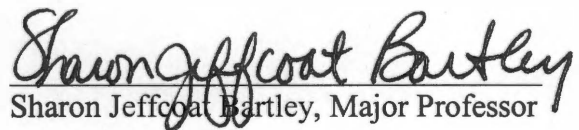


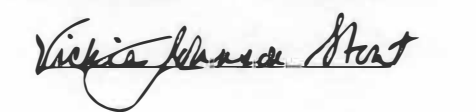
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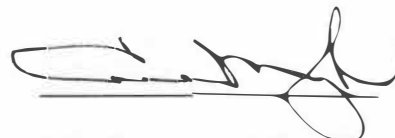

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**DIFFERENCES IN SCORES ON
MEASURES OF WORK SATISFACTION, PARENTING
SATISFACTION, FAMILY/WORK ROLES CONFLICT AND MARITAL
CONFLICT BETWEEN DUAL-EARNER HUSBANDS AND WIVES**

**A Thesis
Presented for the
Master of Science
Degree
The University of Tennessee, Knoxville**

**Michelle Ann Parrott
August 2004**

Dedication

This thesis is dedicated to my husband, Brian Parrott, and my wonderful parents, Rufice and JoAnn Dishman, who have supported me in whatever I have tried to accomplish no matter how much trouble it entailed. I thank them for all the encouragement and support over the years.

Acknowledgements

I would like to thank everyone who helped me complete my Master of Science Degree in Human Resource Development. I would especially like to thank Dr. Sharon Jeffcoat Bartley for her guidance and encouragement. Without her support, this would not have been possible. I would also like to thank my committee members, Dr. Priscilla Blanton, Dr. Lane Morris, and Dr. Vicki Stout for their willingness to be a part of my committee and for working with my schedule. I also could not have completed this without the help of Ann Reed, the UT Statistical Consultant.

Abstract

Dual-earner husbands and wives, the most common family style in the United States, attempt to maintain healthy relationships as they juggle work and family roles. This study examined dual-earner husbands and wives on the measures of work satisfaction, parenting satisfaction, family/work roles conflict and marital conflict to determine if differences existed between the husbands and wives. The findings indicated that dual-earner husbands and wives in this sample reported remarkably similar scores on the measures of work satisfaction, parenting satisfaction, family/work roles conflict, and marital conflict. These husbands and wives were very satisfied with their jobs and their parenting skills and reported low levels of conflict in their marriages. The husbands and wives in this sample were married for over 20 years, were middle-aged and held fairly traditional beliefs and attitudes about husbands' and wives' roles in the family.

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Chapter 1

Introduction

The traditional family model of the husband as breadwinner and the wife as homemaker has become part of the memory of a past culture (Duxbury & Higgins, 1991). The new reality for the traditional family model consists of a husband and wife who both hold jobs in addition to their family and home-related responsibilities. Relationships between work and family continue to transform due to changes in workforce demographics and family characteristics. Multiple role juggling, task demands, personal control, and goal progress dramatically affect work and family roles (Williams & Alliger, 1994). Conflict exists when time devoted to the requirements of one role makes it difficult to fulfill requirements of another (Greenhaus & Beutell, 1985).

Dual-earner families (employed men and women who are married and live together with at least one child) are now the most common family style in the United States and these numbers are projected to continue to increase (Fullerton & Toossi, 2001). The husbands and wives in these families average around forty hours of paid work outside of the home (U.S. Bureau of Labor Statistics, 1999). Seventy-seven percent of adults either work for pay or are searching for work (84% of men and 71% of women). Some 70% of America's children live in families in which both parents work for pay.

Balancing the demands from both spouses' workplaces with the responsibilities of maintaining a family together requires the successful resolution of potentially conflictual issues as men and women determine what roles are appropriate for husbands and wives now that wives are employed outside of the home.

Statement of the Problem

The U.S. Department of Labor reported that a balance between an individual's work and family life is a primary issue for families today and presents a major challenge for the labor market of the future (1999). With dual-earner households being the most common family style in the United States, husbands and wives attempt to maintain healthy relationships as they juggle work and family roles. One of the chief concerns for husbands and wives who both work outside the home is maintaining that balance between work and family life. According to Friedman and Greenhaus (2000), conflict between work and family has real consequences and significantly affects both the quality of family life and career attainment for both men and women. High levels of work-family conflict are associated with poor mental health (Grzywacz & Bass, 2003) and conflict associated with work/family issues has shown to negatively affect family functioning (Coltrane, 2000). According to Rogers and Amato (2000), wives face greater conflict over work-family demands than do husbands.

Purpose of the Study

This study examined husbands and wives in dual-earner households to determine if gender differences existed on measures of work-related satisfaction, parenting satisfaction, family/work roles conflict, and marital conflict scales.

Definition of Terms

Career- A place that one goes from day to day to receive pay and the chance for advancement, something that one strives to better themselves with for long term (Lang, 2000).

Dual-earner family—A couple consisting of a husband and wife who are both employed in the labor market and are married with at least one child (Fullerton & Toossi, 2001).

Egalitarian Marriage—An egalitarian-style marriage consists of compromise and constant negotiation; a relationship between husband and wife where each are seen as equals with tasks and ideas divided equitably (Blaisure & Allen, 1995; Schwartz, 1994).

Gender-role Ideology—Gender ideologies identify the way a person sees himself in relation to family roles and the marriage (Greenstein, 1996); these behaviors and attitudes are prescribed and assigned to males and females by the broader culture solely on the basis of gender (Bartley, Blanton & Gilliard, 2003).

Job—A defined place that one must go day to day to receive pay for work completed, not something long term (Lang, 2000).

Job Satisfaction—A mood that husbands and wives experience at work that can be directly linked to his or her mood state at home (Doumas, Margolin, & John, 2003).

Marital Satisfaction—Marital satisfaction is directly and significantly affected by each spouse's own perceptions of fairness in division of domestic and paid work (Wilkie, Ferree, & Ratcliff, 1998).

Parenting Satisfaction—A level where parents, wives and husbands feel confident with the family work role (Menaghan & Parcel, 1990).

Perceived Equity—The degree of behaviors that mediate the relationship between role strain and marital quality (Perrone & Worthington, 2001).

Role Conflict—Conflict that exists when time devoted to the requirements of one role makes it difficult to fulfill requirements of another role; strain from participation in one role makes it difficult to fulfill requirements of another; and specific behaviors required

by one role make it difficult to fulfill the requirements of another (Greenhaus & Beutell, 1985).

Role strain – Condition that occurs when two roles compete for limited resources in one's life (Stanfield, 1998).

Traditional gender role affiliation – Acceptance of more gender restrictive roles where men hold power in the outside world and women hold power in the home; roles divided along traditional gender lines insure that women are primarily held responsible for the home, its work, and the children (Steil, 1997; Zhang & Farley, 1995).

Non-traditional gender role affiliation – Acceptance of more non-traditional roles for men and women that do not divide responsibilities along traditional gender lines but allow men and women to divide responsibilities for domestic work within the home as well as paid work outside the home (Wilkie, Ferree, & Ratcliff, 1998).

Limitations of the Study

The study was limited to those dual-earner husbands and wives who participated in the study and did not include cohabitating non-married couples, single-parent families nor same sex families, although these families certainly have additional conflictual issues to resolve as they attempt to balance work and family roles. All possible variables were not considered as to the source of certain conflicts within the home. The inherent qualities of a self-report instrument and a self-selected sample limited the study.

Significance of the Study

This study provided additional information about husbands and wives in dual-earner families as it determined if they differed on measures of work-related satisfaction, parenting satisfaction, family/work roles conflict, and marital conflict scales.

