 59, 65, 67, 70, 75, 81, and 84. The items keyed false are: 7, 12, 22, 27, 31, 34, 40, 45, 78, and 85. The higher sum scores indicate stronger traditionally feminine gender-role attitudes. Possible range of scores is from 0 to 27.

Masculinity, or perceptions of self in terms of traditionally masculine characteristics, was the sum of 29 true-false items from

the masculinity subscale of the IDI. The items keyed true are: 3, 6, 10, 11, 5, 16, 23, 35, 37, 39, 41, 43, 44, 48, 50, 61, 72, 76, and 79. The items keyed false are: 4, 8, 14, 20, 49, 54, 57, 71, 74, and 83. Higher sum scores indicate stronger traditionally masculine gender-role attitudes. Possible range of scores is from 0 to 29.

Frequency of job/family role strain was defined as the sum score on the J/FRSS, with higher scores representing higher frequency of a subject's experiencing job/family role strain. The following items were recoded to be the reverse weights of response: 1, 2, 4, 5, 6, 7, 8, 9, 10, 12, 15, 18, and 19. Possible range of scores is from 19 to 95.

Difficulty of job/family management was defined as the sum score on the J/FMSC, with higher scores representing greater difficulty for the subject in job/family management. No recoding was required for this scale. Possible range of scores is from 21 to 105.

Hypotheses of the Study

The hypotheses for the study were:

1. That subjects' balancing of separateness and connectedness as measured by cohesion could be predicted by the model that included the variables of marital communication, femininity, masculinity, job/family role strain, job/family management, and gender.

2. That subjects' balancing or adaptive capacity as measured by adaptability could be predicted by the model that included the variables of marital communication, femininity, masculinity, job/family role strain, job/family management, and gender.

3. That subjects' balancing of separateness and connectedness as measured by cohesion could not be predicted by the model that included the variables of age, length of marriage, number of hours worked per week in paid employment, educational level, employment status, family income, and previous marriage.

CHAPTER IV

RESULTS

Descriptive Statistics

The group summary scores for the study's sample (see Table 5) were compared with the normative data cited by the authors of the various instruments used in the study. On both masculinity and femininity, as a group the sample means were all lower than those of the norms. When looking at the wives' and husbands' scores separately, neither the wives' femininity (Mn=16.96), the husbands' femininity (Mn=14.27), nor the wives' masculinity (Mn=13.05) scores were very different from the norms (Mn=17.85, Mn=14.73, and Mn=13.63, respectively. However, the husbands' masculinity scores (Mn=15.62) were somewhat different from the norms (Mn=17.61).

On marital communication, the sample's wives (Mn=103.17) and husbands (Mn=98.39) again were slightly lower than the norms (Mn=103.82 and Mn=99.52, respectively). The sample scores again were lower than the normative scores for both of the job/family interface variables, but on these measures the differences were greater. This larger difference was particularly apparent for the job/family management scores. Wives in the sample had a mean score of 60.17 while the norm mean was 65.1; even greater was the difference between the sample's husbands (Mn=55.84) and the norm (Mn=67.2).

Table 5. Sample Means and Ranges on the Study's Variables.

Scale	Wives (n=48)			Husbands (n=48)			Combined (n=96)		
	Range	Mean	SD	Range	Mean	SD	Range	Mean	SD
Marital Communication	63-136	103.2	18.4	57-129	98.4	17.7	57-136	100.8	18.1
Femininity	10-23	17.0	2.9	4-21	14.3	3.4	4-23	15.6	3.4
Masculinity	5-21	13.1	4.4	6-26	15.6	5.3	5-26	14.3	5.0
Job/Family Role Strain	35-76	52.2	9.1	32-61.4	47.5	7.6	32-76	49.8	8.7
Job/Family Management	29-88	60.2	14.0	23-96	55.8	15.3	23-96	58.0	14.8
Cohesion	27-50	41.4	6.2	27-49	40.0	6.8	27-50	40.7	6.5
Adaptability	20-45	34.3	5.5	26-45	33.5	4.7	20-45	33.9	5.1
Distance from Center	4.3-23.3	12.6	4.0	3.0-22.5	11.7	4.5	3.0-23.3	12.1	4.3

On the job/family role strain scale, the sample and the normative means were not so different. The wives in the sample had a mean score of 52.21 as compared to a normative mean of 53.2. Similarly, husbands in the sample were slightly lower than the norm on job/family role strain (sample Mn=47.47; norm Mn=49.4).

