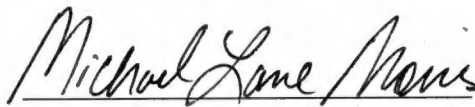


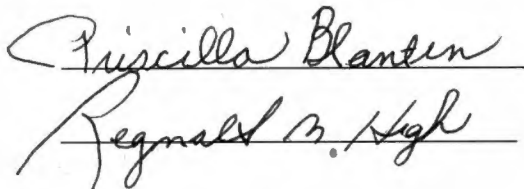
To the Graduate Council:

I am submitting herewith a thesis written by April B. Martin entitled "Work/Family Variables Influencing the Marital Satisfaction of Tennessee Extension Agents." I have examined the final copy of this thesis for form and content and recommend that it be accepted in partial fulfillment of the requirements for the degree of Master of Science, with a major in Human Ecology.



Michael Lane Morris, Major Professor

We have read this thesis and
recommend its acceptance:



Accepted for the Council:



Interim Vice Provost and
Dean of The Graduate School

**WORK/FAMILY VARIABLES INFLUENCING THE
MARITAL SATISFACTION OF TENNESSEE EXTENSION
AGENTS**

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

**April B. Martin
May 2001**

DEDICATION

This thesis is dedicated to my late father

Mr. Colby Brooks

who gave me the encouragement to get an education
and to be a godly example unto others.

ACKNOWLEDGMENTS

I am most grateful to my advisor, Lane Morris, who assisted me through this process with all the support and encouragement that he could possibly give. I couldn't have asked for a more understanding friend and mentor. I am also very grateful to my graduate committee members Dr. Priscilla Blanton and Dr. Reggie High who have showed a tremendous amount of patience. In addition, the statistical analysis for this study would not have been possible without the assistance of UT Statistical Consultant Ann Reed.

My gratitude goes out to the former Dean of the UT Agricultural Extension Service, Dr. Billy Hicks and the current Dean, Dr. Charles Norman who assisted me with the carrying out of the questionnaire completed by the Extension Agents. Thank you to all the Extension Agents across the state who participated in this study. I know your time is very valuable.

Lastly, the greatest debt is owed to my husband Gilbert and son Wyatt. They have waited patiently for me to come home countless nights and have given me constant encouragement over the past eight years as I worked toward my degree.

ABSTRACT

This study will explore the relationship between the work and family life of County Extension Agents employed by The University of Tennessee Agricultural Extension Service. The purpose of the study is to examine how the job characteristics of Extension work affect the agents' family lives. Specifically, the focus will be on how work, parental, and life satisfaction influences the marital satisfaction of Extension Agents in Tennessee. All 539 Extension Agents employed by The University of Tennessee Agricultural Extension Service were selected to be invited to participate in this study, including specialists and administrators. The participants were mailed a cover letter explaining the purpose of the study, a letter of support from the Dean of the Extension Service, a consent form, a questionnaire, and a self-addressed stamped envelope for returning the questionnaire.

Analyses used in this research included descriptive statistics, t-tests, stepwise regression using backward selection, univariate analysis, Mann-Whitney and Kruskal-Wallis non-parametric tests and Pearson's correlations. It was found that the marital satisfaction of Tennessee Extension Agents as measured by the KMSS showed no significant gender differences. The areas of employment responsibility was not found to be a predictor of marital satisfaction. The life satisfaction scores of the Agents was the only predictor for marital satisfaction. Marital satisfaction was not predicted by the selected demographic variables including job title, gender, income, employment responsibility, years in present position, length of marital status, age, and education. Agents who had children was the only demographic variable that predicted marital

satisfaction.

In conclusion, data analysis procedures in this study indicated that Tennessee Extension Agents' marital satisfaction could be significantly predicted by a reduced model for life satisfaction and parental status.

PREFACE

The author of this study has been employed by the University of Tennessee Agricultural Extension Service for over nine years as a Family and Consumer Science 4-H Youth Agent. It was during this time that she became acquainted with several other colleagues across the state. The work of the Extension Agent requires long hours, including night and weekend meetings. Many agents feel torn between their family, clientele, administrators, and their own work goals. Extension is making a programmatic commitment to strengthening families. Extension supports family values such as spending time with children and spouses, but some evidence indicates that these values are not implemented within their own families. Approximately eight years ago the author began to see an increase in divorces of Extension Agents within her working district of 15 counties. There was some question as to whether this occupation has some negative effects upon the family life of the Extension Agent. The study described in the pages that follow has given the author the opportunity to investigate this question.

Chapter One gives an introduction into the Extension Service, the rationale for doing this study, nominal definitions, and objectives of the study.

Chapter Two provides a limited review of the literature with information on parental satisfaction, life satisfaction, work satisfaction, and marital satisfaction as influenced by work and family. There is very limited information on Extension Agents in particular.

Chapter Three describes the methodology of the study. There were 298 Extension Agents in Tennessee who participated in a larger study by completing a

questionnaire containing eight instruments. The instruments in the overall study included the Kansas Marital Satisfaction Scale (KMSS), the Work Satisfaction Scale (WSS), Dyadic Adjustment Scale (DAS), Effect of Job on Family Life Scale, Parent-Child Relational Quality Scale (PCR-Quality), Kansas Marital Conflict Scale (KMCS), Marital Comparison Level Index (MCLI), and Life Satisfaction Scale (LSS).

Chapter Four gives the results of the research. The main finding was that life satisfaction was found to be a significant predictor of marital satisfaction for Extension Agents. Agents who had children was the only demographic variable that proved to be a predictor that was negatively correlated with marital satisfaction.

Chapter Five provides the conclusion of the study. It was found that the marital satisfaction of Tennessee Extension Agents as measured by the KMSS showed no significant gender differences. Area of employment responsibility was not found to be a predictor of marital satisfaction. The life satisfaction scores of the Agents was a predictor for marital satisfaction. Marital satisfaction was not predicted by the selected demographic variables including number of children, job title, gender, income, employment responsibility, years in present position, length of marital status, age, and education. Agents who had children was the only demographic variable that proved to be a predictor for marital satisfaction.

In addition, Chapter Five summarizes gives some limitations of the study and offers suggestions for further research.

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CHAPTER I

INTRODUCTION

The Extension Service was established in 1914 with the passing of the Smith-Lever Act. It was designed as a partnership between the land-grant universities and the United States Department of Agriculture(USDA). The Extension Service is unique in that its educational programs make the research of land-grant universities, agricultural experiment stations, and the USDA available to all people who need them. The Agricultural Extension Service serves as an "extension" of the State university to the people at the county level. The Cooperative Extension System's statement of mission is to "help people improve their lives through an educational process which uses scientific knowledge focused on issues and needs."

There is at least one professional Extension staff member working in each of the nation's 3,150 counties. The organization is comprised of agricultural and family and consumer science agents who work with either an adult and/or youth audience at the county level. In addition, there are specialists and administrators on district, state, and national levels. Seventy-five years ago the Extension Service primarily served rural people. Today it serves the rural as well as urban populations.

The Extension Service is concerned about the high attrition rate associated with resignations of County Extension Agents which have created disruptions in programs, reduced effectiveness, and created higher costs in recruiting and training new agents (Manton & van Es, 1985). Church and Pals (1982) reported that according to a United States Department of Agriculture Division of Science and Education source, approximately 10 percent of county agents resign each year.

Rationale

In 1981, the Extension Committee on Policy (ECOP) Task Force was created to form a statement on Extension's direction in strengthening families. One of the results of ECOP was the statement that "Extension organizational managers need to critically examine policies and practices in relation to their affects upon the family life of Extension employees"(Fetsch, Flashman, & Jeffiers, 1984).

There has been considerable research conducted examining the effects of work-related stressors on employees in a variety of occupations including ministers, health care workers, state employees and managers(Adams, King, & King, 1996; Allen, 1993; Barnett, 1994; Hopkins, 1983; Morris & Blanton, 1994; Staines & Pleck, 1983; Weigel, Berger, Cook, & DelCampo, 1995). Unfortunately, the amount of empirical literature involving Extension Agents in samples is very limited. In fact, a review of the literature reveals that there is no published research on Extension Agents in Tennessee. This is disappointing when one realizes that in January 1997 there were approximately 552 Extension Agents employed with the Tennessee Extension Service alone. This number is comprised primarily of county workers but also includes administrators and specialists. In 1997, 28 of those 552 (5%) agents resigned from Extension (UT Institute of Agriculture Business Office, 1998). Due to the large number of Tennessee Extension agents and the demanding work that they do, conducting this research is necessary to the future existence of a stable Extension Service in Tennessee. If Extension is to continue being a strong organization, an examination of the effects of work on family life among its agents should be made.

Statement of the Problem

The issue of juggling work and family demands is receiving increasing attention from the media, researchers, corporate America, small businesses, and government. It is a problem for many Extension agents as well. The work of the Extension Agent requires long hours, including night and weekend meetings. Many agents feel torn between their families, clientele, administrators, and their own work goals (Fetsch et al. 1984).

Extension is making a programmatic commitment to strengthening families. Extension supports family values such as spending time with children and spouses, but some evidence indicates that these values are not implemented within their own families (Nelson & Springer, 1980).

Objectives of the Study

This study will explore the relationship between the work and family life of County Extension Agents employed by The University of Tennessee Agricultural Extension Service. The purpose of the study is to examine how the job characteristics of Extension work affect the agents' family lives. Specifically, the focus will be on how work, parental, and life satisfaction influences marital satisfaction of Extension Agents in Tennessee.

This study expands upon past research examining Extension Agents. It specifically builds upon research done by St. Pierre (1984), which examined how married agents in each Extension program area felt about their jobs and how they affected family life at four stages in the life cycle. The current study builds on St. Pierre's research by examining the correlation of marital satisfaction to the work and life satisfaction of Tennessee Extension Agents. As previously stated, this is the first

empirical research on work and family life satisfaction to be conducted that involves Tennessee Extension Agents.

Formal studies of how Tennessee Extension workers feel that their jobs influence their family lives do not exist.

This current study will attempt to empirically answer the following questions:

1. How does the work, life, and parental satisfaction of Tennessee Extension Agents influence their marital satisfaction?
2. How is the marital satisfaction of Tennessee Extension Agents influenced by their area of employment responsibility, age, years of service, parental status, education, income, number of children, and district that they are employed?