Chapter 2

Review of Literature

Dual-Earner Couples

One of the chief concerns for husbands and wives who both work outside the home is maintaining that balance between work and family life. In dual-earner households, husbands and wives attempt to maintain healthy relationships as they juggle work and family roles. According to Friedman and Greenhaus (2000), conflict between work and family had real consequences and significantly affected quality of family life and career attainment for both men and women. High levels of work-family conflict were associated with poor mental health (Grzywacz & Bass, 2003) and conflict associated with work/family issues was shown to negatively affect family functioning (Coltrane, 2000). According to Rogers and Amato (2000), wives faced greater conflict over work-family demands than did husbands. The conflict was due to the increasing number of mothers in the labor market and the fact that men have made a slower move into the realm of household labor (White, 1999). With the lack of help from husbands, wives felt overwhelmed with the burdens of full-time jobs coupled with full-time family responsibilities, which decreased their levels of satisfaction with the balance between work and family. Grote and Clark (2001) identified low to moderate levels of conflict as warning signs that injustice and household imbalances might continue if dual-earner couples did not address the problems with a goal in mind of meeting each other's needs. Duxbury and Higgins (1991) found that women had fewer options than men for

achieving control over competing role demands due to the lack of redistribution of roles within the family matching the role responsibilities outside the home.

Haddock (2002) researched the idea of breaking free from restrictive gender expectations to migrate toward a more equitable division of household labor. A discussion of sharing power and control were also mentioned to help with equity in the relationship. Klute, Crouter, Sayter and McHale (2002) identified the egalitarian relationship in the dual-earner household. This study was different because it examined the nature of the husband and wife in addition to their work habits. It determined that work constraints did make a significant difference and affected the attitudes and behaviors in the home. This study also looked at egalitarian relationships in comparison with the traditional style of the woman at home. Those couples that held a more traditional view of marriage looked to an external source of behavior they could copy. An egalitarian style marriage consisted of compromise and constant negotiation (Blaisure & Allen, 1995; Schwartz, 1994).

Moen and Yu (2000) examined the dual-earner household and its ability to adapt to both individuals in the family who worked outside of the home. Many dual-earner couples started out with the notion of an egalitarian relationship in mind but this idea soon turned to the question of whether work was classified as a “job” or as a “career” (Lang, 2000). The study looked at dual-earner husbands and wives who considered each other to be “equal,” although the wives put more constraints on their paid work across all ages and life stages in order to complete family tasks. Deciding who should trade off paid work and family responsibilities came down to which partner held the job and which partner held the career. Typically, the person holding the job was found to be the woman

instead of the man. Even with women holding careers outside the home, “his” career was still more likely to be considered the primary career; “her” career was considered to have lower status, even when it was not a lower status career in the marketplace of occupations (Steil, 1997). Holding the lower status “job” insured that the wife’s primary role was the work of the family, while the husband’s primary role focused on the career that provided the majority of the family’s economic resources.

According to Moen and Yu (2000), wives tended to scale back paid work duties to place their primary responsibilities on time in the home and with the family. Therefore, women had build-in constraints placed on career choices with limited opportunities for advancement and success in the work role due to the need to make a choice between an active/satisfying career in the world of work or a “career” of marriage and children (Friedman & Greenhaus, 2000). The reason wives held the “job” more often could be attributed to pay constraints based on this selection of family and domestic responsibilities including childbearing and time off for family duties as primary “career.”

These issues of inequality not only affected young couples but older dual-earners as well. For older couples, household labor became a menial, repetitive, low-status, and isolating task for women and might have led to a decrease in well being (Robinson & Spitze, 1992). Marital satisfaction was influenced by the extent to which household labor was perceived as fair. Housework that was not shared equally in the home can cause many conflicts. Hochschild (1989) attributed this pattern to the failure of changes in the gender-specific division of household labor to keep up with rapid changes in family and work roles.

Zang and Farley (1995) reported that gender lines and inequality were still very real in the dual-earner household. One of the major concerns of conflict between couples was the question of who would do the housework. A large gap still existed between gender and the division of tasks. Some tasks, however, have become less gender specific and even interchangeable. Surveys revealed that women have become increasingly angry with their husbands because of their husbands' unwillingness to do a larger share of the work (Townsend & O'Neil, 1990). Studies that were completed in the early 1970s and 1980s showed little to no resentment in the lack of equity of household labor; however in the survey of 1990, 52% of women said the number of hours the husband helped around the house was the second biggest cause of resentment (Townsend & O'Neil, 1990). The majority of dual-earner couples did not equally share household tasks. A study that compared middle class and working class families found no difference between the two classes and their unequal division of labor based on gender (Zang & Farley, 1995).

Role strain has been identified as a direct indicator of problems for dual-career households when job-family roles are not properly managed (Perrone & Worthington, 2001). Another factor influencing satisfaction was perceived equity among couples. When couples perceived their relationship as equal for both partners, role strain was lessened and marital quality increased.

Stevens, Kingler and Riley (2001) studied three aspects surrounding domestic labor: household tasks, emotion work, and status enhancement as well as the effect of these items on domestic labor in relation to marital satisfaction. Household tasks seemed to be a predictor of marital satisfaction with both men and women. The study examined which division of household tasks led men and women to report satisfaction. A direct

correlation between marital satisfaction and the negotiated division of household labor was identified. Findings indicated marital satisfaction was dependent on the agreed-upon amount of household labor, although surprisingly an equal division of labor was not required for satisfaction and contentment (Stevens, King & Riley, 2001).

Benin and Agostinelli (1988) completed a study that looked at dual-earner couples and found that arguments resulted when the wives or husbands were dissatisfied with the division of household labor. Ward (1993) stated that it might be the perceived division of household tasks and not the actual division itself that contributed to the wife's contentment in the dual-earner home. As long as the wife perceived the division to be fair, there was less marital conflict (Ward, 1993).

Perrone and Worthington (2001) discussed a model of marital quality among dual-career households. Three variables were examined in the model: dual-career lifestyle satisfaction, job-family role strain, and perceived equity. Through the model, dual-career lifestyle satisfaction was shown to influence marital quality. Men and women were shown to exhibit both positive and negative strategies that affected marital quality and predicted dual-career lifestyle satisfaction.

Work Satisfaction

According to Saltzstein, Ting, and Saltzstein (2001), an employee's satisfaction was based on the balance he or she achieved between work and personal life. A number of factors may contribute to job satisfaction but it was the person's ability to balance work and personal life that was vital to the level of satisfaction. Grzywacz and Bass (2003) found that work family fit was optimized when work was protected from family disruptions and when family contributed to productivity at work. A perceived lack of

work-family balance and its corresponding reduction in job satisfaction was further assumed to produce other negative job behaviors (such as absenteeism, impaired performance, and turnover) and was the primary impetus for adopting family-friendly programs (Families and Work Institute, 1998a; Ford Foundation 1997). In order to increase employees' satisfaction in their jobs, employers must help reduce role stress and work-family conflict; in return an employee's satisfaction played an integral role in organizational commitment and reduction of employee turnover (Boles, Wood, & Johnson, 2003).

Job satisfaction can be influenced by multiple components such as stress, career stage and gender as well as organizational commitment (Boles, et al , 2003). Gender typically played a significant role in job satisfaction; thus employers must recognize that men and women react differently to stressors (Boles, et al, 2003). The organization's understanding of family demands affected employee satisfaction and job satisfaction across various groups of employees, although policies varied due to the different types of family configurations present within the organization (Saltzstein, Ting, & Saltzstein, 2001). Livingston, Burley, and Springer (1996) found that feminine females with low occupational and high marital commitment anticipated the least conflict with work and family.

Bruce and Reed (1994) discussed the work-family dichotomy in an organizational culture that focused on individual autonomy and the ability to detach oneself from family while at work. Through the findings of this study, the authors argued that supervisors have to be aware of the dual-earner family worker and the rules regarding family issues to create a work environment that is family friendly. A new way of thinking would be

necessary for successful supervision of the dual-earner family worker to promote value and support for a higher level of satisfaction (Bruce & Reed, 1994).

H1: Husbands and wives' scores will differ on a measure of work satisfaction.

