

JOB SATISFACTION AND MARITAL ADJUSTMENT  
FOR DUAL-CAREER COUPLES WITH YOUNG  
CHILDREN ATTENDING DAY CARE

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## CHAPTER 1

### INTRODUCTION

The industrial revolution had its beginnings in the Western World during the latter part of the 18th century. The logic of the industrial enterprise system called for separation of familial considerations from those of the industrial undertaking (Rapoport & Rapoport, 1965). Subsequently, the family structure and its functioning was viewed as a separate entity from the organization and its functioning. It has been the differentiation of work from family roles which has long been recognized as fundamental to the evolution of contemporary society (Rapoport & Rapoport, 1965).

However, the contemporary marital relationship appears to be undergoing a revolutionary change. Married women have been entering the labor force in ever increasing numbers. The rate of increase has been observed even more dramatically for mothers of young children. Of all children in husband-wife families in 1977, the proportions whose mothers were in the labor force ranged from 37% for those under age 6, to 48% for those 6 to 13, and to 55% for those 14 to 17 (U.S. Department of Labor Statistics, 1977). These families are defined as dual-worker

families because both spouses are gainfully employed. Within this dual-worker group exists a comparatively new family type structure, the dual-career lifestyle, in which both married men and women are highly committed to pursuing a career or profession in combination with family life that includes children (Rapoport & Rapoport, 1976).

With both husband and wife employed, there are many who question whether work can or even should be differentiated from marriage and the family. Rapoport and Rapoport (1965) referred to this similarity of behavior patterns between occupation and marriage as isomorphism. In other words, occupation and marital modes of interaction affect each other as to induce similar structural patterns in both spheres. There has been a recent trend by researchers to apply the concept isomorphism to the study of the work/marriage relation, hence, researching the effect of work on marriage.

### Prospectus for a Dissertation

#### Statement of the Problem

It is becoming increasingly apparent that both men and women will spend most of their working years and will rear their children in dual-career families. Previous

survey studies (Holmstrom, 1973; Rapoport & Rapoport, 1976) of dual-career families have entailed areas of career and family. Research on dual-career families has primarily focused on women (Andrisani & Shapiro, 1978; Philliber & Hiller, 1979; Wright, 1978). Inclusion of husbands in dual-career families is needed to investigate the possibility that different factors are related to the marital adjustment of husbands versus that of wives. In addition, it follows that assessing the job attitudes of both husband and wife is important in determining the influence of work on marital adjustment.

#### Statement of Purpose

The overall purpose of the study was to examine the subjective evaluation of work and its relationship to marital adjustment for dual-career couples with young children. The specific purposes of the study were:

To measure marital adjustment through the implementation of the Dyadic Adjustment Scale (Spanier, 1976).

To measure job satisfaction through the implementation of the Job Descriptive Index (Smith, Kendall, & Hulin, 1969).

To determine if any significant relationship exists between job satisfaction and marital adjustment for the women.

To determine if any significant relationship exists between job satisfaction and marital adjustment for the men.

To determine if any significant relationship exists between husbands and wives on marital adjustment and job satisfaction.

To determine if any significant relationship exists between husbands and wives on marital adjustment.

To determine if any significant relationship exists between husbands and wives on job satisfaction.

To determine if any significant relationship exists between husbands' perceived job satisfaction and wives' marital adjustment.

To determine if any significant relationship exists between wives' perceived job satisfaction and husbands' perceived marital adjustment.

To determine if any significant relationship exists between husbands' and wives' perceived marital adjustment and length of marriage.

To determine if any significant relationship exists between husbands' and wives' perceived job satisfaction and length of marriage.

To determine if any significant relationship exists between husbands' and wives' perceived marital adjustment and family income.

To determine if any significant relationship exists between husbands' and wives' perceived job satisfaction and family income.

To determine if any significant relationship exists between husbands' and wives' perceived marital adjustment and length of employment.

To determine if any significant relationship exists between husbands' and wives' perceived job satisfaction and length of employment.

To determine if any significant relationship exists between husbands' and wives' perceived marital adjustment and the different ages of young children.

To determine if any significant relationship exists between husbands' and wives' perceived job satisfaction and the different ages of young children.

To determine if any significant relationship exists between husbands' and wives' perceived marital adjustment and the number of hours worked per week.

To determine if any significant relationship exists between husbands' and wives' perceived job satisfaction and the number of hours worked per week.



### Method

To accomplish this purpose, the following instruments were utilized. The Dyadic Adjustment Scale (Spanier, 1976) which consists of 32 items in a check list to measure overall marital adjustment. Spanier's scale measures dyadic adjustment which is defined as a process or the outcome of which determines the degree of the following areas: dyadic satisfaction, dyadic cohesion, dyadic consensus, and affectional expression.

The Job Descriptive Index (Smith et al., 1969) which consists of 72 items which attempt to measure job satisfaction in the area of pay, promotion, supervision, type of work, and the people on the job.

### Hypotheses

H<sub>1</sub> There is no significant relationship between wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and job satisfaction as measured by the Job Descriptive Index.

H<sub>2</sub> There is no significant relationship between husbands' perceived marital adjustment as measured by the Dyadic Adjustment Scale and job satisfaction as measured by the Job Descriptive Index.

H<sub>3</sub> There is no significant relationship between husbands' perceived job satisfaction as measured by the

Job Descriptive Index and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale.

H<sub>4</sub> There is no significant relationship between wives' perceived job satisfaction as measured by the Job Descriptive Index and husbands' perceived marital adjustment as measured by the Dyadic Adjustment Scale.

H<sub>5</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and job satisfaction as measured by the Job Descriptive Index.

H<sub>6</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and length of marriage.

H<sub>7</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and length of marriage.

H<sub>8</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and family income.

H<sub>9</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and family income.

H<sub>10</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and length of employment.

H<sub>11</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and length of employment.

H<sub>12</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and the different ages of young children.

H<sub>13</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and the different ages of young children.

H<sub>14</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and number of hours worked per week.

H<sub>15</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and number of hours worked per week.