Nominal Definitions

1. Marital Satisfaction: the global subjective evaluation of one's feelings about his/her marriage (Morris & Blanton, 1994; Sabatelli, 1988).
2. Parental Satisfaction: A parent's overall feelings of the quality of their relationship with their children (Umberson, 1989).
3. Life Satisfaction: An individual's overall feelings of the quality of their day-to-day life related to his/her work, place of residence, way of life, activities done for enjoyment, and health (Spanier & Thompson, 1984).
4. Work Satisfaction: A fulfillment of an individual's needs associated with their work (Hopkins, 1983).
5. Marital Status: A categorical variable that shows if a person is single, married, widowed, divorced, married but separated, widowed and remarried, or divorced and remarried.

6. Parental Status: A categorical variable that shows if a person has children.
7. Pre-tax Income: A categorical variable that shows an individual's income before taxes are deducted.
8. Adult Agriculture Agent: A categorical variable that defines an extension agent who works with an adult audience in the area of agriculture.
9. Adult Family & Consumer Sciences Agent: A categorical variable that defines an extension agent who works with an adult audience in the area of family and consumer sciences.
10. 4-H Agriculture Agent: A categorical variable that defines an Extension Agent who works with a youth audience in the area of agriculture.
11. 4-H Youth Agent: A categorical variable that defines an Extension Agent who works with a youth audience in the either the area of family and consumer sciences or agriculture.
12. Expanded Food-Nutrition Education Program Agent: A categorical variable that defines an Extension Agent who works with a primarily adult lower-income audience.
13. Assistant Extension Agent: A categorical variable that defines an agent who has at least a B.S. Degree in agriculture, home economics, or related field and has worked less than seven years.
14. Associate Extension Agent: A categorical variable that defines an agent who has at least a B.S. Degree in agriculture, home economics, or related field, and a minimum of seven years Extension experience or a M.S. degree with a minimum of four years Extension experience with a satisfactory rating.

15. Extension Agent: A categorical variable that defines an agent who has at least a B.S. degree in agriculture, home economics or related field and a minimum of eight years Extension experience with the rank of Associate Extension Agent or a M.S. degree and a minimum of six years Extension experience with the rank of Associate Extension Agent with a satisfactory rating(UT Faculty Handbook, 1978).

16. Extension Leader: A categorical variable that defines an agent as a supervisor in a county office.

17. District: A categorical variable that identifies the area of the state in which an Extension Agent is employed (UT Faculty Handbook).

CHAPTER II

REVIEW OF THE LITERATURE

Review of Related Literature

In Japan 30,000 workers die every year from overworking or "karoshi." United States epidemiological statistics do not reflect these high rates, but the stresses that are associated with work and exhaustion have been connected to many health-related problems such as cardiovascular diseases (Cowley, Hager, & Rogers, 1985). Recently, it was reported that fourteen percent of workers' compensation claims were related to stress (Fetsch & Kennington, 1997). The fast-paced social and economic changes in America seemingly contribute to the tremendous amount of stress experienced by many families, including Extension Agents' families.

Regardless of the occupation that people hold, work life and family life create two settings that are possibly the most important in their lives. Given that an occupational focus of extension agents is the improvement of work and family well-being among county clientele, it's ironic that there is limited knowledge about how the extension occupation impacts the family life of the Extension Agent (St. Pierre 1984). Thus, the purpose of this study is to examine the relationships among work, parental, and life satisfaction and the marital satisfaction of county extension agents employed by The University of Tennessee Agricultural Extension Service.

The review of literature for this research is composed of five areas:

- 1) Parental Satisfaction as influenced by work and family.
- 2) Work Satisfaction as influenced by work and family.

- 3) Life Satisfaction as influenced by work and family.
- 4) Marital Satisfaction as influenced by work and family.
- 5) Work, life, parental, and marital satisfaction of Extension agents as influenced by work and family.

The results of the review of literature show that there has been a lack of empirical research in each of these five areas. There was no literature available on marital and parental satisfaction of Extension Agents. Consequently, the review of these areas will be brief.

Parental Satisfaction as influenced by work and family

Parental satisfaction is a parent's overall feelings about the quality of his/her relationship with their children (Umberson, 1989). Adults typically have multiple roles such as spouse, parent, employee, etc. A dominant theme in this area of research is that the demands of individuals who juggle multiple roles produce more stress, and consequently, this results in a decline of well-being for the parent. Simply stated, the amount of time that individuals place in all of their different roles can lead to role overload and feelings of being overwhelmed. (Barnett, 1994; Bedeian, Burke & Moffett, 1988; Coombs, 1994; Kinnunen, Gerris, & Vermulst, 1996; MacEwen & Barling, 1994; Majewski, 1986; Morris & Blanton, 1994; Patterson & McCubbin, 1984; Schulz, 1993). O'Neil and Greenberger (1994) found that the different patterns of commitment to work and parenting were related to role strain for men. Men who had a low work commitment and a high parental commitment reported the lowest levels of role strain while the men who had a high level of work commitment and a low level of parental commitment had the highest level of role strain. For women, commitment to work and parenting were

unrelated to their level of role strain.

Umberson (1989) concluded that some parental characteristics such as sex, age, marital status, and employment status, do affect the parent-child relationship while some characteristics such as race, education, and income do not.

Kinnunen et al. (1996), examined how job satisfaction and job stress of Dutch men were related to the parent-child relationship. Interestingly, they found that when the fathers had a high job satisfaction level there was an increase in job stress which in turn increased the degree to which they felt that parenting was a burden.

In a study of parents of kindergartners, Schulz (1993) found that children were not doing as well in families where the mother was distressed at the end of the work day. The teachers viewed these children as being more antisocial, less academically competent, and having more internalizing symptoms.

Hochschild (1997) characterized the role of a parent who returns home from work as a "third shift." As the "first shift" (work) takes more time, the "second shift" (home) becomes more hurried and rationalized. As the work day becomes longer, the more people feel pressure at home to rush, to delegate, to procrastinate, to organize the few remaining moments of family time. Lack of time forces parents to undertake "third shift—noticing, understanding, and coping with the emotional consequences of the compressed second shift." Children were found to react to this "third shift" in various ways.

Working parents are forced to take on the role of a supervisor, carefully managing meals and bedtimes in order to make effective use of their time with their children. Children's response to this time management is typically to rebel or "act out."

Some of this behavior is part of childhood itself, but it may also be a cry for one on- one-time with the parent (Hochschild, 1997).

Work Satisfaction as Influenced by work and family

Work satisfaction or job satisfaction is a fulfillment of an individual's needs associated with their work. Initial research on job satisfaction was done to improve productivity. Later research was more humanistic in its approach by trying to improve employees' lives by improving their job satisfaction (Hopkins, 1983).

Corporate America's management techniques have followed this trend. The industrial world, in particular, has shifted in recent years from the Frederic Taylor's principles of scientific management to Charles Deming's Total Quality principles. The Taylor approach to management was to implore the employee's mind and body. The view of the Taylor worker was that he/she was unskilled, replaceable, cheap, and as a result, was bored and not appreciated.

The more modern Total Quality approach of companies allows workers to find solutions to their problems and have more autonomy. This motivates the worker to want to work harder for their employer especially when financial incentives and special recognition techniques are used (Hochschild, 1997).

According to Adams et al. (1996), much of the literature concerning the relationship between work and family has focused upon two variables. One area of focus has been on work-family conflict. This type of conflict can produce stress that induces psychological and physical problems. Work can interfere with family and family can interfere with work. The second area of focus has been on social support. Social support is usually emotional in nature such as listening, being empathetic, or helping to solve a

problem. Researchers have asserted that when there is social support given by individuals at work and/or in the family, the workers' general health and well-being can be positively affected (e.g. Beehr & McGrath, 1992; Cohen & Wills, 1985). Adams et al. found that high levels of job involvement were related to high levels of job satisfaction, but high levels of job involvement were also associated with high levels of work interfering with the family.

The conflicting roles of worker and family member inter-role conflict have been repeatedly studied in work and family research (Adams et al., 1996; Bacharach, Bamberger & Conley, 1991; Barnett et al., 1992; Lobel, 1992; MacEwen & Barling, 1994; Morris & Blanton, 1994; Paden & Buehler, 1995; Staines & Pleck, 1983). MacEwen and Barling (1994) defined inter-role conflict as "conflict that occurs when demands in one role are incompatible with the demands of another role."

The family systems theory suggests that when one member of the family system is impacted, the entire system is affected. Weigel et al. (1995), examined a model which tested the family systems theory. The subjects viewed the effects of stress and conflict as influencing not only themselves but also the entire family system. The stress related to the work and family systems had a negative affect on every aspect of family life quality in the study (Weigel et al., 1995).

Lobel (1992) explored the concept that a person's work and family life values may be important determinants of the experience of work-family conflict. Conflict occurred most frequently when "1) the expectations for both work and family roles were different, 2) when the personal values and organizational expectations were incompatible, 3) when the worker did not take responsibility for the incompatibility, and

4) when the work role expectations restrained the worker's ability to operate in the family role in a manner desirable the person."

Some researchers, have proposed that inter-role conflict shifts on a daily basis and should be studied more in a long-term design rather than short-term. MacEwen and Barling (1994), used volunteers from a Canadian police department to test this hypothesis. By using a long-term design they found that for both men and women, "interference with work by the family predicted family withdrawal, and interference with the family by work predicted work withdrawal.

In comparison to the wealth of research conducted on job satisfaction of employees, there has been little done examining the relationship of job satisfaction and family life (Hopkins, 1983). There is an even more limited amount of empirical research available examining the relationship of job satisfaction of an individual occupation to family relationships. Bergman et al.(1996) found a strong relationship between nurses' satisfaction with their ability to discuss positive work accomplishments at home. The respondents who were able to have more discussions at home about their accomplishments had higher job satisfaction. In this situation, satisfaction with home support created satisfaction with work accomplishments. Bedeian et al. (1988) discovered a significant negative relationship between work-related role stress and marital satisfaction and work-family conflict for both men and women accountants. It is apparent that work has a tremendous influence on the quality of one's marriage. Work is an important facet of everyone's life as it can be rewarding both socially, financially, and emotionally (Bedeian et. al., 1988).