Parenting Satisfaction

White (1999) indicated that gender differences were very important to the satisfaction of work/family balance. As increasing numbers of mothers have moved into the labor market, fathers have made a slower reciprocal move into assuming their share of responsibilities for the work of the family and home. Effects for female participation in work and family roles on variables such as satisfaction with parenting and stress are well documented (Menaghan & Parcel, 1990). With the lack of help from husbands, mothers felt overwhelmed with the burdens of full-time jobs and full-time family responsibilities, which decreased their levels of satisfaction with the balance between work and family.

Martin and Sanders (2003) examined the relationship between parental stress and work stress through an intervention program. Parents who managed the intervention method reported higher levels of parental self-efficacy in managing home and work responsibility. There were also improvements in levels of work stress and parental distress. Galinsky, Kim and Bond (2001) reported that the more overworked an employee felt, the more life-work conflict they experienced including the less successful feeling in relationships with their spouse or partner, children and friends. Parents' concern about their children created stressors that had negative effects on work and well being which could lead to decreased organizational commitment (Greenberger & O'Neil, 1990).

Parenting is a major component of family life and is ranked above marriage and job satisfaction for parents' identity. If couples are more aware of the demands and

responsibilities of parenting, Holahan (1993) found there to be an increased level of parenting satisfaction. These couples were able to seek career satisfaction while raising a family by facilitating the sharing of parenting/work roles. According to Rogers and White (1998), parenting satisfaction was significantly higher for married parents with high marital quality. Even though couples thought parenthood was more important to them, a direct relationship existed between their marital relationship and parenting satisfaction (Rogers & White, 1998). Tiedje, Wortman, Downey, Emmons, Biernat, and Lang (1990) examined women who combined the demanding roles of mother, spouse and professional to determine how they handled the multiple roles. Conflict between the roles seemed to be the determining factor of parental role satisfaction. Women who perceived their roles as conflicted were more depressed and less satisfied as parents (Tiedje, et al, 1990).

H2: Husbands' and wives' scores will differ on a measure of parenting satisfaction.

Family/Work Roles Conflict

Gender roles are those behaviors and attitudes prescribed and assigned to males and females by the broader culture solely on the basis of gender (Bartley, Blanton, & Gilliard, 2003). Men and women have accepted culturally assigned gender attitudes and behaviors that are played out in the home. Men, traditionally responsible for financial support of the family, developed the more valued resources of earning power and prestige; this power, combined with their traditional patriarchal position of final authority, has traditionally allowed them exemption from the responsibilities of the daily maintenance of family and home (Scanzoni, 1982; Steil, 1997). When women engaged in careers outside the home, “his” career was still more likely to be considered the primary

career; “her” career was considered to have lower status, even when it was not a lower status career in the marketplace (Steil, 1997).

This view may lead to the significant difference found between husbands and wives in the division of household labor (Bartley, Blanton, & Gilliard, 2003). Attitudinal data from the National Survey of Families and Households (1988) indicated husbands (82%) and wives (90%) strongly believed that household labor should be shared equally when both spouses worked outside of the home (Gager, 1998); however, the reality continues to be far from an equal distribution in the division of household labor. Estimates of husbands who shared equally in the work of the home with their wives ranged from a low of less than 2% to a high of 12% (Ferree, 1991; Nyquist, Slivken, Spence, & Helmreich, 1985).). One more recent study on dual-earner families determined that husbands and wives divided tasks along traditional gendered lines with wives responsible for about 2/3 of the household labor and husbands responsible for about 1/3 of the household labor (Bartley, Blanton, & Gilliard, 2003).

Today 61.2% of women are employed outside of the home. Increased stress associated with gender-role ideology occurs when one’s entrenched patterns of behavior are in conflict with the conscious ideals one holds about gender equality (Rosenbluth et al., 1998). Himsel and Goldberg (2003) applied social comparison theory to the examination of satisfaction with the division of housework and the experience of gender role strain. Through the study, households were examined to determine what constituted normality. Husbands and wives defined normal by looking at others and the actions that were taken in their households. Different gender ideologies and role strain are based on the perceived labor fairness in the home. From the results of the study, women were

found to engage in more household labor than men that resulted in women reporting a lower level of satisfaction with the division of labor. Role strain in dual-earner households was dependant on women's perception of their husbands doing more or less household labor than the friends' husbands, taking into account peers' and friends' situations as a basis for perceived satisfaction (Himsel & Goldberg, 2003).

According to Himsel and Goldberg (2003), the division of labor issues tap into insecurities and concern about the roles of parent, spouse and worker among contemporary parents. A recent observation from the study found a link between satisfaction with the division of household labor and role strain for men and women. The study found that men's preferences determined the nature of the couples' division of household labor. Gager and Sanchez (2003) examined the importance of gender role in marital quality. A perceived gender variation exists in spouses' expectations in marriage. The emphasis on equality of gender roles may leave husbands and wives feeling frustrated due to the mismatch in expectations based on male and female perceptions (Gager & Sanchez, 2003). Frisco and Williams (2001) indicated that unfair divisions of household labor decreased wives' marital quality and led to role strain in their marriages.

Dual-earner couples deal with role strain on a daily basis (Stanfield, 1998). By studying the effects of role strain on dual-earner couples, certain roles and coping styles became evident. One indicator of dual-earner couples trying to cope with the stress of managing two roles (e.g., family/home and work/career) was the ability to divide domestic labor between the couple. Role strain occurred when two roles compete for limited resources in one's life (Stanfield, 1998) and most frequently occurred in women who juggled two full-time jobs: the paid work/career role and the unpaid family/work

role. As the two roles began to overlap, stressors and strains occurred until some type of balance could be managed between the two roles.

Greenstein (1996) looked at the implications of gender ideology in the dual-earner household with a primary focus on the division of tasks in the home. Women in generally tended to perform more household tasks than their husbands and the type of task performed was very gender specific. Gender ideologies were identified as the way a person saw himself in relation to family roles and the marriage. If gender roles were more traditional, the man in the home tended to complete fewer household tasks. Thus, the division of household tasks became a question of equality. Even though the number of hours that women place in the workforce has increased as their role has moved to a less traditional one, men's roles have not changed with that of their wives, which perpetuated the unequal division of labor between husbands and wives.

Wilkie et al. (1998) investigated the relationship between marital satisfaction and gender in dual-earner households by assessing gender division, balance of power, and perceptions of equity. The study indicated that gender roles and the division of labor had an effect on marital satisfaction. Wilkie et al. (1998) reported gender boundaries were maintained by assigning different behaviors to men and women (e.g., men as the primary breadwinners, women as the primary parents and house workers) and also by attaching different meanings to behaviors. Again, perceived equity and fairness promoted satisfaction with the division of household labor; when one felt that he/she was doing more than his/her fair share, one was dissatisfied with the division of household labor.

Maslach (2003) identified individual stress levels and the peoples' response to stress in relation to their work. Tidd and Friedman (2002) suggested that individuals

might be able to reduce the impact of role conflict and stress at work by using positive behavioral styles such as active communication instead of passive behaviors that are negative styles. Role conflict can lead to work stress that in turn can create relationship stress (Tidd and Friedman, 2002). Workplace uncertainty can create added stress levels; however actively addressing the stressors in a positive manner can prevent a negative effect in the household.

Gianakos (2002) found that the influence of personal attributes and gender role affected stress associated with work. Individuals cope with different situations in many different ways. By addressing the role gender plays in coping practices, strategies can be developed to reduce work and home stress. According to Gianakos (2002), this study may have also reflected the wives' ability to use the same coping strategies at work that they did at home to successfully manage the responsibilities of work and family. Women were more likely to use direct action coping styles, ones that devote more time and energy to do what was expected, than did men.

Work/family conflict and stress became limited for dual-earner families when they utilized the work/family fit concept. Family demands were particularly difficult to reconcile with work demands and likely resulted in work/family conflict; however an individual with substantial family demands might be little affected if he/she did not see the family role as particularly important and/or assigned that responsibility to someone else such as a spouse, grandparent, or au pair (Saltzstein, Ting & Saltzstein, 2001).

H3: Husbands and wives' scores will differ on a measure of family/work roles conflict.