### Significance of the Study

Individuals are choosing dual-career living, a trend that will, undoubtedly, continue into the future. This is most apparent when nearly 40% of the women having children under the age of 6 years are employed. It is evident, therefore, that these dual-career couples are becoming linked into two major social networks, one at home and one at work. Individuals opting for such a dual-career lifestyle would benefit from knowledge of the issues central to that lifestyle's functioning. Such knowledge will hopefully assist both men and women in their efforts to combine career and family roles and to achieve a satisfactory achievement in both.

### Limitations

The self report instruments were a limiting factor for data collection. Complete anonymity was highly stressed in the cover letter. Another limiting factor was that this study was based upon a selected sample and would not be applicable to the general population of dual-career couples.

### Delimitations

For the purposes of the study dual-career couples having only one child attending day care were used in analyzing the data.

### Definition of Terms

As part of this study the following terms were defined:

1. Dual-career family is defined as one in which both a married man and woman are highly committed to pursuing a career or profession in combination with family life that includes children (Rapoport & Rapoport, 1976).
2. Marital adjustment is defined as a process of movement along a continuum which can be evaluated from good to bad between a married couple (Spanier, 1976). For this study marital adjustment is a snapshot (coined by Spanier, 1976) of the continuum determined by the results of Spanier's scale. The "snapshot" of the continuum represents the time period the questionnaire was completed (Spanier, 1976). The outcome of marital adjustment is determined by the degree of troublesome dyadic differences, interpersonal tensions and personal anxiety, dyadic satisfaction and cohesion, and consensus of matters of importance to dyadic functioning (Spanier, 1976).
3. Job satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences (Locke, 1976).

4. Income is the value received by an individual measured in terms of money derived from a job.

Summary

The increasing rate in participation in the labor force by married women with young children has resulted in greater numbers of dual-career families. Research on dual-career families has led to a descriptive study of the attitudes of dual-career couples. The study, using self-report questionnaires, sought to identify couples' marital adjustment and job satisfaction within the dual-career lifestyle.

## CHAPTER 2

### REVIEW OF THE LITERATURE

Rhona and Robert Rapoport (1969) have become synonymous with dual-career research. Their study of dual-career families in the 1960s was part of a larger study of highly qualified career women in "top jobs" (Fogarty, Rapoport, & Rapoport, 1971). One of the major findings of the Rapoport's' survey was that there were sharp sex differences in the meaning of work outside the home in the lives of women as compared with men (Rapoport & Rapoport, 1976). Upon this finding, researchers began conducting studies looking at the effect of wives' employment on the work-marriage relationship. The focus of the research was on working versus non-working mothers (Andrisani & Shapiro, 1978; Burke & Weir, 1976; Haavio-Mannila, 1971; Nye, 1963; Safilios-Rothschild, 1970).

Having interviewed approximately 2,300 mothers residing in three small towns in the state of Washington, Nye (1963) found that women employed full-time were more satisfied in their work than non-employed women who were performing housework. However, Nye (1963) reported that housewives' marriages were better adjusted than those of working women. Over a decade later Burke and Weir (1976)

found that working wives expressed more happiness with their marriages when compared to housewives. Haavio-Mannila (1971) reported that among employed married women, satisfaction with the relationship to their spouses was fairly unrelated to work satisfaction.

Safilios-Rothschild (1970) studied the relationship between a married woman's degree of work commitment and her degree of marital satisfaction. Women who reported high work commitment also reported higher marital satisfaction than women not working outside the home. Safilios-Rothschild (1970) summed up this finding by refuting any notion that women work to compensate for an unhappy marriage.

Andrisani and Shapiro (1978) examined changes in levels of job satisfaction over a 5-year period from 1967-1972 for women between the ages of 30 and 44 years. They discovered that married women were less highly satisfied with jobs in 1967 but not in 1972.

The results which have focused on the relationship between employed status and marital satisfaction are inconclusive and actually have not clarified this aspect of the work-marriage relationship.

Subsequently, the conditions associated with positive and adverse effects of employment on husbands and



wives simultaneously was sought out by researchers. Research on dual-career families, hence, has focused on marital satisfaction, happiness, or adjustment of dual-career couples which implied that the stress inherent in this lifestyle has an impact on the marital relationship.

Research on stress accompanying the dual-career lifestyle has displayed inconsistent results. Burke and Weir (1976), Booth (1977), Bailyn (1970), and Bebbington (1973) examined the effects of stress on spouses both of whom were employed. Burke and Weir (1976) in their study of 189 married husband-wife pairs found that husbands whose wives worked reported less marital happiness. However, Booth (1977) in a replication of Burke and Weir's (1976) study failed to find any significant effect in the level of marital discord and stress for husbands of employed women.

Bailyn (1970) conducted a study from a sample of British University women graduates and their husbands. She found that men who placed primary emphasis on their careers and who were married to women who sought to integrate a career with a family were not very happy.

Examining stress accompanying the dual-career lifestyle, Bebbington (1973) found that dual-career couples

indicated that the traditional lifestyle did not offer freedom from stress. Bebbington concluded that stress is an integral determinant of the dual-career lifestyle rather than a side-effect. With the dual-career lifestyle being balanced between boredom/low stress and excessive strain/high stress, he suggested that an acceptable stress level results.

Research examining marital adjustment based upon career salience of dual-career couples has also been explored. Hardesty and Betz (1980) in their study of 97 married women professionals and their husbands reported that higher levels of career salience among wives were related to higher levels of marital adjustment among husbands.

Ridley (1973) examined the relationship between marital adjustment, job satisfaction, and job involvement of 210 wives and 109 husbands. The sample was drawn from married female public school teachers and their husbands. For male respondents job satisfaction and marital adjustment were positively related when women viewed their work as highly salient. Wives with low job satisfaction whose husbands had high job satisfaction and couples in which both couples revealed high job satisfaction had higher marital adjustment.

Demographic variables become important when studying dual-career families. Booth (1977) concluded that the added income and greater personal fulfillment the dual-career enjoys outweigh any temporary problems in adjusting to the lifestyle.

Orden and Bradburn (1969) studying 1,651 married respondents found lower marital happiness for both husbands and wives when wives worked from financial necessity than by choice. However, men and women were not couples in this study which may limit generalization of these results.

Hardesty and Betz (1980) reported that among husbands and wives, higher educational level of the wife and greater combined income were significantly related to higher levels of marital adjustment. The wife's income, on the other hand, was found to be negatively related to adjustment in both husbands and wives.