Life Satisfaction as Influenced by Work and Family

Empirical research on life satisfaction as influenced by work and family is very limited. A review of the literature produced only five articles related to life satisfaction. Life Satisfaction is an individual's overall feelings of the quality of their day-to-day life related to his/her work, place of residence, way of life, activities done for enjoyment, and health (Spanier & Thompson, 1984). The relationships between work and family can have an important effect on life satisfaction of an individual (Adams et al., 1996). In a study of work-related stressors on clergy husbands and their wives, Morris and Blanton (1994), found that social support and time demand stressors were significant predictors of life satisfaction.

In a meta analysis study of all published studies that measured work-family conflict and job and life satisfaction, Kossek and Ozeki (1998) concluded that regardless of the type of measure used ("bidirectional work-family conflict, work to family, family to work") a negative relationship was consistently found for all types of measures; however, family to work conflict was slightly less strong. In addition, they found that the job-life satisfaction and work-family conflict were stronger for women than men.

Most theories of the relationship between global and life satisfactions have suggested either a "bottom-up," "top-down," or a "bidirectional" model. A bottom-up model specifies that life facet satisfactions determine general life satisfaction. A top-down model surmises that global life satisfaction determines satisfaction in certain life domains. The bidirectional model suggests that there are mutual influences between global and life facet satisfaction. In a sample of university professors, Lance, Lautenschlager, Sloan and Varca (1989) examined models and found the bidirectional

model to have the strongest support overall.

Marital Satisfaction as Influenced by Work and Family

Marital satisfaction is the global subjective evaluation of one's feelings about his/her marriage (Sabatelli, 1988). During the post World War II period and the 1950's there was a stable divorce rate. After this period the divorce rate began to increase during the 1960s. Between 1966 and 1976 it doubled and during the 1980s it leveled off at the highest rate in history. Presently, about 50 percent of all first marriages end in divorce. These statistics lead one to believe that marital satisfaction is declining.

There are a number of variables cited in the literature that have been shown to significantly affect marital satisfaction. Rogers (1997) hypothesized that the economic and social changes of marriage are responsible for the decline in marital quality in recent marriages. Roger's study used a national sample of two generations: people married between 1969 - 1980 and 1981 - 1992. The younger group of both males and females showed significantly lower levels of marital interaction and significantly higher levels of marital conflict. Roger's suggestion that an increase in age at first marriage and education between the two generations might offset these declines did not prove to be true. "Changes in economic resources, work and family demands, wives' gender role attitudes, and cohabitation prior to marriage accounted for these changes" (Rogers, 1997). Past research has shown that in many areas of social life an individual's well-being improves in the later years of their life. Marital satisfaction tends to be at its highest levels in the early years of marriage and then declines until mid-life at which point it steadily rises as age and length of marriage increases. Using a national sample of individuals age 25 and older in their first marriages, Orbuch, House, Mero, and Webster

(1996) found that the duration of first marriages was negatively associated with marital satisfaction up to 20 - 24 years. After 24 years of marriage the association with the duration was positive. At 35 - 44 years of marriage, the mean level of marital satisfaction was higher than during the first four years of marriage. It was also found that reduced work and parental responsibilities in later life are related to the increase in marital satisfaction.

According to Rogers (1999), remarriage is now as normal as first marriages. Yet, the research addressing the relationship between marriage order and marital satisfaction is very limited. Rogers investigated the effects of job satisfaction and marital satisfaction on the well-being of a national sample of 1,122 employed persons in both first marriages and remarriages and found that marital and job satisfaction were significantly correlated with individual well-being. This was found in both first marriages and remarriages. In addition, marital satisfaction had a stronger effect on well-being than job satisfaction, especially for remarried individuals. This suggests that both work and marriage are important predictors of well-being and that marriage order could possibly be a significant factor to be considered (Rogers, 1999).

The literature has often reported that the predictors of marital satisfaction are different for women than men. For example, research has found that role discrepancy is a predictor of marital satisfaction for females but not males (Bochner, Krueger, & Chmielewski, 1982; Crago & Tharp, 1968; Kotler & Hammond, 1981; and Terry & Scott, 1987). Another example of this gender discrepancy is that females have a higher level of marital satisfaction if they perceive that their husband carries out his role adequately (Barry, 1970; Blood & Wolfe, 1960; Brinley, 1975; Lee, 1977; Tharp, 1963).

Few researchers have examined the gender differences in predictors of marital satisfaction.

In a study of 25 dual-career couples and 26 traditional couples, Terry and Scott, (1987) found that certain gender differences in predictors of marital satisfaction were attributed to the "traditional" couples' attitudes towards work and family. For traditional couples, negative correlations were found between marital satisfaction and role discrepancy, appraisal of partner's performance of sex-typed roles and job satisfaction. These gender differences were not seen in the dual-career couples.

There is little research of occupational groups on the relationship between marital satisfaction as influenced by work and the family. Researchers have found that long work hours result in difficulties meeting family role demands. In addition, "workers in jobs with high pressure for output and low supervisor support report more marital conflict. In contrast, less demanding jobs only indirectly affect workers' moods through increased family role difficulty."

One occupational group that has been examined for work-related stressors and how they affect marital satisfaction is the clergy. Morris and Blanton (1994) found that there are at least five external stressors for members of the clergy: issues of mobility, financial compensation, expectations and time demands, intrusions of family boundaries, and social support. The study concluded that there were negative relationships between marital satisfaction and intrusion of family boundaries for both husbands and wives. More intrusion upon family boundaries resulted in less marital satisfaction. Clergy families found it stressful to differentiate the family from the congregation (Morris & Blanton, 1994). Extension agents and the clergy are somewhat related in that they are

both occupations which require long hours and affect family life.

Another occupational group that has been studied is physicians. Some research has suggested that physicians, particularly women doctors, have work places that place them at risk for low marital satisfaction. Physicians have a medical ethic that requires them to place service to others above their spouse and family. As with the clergy, many similarities can be found between Extension Agents and physicians. Both occupations are service-oriented fields that deal with the public. Contrary to past research, Grant and Simpson (1994) found that marriages and relationships involving a physician tended to be satisfying regardless of the gender of the physician. Marital interaction, supporting, and frequency of cancellation of commitments to spouse or partner proved to be predictors of marital and relationship satisfaction.

Another aspect of the relationship between work and family life that has had little research is patterns of work schedules. According to a study conducted by Staines and Pleck (1983), schedules that included irregular hours in a job, whether they be irregular shifts, irregular pattern of days, or working long hours, created higher levels of work/family conflict. The major conclusions in the research conducted by Staines and Pleck was that 1) there are some kinds of job schedules that seem to negatively affect a person's family life; 2) these stressful job schedules seem to most negatively affect the family lives of employees who have less control over their schedules; and 3) one spouse's job schedule can have an affect on the other spouse's job schedule and family (Staines & Pleck 1983).

Rogers (1996) examined the relationship between mothers' employment and their reports of marital conflict and marital happiness in continuously married families with

children versus mother-stepfather families. There was a significant correlation between mothers' full-time employment and marital quality for mother-stepfather families with children, but not continuously married families. For both groups, marital happiness was significantly lower for mothers who worked more than 40 hours per week. The number of children was unrelated to marital happiness for both groups.

Work, Life, Parental and Marital Satisfaction of Extension Agents as Influenced by Work and Family Life

While there are countless studies on the relationship between work and family life among other occupational groups, only a handful of published studies have examined the relationship between work and family life of extension workers. The majority of these studies have focused upon the relationship of job satisfaction and family life. Because there is a limited amount of research in the area of job, life, parental, and marital satisfaction of Extension Agents this part of the review has been combined into one section (Fetsch & Kennington, 1988; Igodan & NewComb, 1986; McCubbin & Patterson, 1985; and St. Pierre 1984;).

In 1989, the Joint Council of Extension Professionals (JCEP) was formed to promote communication, cooperation and professionalism among all Extension Educators. This council is comprised of Extension association members who are primarily past presidents of an Extension organization. One goal of the council is to establish norms for balancing work, family and personal time of Extension Agents.

JCEP recently funded a national research project to be conducted by the Ohio State University to study how Extension educators can learn to balance work, family and personal time (Maxa, 1997). The study identified key issues of personnel and family

members through a sample of Extension employees and family members from the four national regions. The Extension personnel included county agents, district and state administrators, specialists, and support staff. The JCEP study revealed that Extension employees perceived work/life issues as a moderate to major concern. Results showed that 21% of Extension employees felt that the ability to achieve balance of work and family life as slight or not at all. Participants perceived the Extension Service's support for assisting employees in balancing work and life satisfaction as slight to moderate.

The JCEP study provided an interesting perspective from family members/friends of Extension employees. They reported concerns related to time, work spillover to home life, family needs, physical needs, and financial needs. They felt that the Extension employee's work had a major effect on family/friend relationships and that job stress was slightly visible in the employee.

The major finding in research of the relationship of Extension Agents and their family life revealed that there are some aspects of the job that negatively affect job, parental, marital, and life satisfaction. In addition, researchers have found differences for agents according to their area of employment responsibility or job title more than any other variable(Boltes, 1995; Bowen 1994; Fetsch & Kennington, 1997; Igodan and NewComb, 1986; Kelser, 1989; McCubbin & Patterson, 1984; Riggs & Beus, 1993; St. Pierre, 1984;).

St. Pierre (1984) found that agriculture agents were significantly more satisfied with their jobs than home economics and 4-H agents. 4-H agents felt that their jobs required more time than agriculture or home economics agents.

St. Pierre concluded that there were both positive and negative characteristics of

the job that affected family life. Positive characteristics of the job that affected family life were flexible schedules, family's pride of the job, and satisfaction from working with the public. Negative characteristics of the job that affected family life were time in the job, night meetings, and the energy required(St. Pierre 1984).

Kelser (1989) examined the job satisfaction of Iowa Extension workers. Significant differences in mean scores for overall job satisfaction were found for position, years of experience, age of respondents, and assignment areas. Administrative respondents 50 years and older, respondents with 30 years or more experience, and employees in north-central Iowa had the highest job satisfaction levels. High job satisfaction level indicators were related to importance and value of the job, challenge of the job, performance and capability in the job, fringe benefits, feelings about the community, and relationships with clientele. Low satisfaction level indicators were opportunity for advancement, adequacy of performance evaluation, degree of recognition for good work, salary, time and work necessary, and staff orientation(Kelser 1989).