Marital Conflict

Moen and Yu (2000) wrote that working couples were traversing an uncharted terrain when changing the composition of the work place and the division of family labor. Dual-earner couples must find new ways to manage stress and conflict that arise from having no one at home to manage the “full-time wife and stay-at-home mother” chores. Life quality is very important for these couples so learning how to manage these everyday life stressors can positively affect their family and marital relationship. Haddock, Ziemba, Zimmerman and Current (2001) examined how couples could successfully manage work and family through adopting affective adapting strategies. By redesigning the typical family structure, these dual-earners have successfully adapted to handle stress and conflict at home and work.

A study of dual-earner couples and their marital interaction and behaviors found that an inequitable division of household labor did contribute to higher level of stress at work and home (Doumas, Margolin, & John, 2001). Work stress can influence career satisfaction (Phillips-Miller, Campbell, & Morrison, 2000). Gager and Sanchez (2003) examined the way couples perceive each other, their marital quality, and their marital conflict. Indicators of marital interaction, quality, and stability were also examined. Couples who share positive views of their marriage were found to have much lower odds of marital disruption versus those couples who report unhappiness and problems in the marriage (Gager & Sanchez, 2003). When one or both partners shared negative evaluations over measures of quality in the marriage, the likelihood of dissolution increased. Gager and Sanchez (2003) also found that husbands’ dissatisfaction had a greater impact on quality and stability than did the wives’ dissatisfaction. Frisco and

Williams (2001) studied the impact of the inequality of division of household labor and marital dissatisfaction. With added stress at work and home, a level of dissatisfaction might occur due to the power of gender and gender roles. Marital and family stress might put a strain on a successful career and relationship (Frisco & Williams, 2001).

Becker and Moen (1999) focused their study on dual-earner families and how they adjusted their careers so as not to make the family unit suffer from work encroachments. Using the technique of *buffering*, defined as shielding one area from another, the family and marriage did not suffer any conflicts from being part of a dual-earner household (Becker & Moen, 1999). Milkie and Peltola (1999) compared women's sense of success in balancing work and family and how the effects of time management affected the dual-earner household. Some gender differences were found when dealing with use of time, role management, and tradeoffs in balancing work and family.

H4: Husbands and wives' scores will differ on a measure of marital conflict.

Chapter 3

Methodology

Research Population

The research population for this study consisted of dual-earner couples with both husband and wife employed either part-time or full-time outside the home. Inclusion criteria also required that the respondents be heterosexual, married, residing with their spouse and with at least one child under the age of 18 in the home. Subjects were asked to refrain from discussing the survey and project with their spouse until after surveys were completed and sealed.

Selection

The population was drawn from residents of Knoxville, Tennessee, or the surrounding area. In an attempt to garner a sample representative of socioeconomic class the subjects were taken from five organizations: a university medical center, a clothing manufacturing plant and its management offices, the regional office of a major financial institution, and two suburban Protestant churches. Eligibility for the study was restricted to dual-earner couples.

Hospital Employees. A letter explaining the project and football ticket raffle (see Appendix A) and an addressed stamped postcard were distributed to the hospital employees with their paychecks. The interested employees were asked to return the postcard to the researchers. Packets containing letters of introduction to the project (see Appendix B), letters of informed consent (see Appendix C), two project surveys, and two self-addressed stamped return envelopes were mailed to the hospital employees and their

spouses who returned the postcards expressing interest in the project so that subjects (employee and spouse) could return the surveys separately.

Clothing Manufacturing Facility and Financial Institution. Potential subjects were given letters at their workplace that described the project and explained that their participation would make them eligible to participate in a drawing for four free university football tickets (see Appendix A). The interested subjects were given packets containing letters of introduction to the project (see Appendix B), letters of informed consent (see Appendix C), two project surveys, and two self-addressed stamped return envelopes.

Suburban Churches. The members of two suburban churches were given packets containing letters of introduction to the project (see Appendix B), letters of informed consent (see Appendix C), two project surveys, and two self-addressed stamped return envelopes.

Description of Sample

The subjects in the sample resided in Knoxville, Tennessee, or its surrounding area. Respondents consisted of 119 husbands and 114 wives for a total of 233 participants. Letters distributed at the hospital were 4,500; 85 packets were given at the clothing manufacturing facility; 15 packets at the financial institution; and 75 packets were distributed at the suburban churches.

The range in age for the total sample was 21-83 years. The range in age for women was 22-78 years with a mean age of 44.7 years and a Standard Deviation (SD) of 12.3, and the average age for men ranged from 21-83 years with a mean of 47.9 years of age and SD of 13.0. The length of time reported in the present marriage ranged from 1-55 years, with a mean of 20.7 years in the current marriage with a SD of 13.8 for women and

for men a mean of 21.7 years in the current marriage with a SD of 13.9. Women worked an average of 27.2 hours in paid employment with a SD of 18.8, while men worked an average of 36.5 hours in paid employment with a SD of 21.5.

Average personal income (not including spouse's income) was in the range of \$25,00-34,999 for husbands; wives' average personal income was lower in the \$15,00-19,999 range. Forty-eight percent (48%) of husbands described their employment position as "professional, technical, and kindred workers" as did 50% of the wives. Half reported educational levels as some college through bachelor's degree.

Instrumentation

Sociodemographic data were gathered by the use of a personal history inventory (see Appendix D). Information was gathered about age, gender, ethnicity, marital status, length of marital status, gender and age of children currently living in the household, educational accomplishment, religious affiliation, personal income, and occupational area.

The instruments used to assess various measures were the Work Satisfaction Scale (WSAT, Blanton, 1993, Appendix E), the Parenting Satisfaction Scale (PSAT, Umberson, 1989, Appendix F), the Family/Work Roles Conflict Scale (Blanton, 2004, Appendix G), and the Marital Conflict Scale (MCS, Eggeman, Moxley, & Schumm, 1985, Appendix H).

Work Satisfaction. The Work Satisfaction Scale (WSAT) (Blanton, 1993) is a three-item, four-point Likert-type scale consisting of the following questions: *How satisfied are you with your job? How happy are you with your job environment? All in all, how well do you get along with your supervisor?* Responses range from *very satisfied*

to not satisfied at all, very happy to not happy at all, very well to not well at all for the three items with lower scores indicating higher satisfaction. Previous research reported WSAT had a Cronbach's alpha reliability coefficient of .78 (Blanding, 1995). For this study, the Cronbach's alpha reliability coefficient reported for the WSAT was .80 (see Table 1).

Parenting Satisfaction. The Parental Satisfaction Scale (PSAT) (Umberson, 1989) is a three-item, four-point type Likert-type scale. The PSAT has responses ranging from *very satisfying to not satisfying, very happy to not happy at all, and very well to not at all well*. Subjects responded to the following items: *How satisfying do you find being a parent is? How happy are you with the way your children behave? All in all how well would you say you get along with your children?* Lower scores on the PSAT indicating a higher level of parental satisfaction. Previous research indicated that the PSAT has a Cronbach's alpha of .94 (Blanding, 1995). The Cronbach's alpha reliability coefficient was .76 for the present sample (see Table 1).

Family/Work Roles Conflict. The Family/Work Roles Conflict Scale (FWRCS) is an eight-item, seven-point Likert-type scale modified from the National Study of Family and Households' questionnaire (Blanton, 2004). The FWRCS had responses from *strongly approve to strongly disapprove*, of stated behaviors related to gender roles. Lower scores on the scale indicate attitudes supportive of non-traditional roles for husbands and wives as they blend work and family responsibilities. Higher scores indicate attitudes supportive of more traditional roles for husbands and wives. Subjects were asked to circle the number that best represents how much they approved or disapprove of the behaviors described: *Mothers who work full time when their youngest*

Table 1
Number of Respondents and Gender with Sample Means, Standard Deviation and Cronbach's Alpha on Study's Variables

	RESPONDENTS GENDER	N	Mean *	Std. Deviation	Cronbach's alpha
MNWRKSAT	MALE	97	1.7955 ¹	.62708	
	FEMALE	95	1.8158 ¹	.60361	
	Total	192	1.8056 ¹	.61405	
MNPARSAT	MALE	97	1.5395 ¹	.51918	
	FEMALE	95	1.5368 ¹	.48205	
	Total	192	1.5382 ¹	.49984	
MNROLES	MALE	97	4.5335 ²	.75011	
	FEMALE	95	4.8711 ²	.90991	
	Total	192	4.7005 ²	.84788	
MNMARCON	MALE	97	3.2847 ³	.42725	
	FEMALE	95	3.2953 ³	.46765	
	Total	192	3.2899 ³	.44655	

¹ Lower scores on the means indicate higher levels of satisfaction.