Normative data were not available for wives and husbands separately for the measures of the criterion variables. For the total sample, the mean cohesion score was 40.68 while the norm mean was 39.8. Similarly, the sample's mean adaptability score was 33.92 and the norm mean was 24.1. In summary, the mean scores of the sample were lower than those of the norm groups on the dependent variable measures. The opposite was true regarding the independent variable measures: the mean scores of the sample were higher than the normative scores.

Hypothesis 1

The regression analysis indicated that the model predicting balancing of separateness and connectedness as measured by cohesion was highly significant (F=34.23, p=.0000), accounting for 70% of the variance (see Table 6). Thus, the hypothesis was accepted.

From the univariate analysis of the model's variables, the most significant predictors in the model were identified as marital communication (B=.80, p=.0000), femininity (B=.15, p=.02), and job/family role strain (B=-.15, p=.04). Multicollinearity among the independent variables was not indicated, due to the tolerance levels being well above the criterion level of 0.01.

Table 6. Predictors of Balancing of Separateness and Connectedness: A Summary of Multiple Regressions and Bivariate Correlations (N=96: 48 Wives and 48 Husbands).

Predictor Variables	Balancing of Separateness and Connectedness (Measured by Cohesion)				
	r	B	t	Significance of t	Tolerance
Marital Communication	.82****(p=.0000)	.80****	13.34	.0000	.95
Femininity	.20*(p=.026)	.15*	2.30	.02	.81
Masculinity	-.16	-.02	-.28	.78	.89
Job/Family Role Strain	-.13	-.15*	-2.06	.04	.65
Job/Family Management	-.09	.03	.43	.67	.67
Gender	-.11	.02	.31	.76	.74
Multiple Correlation (R)		.84			
Multiple Correlation Squared (R^2)		.70			
F-value		34.23****	Significance of F = .0000		

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

*p<.05.

****p<.0001.

Gender was one of the predictor variables, albeit not one of the more powerful ones. To pursue the question of where there might be differences between wives and husbands, interaction variables were computed between gender and each of the five main effects. These interaction terms were entered as a block into the regression equation in a second step following the main effects, as described by Cohen and Cohen (1983). The model was, again, highly significant. However, problems of multicollinearity arose as indicated by low tolerance levels (i.e., approaching the .01 criterion level).

Since in the original model, femininity was a significant predictor, the interaction variable of gender with femininity was entered alone following the six original variables. The same multicollinearity problem described above was encountered, even though this model was also significant. In effect, these interaction terms were not accounting for a significant amount of the variance not already accounted for by other variables in the model and, therefore, were not added to the hypothesis' model.

In light of the fact that both gender and femininity were in the model, it still seemed worth pursuing the question of whether it was the traditionally feminine traits of wives or of husbands that was predictive of separateness and connectedness. In order to investigate this question, separate analyses were run for husbands and wives, using the five main effects as predictor variables. The resulting two models with cohesion as the criterion variable were significant. For wives, the model was highly significant ($F=17.60$,

p=.0000) and explained 68% of the variance, with marital communication as the only predictor variable with $p < .05$ (see Table 7). For husbands, the highly significant model (F=23.00, p=.0000) explained 73% of the variance (see Table 8). Most importantly, however, was the fact that two variables were significant predictors in the husbands' model: marital communication (p=.0000) and femininity (p=.02). Therefore, it was determined that it was the femininity of husbands that was predictive rather than that of wives.

Hypothesis 2

From the regression analysis, the model was found to be highly significant (F=4.70, p=.0003), accounting for 24% of the variance (see Table 9). Thus, the hypothesis was accepted. Marital communication was, by far, the strongest predictor variable in the univariate analysis (B=.48, p=.0000).

Hypothesis 3

From the regression analysis, the model of sociodemographic variables (age, employment status, family income, educational level, length of marriage, and previous marriage) was not significant. Therefore, the hypothesis was accepted since none of these variables had been expected to account significantly for any of the variance in cohesion.

Table 7. Predictors of Wives' Balancing of Separateness and Connectedness: A Summary of Multiple Regressions and Bivariate Correlations (N=48 Wives).