Keith and Schafer (1980) found that hours per week spent at work were the most important variable in explaining work-family strain. Men and women who spent more time at work had higher strain although the relation was stronger for men than for women.

Research utilizing children as critical in selecting the sample of dual-career couples has been minimal,

although Rapoport and Rapoport (1969) specified that children were necessary for couples to classify as dual-career. The research having utilized children as a critical variable under investigation have generalized their findings across the complete life cycle.

Rollins and Cannon (1974) reported that marital satisfaction is highest early and later in the marriage with a lag during the middle. These reasons include the presence of children, changing family roles, and a wearing off of the initial newness of the marriage. Rollins and Cannon (1974) acknowledged that while the life cycle is a significant correlate of marital satisfaction, it accounts for only a small variation in satisfaction. They also found that husbands and wives are influenced in a similar way by events occurring concurrently with life cycle stages in terms of marital satisfaction.

Controlling for the life cycle variable, Ridley (1973) found that job satisfaction-marital adjustment relationship was not significant when the respondents in his study were childless or had preschool children. A possible limitation of this study is that broad generalization across professions is questionable since his sample consisted of a single professional group (public school teachers).

Different results were obtained by Orden and Bradburn (1969) in their study of working wives and marital happiness. They found that a woman's choice of employment strained the marriage only when there were preschool children in the family.

From a sample of 135 two-job families, Keith and Schafer (1980) found greater work-family strain for men and women who were younger and had more children at home as compared to older persons with fewer or no children at home.

### Summary

Research presents conflicting results on the effects of wives' employment upon marital satisfaction. More recent studies of dual-career couples tend to view wives' employment being non-detrimental to marital satisfaction. Whereas women worked primarily out of financial necessity at one time, perhaps they are now also working for self-fulfillment. Therefore, attitudes and orientations of women are apparently not having the effect on female employment that many people sometimes suppose (Gordon & Kammeier, 1980).

Further studies examining relationships between dual-career husbands' and wives' satisfaction is needed.

These studies need to include dual-career couples representing broad range of careers, and having at least one child in the family.

Based upon this review of the literature, this study was designed to explore job satisfaction and marital adjustment of dual-career couples. The couples studied were parents of young children attending day care. They also came from diverse career fields.

## CHAPTER 3

### METHODOLOGY

#### Sample

The population for this study consisted of husbands and wives from dual-career families. The sample consisted of 40 couples who were employed full-time, were employed in status occupations with growth potential, and who had a child attending day care. The children were between the ages of 8 weeks and 6 years.

#### Procedure

1. The approval of the Human Research Review Committee of Texas Woman's University was secured.

2. Directors of selected day care centers in the city of Dallas were personally contacted by the author in order to obtain names as well as permission in utilizing parents from their day care centers as part of this study.

3. Two questionnaires were distributed to the subjects by the directors of the day care centers.

4. A cover letter (Appendix A) explained the general purpose of the research and how the names were obtained.

5. The cover letter also indicated that one of the questionnaires, sealed in its own envelope, was to be completed by the other spouse.

6. Questionnaires and consent forms were coded to insure anonymity and to retain groupings by couples.

7. Envelopes were provided for return of completed questionnaires to insure anonymity.

#### Instrumentation

Questionnaires were completed individually by husbands and wives. Two instruments were used in this study (Appendix B).

The first of these two instruments was the Job Descriptive Index (Smith et al., 1969) which consists of 72 items--18 in each of work, supervision, and people subscales and 9 each in pay and promotions. Corrected split-half consistency coefficients are reported to exceed .80 for each of the subscales. Each grouping consists of a list of adjectives or descriptive phrases. The respondents are asked to write "yes" next to each item which describes his pay (promotion, etc.) and "no" for each item which does not. A question ("?") response is reserved for items on which the respondent cannot decide. The verbal level of the items is quite low and does not require the respondent to understand complicated



or vague abstractions. In a review of 13 general job satisfaction scales, Robinson, Athanasiou, and Head (1976) came to the conclusion that the Job Descriptive Index had the best credentials. In addition, Vroom (1964) described the Job Descriptive Index as the most carefully developed scale to date.

The second instrument was the Dyadic Adjustment Scale by Graham B. Spanier (1976) which consists of 32 items in a check list to measure overall marital adjustment. Dyadic adjustment as measured by Spanier's scale is defined as a process or outcome of which determines the degree of the following areas: dyadic satisfaction, dyadic cohesion, dyadic consensus, and affectional expression. This scale has a reliability score of .96 using Cronbach's Coefficient Alpha.

Houseknecht (1979) in her study of 50 married women who were childless by choice and 50 married mothers found the Dyadic Adjustment Scale to have a total scale reliability of .90 using Cronbach's Coefficient Alpha. This is indicative of Spanier having received over 300 letters by researchers who have indicated a reliability of .90 or above in their studies utilizing the Dyadic Adjustment Scale (Spanier, Note 1). The scale was also correlated with the Locke-Wallace Marital Adjustment Scale

(1959) which has been a frequently used scale, in order to assess if it measured the same general construct as an accepted marital adjustment scale. The correlation between these two scales was .86 for married respondents and .88 for divorced respondents which suggests that the scales measure several of the same variables and demonstrate high construct validity. Spanier also gives evidence of content and criterion-related validity (Spanier, 1976). This scale is easily completed and scored. It is a Likert scale ranging from always agree to always disagree.

#### Analysis of Data

Hypotheses 1 and 2 were analyzed using the Pearson correlation coefficient and t-test of significance. Hypotheses 3 and 4 were analyzed using the Pearson correlation coefficient. Hypotheses 5 through 15 were analyzed using the following statistical means: (a) correlate "averages" for couples on marital adjustment and job satisfaction by utilizing the Pearson correlation coefficient; and (b) by comparing husbands' and wives' correlations obtained in Hypotheses 1 and 2 by utilizing Fischer's Z test.

## CHAPTER 4

### RESULTS

Questionnaires from 40 dual-career couples with children attending day care supplied the data used in analysis. Fifty-five sets of questionnaires were handed out and responses from 45 were returned. Five couples did not meet the established criteria for the study.