² Higher scores on the means for family/work roles conflict indicate support for the more traditional roles assigned to men and women on the basis of gender.

³ Lower scores on the mean for marital conflict indicate higher levels of conflict.

child is under age 5; Children under three years old being cared for all day in a day care center; Mothers who work part-time when their youngest child is under age 5; Fathers who take as much care of children as mothers; Fathers who provide less than half of their family's income; Fathers who turn down a better paying job because it would take them away from their family; Fathers who do as much housework as mothers; and Mothers who do as much house maintenance and yard work as fathers. The Family/Work Role Conflict Scale had a Cronbach's alpha reliability coefficient of .73 for the present sample (see Table 1).

Marital Conflict. A scale based on the Kansas Marital Conflict Scale (KMC) (Schumm, 1985) measured the subjects' perceptions of marital conflict (MCS). The 37-item, five-point Likert-type scale was designed to measure spouses' perceptions of marital conflict. The scale was divided into three subscales of 11, 15, and 11 items and attempted to measure the concepts of agenda building, arguing, and negotiation. Sample items from the agenda building subscale are as follows: *When you and your spouse are beginning to discuss a disagreement over an important issue, how often do you both begin to understand each other's feelings reasonably quickly? Do you both get your points across to each other without too much trouble? Do you both begin to appreciate each other's points of view on the matter fairly soon?* Sample items from the arguing subscale include: *After you and your spouse have been discussing a disagreement over an important issue for a while, how often are you able to clearly identify the specific things about which you disagree? Are you able to identify clearly the specific things about which you do agree?* Sample items from the negotiation subscale include: *About the time you and your spouse feel you are close to a solution to your disagreement over an*

important issue, how often are you able to completely resolve it with some sort of compromise that is OK with both of you? Do you end up with very little resolved after all? Possible responses on the three subscales range from *almost never*, *once in a while*, *sometimes*, *frequently*, and *almost always*. Initially the Cronbach's alpha for the Kansas Martial Conflict Scale was .72; the 37 items of the KMC (Schumm, 1985) were subjected to a factor analysis to reduce and refine the variables to form a smaller, more coherent subscale. Based on results of the factor analysis, items 5, 10, 16-24, 26, 31-33 were dropped; the refined subscale consisted of items 1-4, 6-9, 11-15, 25, 27-30, and 33-37. The Cronbach's Alpha reliability coefficient for the reduced scale was .81 for the present sample (see Table 1).

Data Collection Procedures

This study was based on a secondary analysis of data from a larger data set of men and women collected as part of an on-going research project on the relationship of work and family for men and women. Researchers gave potential subjects at the hospital, clothing manufacturing facility, and financial institution letters at their workplace that described the project and the opportunity of winning four free university football tickets as a way to show appreciation to those who participated. Interested subjects received packets containing instructions, letter of informed consent, two project surveys, and two self-addressed stamped envelopes so that subjects and spouses could return the surveys separately. Members of two suburban churches were given introduction letters, informed consent letter, two project surveys, and two stamped envelopes. Eligibility for the study was restricted to those subjects who were currently married, employed and living with their spouse and at least one child.

Data Analysis

All data were analyzed using Statistical Package for the Social Sciences program (SPSS, Version 12). Descriptive statistics were computed to develop social and demographic data on the sample. The scales were tested for internal consistency using Cronbach's coefficient alpha (Cronbach, 1951).

A multivariate analysis of variance (MANOVA) was conducted to compare the groups and determine whether the mean difference between the groups was likely to have occurred by chance. MANOVA will indicate if there is a significant difference between the groups for each variable (Pallant, 2001). The advantage of using MANOVA is that it controls the risk of Type 1 error that is the likelihood of finding a significant result when in reality no real differences exist between the groups in the study. Due to the complex set of procedures of the MANOVA, additional assumptions must be met before proceeding to find a significant difference between the groups.

Box's Test of Equality of Covariance Matrices was used to determine if the data violated the assumption of homogeneity of variance-covariance matrices. The test assumes that Significance values larger than .001 indicate the assumption has not been violated. The Significance value of the study is .67, which indicates the assumption of homogeneity of variance-covariance matrices was not violated.

The second level of analysis was Levene's Test of Equality of Error Variances that indicates the assumption of equality of variances for variables. This study's Significance values do not violate the assumption of equal variances since the values are larger than .05.

Multivariate tests of significance will indicate whether there are statistically significant differences among the groups on a linear combination of variables. The Wilks' Lambda test is the most commonly reported test of significance; if the significance level is less than .05, there is a difference between the groups. The Wilks' Lambda value for this sample was .10; therefore no significant differences existed between husbands' and wives' scores on the measures of work satisfaction, parenting satisfaction, family/work roles conflict and marital conflict.

Operational Definitions

The following definitions were used for data analysis.

Work Satisfaction is operationalized as the sum score of the Work Satisfaction Scale with lower scores representing higher levels of work satisfaction. The WSAT used 3 items to assess satisfaction with possible scores ranging from 3-12.

Parenting Satisfaction is operationalized as the sum score of the Parenting Satisfaction Scale with lower scores representing higher levels of parenting satisfaction. The PSS used 3 items to assess satisfaction with possible scores ranging from 3-12.

Family/Work Roles Conflict is operationalized as the sum of the Family/Work Roles Conflict Scale with lower scores representing lower levels of conflict between work/family roles indicated by adherence to non-traditional attitudes concerning husbands' and wives' family roles. The FWRCS used 8 items to assess gender role attitudes with possible scores ranging from 8-56.

Marital Conflict is operationalized as the sum of the Marital Conflict Scale with lower scores representing higher levels of marital conflict between husbands and wives. The MCS was a refined subscale of 23 items that was used to assess marital conflict.

Hypotheses of the Study

The hypotheses for this study were as follows:

1. Husbands' and wives' scores will differ on a measure of work-related satisfaction.
2. Husbands' and wives' scores will differ on a measure of parenting satisfaction.
3. Husbands' and wives' scores will differ on a measure of family/work roles conflict.
4. Husbands' and wives' scores will differ on a measure of marital conflict.

Chapter 4

Results

Secondary data were examined to determine if differences in scores on measures of work satisfaction, parenting satisfaction, family/work roles conflict, and marital conflict scales existed between dual-earner husbands and wives.

Descriptive Statistics

A typical description of the 114 female respondents from the sample based on mean data included the following: she was a 44 year old white/American Caucasian who currently lived with her husband of 20 years and 1-2 child(ren). She had attended or graduated college, earned between \$5,000 to \$50,000 per year and worked an average of 27 hours of paid employment weekly.

The typical male from the 119 respondents from the sample based on mean data was described as a 47 year old white/American Caucasian, married for 21 years and living with his wife and 1-2 child(ren). He had attended or graduated from college, earned between \$25,000 to \$50,000 per year, and worked an average of 36 hours per week.

Hypothesis 1

The first hypothesis posited that husbands' and wives' scores would differ on a measure of work satisfaction. Table 1 provides details of the mean, standard deviation and Cronbach's Alpha for this measure of satisfaction with work, work environment, and work supervisor. The mean for the measure of work satisfaction was 1.80 for husbands, and 1.82 for wives. Note that mean scores for husbands and wives were very similar.

Before proceeding with MANOVA analysis, tests were made to determine if the data conformed to various assumptions. Sample size was sufficient to ensure robustness. A correlation was run to check for multicollinearity among scale items; no correlations were found to indicate correlated variables.