Bowen (1994) examined job satisfaction of 4-H agents by using a random sample of 208 members of the National Association of Extension 4-H Agents. Her findings suggested that agents were satisfied with their jobs. Job satisfaction was significantly related to age, gender, marital status and work experience. Agents over 40, female, married and experienced agents were more satisfied with their jobs than younger, male, single, and less experienced agents(Bowen 1994).

In a related study, Riggs and Beus (1993) examined the coping strategies and job attitudes of agents. The agents in the study rated their overall satisfaction with the job, colleagues, and the organization as moderately high, but more agents were satisfied with

their colleagues and with the Extension organization than with the overall job itself.

When observing overall job satisfaction, sex and the number of areas of employment responsibility were found to be significant factors. As the number of areas of employment responsibility increased, job satisfaction among female agents increased while the satisfaction among male agents decreased. In regard to attitudes toward the organization, a relationship was found between the number of areas of employment responsibility an agent had at work and the number of children at home. Agents with more areas of employment responsibility at work and more children living at home were less satisfied with the organization than agents with fewer areas of responsibilities and fewer children at home.

The small amount of literature revealed that the stress levels of 4-H Agents were higher than adult agriculture and family and consumer science agents(Igodan & NewComb, 1986; McCubbin & Patterson, 1984).

McCubbin and Patterson, 1984, found that approximately 56% of the agents in their study said that the stress in their jobs had a negative effect on their marriage. Over half of the agents with children attributed stress to having a negative effect on parental satisfaction.

A review of the literature showed that McCubbin and Patterson (1984) were the only researchers in the reviewed literature to identify the work-related stressors of Extension agents. The Minnesota Agents in their study identified ten top stressors of the occupation. The top five stressors were the 1) needs and demands of county clientele being served; 2) placing high expectations upon themselves; 3) time demands and hours of the job; 4) balancing work and family responsibility; and 5) "jack of all trades"

syndrome" (i.e. being "all things to all people.").

Riggs and Beus (1993) went one step further to determine the coping strategies that agents use to deal with the stressors associated with the work. The results indicated that agents most often used reframing as a strategy to cope with job stress. According to Riggs and Beus, reframing is defined as "redefinition of stressful events at work to make them more manageable." Agents had more job satisfaction when they tried to examine stressful situations and rethink their response to the stress as being less pressing. This suggests that agents who have difficulty reframing may have difficulty working for Extension.

In a related study, Boltes (1995) examined the relationship between dimensions that contribute to effective organizations and employee satisfaction as a means of strengthening strategic planning efforts. The survey used assessed Texas Extension agents' perceptions of what contributed to an effective organization. Achieving balance between work and personal life was one perception that was discovered in the study. Over 80% of the agents had some concern about balancing work and personal life. County workers and specialists with less than five years of experience had the highest dissatisfaction (Boltes 1995).

Fetsch and Kennington (1997) showed that the major differences in stress, depression, and life satisfaction levels for Colorado Extension Agents were associated with the number of years employed by the Extension Service and marital status. Surprisingly, the fewer number of years of employment with the Extension Service, the lower overall life satisfaction levels with personal life, marital and parental relationships, work life and family life. This finding may be due to the lack of experience and training

of new agents. Divorced and married Extension Agents had significantly lower personal life stress levels than agents who were never married, remarried, and widowed.

The review of literature reveals that there is a negative relationship between work and job satisfaction of the Extension Agent. The body of literature is limited regarding work and job, parental, life, and marital satisfaction. In fact, the findings revealed no empirical research on work and parental and marital satisfaction of Extension Agents. The present study will attempt to investigate these relationships in Tennessee Extension Agents.

Summary of Related Literature

This chapter presented a review of current literature concerning the general research on the relationship between work and family life as well as the research on the relationship between Extension Agents' work and family life. The review of literature resulted in a limited number of studies that examined the relationships of the work of specific occupations, particularly extension agents, with marital, life, and parental satisfaction. In summary, past research has shown that:

- *Extension employees perceive work/life issues as a moderate to major concern.

- *Extension employees feel little to no confidence in their ability to balance work and family life.

- *Concerning work affecting family life, there have been differences for agents according to their area of employment responsibility or job title more than any other variable.

The present study will attempt to investigate the relationships of work, parental, and life satisfaction with marital satisfaction of Tennessee Extension Agents.

CHAPTER III

METHODS

Selection of Sample

All 539 Extension Agents employed by the University of Tennessee Agricultural Extension Service were selected to be invited to participate in this study, including specialists and administrators. In May 1999 the participants were mailed a cover letter explaining the purpose of the study, a letter of support from the Dean of the Extension Service, a consent form (see Appendix A), a survey (see Appendix B), and a self-addressed stamped envelope for returning the survey. This information was mailed to each agent's office. The subjects were asked to sign and return an informed consent form with the completed survey in an enclosed pre-stamped envelope. Follow-up reminders were sent through the Extension Electronic Mail System to remind participants who had not returned their survey within 30 days.

Description of Sample

The total number of Extension Agents participating in this study was 298. This provided a response rate of 55%. By area of employment responsibility this number represented 90 (30.4%) agents in Adult Agriculture, 34 (11.5%) in Adult Family and Consumer Sciences, 68 (23%) in 4-H Youth only, 36 (12.1%) in Adult Agriculture and 4-H Youth combined, 33 (11.1%) in Adult and 4-H Youth Family and Consumer Sciences combined, 6 (2%) in Expanded Food-Nutrition Education Program (EFNEP), and 29 (9.8%) in other. The other area of employment responsibility represents agents who are in administrative positions and some specialists.

It should be noted that the data for the EFNEP Agents were not used in this study due to the low number of returned surveys for this group. This data was removed from the final sample so that the results of the analysis would not be misleading. After the EFNEP Agents were removed the final sample was 292.

The agents worked a mean of 49 hours per week, had been in their present position for a mean of 9.53 years, and had been employed with the Tennessee Extension Service for 15 years.

The sample came from a primarily rural population. Representation by district included 22% from the Western district, 15.9% from the Central district, 22% from the Cumberland district, 18.2% from the Smoky Mountain district and 21.6% from the State level.

Religious denomination representation included 37.3% Baptist, 27.2% Methodist, 12.2% Church of Christ, 9% Presbyterian, 2.5% Catholic, 1.1% Lutheran, and 10.7% other religions.

Instrumentation

The instruments used in this study were used as part of a larger study. Eight instruments were completed by the participants, including the Kansas Marital Satisfaction Scale (KMSS), the Work Satisfaction Scale (WSS), Dyadic Adjustment Scale (DAS), Effect of Job on Family Life Scale, Parent-Child Relational Quality Scale (PCR-Quality), Kansas Marital Conflict Scale (KMCS), Marital Comparison Level Index (MCLI), and Life Satisfaction Scale (LSS). In addition to these instruments, a personal history instrument was used to collect sociodemographic information. The four instruments used as part of the present study were the Kansas Marital Satisfaction Scale

(KMSS), the Parent-Child Relational Quality Scale (PCR-Quality), the Work Satisfaction Scale (WSS), and the Life Satisfaction Scale (LSS).

The Kansas Marital Satisfaction Scale (KMSS) (Schumm et al. 1986) was used to measure perceived marital satisfaction. The KMSS is a three-item, seven-point Likert-type questionnaire used to assess satisfaction with 1) marriage as an institution, 2) the marital relationship, and 3) the character of one's spouse. The KMSS utilizes a response format ranging from "1= Extremely Dissatisfied" to "7= Extremely Satisfied." One sample item from the KMSS is "How satisfied are you with your marriage?" Previous research has reported the Cronbach's alpha to range from .81 to .98 with most studies reporting alphas in the .90 and above range. Higher scores on the KMSS represent higher levels of marital satisfaction. For this study, the KMSS reported an alpha of .97 (see Table 1).

The Work Satisfaction Scale (WSS) (Blanding, 1993) was used to measure the degree of job satisfaction, happiness in the job environment and satisfaction with the supervisor. The WSS is a three item, 4-point Likert-type scale that utilizes a response format ranging from "1= Very Satisfied" to "4 = Not Satisfied At All". One sample question from the instrument was "How satisfied are you with your job?" The reliability alpha coefficient reported by Blanding (1995) was .78. For this study, the alpha reported for the WSS was .70 (see Table 1).

The Parent-Child Relational Quality Scale (PCR-Quality) (Umberson, 1989) measured the positive content of parent-child relationships. The PCR-Quality Scale is a 4-point, three item Likert-type scale. A sample item is "How satisfying do you find being a parent is?" Responses may range from "1 = Very satisfying, Very happy, or

Very well" to "4 = Not satisfying at all, Not Happy at all, or Not at all well". The alpha coefficient is .94. Higher scores on PCR-Quality indicate more positive parent-child relationships. For this study, the PCR-Quality Scale reported an alpha of .79 (see Table 1).

The Life Satisfaction Scale (LSS) (Spanier & Thompson, 1984) contains five Likert-type items and utilizes a 3-point response format. One sample item is "How satisfying is the work you do?" Responses range from "1 = Not satisfied" to "3 = Extremely satisfied". It should be noted that the direction of the response range was incorrectly reversed on the questionnaire that the subjects completed. Since the direction of the response range was printed incorrectly on the questionnaire the Life Satisfaction Scale was reverse coded in the analysis. The alpha coefficient is .94. For this study, the alpha reported by the Life Satisfaction scale was .70 (see Table 1). One possible reason for this alpha being low is the format of the scale range for life satisfaction. The direction that the scale was ranged was opposite to what subjects are accustomed to. This may have been confusing to the subjects completing the questionnaire.

Procedures

Data Collection

In May of 1999 the subjects in this study received a cover letter with an informed consent form, a letter of support from the Dean of Extension at the University of Tennessee, and a questionnaire at their office. The subjects were asked to sign and return the informed consent form with the completed survey in an enclosed pre-stamped envelope. Follow-up reminders were sent through the Extension Electronic Mail system to remind participants who had not returned their survey within 30 days.

The surveys were numbered and subjects were not required to identify themselves anywhere on the survey. A master list of identification numbers and matching participants' names was created.

Data Management

As the researcher received completed surveys, it was verified that each survey had been completed in entirety. The names of subjects returning their survey were checked off on the master list of names. The mean was inserted for items on instruments that were not entirely completed.