#### Sample Characteristics

Table 1 represents a general description of the 40 dual-career couples who participated in this study. The number of years in which these couples had been married ranged from 6 months to over 12 years. The highest percentage (32.5%) had been married between 6 and 9 years. The lowest percentage (5%) had been married 12 years or more. The mean income of the couples was \$45,125 with a range of \$20,000 to \$90,000. Income bracket of between \$30,000 and \$40,000 represented the greatest number of respondents (13). Only 1 couple each reported income between \$60,000 and \$70,000 and between \$80,000 and \$90,000. The ages of the children for the dual-career couples ranged from 2 months to 6 years. The predominant age bracket for the children was between 2 and 3 years of age (30%). There were no

children between 5 and 6 years of age and only one child 6 years or older.

Husbands having worked between 1 and 2 years at their present jobs had the highest percentage (27.5%). At the same time, the lowest percentage was reflected in the following three categories: husbands working less than 1 year; husbands working between 6 and 7 years; and husbands working between 7 and 8 years (15%). On the other hand, the categories of wives who had worked at their present jobs for less than 1 year and those wives having worked between 7 and 8 years each averaged 20% of the respondents. Each of the categories of wives who had worked at their present jobs of between 4 and 5 years and between 5 and 6 years illustrated the lowest percentage (5%). Forty percent of the husbands were employed on an average of between 40 and 45 hours a week while the smallest percentage (7.5%) of the husbands worked 55 hours or more a week. Accordingly, 57.5% of the wives reported working between 40 and 45 hours per week. None of the wives remarked that they worked 55 hours or more a week at their jobs.

Both husbands and wives represented a wide range of occupations. The category of occupation was open-ended. When the husbands wrote in their occupational

title or field, the predominant response was business (32.5%). Attorney at law and engineering each had 5% of the respondents. Secretarial work had the highest percentage (32.5%) of the wives. The smallest percentage (5%) was attorney at law.

Table 1  
Characteristics of Dual-Career Couples

Variable	Category	Number	Percent
Years married to present spouse	6 mos.-3 yrs.	5	12.5
	3-6 yrs.	12	30.0
	6-9 yrs.	13	32.5
	9-12 yrs.	8	20.0
	12 yrs.-above	2	5.0
Income	20,000-30,000	7	17.5
	30,000-40,000	13	32.5
	40,000-50,000	8	20.0
	50,000-60,000	4	10.0
	60,000-70,000	1	2.5
	70,000-80,000	3	7.5
	80,000-90,000	1	2.5
	90,000-above	3	7.5
Age of child	2 mos.-1 yr.	5	12.5
	1-2 yrs.	9	22.5

Table 1 (continued)

Variable	Category	Number	Percent
Years employed at present job (husband)	2-3 yrs.	12	30.0
	3-4 yrs.	6	15.0
	4-5 yrs.	7	17.5
	5-6 yrs.	0	00.0
	6 yrs.-above	1	2.5
	under 1 yr.	2	5.0
	1-2 yrs.	11	27.5
	2-3 yrs.	4	10.0
	3-4 yrs.	4	10.0
	4-5 yrs.	5	12.5
	5-6 yrs.	3	7.5
	6-7 yrs.	2	5.0
	7-8 yrs.	2	5.0
	8 yrs.-above	7	17.5
Years employed at present job (wife)	under 1 yr.	8	20.0
	1-2 yrs.	6	15.0
	2-3 yrs.	4	10.0
	3-4 yrs.	3	7.5
	4-5 yrs.	2	5.0
	5-6 yrs.	2	5.0

Table 1 (continued)

Variable	Category	Number	Percent
	6-7 yrs.	3	7.5
	7-8 yrs.	8	20.0
	8 yrs.-above	4	10.0
Number of hours worked per week (husband)	under 40 hours	4	10.0
	40-45 hours	16	40.0
	45-50 hours	10	25.0
	50-55 hours	7	17.5
	55 hours-above	3	7.5
Number of hours worked per week (wife)	under 40 hours	9	22.5
	40-45 hours	23	57.5
	45-50 hours	5	12.5
	50-55 hours	3	7.5
	55 hours-above	0	00.0
Occupations (husband)	attorney	2	5.0
	banking	3	7.5
	business	13	32.5
	engineering	2	5.0
	social services	5	12.5
	teaching	4	10.0
	Other	11	27.5

Table 1 (continued)

Variable	Category	Number	Percent
Occupations (wife)	attorney	2	5.0
	business	6	15.0
	consulting	4	10.0
	secretarial	13	32.5
	social services	6	15.0
	teaching	4	10.0
	other	5	12.5

### Examination of Hypotheses

Each of the 15 null hypotheses was analyzed using the Pearson correlation coefficient. A t-test of significance was performed on hypotheses 1 and 2. Z scores computed from Fischer's Z were performed on 11 null hypotheses.

H<sub>1</sub> There is no significant relationship between wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and job satisfaction as measured by the Job Descriptive Index. A correlation coefficient of .10 (Table 2) indicated that no significant relationship existed between marital adjustment scores and job satisfaction scores. This hypothesis is accepted.



Table 2

Correlation between Wives' Marital Adjustment  
and Wives' Job Satisfaction

Cases	<u>r</u>	Significance
40	.10	ns

H<sub>2</sub> There is no significant relationship between husbands' perceived marital adjustment as measured by the Dyadic Adjustment Scale and job satisfaction as measured by the Job Descriptive Index. In using the Pearson correlation coefficient to examine this hypothesis, a correlation coefficient of .09 was obtained which shows no significant relationship. Therefore, this hypothesis is accepted (see Table 3).

Table 3

Correlation between Husbands' Marital  
Adjustment and Husbands' Job  
Satisfaction

Cases	<u>r</u>	Significance
40	.09	ns

Hypotheses 1 and 2 were analyzed by a  $t$ -test. Results (Table 4) indicated that husbands' and wives' job satisfaction scores ( $t = -.01$ ) and husbands' and wives' marital adjustment scores ( $t = -.48$ ) reached a two-tailed probability of  $p > .05$ . Husbands and wives did not differ significantly in scores measuring job satisfaction and marital adjustment.