A Box's M Test of Equality of Covariance matrices was generated and used to assess the assumption of homogeneity of variance-covariance. Since the significance value was larger than .001, the assumption of homogeneity was not violated (Pallant, 2001).

Levene's Test of Equality of Error Variances was examined to assess the assumption of equality of variance for the variable. A value of .65 indicated that the assumption of equality of variance was not violated since values of less than .05 indicate violation (Pallant, 2001).

The Wilks' Lambda test was used to indicate if statistically size differences existed between husbands and wives on the measure of work satisfaction. The size level was greater than .05, indicating that no difference existed between scores for husbands and wives on the measure of work satisfaction (Pallant, 2001).

Therefore, Hypothesis 1 was rejected.

Hypothesis 2

The second hypothesis posited that husbands' and wives' scores would differ on a measure of parenting satisfaction. Table 1 provides details of the mean, standard deviation and Cronbach's Alpha for this measure of satisfaction with parenting. The mean for the measure of parenting satisfaction was 1.5395 for husbands, and 1.5368 for wives. Note that mean scores for husbands and wives were very similar.

Before proceeding with MANOVA analysis, tests were made to determine if the data conformed to various assumptions. Sample size was sufficient to ensure robustness. A correlation was run to check for multicollinearity among scale items; no correlations were found to indicate correlated variables.

A Box's M Test of Equality of Covariance matrices was generated and used to assess the assumption of homogeneity of variance-covariance. Since the significance value was larger than .001, the assumption of homogeneity was not violated (Pallant, 2001).

Levene's Test of Equality of Error Variances was examined to assess the assumption of equality of variance for the variable. A value of .78 indicated that the assumption of equality of variance was not violated since values of less than .05 indicate violation (Pallant, 2001).

The Wilks' Lambda test was used to indicate if statistically size differences existed between husbands and wives on the measure of parenting satisfaction. The size level was greater than .05, indicating that no difference existed between scores for husbands and wives on the measure of parenting satisfaction (Pallant, 2001).

Therefore, Hypothesis 2 was rejected.

Hypothesis 3

The third hypothesis posited that husbands and wives scores would differ on a measure of family/work roles conflict. Table 1 provides details of the mean, standard deviation and Cronbach's alpha for this measure of satisfaction with family/work roles. The mean for the measure of family/work roles conflict was 4.53 for husbands, and 4.87 for wives. Note that mean scores for husbands and wives were very similar.

Before proceeding with MANOVA analysis, tests were made to determine if the data conformed to various assumptions. Sample size was sufficient to ensure robustness. A correlation was run to check for multicollinearity among scale items; no correlations were found to indicate correlated variables.

A Box's M Test of Equality of Covariance matrices was generated and used to assess the assumption of homogeneity of variance-covariance. Since the significance value was larger than .001, the assumption of homogeneity was not violated (Pallant, 2001).

Levene's Test of Equality of Error Variances was examined to assess the assumption of equality of variance for the variable. A value of .08 indicated that the assumption of equality of variance was not violated since values of less than .05 indicate violation (Pallant, 2001).

The Wilks' Lambda test was used to indicate if statistically size differences existed between husbands and wives on the measure of family/work roles conflict. The size level was greater than .05, indicating that no difference existed between scores for husbands and wives on the measure of family/work roles conflict (Pallant, 2001).

Therefore, Hypothesis 3 was rejected.

Hypothesis 4

The fourth hypothesis posited that husbands and wives scores would differ on a measure of marital conflict. Table 1 provides details of the mean, standard deviation and Cronbach's Alpha for this measure of marital conflict. The mean for the measure of marital conflict was 3.28 for husbands, and 3.30 for wives. Note that mean scores for husbands and wives were very similar.

Before proceeding with MANOVA analysis, tests were made to determine if the data conformed to various assumptions. Sample size was sufficient to ensure robustness. A correlation was run to check for multicollinearity among scale items; no correlations were found to indicate correlated variables.

A Box's M Test of Equality of Covariance matrices was generated and used to assess the assumption of homogeneity of variance-covariance. Since the significance value was larger than .001, the assumption of homogeneity was not violated (Pallant, 2001).

Levene's Test of Equality of Error Variances was examined to assess the assumption of equality of variance for the variable. A value of .56 indicated that the assumption of equality of variance was not violated since values of less than .05 indicate violation (Pallant, 2001).

The Wilks' Lambda test was used to indicate if statistically size differences existed between husbands and wives on the measure of martial conflict. The size level was greater than .05, indicating that no difference existed between scores for husbands and wives on the measure of martial conflict (Pallant, 2001).

Therefore, Hypothesis 4 was rejected.

Chapter 5

Conclusions & Discussions

When husbands and wives are studied, one expects to find gender differences. Based on the data analysis procedures in this study, the dual-earner husbands and wives in this sample reported remarkably similar scores on the measure of work satisfaction, parenting satisfaction, family/work roles conflict, and marital conflict.

1. On a measure of work satisfaction, scores for husbands and wives did not differ.
2. On a measure of parenting satisfaction, scores for husbands and wives did not differ.
3. On a measure of family/work roles conflict, scores for husbands and wives did not differ.
4. On a measure of marital conflict, scores for husbands and wives did not differ.

Work Satisfaction

It was surprising to find husbands' and wives' scores did not significantly differ on the measure of work satisfaction. Husbands and wives reported fairly high levels of satisfaction with their jobs, job environment and supervisor. The respondents in this sample worked slightly fewer hours per week than the reported national average (US Bureau of Labor Statistics, 1999).

Wives face greater conflict over work/family demands than do husbands because they are overburdened with the primary responsibility for the family and the household (see Bartley, Blanton, & Gilliard, 2003; Rogers & Amato, 2000; White, 1999; Frisco &

Williams, 2001; Greenstein, 1996, among others) which should exhibit itself in consequences for both family life and work life (Friedman & Greenhaus, 2000; Hochschild, 1989).

Wives in this sample spent fewer hours in their paid work and received less pay than did their husbands, which is consistent with the literature (for example, Moen & Yu, 2000; Friedman & Greenhaus, 2000). Since the wives in this sample reported very traditional gender role attitudes, we may infer that these wives saw their family roles as their primary “career” and their paid work as “job” (Lang, 2000). Since they saw their husbands’ career as primary, they perhaps accepted their family role and although more burdened with family work, didn’t perceive a sense of unfairness and therefore didn’t feel overburdened.

In this sample, no significant difference was found between the scores for husbands and wives on the measure of work satisfaction. Since husbands worked more hours in paid labor than did wives, the wives may have considered the extra time they spent in household labor to be equitable. Research has indicated that it is the perception of fairness in the division of household labor that leads to wife’s contentment in the dual-earner household (Ward, 1993). This perception of equity and satisfaction with their family life might have led wives in this sample to feel satisfaction with the work/life balance which contributed to their high work satisfaction scores, equal to that of the husbands.

Parenting Satisfaction

Husbands' and wives' scores on parenting satisfaction did not significantly differ.

Gender differences on scores of parenting satisfaction were expected. Wives faced great conflict over work/family demands than did their husbands (Rogers & Amato, 2000). According to Kim and Bond (2001), the more overworked an employee feels, the more work/life conflict they will experience including a less successful relationship with their spouse and children. A direct relationship exists between the marital relationship and parenting satisfaction (Rogers & White, 1998) and conflict between the roles seemed to be the determining factor for lack of satisfaction (Tiedje, et al, 1990).

Scores did not differ for the measure of parenting satisfaction. These dual-earner couples may have worked out a system to facilitate sharing of parenting/work roles that contributed to both their feelings of satisfaction with parenting as well as satisfaction with work. Work satisfaction scores were higher than parenting satisfaction scores; this possibly could be due to the number of years of marriage and the ages of children present in the home. Since wives worked fewer hours per week in paid employment than did their husbands, conflicts may have been somewhat alleviated which contributed to higher parental satisfaction. Also, with the majority of these dual-earner couples in the professional field, the more onerous duties associated with parenting and household labor might well have been outsourced which would lead to feelings of higher satisfaction for wives.