Data Analyses

Data were entered into the computer using the Statistical Package for the Social Sciences (SPSS) program. Descriptive and inferential statistics were used to compute, organize, and test the hypotheses in this study. Descriptive statistics used included frequency tables that included tables with means, standard deviations, and Cronbach alphas for each of the variables in this study.

Inferential statistics used included T-tests by gender for the KMSS, LSS, PCR-Quality, and WSS scales to determine if gender differences existed among any of the variables in this study; correlation analysis to compare the co-relationships between the instruments and several of the variables; One-Way Analysis of variance to test for significance differences among the occupational areas of employment responsibility and the predictor variables; and step wise regression with backward selection to determine if significant models existed in predicting marital satisfaction of the extension agents. Because the distribution of marital satisfaction scores was highly skewed to the left, two non-parametric tests were used to test for differences between groups. The Mann-

Whitney test was used to test for differences between genders. The Kruskal-Wallis test was used to look for differences between employment responsibilities.

Operational Definitions

The following definitions were used to conceptualize and transform data into scales for data analyses.

Marital Satisfaction as the sum score of the KMSS scale with higher scores representing higher levels of marital satisfaction. The KMSS used 3 items to assess satisfaction. Possible scores for the KMSS ranged from 3 to 21.

Parental Satisfaction as the sum score of the PCR-Quality scale with lower scores representing higher levels of parental satisfaction. The PCR used 3 items to assess satisfaction. Possible scores ranged from 3 to 12.

Work Satisfaction as the sum score of the Work Satisfaction scale with lower scores representing higher levels of work satisfaction. The Work Satisfaction scale used 3 items to assess satisfaction. Possible scores ranged from 3 to 12.

Life Satisfaction as the sum score of the Life Satisfaction Scale with lower scores representing higher satisfaction levels of life satisfaction. The Life Satisfaction scale used 5 items to assess satisfaction. Possible scores ranged from 5 to 15.

Hypotheses of the Study

The hypotheses for this study, stated in the null hypothesis format, were as follows:

1. That subjects' marital satisfaction, parental satisfaction, life satisfaction, and work satisfaction would show no gender differences.
2. That subjects' marital satisfaction, parental satisfaction, life satisfaction, and work satisfaction would show no differences when comparing the agent groups or job title.

3. That subjects' marital satisfaction as measured by the KMSS cannot be predicted by life, work, and parental satisfaction.

4. That subjects' marital satisfaction as measured by the KMSS cannot be predicted by the demographic variables including age, length of marriage, income, educational level, job title, length of service, and area of employment responsibility.

Analyses

The first type of analysis used was descriptive statistics. Descriptive statistics employed included tables with means, standard deviations, and Cronbach alphas.

Because the distribution of the marital satisfaction scores was highly skewed to the left two non-parametric tests were used. The second type of analysis used was a non-parametric test (Mann-Whitney) to test for gender differences in marital satisfaction, life satisfaction, parental satisfaction, and work satisfaction.

The third type of analysis performed was a non-parametric test (Kruskal-Wallis) to test for differences in marital satisfaction, life satisfaction, parental satisfaction, and work satisfaction between the five group of Agents by their employment responsibility.

The fourth type of analysis performed was correlation analysis to compare the co-relationship between the instruments and certain demographic variables.

The fifth type of analysis done was step wise regression with backward selection to determine if significant models existed in predicting marital satisfaction of the Extension Agents.

The sixth type of analysis done was ANOVA to test for significant differences among the occupational areas of employment responsibility and the predictor variables

CHAPTER IV

RESULTS

Descriptive Statistics

The final sample for the study consisted of 292 (298 - 6 EFNEP Agents) Extension Agents. By area of employment responsibility, this number represented 90 (30.4%) agents in Adult Agriculture, 34 (11.5%) in Adult Family and Consumer Sciences, 68 (23%) in 4-H Youth only, 36 (12.1%) in Adult Agriculture and 4-H Youth combined, 33 (11.1%) in Adult and 4-H Youth Family and Consumer Sciences combined, 6 (2%) in EFNEP, and 29 (9.8%) in other. The other area of employment responsibility represented agents who are in administrative and specialists positions.

Breakdown of agents by job title included 65 (21.8%) as Assistant Extension Agents, 38 (12.8%) as Associate Agents, 102 (34.2%) as Extension Agents, 55 (18.5%) as State Specialists, 27 (9.1%) as Area or District Specialists, 8 (2.7%) as District or State Administrators, and 3 (1%) as other positions. Of these agents, 60 (26.9%) were Extension Leaders in the county office.

The mean age of the respondents was 43 with a standard deviation of 11. By gender the sample included 168 (56%) male and 130 (44%) females. The racial composition included 277 (93%) White Americans, 17 (6%) African Americans, 1 (.3%) Latin Americans, and 1 (.3%) other.

The sample of 298 agents produced 82 (28%) who had a Bachelor's Degree, 174 (59%) who had their Master's, and 40 (14%) who had their Doctorate degree.

Regarding personal income, 1 (.3%) had a pre-tax income of \$5,000 - \$7,499; 1

(.3%) had an income of \$10,000 - \$14,999; 1 (.3%) had an income of \$15,000 - \$19,999; 22 (8%) had an income of \$20,000 - \$24,999; 85 (30%) had an income of \$25,000 - \$34,999; 103 (36%) had an income of \$35,000 - \$49,999; and 75 (26%) had an income of \$50,000 or more.

The agents worked a mean of 49 hours per week, had been in their present position for a mean of 9.53 years, and had been employed with the Tennessee Extension Service for 15 years.

This sample was primarily a rural population. Representation by district included 22% from the Western district, 15.9% from the Central district, 22% from the Cumberland district, 18.2% from the Smoky Mountain district and 21.6% from the State level.

Religious denomination representation included 37.3% Baptist, 27.2% Methodist, 12.2% Church of Christ, 9% Presbyterian, 2.5% Catholic, 1.1% Lutheran, and 10.7% other religions.

The mean for number of years of employment was 15 with a standard deviation of 11. The mean for length of present marital status was 18 years with a standard deviation of 12. Finally, the mean for the number of children presently living at home was 2 with a standard deviation of .91.

For the purposes of this study, the following percentages refer to the amount of time that agents spend in their job. As might be expected, males dominated the traditional area of employment responsibility of 100% adult agriculture with 83 males and 7 females. Agents whose job description is 100% 4-H youth contained 39 females and 29 males. In 100% adult family and consumer sciences, the group was composed of

1 male and 33 females. For agents who were 50% 4-H youth and 50% adult agriculture, there were 32 males and 4 females. For agents who were 50% 4-H youth and 50% adult family and consumer sciences, there were 2 males and 31 females.

Table 1 shows the mean, standard deviation, and Cronbach's alpha for the measurements of marital, life, work and parental satisfaction.

The correlations between marital, work, life, and parental satisfaction and age, length of marital status, hours worked per week, years in present position, years of employment, parents (have children) and number of children are shown in Table 2. Several significant correlations resulted from this analysis.

Marital satisfaction was significantly positively correlated with life satisfaction (.335) and work satisfaction (.221) at the .01 level of confidence. There was a significant negative correlation found for marital satisfaction and parental status (have children) (-.227) at the .01 alpha level.

Life satisfaction was significantly positively correlated with marital satisfaction (.335), work satisfaction (.399), and parental satisfaction (.226) at the .01 level of confidence. There were significant positive correlations with life satisfaction and age (.148) and length of marital status (.157) at the .05 alpha level.

Work satisfaction was significantly positively correlated with life satisfaction (.399), marital satisfaction (.221), and parental satisfaction (.290) at the .01 level of confidence.

Parental satisfaction was significantly positively correlated with life satisfaction (.226) and work satisfaction (.290) at the .01 alpha level.

Table 1. Sample Means, Standard Deviation, and Cronbach's Alpha on Study's Variables

Dependent Variable	Mean	S.D.	Chronbach's Alpha
Work Satisfaction (WSS)	9.53	1.75	.70
Marital Satisfaction (KMSS)	18.47	3.40	.97
Life Satisfaction (LSS)	7.92	2.03	.70
Parental Satisfaction (PCR-Quality)	10.91	1.40	.79

Table 2. Pearson Correlations between marital satisfaction and work, life, and parental satisfaction, age, length of marital status, hours worked per week, years in present position, years of employment, number of children, and have children.

	KMSS	LSS	WSS	PSS	Age	Length Mar. Status	Hrs Work Per Week	Yrs. Present Position	Years of employment	No. Children	Have Children
KMSS											
Pearson Correlation	1.000	.335**	.221***	.079	.024	.035	.022	.018	.013	-.071	-.227**
Sig. (2-tailed)		.000	.001	.297	.724	.596	.750	.791	.847	.392	.001
N	225	224	225	176	225	225	220	225	225	147	225
LSS											
Pearson Correlation	.335**	1.00	.399**	.226**	.148*	.157*	.025	.092	.102	.046	-.054
Sig. (2-tailed)	.000	.000	.000	.002	.011	.013	.676	.115	.081	.350	.565
N	224	296	296	189	294	250	288	296	296	158	296
WSS											
Pearson Correlation	.221**	.399**	1.000	.290**	.080	.072	.014	-.019	.109	.013	-.028
Sig. (2-tailed)	.001	.000	.000	.000	.172	.256	.806	.744	.061	.875	.629
N	225	296	298	190	296	252	290	298	298	159	298
PSS											
Pearson Correlation	.079	.226**	.290**	1.00	.038	.048	.055	.051	.086	.126	.088
Sig. (2-tailed)	.297	.002	.000	.190	.605	.516	.456	.481	.236	.118	.228
N	176	189	190	190	189	185	186	190	190	156	190
Age											
Pearson Correlation	.024	.148*	.080	.038	1.000	.691**	.039	.636**	.796**	.196*	.163**
Sig. (2-tailed)	.724	.011	.172	.605	.296	.000	.507	.000	.000	.014	.005
N	224	294	296	189	296	251	288	296	296	158	296
Length Marital Status											
Pearson Correlation	.035	.157*	.072	.048	.691**	1.000	.072	.449**	.580**	.212**	.040
Sig. (2-tailed)	.596	.013	.256	.516	.000	.000	.260	.000	.000	.008	.530
N	225	250	252	185	251	252	247	252	252	155	252
Hours Worked Per Week											
Pearson Correlation	.022	.025	.014	.055	.039	.072	1.000	.002	.054	-.090	-.040
Sig. (2-tailed)	.750	.676	.806	.456	.507	.260	.260	.974	.361	.265	.495
N	220	288	290	186	288	247	290	290	290	157	290
Years in Present Position											
Pearson Correlation	.018	.092	-.019	.051	.636**	.449**	.0002	1.000	.735**	.035	.053
Sig. (2-tailed)	.791	.115	.744	.481	.000	.000	.974	.000	.000	.657	.365
N	225	296	298	190	296	252	290	298	298	159	298
Years of Employment											
Pearson Correlation	.013	.102	.109	.086	.796**	.580**	.054	.735**	1.000	.100	.119*
Sig. (2-tailed)	.847	.081	.061	.236	.000	.000	.361	.000	.000	.210	.040
N	225	296	298	190	296	252	290	298	298	159	298
Number of Children											
Pearson Correlation	-.071	.046	.013	.126	.196*	.212**	-.090	.035	.100	1.000	*
Sig. (2-tailed)	.392	.565	.875	.118	.014	.008	.265	.657	.210	.159	159
N	147	158	159	156	158	155	157	159	159	159	159
Have Children											
Pearson Correlation	-.227**	-.054	-.028	.088	.163**	.040	-.040	.053	.119*	*	1.000
Sig. (2-tailed)	.001	.350	.269	.228	.005	.530	.495	.365	.040	159	298
N	225	296	298	190	296	252	290	298	298	159	298