Table 4

Husbands' and Wives' Job Satisfaction and  
Husbands' and Wives' Marital  
Adjustment

Variable	Mean for husbands	Mean for wives	$t$
Job satisfaction	175.43	175.53	-.01
Marital adjustment	109.85	110.63	-.48

$H_3$  There is no significant relationship between husbands' perceived job satisfaction as measured by the Job Descriptive Index and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale. No significant relationship was found between husbands' job satisfaction scores and wives' marital adjustment

scores. As Table 5 shows, a correlation coefficient of .10 was obtained. This hypothesis is accepted.

Table 5  
Correlation between Husbands' Job Satisfaction  
and Wives' Marital Adjustment

Cases	<u>r</u>	Significance
40	.10	ns

H<sub>4</sub> There is no significant relationship between wives' perceived job satisfaction as measured by the Job Descriptive Index and husbands' perceived marital adjustment as measured by the Dyadic Adjustment Scale. As Table 6 indicates, a significant relationship was found between wives' job satisfaction scores and husbands' marital scores. A correlation coefficient of .34 was obtained, which shows a significant relationship at the .01 level. Wives tend to perceive their jobs as satisfying when husbands perceived their marriage as adjusted. Hypothesis 4 is rejected.

H<sub>5</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and job

Table 6

Correlation between Wives' Job Satisfaction  
and Husbands' Marital Adjustment

Cases	<u>r</u>	Significance
40	.34	.01

satisfaction as measured by the Job Descriptive Index. A correlation coefficient of .25 was obtained which indicates that no significant relationship exists between husbands' and wives' marital adjustment and job satisfaction scores (see Table 7).

Table 7

Correlation between Husbands' and Wives'  
Marital Adjustment and Job Satisfaction

Cases	<u>r</u>	Significance
40	.25	ns

H<sub>6</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and length of marriage. The results indicate that there is no

significant relationship between couples' marital adjustment scores and length of marriage. As further indicated in Table 8, a correlation of  $-.05$  was obtained, indicating no significant relationship. This hypothesis is accepted.

Table 8  
Correlation between Couples' Marital  
Adjustment and Length of Marriage

Cases	<u>r</u>	Significance
40	$-.05$	ns

H<sub>7</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and length of marriage. A correlation coefficient of  $-.16$  (Table 9) indicated that no significant relationship existed between couples' job satisfaction scores and length of marriage. This hypothesis is accepted.

H<sub>8</sub> There is no significant relationship between husbands' and wives' marital adjustment as measured by the Dyadic Adjustment Scale and family income. In using the Pearson correlation coefficient to examine this hypothesis, a correlation of  $.18$  was obtained, which

Table 9

Correlation between Couples' Job Satisfaction  
and Length of Marriage

Cases	<u>r</u>	Significance
40	-.16	ns

shows no significant relationship. Therefore, the hypothesis is accepted (see Table 10).

Table 10

Correlation between Couples' Marital  
Adjustment and Family Income

Cases	<u>r</u>	Significance
40	.18	ns

H<sub>9</sub> There is no significant relationship between husbands' and wives' job satisfaction as measured by the Job Descriptive Index and family income. As Table 11 indicates, a significant relationship was found in the couples' job satisfaction scores and family income. A correlation of .35 was obtained, which shows a significant relationship at the .01 level. Couples tend

to perceive their jobs as satisfying as family income increases. Hypothesis 9 is rejected.

Table 11  
Correlation between Couples' Job  
Satisfaction and Family Income

Cases	<u>r</u>	Significance
40	.35	.01

H<sub>10</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as measured by the Dyadic Adjustment Scale and length of employment. A significant relationship was found in the couples' marital adjustment scores and length of employment. As Table 12 indicates, a correlation of .36 was obtained, thus showing a significant relationship at the .01 level. Couples tend to view their marriage as adjusted the longer they have been employed. Hypothesis 10 is rejected.

H<sub>11</sub> There is no significant relationship between husbands' and wives' job satisfaction as measured by the Job Descriptive Index and length of employment. A correlation coefficient of .10 was obtained indicating

Table 12

Correlation between Couples' Marital  
Adjustment and Length of Employment

Cases	<u>r</u>	Significance
40	.36	.01

no significant relationship between couples' job satisfaction scores and length of employment. This hypothesis is accepted (see Table 13).

Table 13

Correlation between Couples' Job  
Satisfaction and Length of  
Employment

Cases	<u>r</u>	Significance
40	.10	ns

H<sub>12</sub> There is no significant relationship between husbands' and wives' marital adjustment as measured by Dyadic Adjustment Scale and the different ages of young children. No significant relationship was found between couples' marital adjustment scores and the different ages



of young children. As Table 14 shows, a correlation of .02 was obtained. This hypothesis is accepted.

Table 14

Correlation between Couples' Marital Adjustment  
and the Different Ages of Young Children

Cases	<u>r</u>	Significance
40	.02	ns

H<sub>13</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and the different ages of young children. As Table 15 indicates, a significant relationship was found in the job satisfaction scores for couples and the different ages of young children. A correlation of  $-.31$  was obtained, which shows a significant relationship at the .05 level. Couples tend to view their jobs as satisfying when their children are younger. Conversely, couples tend to view their jobs as less satisfying when their children are older. Hypothesis 13 is rejected.

H<sub>14</sub> There is no significant relationship between husbands' and wives' perceived marital adjustment as

Table 15

Correlation between Couples' Job Satisfaction  
and the Different Ages of Young Children

Cases	<u>r</u>	Significance
40	-.31	.05

measured by the Dyadic Adjustment Scale and number of hours worked per week. A correlation coefficient of .03 (Table 16) indicated that no significant relationship existed between couples' job satisfaction scores and the number of hours worked per week.

Table 16

Correlation between Couples' Marital Adjustment  
and Number of Hours Worked per Week

Cases	<u>r</u>	Significance
40	.03	ns

H<sub>15</sub> There is no significant relationship between husbands' and wives' perceived job satisfaction as measured by the Job Descriptive Index and number of

hours worked per week. As indicated in Table 17, a correlation coefficient of .07 was obtained, indicating no significant relationship. This hypothesis is accepted.

Table 17  
Correlation between Couples' Job Satisfaction  
and Number of Hours Worked per Week

Cases	<u>r</u>	Significance
40	.07	ns

The Fischer Z test was used to analyze 11 of the 15 null hypotheses. Z scores computed by Fischer's Z tests are summarized in Table 18. No significant differences were obtained. This indicates that the responses by dual-career couples on the variables under investigation did not differ significantly from the responses by husbands only and wives only.