Family/Work Roles Conflict

Measures of scores for family/work roles conflict for husbands and wives did not significantly differ.

Frisco and Williams (2001) indicated the unfair divisions of household labor decreased wives' marital quality and led to role strain in the marriage. Wives also tended to perform more household tasks than their husbands with the type of task performed being very gender specific (Greenstein, 1996). Being over burdened with an unfair share of the work of the family coupled with the requirements of paid employment generally led to conflict and dissatisfaction (see Robinson & Spitze, 1992; Hochschild, 1989; Zang & Farley, 1995, among others). Although husbands and wives felt frustration if expectations of family roles based on male and female perceptions were not met, if these potentially conflictual areas were negotiated to the satisfaction of the couple, couples reported satisfaction and contentment (Gager & Sanchez, 2003; Stevens, et al, 2001).

The husbands and wives in this sample reported very traditional family/work role attitudes, which resulted in their dividing responsibilities along traditional gender lines. However, one would expect to find more non-traditional gender role attitudes based on their status as dual-earner couples. Since both husbands and wives reported very traditional gender role attitudes, conflict between work and family life would be less of an issue—husbands would be primarily responsible for work outside of the family and wives would be primarily responsible for the work of the family with little conflict between them which might have resulted in their scores of satisfaction.

These families also consisted primarily of Caucasian technical/professional dual-earner couples. It is possible that they could have hired the work to others outside the home or passed it off to other family members while they juggled work/family responsibilities.

Marital Conflict

Husbands' and wives' reported no significant differences in the scores on marital conflict.

Marital conflict is a source of concern between dual-earner couples as they work to develop ways to balance work and family life issues (Moen & Yu 2000; Gager & Sanchez, 2003; Frisco and Williams, 2001, among others). Dual-earner couples that successfully adapt to handle stress and conflict at home and work through adapting strategies experience little to no conflict in their marriage (Haddock, Ziemba, Zimmerman & Current, 2001). Also, couples that shared positive views of their marriage were found to have much lower odds of marital disruption (Gager & Sanchez, 2003). Satisfaction with work and parenting may also contribute to their ability to defuse potential areas of marital conflict. When dual-earner couples broke down family roles and responsibilities along traditional gender lines, both appeared to be satisfied with this arrangement which would lead to lower conflict—it was when one spouse holds non-traditional attitudes and the other holds traditional attitudes that conflict occurred.

The husbands and wives in this study reported very similar marital conflict scores; these scores might be attributed to the perceived fairness in the division of work/family, the age of sample or the years of marriage. Participants in the study had 20+ years of marriage and may have used those years to effectively and successfully negotiate how duties and responsibilities concerning the work of the family and the household would be divided. Husbands and wives may get their satisfaction from a combination of work/family variables or they have adjusted their careers so as not to make the family suffer from work encroachments (Becker & Moen, 1999).

Implications for Research

Further research is warranted on the measures of satisfaction and conflict. Studies could consist of understanding why wives report traditional attitudes while living non-traditional roles as well as focus on subjects of various ethnic backgrounds, same sex-marriages, different geographic locations, an assortment of professional fields, and groups of different lengths of marriages.

It is suggested that the measures of work satisfaction, and parenting satisfaction be expanded to perhaps develop more conclusive indices for measuring of work satisfaction and parenting satisfaction. The ideal questions are not being asked. Studies need to develop finely calibrated measures to tease out nuances of measuring peoples' levels of satisfaction.

Implications for Practice

Issues of work/family relationships can create diverse levels of conflict and satisfaction for dual-earner couples. Practitioners can implement training programs to help husbands and wives develop skills in the art of negotiating as well as constructive conflict resolution techniques. Husbands should be educated to the problems associated with wives who are over-burdened with duties associated with the work of the home and family as well as the responsibilities of participating in the world of paid work. Herzberg (2003) summed up employee satisfaction as efforts put forth into job enrichment through excellent personnel management. Also, additional values clarification training could be used to help husbands and wives better understand each other's ideals. Employers can be advised of the benefits associated with workers whose lives are made more efficient by

such family-friendly options as in-house day cares, flex time schedules, and work from home options.

Summary

This study explored the relationship between dual-earner couples on measures of work satisfaction, parenting satisfaction, family/work roles conflict and marital conflict. The focus was to determine if husbands and wives scores differed on the mentioned measures. There were 233 participants that completed the questionnaire.

Husbands' and wives' scores did not significantly differ on the measures of work satisfaction, parenting satisfaction, family/work roles conflict and marital conflict. However, possible explanations for this finding could include the average 20+ years of marriage, age of sample, and traditionally held beliefs and attitudes about husbands' and wives' roles in the family. Such reasons are vital to understanding satisfaction and conflict in dual-earner couples and could lead to new research and answers.

In conclusion, procedures indicated in this study that further research is needed to determine husbands and wives in dual-earner households' levels of satisfaction and reasons of conflict. It is also concluded that the couples (both husbands and wives) held traditional beliefs and ideals about the roles of men and women in families. Conflict might have occurred if one partner held traditional and the other non-traditional attitudes. These couples, married for a number of years, were very satisfied with their jobs, parenting skills, and family/work roles.

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Appendices

Appendix A: Participation Letter 1

Describe Your Marriage & Have a Chance To Win 4 Tickets To a UT Football Game!

I am a professor in the Department of Child and Family Studies at UT. I have taught courses about families and carried out studies of families at UT since 1972. I am married and have two small children and I am very aware of juggling the demands of work and family. I am very committed to helping gather information about families so strategies can be identified to help families cope with the many tasks that face them today.

I am conducting a study of marriages and would like to invite you to participate. There is much we need to know about how men and women function as husbands and wives. All the information we gather from you will be confidential and will be reported only in group form. I am pleased that Levi-Strauss has given me access to their employees and I will provide information to Levi-Strauss that may prove helpful in planning services and programs for best meeting the needs of their personnel.

The study involves completing a questionnaire that will take 30-45 minutes of your time. The questions ask you to describe your marriage. I would also like for your spouse to participate, and questionnaires for both of you to complete will be mailed to you at your home address. If you are interested in participating, please fill in the information on the attached postage-paid postcard and mail it to me.

As a way of showing appreciation for your investment of time in completing the questionnaires, a drawing from cards filled out by those returning questionnaires will be held. The winner will receive four tickets to a home UT football game this fall!

You can help other families by giving a little of your time to me. Please help me to accumulate much needed information about families such as yours. Such information is crucial if policies and programs are to be planned in ways that can support and strengthen families.

Sincerely,

Priscilla White Blanton, Ed.D.
Child and Family Studies

Appendix B: Participation Letter 2

Dear Participant:

Thank you for agreeing to complete the accompanying questionnaire. We are gathering information from couples like you and your spouse, who are currently married and who are interested in helping us learn more about the family.

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 not right or wrong answers. Again, answer according to the way you feel at the present time.

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

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

Sincerely,

Priscilla Blanton, Ed.D
Professor

Jen Gilliard
Ph.D. Student

Sharon Jeffcoat Bartley
Ph.D. Student

115 Jessie Harris Building
Department of Child and Family Studies
University of Tennessee
Knoxville, TN 37996-1900
phone: 974-5316

Appendix C: Informed Consent Form

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

1. The purpose of this study is to gather information about families in order to better understand how men and women function as husbands and wives.
2. 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.
3. You are free to withdraw your consent and to discontinue participation in this study at any time without penalty.
4. Answers to any questions you may have about the procedures of this study are available at any time. Contact:

Dr. Priscilla White Blanton
Department of Child and Family Studies
The University of Tennessee
Knoxville, TN 37996
phone: 974-5316

5. We do not anticipate that participation in our project will involve any risks for you, but if responding to the questionnaire creates concern for you and/or your spouse, we will be happy to refer you to a trained professional. In addition to the insight you may gain from reflecting on yourself and your family, the group results from this study may be of interest to you and will be available to you upon your request.
6. It will probably take about 45 minutes of your time to complete the "Marriage Survey."