Predictor Variables	Balancing of Separateness and Connectedness (Measured by Cohesion)				
	r	B	t	Significance of t	Tolerance
Marital Communication	.80***(p=.000)	.82****	9.31	.0000	.99
Femininity	.01	.06	.72	.48	.95
Masculinity	.05	.03	.37	.71	.94
Job/Family Role Strain	-.09	-.20	-1.82	.08	.63
Job/Family Management	-.01	.11	1.04	.30	.67
Multiple Correlation (R)		.82			
Multiple Correlation Squared (R^2)		.68			
F-value		17.60****	Significance of F=.0000		

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

***p<.001.

****p<.0001.

Table 8. Predictors of Husbands' Balancing of Separateness and Connectedness: A Summary of Multiple Regressions and Bivariate Correlations (N=48 Husbands).

Predictor Variables	Balancing of Separateness and Connectedness (Measured by Cohesion)				
	r	B	t	Significance of t	Tolerance
Marital Communication	.82**(p=.000)	.77****	8.94	.0000	.87
Femininity	.30**(p=.021)	.19**	2.34	.02	.93
Masculinity	-.27**(p=.032)	-.07	-.86	.40	.88
Job/Family Role Strain	-.25**(p=.043)	-.05	-.57	.57	.70
Job/Family Management	-.19	-.06	-.57	.57	.67
Multiple Correlation (R)		.86			
Multiple Correlation Squared (R^2)		.73			
F-Value		23.00****	Significance of F=.0000		

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

**p<.01.

***p<.001.

****p<.0001.

Table 9. Predictors of Balancing Capacity: A Summary of Multiple Regressions and Bivariate Correlations (N=96: 48 Wives and 48 Husbands).

Predictor Variables	Balancing of Separateness and Connectedness (Measured by Cohesion)				
	r	B	t	Significance of t	Tolerance
Marital Communication	.48**(p=.000)	.48****	5.06	.0000	.95
Femininity	.13	.09	.87	.39	.81
Masculinity	-.08	.01	.13	.90	.89
Job/Family Role Strain	.01	.01	.08	.94	.65
Job/Family Management	-.01	.01	.11	.91	.67
Gender	-.08	.02	.21	.84	.74
Multiple Correlation (R)		.49			
Multiple Correlation Squared (R^2)		.24			
F-Value		4.70***	Significance of F=.0003		

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

**p<.01.

***p<.001.

****p<.0001.

Additional Analyses: Secondary Objectives

Relational Data

Given the recent emphasis on creating relational family data when the researcher has information from both husbands and wives (Fisher, Kokes, Ransom, Phillips, & Rudd, 1985; Olson, et al., 1985), discrepancy scores were computed to create contrast variables for the 48 couples. Then a number of analyses were run looking at the predictive value of these variables for couples and for wives and husbands separately. None of these models were significant; however, rather than not reporting this result, this researcher is following the recommendation of Cohen and Cohen (1983) in which they urged researchers to refrain from omitting in their reports those efforts which were pursued and found lacking.

Curvilinearity of Cohesion and Adaptability

A regression analysis was conducted with the Distance from Center of Circumplex Model as the criterion variable for the same set of predictor variables as in hypotheses 1 and 2. It was obvious from the outcome that the curvilinearity on which the DFC score computation is based was not supported. Specifically, the results were spurious when compared to those of the models with cohesion and adaptability as the criterion variables. For example, marriage communication would have been expected to be inversely related to the distance from center score. However, it was not. In fact, it was highly positively related; that is, as effectiveness of marital

communication increased, the distance from center score increased as well. By Olson's explanations, that would describe the most effective marital communicators as also the most pathological (chaotic and enmeshed) couples. Therefore, the distance from center score analysis was not pursued.

Scatter plots were printed out for both cohesion and adaptability regressed with marital communication, the strongest predictor in both models for hypotheses 1 and 2. Both plots revealed relatively linear patterns with no indication of curvilinearity. Due to these plots and the spurious results from the DFC regression, Olson's hypothesis of the curvilinearity of cohesion and adaptability was not supported for this sample. Therefore, the use of these two measures in linear analysis, such as regression, was justified.

CHAPTER V

CONCLUSIONS AND DISCUSSION

The wives and husbands comprising this study seemed to differ only slightly from group norms. Overall, the sample's means were slightly lower on the predictor variables and slightly higher on the criterion variables with a few exceptions. First, the sample mean was considerably higher than the norm on the criterion variable adaptability. In other words, as a group these husbands and wives as compared to the norm were more able to tolerate the ongoing balancing of their own and of their spouse's needs for changing levels of separateness and connectedness.