Table 18

Comparing Correlations between Couples

Versus Husbands Versus Wives

Hypotheses	Variables	<u>z</u>
5	Husbands' and wives' perceived marital adjustment and job satisfaction	-.46
6	Husbands' and wives' perceived marital adjustment and length of marriage	.47
7	Husbands' and wives' perceived job satisfaction and length of marriage	.15
8	Husbands' and wives' perceived marital adjustment and family income	-.08
9	Husbands' and wives' perceived job satisfaction and family income	-.07
10	Husbands' and wives' perceived marital adjustment and length of employment	-.53
11	Husbands' and wives' perceived job satisfaction and length of employment	.57
12	Husbands' and wives' perceived marital adjustment and different ages of young children	.66
13	Husbands' and wives' perceived job satisfaction and different ages of young children	-1.01

Table 18 (continued)

Hypotheses	Variables	<u>z</u>
14	Husbands' and wives' perceived marital adjustment and number of hours worked	-.49
15	Husbands' and wives' perceived job satisfaction and number of hours worked	.26

CHAPTER 5  
SUMMARY, CONCLUSIONS, AND  
RECOMMENDATIONS

Summary

The overall purpose of this study was to examine the subjective evaluation of work and its relationship to marital adjustment for dual-career couples with young children. The sample consisted of 40 dual-career couples with each of the couples having a young child attending day care.

A wide range of occupations is reflected in the sample. A majority of the wives (57.5%) and 40% of the husbands worked an average of between 40 and 45 hours a week. The greatest number of husbands (11) had been employed at their present job between 1 and 2 years. On the other hand, 8 wives had worked at their present job for 1 year or less and 8 wives had worked between 7 and 8 years at their jobs.

The greatest percentage (32.5%) of couples had been married between 6 and 9 years. The greatest number of children (12) were between 2 and 3 years old. The combined mean yearly income for the couples was \$45,125.

Two valid and reliable instruments were utilized:

(a) The Dyadic Adjustment Scale, and (b) The Job Descriptive Index; included was an information sheet for general background data.

The Pearson correlation coefficient was used to analyze each of the 15 null hypotheses. Hypotheses 1 and 2 were also analyzed using a t-test of significance. The Fischer Z test was used to compare results by couples versus the results by husbands only and wives only for hypotheses 5 through 15.

No significant relationship was found between job satisfaction and marital adjustment for both husbands and wives. This finding is similar to the finding by Ridley (1973) who found that the job satisfaction-marital adjustment relationship was not significant when the respondents in his study had preschool-age children.

In addition, the results of the t-test indicate that no significant relationship existed between husbands and wives on job satisfaction as well as marital adjustment. In essence, husbands and wives compared similarly in their perceptions toward both job satisfaction and marital adjustment.

A significant relationship was found between wives' perceived job satisfaction and husbands' marital adjustment. Wives tended to perceive their jobs as satisfying when husbands perceived their marriages as being adjusted. At the same time, wives in this sample tended to perceive their jobs as less satisfying when husbands view their marriages as less adjusted. A possible explanation for this finding is that wives might be extremely sensitive toward their husbands' feelings regarding the marriage so much so that it affects the wives' attitudes and thoughts about their jobs. It may also be speculated that the wives' satisfaction with their jobs might encourage better companionship, thus resulting in husbands feeling that their marriages are more adjusted.

Results indicated that there was no significant relationship between couples' marital adjustment and family income. This finding is incongruent with the finding by Hardesty and Betz (1980) who reported that greater combined income was significantly related to higher levels of marital adjustment.

However, this investigation did find that couples' perceived job satisfaction was directly related to family income. Couples tend to perceive their jobs as increasingly satisfying as their family income increases. It



might also be that better paying jobs are at the same time more satisfying to the couples in this study.

Dual-career couples' perceived job satisfaction as well as their perceived marital adjustment were found to be unrelated to the number of hours these couples worked per week. These results are contrary to the finding by Keith and Schafer (1980) who found that hours per week at work were the most important variable in explaining work-family strain.

No significant relationship was found between couples' perceived marital adjustment and the different ages of young children. However, couples' job satisfaction did have a significant relationship to the different ages of young children. The relationship was inverse. This means that couples perceived their jobs as being more satisfying the younger their children were. In addition, couples perceived their jobs as being less satisfying the older their children were.

The results indicate that a direct relationship exists between couples' perceived marital adjustment and length of employment. In other words, the longer couples had been employed at their present jobs the more they perceived their marriages being adjusted. Perhaps, the longer couples are employed at their jobs the more secure

they feel. This sense of security might affect their marriages in a positive manner.

Response by couples, response by husbands, and response by wives were compared on each of the variables under investigation. No significant differences were obtained. This indicates that each of the three groups responded similarly on each of the items being measured.

### Conclusions

The results indicate that 4 of the 15 hypotheses tested showed significant differences: (a) wives' perceived job satisfaction is directly related to husbands' perceived marital adjustment, (b) couples' perceived job satisfaction is directly related to family income, (c) couples' perceived marital adjustment is directly related to length of employment, and (d) couples' perceived job satisfaction is inversely related to the children's ages.

As important are the above findings, equally important are the 11 hypotheses which resulted in no significant differences. The results of several of the 15 hypotheses substantiated many of the results reported by previous researchers. At the same time, several of the 15 hypotheses did not substantiate other results reported by previous researchers. What is concluded,

therefore, is that research results continue to be inconclusive in terms of the dual-career lifestyle.

### Recommendations

This study was based on data obtained from dual-career couples who had children attending day care and is not applicable to the general population of dual-career couples.

Further research might entail cross-sectional studies of dual-career couples in order to determine whether regional differences exist between dual-career couples. Comparison studies between dual-career couples having alternative child care arrangement might also prove to be enlightening.

A longitudinal study of selected dual-career couples measuring job satisfaction and its relationship to marital adjustment is needed. This type of research design might reflect the changes of dual-career families throughout the family life cycle.

Observational studies as well as personal interviews are also important to be considered when setting out to examine the dual-career lifestyle.