RETURNING THIS QUESTIONNAIRE INDICATES THAT YOU HAVE READ THIS FORM AND, ON THE BASIS OF INFORMED CONSENT, AGREE TO PARTICIPATE IN THIS STUDY.

Appendix D: Demographic Profile

Subject Identification Number _____

Age _____

Gender: Male _____ Female _____

How would you describe your ethnic or racial background? (optional)

_____ White/American, Caucasian

_____ Latin American, Hispanic

_____ African American/Black

_____ Oriental American, Asian Pacific

_____ Native American, Indian

Present Marital Status:

_____ Single

_____ Married but Separated

_____ Married

_____ Widowed and Remarried

_____ Widowed

_____ Divorced and Remarried

_____ Divorced

_____ Other (please specify) _____

Length of present marital status: _____

Have you been married previously?

_____ Yes _____ No

Number of children currently living in your household:

_____ Daughters Ages: _____

_____ Sons Ages: _____

Highest degree earned:

_____ Elementary school (grades K-5)

_____ Junior High (grades 6-8)

_____ High School (grades 9-12)

_____ Some College

_____ Bachelors

_____ Masters

_____ Doctorate

_____ Other _____

What is your religious affiliation? (Please give the full name of your denomination) _____

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

What is your personal pre-tax income? Please do not count your spouse's income but do include your other income allowances (i.e. car allowance, house allowance, social security allowance)

_____ less than \$5,000

_____ \$10,000 to \$14,999

_____ \$25,000 to \$34,999

_____ \$5,000 to \$7,499

_____ \$15,000 to \$19,999

_____ \$35,000 to \$49,999

_____ \$7,500 to \$9,999

_____ \$20,000 to \$24,999

_____ \$50,000 or more

What is your current employment position or title? _____

In which of the following categories would you say your current job fits? Please choose only one category.

- ☐ Farmers and miners
- ☐ Service workers, including private household
- ☐ Craftspeople, crew managers, and kindred workers
- ☐ Managers, officials, and proprietors, except farm
- ☐ Laborers, except farm and mine
- ☐ Machine Operators
- ☐ Clerical, sales, and kindred workers
- ☐ Professional, technical, and kindred workers

Who has the easier life?

☐ You ☐ Spouse ☐ Equal

If you could start a new life, would you plan it in a different way?

☐ Yes ☐ No

Would you want to exchange roles with your partner?

☐ Yes ☐ No

Appendix E: Work Satisfaction

Circle the appropriate response for the following.

How satisfied are you with your job?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Very Satisfied	Pretty Satisfied	Not Too Satisfied	Not Satisfied At All

How happy are you with your job environment?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Very Happy	Pretty Happy	Not Too Happy	Not Happy At All

All in all, how well do you get along with your supervisor?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Very Well	Pretty Well	Not Too Well	Not Happy At All

Appendix F: Parenting Satisfaction

Please respond to the following items and write your response in the blank to the left of the item.

1. _____ How satisfying do you find being a parent is?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Very Satisfying	Pretty Satisfying	Not Too Satisfying	Not Satisfying At All

2. _____ How happy are you with the way your children behave?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Very Happy	Pretty Happy	Not Too Happy	Not Happy At All

3. _____ All in all, how well would you say you get along with your children?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Very Well	Pretty Well	Not Too Well	Not At All Well

Appendix G: Family/Work Roles Conflict

Please circle the number that best represents how much you approve or disapprove of the behaviors described.

- | | | Strongly Approve | | | | | Strongly Disapprove | |
|----|--|------------------|---|---|---|---|---------------------|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. | Mothers who work full time when their youngest child is under age 5? | | | | | | | |
| 2. | Children under three years old being cared for all day in a day care center? | | | | | | | |
| 3. | Mothers who work part-time when their youngest child is under age 5? | | | | | | | |
| 4. | Fathers who take as much care of children as mothers? | | | | | | | |
| 5. | Fathers who provide less than half of their family's income? | | | | | | | |
| 6. | Fathers who turn down a better paying job because it would take them away from their family? | | | | | | | |
| 7. | Fathers who do as much housework as mothers? | | | | | | | |
| 8. | Mothers who do as much house maintenance and yard work as fathers? | | | | | | | |

Appendix H: Marital Conflict

Instructions: Please respond to the following items using the following scale:

1	2	3	4	5
Almost Never	Once In A While	Sometimes	Frequently	Almost Always

When you and your spouse are beginning to discuss a disagreement over an important issue, *how often*:

1. ___ Do you both begin to understand each other's feelings reasonably quickly?
2. ___ Do you both get your points across to each other without too much trouble?
3. ___ Do you both begin to appreciate each other's points of view on the matter fairly soon?
4. ___ Does your spouse seem to be supportive of your feelings about your disagreement?
5. ___ Does your spouse tell you that you shouldn't feel the way you do about the issue?
6. ___ Is your spouse willing to really hear what you want to communicate?
7. ___ Does your spouse insist on contradicting many of your ideas on the issue before s/he even understands what your ideas are?
8. ___ Does your spouse make you feel that your views, even if different from his/hers, are really important to him/her?
9. ___ Does your spouse seem more interested in justifying his/her own point of view rather than in understanding yours?
10. ___ Does your spouse let you feel upset or angry without putting you down for it?
11. ___ Does your spouse blame you for any of your feelings of frustration or irritation as if they were mostly your own fault, none of his/hers?

After you and your spouse have been discussing a disagreement over an important issue for a while, *how often*:

1. ___ Are you able to clearly identify the specific things about which you disagree?
2. ___ Are you able to identify clearly the specific things about which you do agree?
3. ___ Are you both able to express how the other feels about the issue?
4. ___ Are you both able to express the other's viewpoint nearly as well as you could your own viewpoint?

1	2	3	4	5
Almost Never	Once In A While	Sometimes	Frequently	Almost Always

5. During a disagreement, how often does your spouse's facial expression and tone of voice convey a sense of each of the following:

☐ discouragement	☐ frustration	☐ resentment
☐ anger	☐ bitterness	☐ respect toward you
☐ disgust	☐ self pity	☐ hostility
☐ condescension	☐ cynicism	

1	2	3	4	5
Almost Never	Once In A While	Sometimes	Frequently	Almost Always

About the time you and your spouse feel you are close to a solution to your disagreement over an important issue, *how often*:

1. ☐ Are you able to completely resolve it with some sort of compromise that is OK, with both of you?
2. ☐ Do you end up with very little resolved after all?
3. ☐ Do you quickly bring the matter to a conclusion that is satisfactory for both of you?
4. ☐ Do you realize the matter will have to be reargued in the near future because at least one of you is still basically unhappy with the apparent solution?
5. ☐ Do you find that just as soon as you think you have gotten things resolved, your spouse comes up with a new idea for resolving the issue?
6. ☐ Does your spouse keep on trying to propose things that are not mutually acceptable ways of resolving the issue at hand?
7. ☐ Does it seem that no matter what you suggest, your spouse keeps on finding new, supposedly better solutions?
8. ☐ Are you both willing to give and take in order to settle the disagreement?
9. ☐ Are you and your spouse able to give up some of what you wanted in order to bring the issue to a close?
10. ☐ Are you and your spouse able to keep coming closer and closer together on a mutually acceptable solution until you achieve it?
11. ☐ Are you and your spouse able to reach a mutually acceptable contract for resolving the disagreement?

Vita

Michelle Ann Parrott was born in Cookeville, Tennessee on March 7, 1976. She was raised in Livingston, Tennessee where she graduated from Livingston Academy High School in 1994. She went on to attend Tennessee Technological University where she graduated in 1998 with a Bachelor of Science degree in Family Consumer Science. In 1999, she became employed with University of Tennessee Extension Service. She enrolled as a graduate student in Human Resource Development in 2000. Michelle is currently still employed by the University of Tennessee Extension Service where she is the Family Consumer Science Extension Agent.

100% Cotton Fiber
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