In addition, the husbands in the sample were noticeably lower than the norms both in traditional masculine self-perceptions and in the degree of difficulty they reported in managing the logistics of job and family responsibilities. All three of these deviations from the norm can be seen as reflective of the characteristics one could expect of couples who would have fit the sample criteria. Specifically, those couples who were less adaptable and in which the husbands saw themselves as more traditionally masculine and had more difficulty with job/family logistics may have self-selected out of the sample. This self-selection could have occurred through divorce or unwillingness to participate in the study or unwillingness to participate in a dual-earner marriage pattern in the first place.,

especially not one in which the husband would invest significant amounts of his non-employment time in household and child care responsibilities.

Another possible explanation for the husbands' lesser difficulties in managing the logistics of job and family responsibilities must be considered as well. In the above explanation, the lesser difficulty could be a result of husbands' active participation in the complex process of juggling family and job responsibilities--but a participation which they do not perceive as terribly difficult or burdensome. On the other hand, this same outcome of lesser difficulty could be attributed to a quite low level of actual participation in the process itself, resulting in their experiencing little difficulty in that arena.

The first explanation makes sense when considered in conjunction with the less traditionally masculine self-perceptions of these husbands through which they might view their own participation in this arena as desirable and not demeaning and, therefore, worth the cost. The second explanation makes sense when one considers the recurring findings with regard to the division of household and child care labor between employed wives and husbands; even in families where both the husband and wife are employed, the wives generally retain the bottom-line responsibility for the daily routine family needs in terms of food, clothing, and scheduling (Kamerman, 1980; Shainess, 1980).

Conclusions from the Study

1. A model of selected variables was found to be powerfully predictive of the extent of cohesion that husbands and wives reported. This model included effectiveness of marital communication, traditional feminine and masculine self-perceptions, frequency of job/family role strain, difficulty of job/family management, and gender. Marital communication was, by far, the most powerful predictor; and the relationship was a positive one. Two other variables were found to be significant in the univariate analyses: husband's level of stereotypically feminine traits was positively related and frequency of job/family role strain was negatively related to cohesion.

2. A second conclusion from the study is that, like cohesion, the extent of adaptability reported by wives and husbands together was predicted by this same set of variables: effectiveness of marital communication, traditional feminine and masculine self-perceptions, frequency of job/family role strain, difficulty of job/family management, and gender. However, less than half as much of the variance in adaptability as in cohesion was explained by this set of predictor variables, although the model was still highly significant.

3. It can also be concluded from the data analysis that, for these 96 husbands and wives, the level of cohesion was not affected by age, employment status, family income, educational level, length of marriage, or previous marriage.

4. It did not appear that differences between the partners in these marriages on any of the variables could account for any of the variance in cohesion.

5. For this sample, cohesion and adaptability were not curvilinear. Neither were curvilinearly related to marital communication, the strongest predictor of each.

Discussion of the Study's Conclusions

Olson, Russell, and Sprenkle (1983) have postulated that both the constructs of cohesion and adaptability are curvilinear and, therefore, functional couples will be balanced, or moderate, in these areas. This hypothesis has been partially supported in Anderson's (1986) study in which 47% of the wives were not employed. Similarly, Rodick, et al. (1986) did evaluate cohesion and adaptability to be curvilinear for their sample of father-absent adolescent males--delinquents and non-delinquents--and their mothers. The curvilinearity of these constructs was not supported, however, in the present study, nor has it been in six studies on adolescent self-esteem reviewed by Openshaw and Thomas (1986). In addition, Broderick (1984) called attention to some of Olson's own data which revealed linear rather than curvilinear relationships.

In interpreting the present data, it seems that high levels of cohesion must have another possible explanation. For example, levels, or quantity, may be but only one of two essential aspects of cohesion that need to be examined. The missing aspect may be

quality, or kind, of cohesion. In this sense, cohesion presently seems to be measuring quantity of connectedness but not quality. This idea is similar to that used in a recent study in which the curvilinearity of self-disclosure to marital satisfaction was questioned, and the relationship was reevaluated in terms of the interaction between high and low quality self-disclosure (Schumm, Barnes, Bollman, Jurich, & Bugaighis, 1986). Perhaps quality of cohesion could be tapped as the extent to which separateness-seeking attitudes and behaviors are perceived as compatible and enhancing to connectedness-seeking behaviors and attitudes.

In the present study, increases in effectiveness of marital communication strongly predicted increases in cohesion and increases in adaptability. If the criterion variable were truly curvilinear, then continued increases in marital communication would not have been expected to be accompanied by continued increases in these variables.