In essence, researchers must apply as many research designs as possible in order to provide further knowledge

and understanding of dual-career couples. Such knowledge and understanding will hopefully assist both men and women in their efforts to combine career and family roles and to achieve a satisfactory achievement in both.

## APPENDICES

TOPIC (1) ...  
marital ...  
red ...

(15)

For ...  
an ...  
toward ...  
call ...  
couple ...

The ...  
Scale ...  
inform ...  
question ...  
main ...  
dual ...  
portion ...  
the ...  
he ...  
rating ...

# APPENDIX A

## DESCRIPTION OF PROCEDURES AND INFORMED CONSENT

If you ...  
the ...

- (1) ...  
ratio ...
- (2) ...  
group ...
- (3) ...  
ratio ...

This ...  
best ...  
total ...  
question ...  
provided ...  
time ...

These ...

For ...  
Page ...

TOPIC OF INVESTIGATION: The effects of job satisfaction on marital adjustment for dual-career couples with young children attending day care.

#### DESCRIPTION OF PROCEDURES AND INFORMED CONSENT

For my Ph.D. dissertation at Texas Woman's University, I am studying the attitudes of dual-career husbands and wives toward the dual-career lifestyle. I am interested specifically in comparing attitudes toward job and marriage of couples with young children.

The two questionnaires include: (1) the Dyadic Adjustment Scale, and (2) the Job Description Index. A few general information questions are also included. Completing these questions will involve a total period of between 15 to 20 minutes. Because of the growing numbers of couples seeking dual-career lifestyles, your participation will provide important insights. It is important that each spouse complete the questionnaires separately and that any couple discussions be arranged afterwards. I hope you find the process stimulating and will return the questionnaires promptly.

If you agree to participate in this study, I am committed to the following procedures to safeguard your anonymity:

- (1) All questionnaires will have number codes for couples rather than identification by names. No complete record of names will be established nor will any reference in the study be attributed to individuals.
- (2) Envelopes will be provided for return of completed questionnaires to insure anonymity.
- (3) Answers about procedures are available by calling 821-7766 or writing to 5622 Bell, Dallas, Texas 75206.

This research project and this informed consent paper have been approved by the Human Subjects Committee at Texas Woman's University. I UNDERSTAND THAT THE RETURN OF MY QUESTIONNAIRE CONSTITUTES MY INFORMED CONSENT TO ACT AS A SUBJECT IN THIS RESEARCH. You have the right to withdraw at any time. No medical service or compensation is provided to subjects as a result of injury from participation in this study.

Thank you for your time.

Eric C. Albers  
Researcher

Anita Stafford, Ph.D.  
Major Professor

1. Sex

2. How

3. Year

4. What

center

5. How

6. What

7. What

APPENDIX B  
INSTRUMENTS



## General Information

1. Sex: Male\_\_\_ Female\_\_\_ (Place an (X) next to your selection)
2. How long have you been married to your present spouse?  
\_\_\_\_ YEARS
3. Yearly income range combined for both you and your spouse?  
\_\_\_\_ THOUSAND DOLLARS
4. What is the age of your child attending this day care center? \_\_\_\_\_ YEARS OLD
5. How long have you been employed at your present job?  
\_\_\_\_ YEARS
6. What is the "average" amount of hours you work per week?  
\_\_\_\_ HOURS PER WEEK
7. What is your occupation? (Indicate title and/or field)  
\_\_\_\_\_

# Spanier's Dyadic Adjustment Scale

Most persons have disagreements in their relationships. Please indicate below the approximate extent of agreement or disagreement between you and your partner for each item on the following list.

	Always Agree	Almost Always Agree	Occa- sionallý Disagree	Fre- quently Disagree	Almost Always Disagree	Always Disagree
1. Handling family finances	_____	_____	_____	_____	_____	_____
2. Matters of recreation	_____	_____	_____	_____	_____	_____
3. Religious matters	_____	_____	_____	_____	_____	_____
4. Demonstrations of affection	_____	_____	_____	_____	_____	_____
5. Friends	_____	_____	_____	_____	_____	_____
6. Sex relations	_____	_____	_____	_____	_____	_____
7. Conventionality (correct or proper behavior)	_____	_____	_____	_____	_____	_____
8. Philosophy of life	_____	_____	_____	_____	_____	_____
9. Ways of dealing with parents or in-laws	_____	_____	_____	_____	_____	_____
10. Aims, goals, & things believed important	_____	_____	_____	_____	_____	_____

	Always Agree	Almost Always Agree	Occa- sionally Disagree	Fre- quently Disagree	Almost Always Disagree	Always Disagree
11. Amount of time spent together	_____	_____	_____	_____	_____	_____
12. Making major decisions	_____	_____	_____	_____	_____	_____
13. Household tasks	_____	_____	_____	_____	_____	_____
14. Leisure time interests and activities	_____	_____	_____	_____	_____	_____
15. Career decisions	_____	_____	_____	_____	_____	_____
	All the Time	Most of the Time	More Often Than Not	Occa- sionally	Rarely	Never
16. How often do you discuss or have you considered divorce, separation, or terminating your relationship?	_____	_____	_____	_____	_____	_____
17. How often do you or your mate leave the house after a fight?	_____	_____	_____	_____	_____	_____
18. In general, how often do you think that things between you & your partner are going well?	_____	_____	_____	_____	_____	_____

	All the Time	Most of the Time	More Often Than Not	Occa- sionally	Rarely	Never
19. Do you confide in your mate?	_____	_____	_____	_____	_____	_____
20. Do you ever regret that you married?	_____	_____	_____	_____	_____	_____
21. How often do you and your partner quarrel?	_____	_____	_____	_____	_____	_____
22. How often do you and your mate "get on each other's nerves?"	_____	_____	_____	_____	_____	_____

	Every Day	Almost Every Day	Occa- sionally	Rarely	Never
23. Do you kiss your mate?	_____	_____	_____	_____	_____

	All of Them	Most of Them	Some of Them	Very Few of Them	None of Them
24. Do you and your mate engage in outside interests together?	_____	_____	_____	_____	_____

	Never	Less than Once a Month	Once or Twice a Month	Once or Twice a Week	Once a Day	More Often
25. Have a stimulating exchange of ideas	_____	_____	_____	_____	_____	_____
26. Laugh together	_____	_____	_____	_____	_____	_____
27. Calmly discuss something	_____	_____	_____	_____	_____	_____
28. Work on a project together	_____	_____	_____	_____	_____	_____

These are some things about which couples sometimes agree and sometimes disagree. Indicate if either item below caused differences of opinions or were problems in your relationship during the past weeks. (Check yes or no)

	Yes	No
29. Being too tired for sex	_____	_____
30. Not showing love	_____	_____

31. The dots on the following line represent different degrees of happiness in your relationship. The middle point "happy" represents the degree of happiness of most relationships. Please circle the dot which best describes the degree of happiness, all things considered, of your relationship.