a. Cannot be computed because at least one of the variables is constant.
***p ≤ .001 **p ≤ .01 *p ≤ .05

Hypothesis 1

The first null hypothesis stated that the mean for marital satisfaction, parental satisfaction, life satisfaction, and work satisfaction of males would be equal to that of females. The scores for marital satisfaction were highly skewed to the left. Because of the distribution problems, this hypothesis was tested using the Mann-Whitney test. The Mann-Whitney U test is a non-parametric test equivalent to the t test. It tests whether two independent samples are from the same population. It is more powerful than the median since it uses the ranks of the cases.

The mean for marital satisfaction for males was 18.51(s.d., 3.17) and for females was 18.37(s.d., 3.83). The mean for work satisfaction for males was 9.64 (s.d., 1.82) and 9.38 (s.d., 1.64) for females. The mean for life satisfaction for males was 7.86 (s.d., 2.06) and 7.98 (s.d., 1.97) for females. The mean for parental satisfaction for males was 10.89 (s.d., 1.38) and 10.93 (s.d., 1.36) for females.

For marital satisfaction, the Mann-Whitney test gave a test statistic score of 5506.5 and a significance value of .340; for work satisfaction, a score of 10051.5 (sig. .116); for life satisfaction, a score of 10213.5 (sig. .252); and for parental satisfaction, a score of 3863 (sig. .373) (see Table 3). Since the alpha was $>.05$ the null hypothesis could not be rejected. Mean marital, parental, work and life satisfaction scores did not differ between males and females.

Hypothesis 2

The second hypothesis stated that the subjects' marital satisfaction, parental satisfaction, life satisfaction, and work satisfaction scores would show no differences when comparing the agent groups by employment responsibility. As in the previous

Table 3. Mann-Whitney Test for significance scores for marital satisfaction, parental satisfaction, life satisfaction, and work satisfaction in relationship with gender and job responsibility.

	Marital Sat.	Work Sat.	Life Sat.	Parental Sat.
test statistic	5506.5	10051.5	10213.5	3863
sig. value	.340	.116	.252	.373
Gender (2)				
Mann-Whitney				
Mean Rank				
M	111.71	156.67	145.16	94.68
F	115.49	142.82	151.71	97.19
Responsibility (>2)	6.75	6.53	8.58	.894

*** $\leq$.001

** $\leq$.01

* $\leq$.05

hypothesis, a non parametric test was used because of the distribution problem with marital status. The Kruskal-Wallis H test was used to determine whether several independent samples are from the same population. It is equivalent to one-way ANOVA. As shown in Table 4, there were no differences in marital, parental, life, or work satisfaction when comparing the agent groups by employment responsibility. Since the significance value for the tests on each of the satisfaction scores was $> .05$ the null hypothesis could not be rejected.

Although not significant, it is interesting to note that 4-H Youth Agents have the highest mean rank for marital and parental satisfaction and one of the lowest rankings for work satisfaction and life satisfaction. The Adult Family and Consumer Science Agents have the lowest rank score for marital and parental satisfaction. Mean rank marital satisfaction scores by area of employment responsibility are presented in table 4.

Hypothesis 3

The third hypothesis states that the subjects' marital satisfaction as measured by the KMSS cannot be predicted by life, work, and parental satisfaction. Correlation and stepwise regression analyses were used to test this hypothesis.

The correlation analysis showed that there was a moderately positive linear relationship between marital satisfaction and work satisfaction (.221) and life satisfaction (.335). The relationship between marital satisfaction and parental satisfaction was non-significant (.079) (see Table 2).

A linear regression analysis was first used to predict marital satisfaction using work, life, and parental satisfaction scores. The model F-test was 8.80 with a p-value of

Table 4. Kruskal-Wallis H test for differences in marital, parental, life, and work satisfaction when comparing agents by job responsibility.

	Marital Sat	Work Sat	Life Sat	Parental Sat
Kruskal-Wallis sig.	.150	.162	.069	.926
Adult Ag.	94.19	142.37	111.54	84.41
Adult FCS	83.08	112.16	138.71	79.70
4-H Youth	115.42	122.88	137.88	88.67
Adult Ag & 4-H	92.97	123.92	139.50	78.89
FCS & 4-H	96.95	143.88	144.45	79.87

*** $\leq$.001

** $\leq$.01

* $\leq$.05

<.001. Consequently, the hypothesis of no regression effect can be rejected. Individual t-tests on regression coefficients (Betas) in this model indicated that only life satisfaction was a significant predictor of marital satisfaction (see Table 5).

Using life satisfaction as a single predictor of marital satisfaction produces a significant regression model with an R-square =.112. The model F-test for the final model was 23.029 with a p-value <.001 (see Table 6). Since life satisfaction was found to be a significant predictor of marital satisfaction, the hypothesis can be rejected.

Hypothesis 4

The fourth hypothesis was that subjects' marital satisfaction as measured by the KMSS cannot be predicted by the demographic variables including age, length of marriage, income, educational level, job title, length of service, area of employment responsibility, have children, or number of children.

Stepwise regression, Backward selection, was used to analyze the data. Income, job title, educational level, area of employment responsibility, and gender are by definition categorical variables. Categorical variables used in regression must be dummy coded with 0,1 values. Therefore new variables were created for each categorical variable in order to do the 0,1 coding. For the overall regression model, the ANOVA F-test was 1.36 with a significance of .142 (see Table 7). Since the p value was >.05 this hypothesis could not be rejected and it can be concluded that, in this sample, none of these variables are good predictors of marital satisfaction.

Although the hypothesis was rejected, there was a strong negative correlation between marital satisfaction and agents who had children. Agents with children had a significantly lower marital satisfaction score than Agents without children (see Table 2).

Table 5.

ANOVA table from a linear regression predicting marital satisfaction from work, life, and parental satisfaction scores.

Model	Sum of Squares	df	Mean Square	F	Sig.	Adjusted R Square
Regression	311.484	3	103.828	8.797	.000	.119
Residual	2018.231	171	11.803			

Model	B	Std. Error	Standardized Coeff Betas	t	Significance
(Constant)	9.922	2.345	.144	4.232	.000
Work Sat.	.305	.171	.2968	1.788	.076
Life Sat.	.527	.140	-.041	3.751***	.000
Parental Satisfaction	-.106	.197	-.536	-.536	.593

*** $\leq .001$

** $\leq .01$

* $\leq .05$

Table 6.

ANOVA table from a STEPWISE linear regression which only retained life satisfaction as a significant predictor for marital satisfaction.

Model	Sum of Squares	df	Mean Square	F	Sig.	Adjusted R Square
Regression	273.694	1	273.694	23.029	.000	.112
Residual	2056.020	173	11.885			

Model	Unstandardiz Coefficients B	Unstandarized Coefficients Std. Error	Standard. Coefficients Beta	t	Sig.
Constant	10.656	1.570		6.788	.000
Life Satisfaction	.613	.128	.343	4.799***	.000

*** $\leq .001$

** $\leq .01$

* $\leq .05$

Table 7. ANOVA summary for demographic variable predictors of marital satisfaction: 1 or 2 children, more than 2 children, job title, gender, income, employment responsibility, years in present position, length of marital status, age, and education.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	300.215	21	14.296	1.366	.142
Residual	1779.785	170	10.469		
Total	2080.0	191			

*** $\leq .001$

** $\leq .01$

* $\leq .05$

CHAPTER V

CONCLUSIONS AND DISCUSSION

In conclusion, data analysis procedures in this study indicated that Tennessee Extension Agents' marital satisfaction could be significantly predicted by a reduced model for life satisfaction. Specific conclusions for this study are identified and discussed below.

Conclusions from the Study

1. It was found that the marital, work, parental, and life satisfaction of Tennessee Extension Agents as measured by the KMSS showed no significant gender differences.
2. Area of employment responsibility was not found to be a predictor for marital satisfaction, parental satisfaction, life satisfaction, or work satisfaction. It might be noted, however that the 4-H Youth Agents had the highest mean rank (115.42) for marital satisfaction and parental satisfaction (88.67) while the Adult Family and Consumer Science Agents had the lowest (marital, 83.08; parental, 10.60).
3. The life satisfaction scores of the Agents was a predictor for marital satisfaction. There was a moderately positive linear relationship between marital satisfaction and work satisfaction and life satisfaction.
4. Marital satisfaction was not predicted by the selected demographic variables including number of children, job title, gender, income, employment responsibility, years in present position, length of marital status, age, and education. However, there were some significant negative correlations found between marital satisfaction and the variable "have children".

Discussion

It appears that in this sample of Tennessee Extension Agents the only predictor of marital satisfaction was life satisfaction. In terms of sociodemographic variables, it can be concluded from this study that number of children, job title, gender, income, employment responsibility, years in present position, length of marital status, age, and education were not significant predictors of marital satisfaction. However, the variable "have children" was a predictor for marital satisfaction.