Along with the issue of quality or kind of connectedness being measured, the population being sampled very probably would affect the shape of the relationship between the variables. Openshaw and Thomas (1986) as well as Broderick (1984) have commented on the linear, as opposed to curvilinear, relationships on cohesion and adaptability found when normal families comprise the sample. Perhaps homogeneity on pertinent criteria would be a more specific descriptor than normality. For example, in Rodick's, et al. (1986) study, communication and cohesion and adaptability were found to be

curvilinear; the sample consisted of both delinquent and non-delinquent adolescent males and their mothers. Similarly, in Anderson's (1986) study of the same three constructs, the wives in the sample were quite heterogeneous in terms of employment: 47% were full-time homemakers, 26% were full-time employed, and 21% were employed part-time. In contrast, the wives and husbands in the present sample were relatively homogeneous demographically, especially in terms of wives' employment.

It was apparent from the analyses that gender strengthened the predictive value of the model. In fact, through the separate analyses for wives and husbands, it could be seen that this gender difference appeared to be in the area of gender-role attitudes, specifically husbands' self-perceptions in terms of traditional feminine characteristics.

The primary import of the study's conclusions about gender roles pertains to a particular family form, that is, one in which both spouses are employed full-time. Specifically, it seems that employed women's husbands who are less rigidly gender-typed (i.e., lower in stereotypical masculine traits and higher in stereotypical feminine traits) are more likely to report higher cohesion. This relates to the norm deviations not only regarding lower masculine typing of husbands but also regarding the higher adaptability scores of both husbands and wives.

Perhaps those most likely to be successful in the dual-earner family form are the couples who are noticeably above the norm in

adaptability and in which the husbands, at least, are not rigidly gender-typed. This conclusion supports research using the BSRI in which employed women were found to score lower on femininity than non-employed women, and male partners of employed women were found to score lower on masculinity than males with non-employed partners (Cunningham & Antill, 1984). These characteristics may set the stage for husbands being more family oriented, at least with respect to time allocation, and wives being more work oriented, again regarding time, than their counterparts in the "traditional" family, with the wife unemployed.

Both job/family role strain and job/family management were inversely related to cohesion; that is, husbands and wives reported decreasing cohesion as they experienced increasing distress with respect to frequency of role strain and difficulty of managing the logistics surrounding the job/family interface. Job/family role strain was a stronger predictor of cohesion for this sample than was job/family management. Apparently, although role strain was perceived, these wives and husbands viewed themselves as having adequate resources to manage, or cope with, the strain.

Finally, the study's exploratory attempts at examining the relational aspects of the variables were not fruitful. Choosing an appropriate method for combining individual data into a relational score and then using that score appropriately with statistics are two of the dilemmas which must be faced in any such attempt (Fisher, et al., 1985). The creation of contrast variables from the discrepancy

between a wife's and a husband's score did not appear to produce viable data, at least on the variables being examined in this study. Use of a couple mean score on cohesion and on adaptability was rejected although in the Rodick et al. (1986) study discussed above, family scores on cohesion and adaptability were created by averaging each mother's and son's scores together on these dimensions. These authors did not discuss the decision to use these mean scores in terms of Fisher and his colleagues' (1985) observations of potential problems with such mean score combinations: "sufficient conceptual meaningfulness, . . . problems of regression to the mean and reduction of score variance, . . . and differences between or among the contributing scores" (p. 216). Certainly, it is quite possible that there are important relational facets to the variables in the data of this study that have not yet been tapped.

Implications for Research

It is highly unlikely that cohesion adequately measures balancing of separateness and connectedness but rather measures quantity of connectedness. There is a need for the development of instrumentation to operationalize quality of connectedness as mediated by concurrent separateness. No such composite measure was found through an exhaustive search in preparation for this study; however, Bray, Williamson and Malone's (1984) separate measures of spousal intimacy and spousal fusion/individuation look promising especially for assessing samples that include family of origin as well as nuclear family members.

Continued testing of the curvilinearity of Olson's Circumplex Model is warranted. From the conflicting results already produced from such examinations, a careful analysis of the various studies' methods, designs, and populations sampled should be undertaken. Then new hypotheses could be tested about the instances in which curvilinear or linear relationships could be expected.

Marital communication is obviously an important element in explaining the variance in cohesion. Yet, there are many unanswered questions about what effective communication in marriage is really like. Data that would reflect the relational, bi-directional aspects of marital communication are needed. The components of marital communication such as communication clarity or communication expressiveness should be further explored as well. Particularly, researchers need to address marital communication as a resource for managing stressors in the job/family interface for dual-earner couples.