0	1	2	3	4	5	6
_____	_____	_____	_____	_____	_____	_____
Extremely Unhappy	Fairly Unhappy	A Little Unhappy	Happy	Very Happy	Extremely Happy	Perfect

32. Which of the following statements best describes how you feel about the future of your relationship?

\_\_\_\_\_ I want desperately for my relationship to succeed, and would go to almost any length to see that it does.

\_\_\_\_\_ I want very much for my relationship to succeed, and will do all I can to see that it does.

\_\_\_\_\_ I want very much for my relationship to succeed, and will do my fair share to see that it does.

\_\_\_\_\_ It would be nice if my relationship succeeded, but I can't do much more than I am doing now to help it succeed.

\_\_\_\_\_ It would be nice if it succeeded, but I refuse to do any more than I am doing now to keep the relationship going.

\_\_\_\_\_ My relationship can never succeed, and there is no more that I can do to keep the relationship going.

# THE JOB DESCRIPTIVE INDEX

CODE NUMBER \_\_\_\_\_

Company \_\_\_\_\_

City \_\_\_\_\_

Please fill in the above  
blanks and then turn the  
page

Think of your present work. What is it like most of  
the time? In the blank beside each word given  
below, write

Y for "Yes" if it describes your work  
N for "No" if it does NOT describe it  
? if you cannot decide

## WORK ON PRESENT JOB

\_\_\_\_\_ Fascinating  
\_\_\_\_\_ Routine  
\_\_\_\_\_ Satisfying  
\_\_\_\_\_ Boring  
\_\_\_\_\_ Good  
\_\_\_\_\_ Creative  
\_\_\_\_\_ Respected  
\_\_\_\_\_ Hot  
\_\_\_\_\_ Pleasant  
\_\_\_\_\_ Useful  
\_\_\_\_\_ Tiresome  
\_\_\_\_\_ Healthful  
\_\_\_\_\_ Challenging  
\_\_\_\_\_ On your feet  
\_\_\_\_\_ Frustrating  
\_\_\_\_\_ Simple  
\_\_\_\_\_ Endless  
\_\_\_\_\_ Gives sense of accomplishment

Think of the pay you get now. How well does  
each of the following words describe your present  
pay? In the blank beside each word, put

Y if it describes your pay  
N if it does NOT describe it  
? if you cannot decide

## PRESENT PAY

\_\_\_\_\_ Income adequate for normal expenses  
\_\_\_\_\_ Satisfactory profit sharing  
\_\_\_\_\_ Barely live on income  
\_\_\_\_\_ Bad  
\_\_\_\_\_ Income provides luxuries  
\_\_\_\_\_ Insecure  
\_\_\_\_\_ Less than I deserve  
\_\_\_\_\_ Highly paid  
\_\_\_\_\_ Underpaid

Think of the opportunities for promotion that you have now. How well does each of the following words describe these? In the blank beside each word put

Y for "Yes" if it describes your opportunities for promotion

N for "No" if it does NOT describe them

? if you cannot decide

#### OPPORTUNITIES FOR PROMOTION

- \_\_\_\_\_ Good opportunities for promotion
- \_\_\_\_\_ Opportunity somewhat limited
- \_\_\_\_\_ Promotion on ability
- \_\_\_\_\_ Dead-end job
- \_\_\_\_\_ Good chance for promotion
- \_\_\_\_\_ Unfair promotion policy
- \_\_\_\_\_ Infrequent promotions
- \_\_\_\_\_ Regular promotions
- \_\_\_\_\_ Fairly good chance for promotion

Think of the kind of supervision that you get on your job. How well does each of the following words describe this supervision? In the blank beside each word below, put

Y if it describes the supervision you get on your job

N if it does NOT describe it

? if you cannot decide

#### SUPERVISION ON PRESENT JOB

- \_\_\_\_\_ Asks my advice
- \_\_\_\_\_ Hard to please
- \_\_\_\_\_ Impolite
- \_\_\_\_\_ Praises good work
- \_\_\_\_\_ Tactful
- \_\_\_\_\_ Influential
- \_\_\_\_\_ Up-to-date
- \_\_\_\_\_ Doesn't supervise enough
- \_\_\_\_\_ Quick tempered
- \_\_\_\_\_ Tells me where I stand
- \_\_\_\_\_ Annoying
- \_\_\_\_\_ Stubborn
- \_\_\_\_\_ Knows job well
- \_\_\_\_\_ Bad
- \_\_\_\_\_ Intelligent
- \_\_\_\_\_ Leaves me on my own
- \_\_\_\_\_ Around when needed
- \_\_\_\_\_ Lazy

Think of the majority of the people that you work with now or the people you meet in connection with your work. How well does each of the following words describe these people? In the blank beside each word below, put

Y if it describes the people you work with

N if it does NOT describe them

? if you cannot decide

#### PEOPLE ON YOUR PRESENT JOB

- \_\_\_\_\_ Stimulating
- \_\_\_\_\_ Boring
- \_\_\_\_\_ Slow
- \_\_\_\_\_ Ambitious
- \_\_\_\_\_ Stupid
- \_\_\_\_\_ Responsible
- \_\_\_\_\_ Fast
- \_\_\_\_\_ Intelligent
- \_\_\_\_\_ Easy to make enemies
- \_\_\_\_\_ Talk too much
- \_\_\_\_\_ Smart
- \_\_\_\_\_ Lazy
- \_\_\_\_\_ Unpleasant
- \_\_\_\_\_ No privacy
- \_\_\_\_\_ Active
- \_\_\_\_\_ Narrow interests
- \_\_\_\_\_ Loyal
- \_\_\_\_\_ Hard to meet



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