The subjects' marital satisfaction, parental satisfaction, life satisfaction, and work satisfaction showed no gender differences. This is partially consistent with past research in other occupational fields. There have been some gender differences found for marital satisfaction in previous studies unrelated to the Extension field (Barry, 1970; Blood & Wolfe, 1960; Bochner et al., 1982; Brinley, 1975; Crago & Tharp, 1968; Kotler & Hammond, 1981; Lee, 1977; Tharp, 1963; and Terry & Scott, 1987). There have also been some gender differences for work or job satisfaction (Bowen, 1994). According to this study, all of the agents are equally satisfied with all satisfaction levels regardless of gender. This could be perceived as a positive finding. The Tennessee Extension Service can feel assured that the majority of the employees are equally satisfied in regard to the satisfaction areas analyzed regardless of gender.

It was surprising to find that there were no differences in marital satisfaction, parental satisfaction, life satisfaction, or work satisfaction when comparing agents by their area of employment responsibility. The majority of research has found significant differences for agents according to their area of employment responsibility (Boltes, 1995; Bowen 1994; Fetsch & Kennington, 1997; Igodan and NewComb, 1986; Kelser, 1989;

McCubbin & Patterson, 1984; Riggs & Beus, 1993; St. Pierre, 1984).

Regarding the life, work, and parental satisfaction variables, only life satisfaction was found to be a significant predictor of marital satisfaction. Extension Agents with higher life satisfaction scores tended to have higher marital satisfaction scores. It would seem logical that an individual would be satisfied with their marriage if they were satisfied with their life.

As with past research, most of the demographic variables were not found to be significantly related to marital satisfaction. The only variable that had significance was agents with children.

Implications for Research

Implications for research can be developed from this study. Distribution problems were encountered with the marital satisfaction scores. The sample used in this study was very homogenous which made the distribution of marital satisfaction scores highly skewed. In addition, this type of population may be more inclined to respond in a socially acceptable manner than other populations. In future studies, it is recommended that Extension Agents be studied on a broader scale with a national sample.

As a group, the marital satisfaction of Tennessee Extension Agents was high when compared with other occupational groups (see Morris & Blanton (1994); Grant & Simpson (1994)). When considering this finding, it should be noted that the population used in this study came from primarily rural areas rather than urban

Lastly, this study would have been enhanced if the spouses had participated. Future researchers should consider recruiting the spouses of Extension Agents to be involved in their studies. Methods that might possibly be used to carry this out include

questionnaires mailed to the Extension Agents' homes or telephone interviews. Either method, however, would prove to be more costly.

Implications for Practice

In the past, Corporate America tended to focus on productivity while ignoring the employee. More recently, many companies are beginning to realize that one of the keys to productivity is to provide work environments that foster the employees' happiness. These companies are adopting the Total Quality model first introduced by Charles Deming by giving more autonomy to their workers and recognizing their achievements. The Extension Service has made some strides in this philosophy, but there is still room for improvement. There are many good benefits for an Extension Agent in Tennessee. For example, as a University of Tennessee employee, Agents receive 24 paid days of annual leave and 12 days for holidays. Programs are available such as medical flexible benefits, a sick leave bank, and employer retirement contributions. In most counties Agents are allowed flexibility in their work schedule which helps to alleviate some of the stress that employees encounter in this job. However, there is no compensation for the many hours of overtime, little recognition or awards for achievement, few opportunities for advancement, and a low salary pay scale.

Many companies now offer flextime and flex-place to help ease the strain on work-family relationships. The Federal Employees Flexible and Compressed Work Schedules Act (1978) brought flextime to federal civil service employees. Anecdotal evidence suggests that in Tennessee, this issue has mixed opinions among Extension Agents. Personal observations have found that the Extension Service in most counties is very flexible with Agents regarding overtime. In most counties, if an Agent has had a

late night meeting the night before it is generally acceptable for them to come in late the next morning or leave the office late that day. However, the county supervisors (Extension Leaders) still seem to have two different philosophies on this. There are those Extension Leaders who are flexible with their office staff and then there are those who require their Agents to take personal leave regardless of the number of hours worked.

Several Extension Service organizations in other states have addressed the problem of balancing work and family with their employees and have incorporated some of the following:

- ◆ Modified organizational policies and practices that added to high stress levels.
 - ◆ Created programs that increase Agent's coping skills and productivity.
 - ◆ Funded well-designed program evaluation studies to determine which balancing work and family programs work best with whom.
 - ◆ Included time and stress management strategies into one's daily life
- (Fetsch & Kennington, 1997).

Limitations of the Study

The greatest limitation in this study was the lack of literature that concentrates on the marital satisfaction of Extension Agents. This made it difficult to find areas that need researching. It does, however, show that future research with this population is needed.

The marital satisfaction scores of the Extension Agents in this study were very high suggesting that this population was very homogenous. Future studies might receive better results if the population were larger.

Another important limitation to consider is the very nature of the topic of this thesis. The satisfaction scales used in this study, particularly the scales pertaining to marital satisfaction, asked some very personal questions. Although the participants were assured confidentiality, the researcher felt that many participants were somewhat inhibited in their answers. Those agents who felt they had a good marriage may have possibly been the ones who responded to the questionnaire. Those who felt that they did not have a good marriage may have been the ones who did not respond. In addition, the selected sample for the study included 539 Extension professionals. The final sample included only 292. There were 241 people who did not complete the questionnaire because they possibly felt uncomfortable releasing personal information. This group of Agents might have made a difference in the results, either positively or negatively, if they had participated in the study.

The gender distribution of the Agents into their employment responsibility was a limitation in this study. For example, the Adult Agriculture area of employment responsibility was a largely male population and the Adult Family and Consumer Sciences area was largely female.

Finally, the absence of the spouses in this study created results that might not be truly representative of marital satisfaction, life satisfaction, work satisfaction, and parental satisfaction of Tennessee Extension Agents.

Recommendations

Pennsylvania conducted a study of their Agents to examine the relationship between agents' work and their family lives. Their finding was that work negatively affected personal and family life. In response to the problem, the administration planned

a conference to address the problem. At the conclusion of the conference an employee/spouse workshop was held. This is one method that the Extension Service in Tennessee could use to approach the problem.

The University of Tennessee Agricultural Extension Service has been in the process of developing a strategic plan that will be presented to all Extension employees in 2001. It would be wise to use this strategic plan to address the problem of family and work of Extension Agents in Tennessee. Parts of the plan may offer recommendations. While considering the implications for practice, the following are some points to ponder:

- ▶ How does the Extension job environment need to change to create a more work/family friendly environment?
- ▶ Is Extension inclusive in its balancing work and family strategies/policies?
- ▶ How does Extension gain understanding and support from clientele/funders in balancing work and family for its employees?
- ▶ How can Extension use technology in assisting employees in balancing work and family?
- ▶ What are Extension administrators doing to “walk the talk” for balancing work and family?

Summary

This study explored the relationship between the work and family life of County Extension Agents employed by The University of Tennessee Agricultural Extension Service. Specifically, the focus was on how work, parental, and life satisfaction affects marital satisfaction of Extension Agents in Tennessee. There were 292 of the 539 Extension Agents employed by The University of Tennessee who completed the

questionnaire.

It was found that the marital satisfaction of Tennessee Extension Agents as measured by the KMSS showed no significant gender differences. The life satisfaction scores of the Agents was a predictor for marital satisfaction. Marital satisfaction was not predicted by the selected demographic variables including age, length of marriage, income, educational level, job title, length of service, number of children, and area of employment responsibility. However, the variable "have children" was a predictor for marital satisfaction.

In conclusion, data analysis procedures in this study indicated that Tennessee Extension Agents' marital satisfaction could be significantly predicted by a reduced model for life satisfaction and demographic variable that represented agents who have children.

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APPENDICES

APPENDIX A

May 1, 1999

Dear Extension Employee:

I am currently working on my thesis to complete my Master's Degree by gathering information from UT Extension Agents across the state. The purpose of my study is to find out how Extension staff in Tennessee feel that their job affects their family lives. As my fellow co-workers, I know that you share my concerns about the effects of our occupation on our family lives.

Enclosed is a questionnaire that I would like to ask you to complete. You will notice that some questions may not pertain to you. For example, if you are single there will be some questions that you will not need to answer. We all have busy schedules and it is not my intention to place an extra burden upon you. However, by completing this questionnaire you would be making it possible to address some of the problems that the Extension occupation bring to our family lives. At the conclusion of this project I will make available the results to everyone who participates. Filling out the questionnaire will take only 15 - 30 minutes of your time.

Enclosed you will find the questionnaire, an informed consent form and a pre-stamped envelope. Please fill out the **questionnaire** and **informed consent form** within the next **20 days** and mail them back to me in the pre-stamped envelope. Thank you for your cooperation with this important project.

Sincerely,

April B. Martin
Asst. Ext. Agent
Smith County
M.S. Student

Dr. Lane Morris
Assistant Professor
Child and Family Studies

The purpose of this study is to find out how Tennessee Extension staff feel that their jobs affect their family lives. There have been no published studies in Tennessee on this subject. Having information such as this would assist us in addressing the needs of Extension agents in Tennessee. The information gathered in this study will be submitted as a manuscript to various journals. It is my hope that you will agree to participate in this research project. There are two potential risks that you might incur by participating in this study. One is the psychological stress of completing the instrument. Some people might feel uncomfortable answering some of the questions being asked. The other potential risk is breach of confidentiality. The potential benefits to you include a better understanding of the work/family struggle in Extension work by all agents. This could lead to beneficial changes in the way we do our jobs.

Please understand that I have taken the following precautions for your benefit:

1. The information that you give me on the questionnaire will be confidential. Code numbers will be used on the questionnaire to identify you instead of your name. The information you give me will be connected to your name and county only for the purpose of tracking the response rate. Upon receipt of your survey the informed consent form and instruments will be separated. Individual data and participant identities will not be shared with anyone.
2. After you begin this study, you may withdraw your consent and discontinue your participation at any time without any penalties. You may also elect not to participate in this study without any penalties.
3. Answers to any questions you may have about the procedures of this study are available at any time. Contact:

April B. Martin
Smith County Ag. Ext. Service
P.O. Box 296
Carthage, TN 37030
Office Phone (615)-735-2900

E-mail:

Dr. Lane Morris
Assistant Professor
University of Tennessee
115 Jessie Harris Building
Knoxville, TN 37996
Office Phone (423)- 974-6291
E-mail: mlmorris@utkux.utk.edu

4. The questionnaire will take about 15 - 30 minutes of your time to complete.

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

Signature

Date

PLEASE CHECK ONE OF THE STATEMENTS BELOW:

____ Yes, I would be interested in attending a workshop that presents the results of this study.

and offers solutions for easing the pressure of Extension work on family life.