Implications for Theory

Continued refinement of the constructs of cohesion and adaptability is in order. Presently, it seems doubtful that cohesion, especially, is adequately measuring that which its originators defined it to be: "emotional bonding that family members have toward one another" (Olson, Russell, & Sprenkle, 1983, p. 70).

Researchers, including the present one, and theorists have tended to look at separateness and connectedness as properties of

the individual, albeit within a relational context. However, there needs to be an increased focus on the properties of the relationships between people in terms of separateness and connectedness. This focus could begin with the clinical experience, weaving knowledge from practice into theory and expanding it, progressing to empirical testing of that theory. Such an emphasis would add to the important knowledge already gained about the separateness and connectedness of individuals in a relational context.

Further theoretical tuning of the concepts under discussion would be basic to any future research. Separateness and connectedness are still misconstrued as opposites, often resembling an individuation/enmeshment continuum. Conceptualizations of separateness and connectedness as concurrent and interacting processes are essential to the understanding of relationships and, therefore, the individuals within those relationships, as Wynne and Wynne (1986) have recently observed in clarifying the term mutuality which "incorporates both distancing, or disengagement and constructive re-engagement" (p. 385).

Implications for Practice

In programming for or in intervention with couples, marital communication is seldom omitted from any repertoire of skills deemed essential. However, the differential impact on wives and husbands of any changes in communication channels should be considered. Either spouse may have gender-typed biases in what they perceive as functional, as may practitioners. These biases quite probably would

influence the transmitting as well as the receiving of either programming or interventions. Practitioners, therefore, should be alert to evidences of gender-role-conditioned assumptions under which they, as well as the couples they serve, may be operating. Hopefully, the functionality of those assumptions can be addressed when appropriate.

In addition to gender biases in practitioners' approaches to communication, there are two related biases to which therapists, in particular, must be alert. First, therapists need to avoid differential valuing of separateness without concurrent emphasis upon healthy connection.

The second bias has to do with clients' family role performance. When working with dual-earner couples, especially those in stages of the life cycle when there are high demands from both work and family, therapists need to consider that enhancement of wives' and husbands' respective roles may not necessarily be appropriate. Rather, therapists should be alert to needs for facilitating role sharing and role redefinition when the complementarity of interlocking gender-stereotyped roles has contributed to individual or couple dysfunction (Hafner, 1986; Wynne & Wynne, 1986).

Limitations of the Study

The primary limitation of the study is that mesuring cohesion may not have actually addressed one of the main concepts of the study, i.e., separateness. The balancing capacity being measured by

adaptability remains conceptually sound, but cohesion as a measure of both separateness and connectedness is probably on unstable ground.

The other limitations of the study were those common to self-report studies and self-selected samples. The exclusive self-report nature of the questionnaire method and the self-selection due to volunteer participation in the sample must be taken into account when drawing conclusions from the study's results. Finally, generalizability of the results must be limited to a middle income, highly educated, white population of dual-earner couples with children living at home.

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APPENDICES

APPENDIX A

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 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 each one. There are no right or wrong answers. Again, answer according to the way you feel at the present time.

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 B

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 withdraw 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 C

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 your 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 of 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

VITA

Celia Bell Ferguson was born in Stillwater, Oklahoma, on January 24, 1950. She attended public schools in Knoxville, Tennessee and graduated from Young High School in June 1968. She began her undergraduate studies at The University of Tennessee, Knoxville. Then she married Andy Ferguson, transferred to Tennessee Technological University for a year, and in 1973 received her Bachelor of Music Education degree from Meredith College in Raleigh, North Carolina.

After teaching public school music for two years in North Carolina and private piano lessons in Virginia for two years, she spent several years as the full-time mother of David Andrew and Jane Ellen. During that time she became active first as a participant and then as a staff person with a parent education program in Knoxville. In 1981 she enrolled in the Master's program in Child and Family Studies at The University of Tennessee, Knoxville, and completed that degree in March 1984.

The author is a member of Phi Kappa Phi, Omicron Nu, and the National Council on Family Relations and is a student member of the American Association for Marriage and Family Therapy. On the state levels of these organizations, she is president-elect of the Tennessee Council on Family Relations for 1987 and is the student/associate representative to the board of directors of the Tennessee Association for Marriage and Family Therapy.