____ No, I would not be interested at this time.

APPENDIX B

Section 1

1. Age: _____
2. Gender: ☐ Male ☐ Female
3. How would you describe your ethnic or racial background? (optional)

1. ☐ White/American, Caucasian	4. ☐ Latin American, Hispanic
2. ☐ African American/Black	5. ☐ Oriental American, Asian Pacific
3. ☐ Native American, Indian	6. ☐ Other (please explain)
4. Present Marital Status:

1. ☐ Single	5. ☐ Married but Separated
2. ☐ Married	6. ☐ Widowed and Remarried
3. ☐ Widowed	7. ☐ Divorced and Remarried
4. ☐ Divorced	8. ☐ Other (please specify) _____
5. Length of present marital status: _____
6. Do you have children?

1. ☐ Yes	2. ☐ No
---------------------------------	--------------------------------
7. If you answered "Yes" to the previous question, what is the number of children currently living in your household:

1. ☐ Daughters Ages: _____	
2. ☐ Sons Ages: _____	
8. Highest degree earned:

1. ☐ Bachelors Degree	2. ☐ Masters Degree	3. ☐ Doctorate Degree
--	--	--
9. What is your religious affiliation? (Please give the full name of your denomination?)

10. On the average, how many hours a week do you work in paid employment? _____
11. 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).

1. ☐ less than \$5,000	4. ☐ \$10,000 - \$14,999	7. ☐ \$25,000 - \$34,999
2. ☐ \$5,000 - \$7,499	5. ☐ \$15,000 - \$19,999	8. ☐ \$35,000 - \$49,999
3. ☐ \$7,500 - \$9,999	6. ☐ \$20,000 - \$24,999	9. ☐ \$50,000 or more

12. What is your area of responsibility?

- | | |
|---------------------------------------|-------------------------------|
| 1. ____ Adult Agriculture | 5. ____ Family & Consumer |
| 2. ____ 4-H Youth | Sciences & 4-H |
| 3. ____ Adult Family & Consumer Sci. | 6. ____ EFNEP |
| 4. ____ Adult Agriculture & 4-H Youth | 7. ____ Other, please specify |

13. What is your present title?

- | | |
|--------------------------|---------------------------------------|
| 1. ____ Assistant Agent | 5. ____ Area/Dist. Agent/Specialist |
| 2. ____ Associate Agent | 6. ____ District/State Administration |
| 3. ____ Extension Agent | 7. ____ Other Position |
| 4. ____ State Specialist | |

14. How many years have you held your present position? ____ years

15. If you are in a county position, are you the Extension Leader? Yes ____ No ____

16. What district are you currently working in?

- | | |
|--------------------------|---------------------------------|
| 1. ____ Western District | 3. ____ Cumberland District |
| 2. ____ Central District | 4. ____ Smoky Mountain District |
| | 5. ____ State |

17. How long have you been employed with the Extension Service? ____ years

Circle the appropriate response for the following:

(WORK SATISFACTION SCALE)

17. How satisfied are you with your job?

1	2	3	4
Very Satisfied	Pretty Satisfied	Not Too Satisfied	Not Satisfied At All

18. How happy are you with your job environment?

1	2	3	4
Very Satisfied	Pretty Satisfied	Not Too Satisfied	Not Satisfied At All

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

1	2	3	4
Very Satisfied	Pretty Satisfied	Not Too Satisfied	Not Satisfied At All

IF YOU ARE NOT MARRIED, GO TO SECTION 3

Section 2

(KANSAS MARITAL SATISFACTION SCALE)

Please respond to the following items using the following scale:

1	2	3	4	5	6	7
Extremely Dissatisfied	Very Dissatisfied	Somewhat Dissatisfied	Mixed	Somewhat Satisfied	Very Satisfied	Extremely Satisfied

Please write the appropriate response in the blank to the left of the item number.

1. ____ How satisfied are you with your marriage?
2. ____ How satisfied are you with your husband/wife as a spouse?
3. ____ How satisfied are you with your relationship with your husband/wife?

*****IF YOU DO NOT HAVE CHILDREN, GO TO SECTION 4*****

Section 3

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

*****IF YOU ARE NOT A PARENT, GO TO SECTION 4*****

(Parent-Child Relational Quality Scale)

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

1	2	3	4
Very Satisfying	Pretty Satisfying	Not Too Satisfying	Not Satisfying At All

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

1	2	3	4
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?

1	2	3	4
Very Well	Pretty Well	Not Too Well	Not At All Well

Section 4

Indicate how satisfied you are with your day-to-day life in terms of each item using the following scale:

(Life Satisfaction Scale)

1	2	3
Extremely Satisfied	Somewhat Satisfied	Not Satisfied

Please write the appropriate response in the blank to the left of the item number.

1. ____ The work you do.
2. ____ Where you live.
3. ____ Your way of life.
4. ____ The things you do for enjoyment.
5. ____ Your health.

IF YOU ARE NOT MARRIED, GO TO SECTION 8

Section 5

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

(Kansas Marital Conflict 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?

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

7. ___ Does your spouse insist on contradicting many of your ideas on the issue before she/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	2	3	4	5
Almost Never	Once In A While	Sometimes	Frequently	Almost Always

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?

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
___ disgust	___ self-pity (for himself/herself)	___ hostility
___ condescension	___ cynicism	

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

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

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?

Section 6

(MARITAL COMPARISON LEVEL INDEX)

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

1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

1. ____ I often feel I put more into our relationship than I get out.
2. ____ I would say that my partner and I are equally dependent upon one another.
3. ____ All things considered, my partner and I contribute equally to our relationship.
4. ____ I often feel taken advantage of by my partner.
5. ____ My partner seems less interested in our relationship than I am.

1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

6. ___ I often feel manipulated by my partner.
 7. ___ I feel less powerful than my partner.
 8. ___ My partner and I equally share the power in our relationship.
 9. ___ When my partner and I argue about decisions, we usually reach a fair solution.
 10. ___ There are times in our relationship when I have felt cheated.

SECTION 7

(DYADIC ADJUSTMENT SCALE)

Please respond to the following items using the following scale:

1	2	3	4	5
Strongly Agree	Neutral	Disagree	Agree	Strongly Disagree

1. ___ If I had to do it all over again, I would probably marry someone else.
 2. ___ I often feel constrained by our relationship.
 3. ___ I miss the freedom of being single.
 4. ___ If I had to do it all over again, I would probably remain single.
 5. ___ I feel very loyal to my partner.
-

Section 8

(EFFECT OF JOB ON FAMILY LIFE SCALE)

The questions in this section specifically address the occupation of Extension Agent. Use the scale below to answer the following questions:

1. It affects my family life very positively.
 2. It affects my family life positively.
 3. It affects my family life both positively and negatively.
 4. It doesn't affect my family life at all.
 5. It affects my family life negatively.
 6. It affects my family life very negatively.
-
1. ____ Do you feel the amount of status and prestige you derive from your job affects your family life?
 2. ____ Do you feel the level of job security you have affects your family life?
 3. ____ Do you feel the amount of time you are required to spend on paperwork in your job affects your family life?
 4. ____ Do you feel the amount of energy required of you in this job affects your family life?
 5. ____ Does the quality of your relationship with the clientele in your county affect your family life?
 6. ____ Does the amount you are paid affect your family life?
 7. ____ Do the number of hours you are required to work in your Extension job affect your family life?
 8. ____ Does the amount of enjoyment you derive from the things you do in your job affect your family life?
 9. ____ Does the amount of equitable treatment toward men and women within Extension have any effect on your family life?
 10. ____ Does the amount you have to travel affect your family life?
 11. ____ Does the way your Extension job make you feel about yourself have any affect on your family life?

1. It affects my family life very positively.
 2. It affects my family life positively.
 3. It affects my family life both positively and negatively.
 4. It doesn't affect my family life at all.
 5. It affects my family life negatively.
 6. It affects my family life very negatively.
12. ____ Does the amount that your job demands of you affect your family life?
13. ____ Does the quality of your working relationship with the other agents you work with affect your family life?
14. ____ Does the amount of flexibility you have in your in-office schedule affect your family life?
15. ____ Does the quality of the working relationship with your Supervisor have any affect on your family life?
16. ____ Does the involvement your job requires affect your family life?
17. ____ Do you feel your opportunities for advancement or promotion in Extension affect your family life?
18. ____ Does the amount of guidance or direction you receive in your work role have an affect on your family life?
19. ____ Does the in-service training provided by Extension have any affect on your family life?
20. ____ Does the degree of clarity of the standards by which your work performance is evaluated have an effect on your family life?
21. ____ Does the amount of control you have over your work life (what you do in your job and how you do it) affect your family life?
22. ____ Does the amount of recognition from your superiors that you receive for your job accomplishments affect your family life?
23. ____ Does the set of benefits you receive working for Extension affect your family life?
24. ____ Considering everything about your family life, how satisfied or dissatisfied are you with your family life as a whole these days?

VITA

April Martin was born in Tazewell, Tennessee on May 26, 1967. She attended the schools in the public system of Claiborne County where she graduated from Claiborne County High School in May, 1985. She entered Berea College, Berea, Kentucky during February 1986. She received a Bachelor of Science degree with teaching certification in Vocational Home Economics Education in May, 1990. After working for one year as a Comprehensive Competency Specialist for Walters State Community College in Morristown, Tennessee, she became employed with the University of Tennessee Agricultural Extension Service as a 4-H Agent in April, 1991. In January, 1993 she enrolled at the University of Tennessee as a graduate student in the Human Ecology department. She is presently working for the University of Tennessee Agricultural Extension Service as an Extension Agent working with the 4-H program in Smith County, Tennessee. She is married to Gilbert Martin and they have one son, Wyatt Martin. April has worked in Carthage, Tennessee for 10 years as a 4-H Agent.