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FAMILY LIFE SATISFACTION AND JOB SATISFACTION FOR
WOMEN IN DUAL-EARNER MARRIAGES AND TRADITIONAL
AND NONTRADITIONAL OCCUPATIONS

A DISSERTATION
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ABSTRACT

Family Life Satisfaction and Job Satisfaction for Women in Dual-Earner Marriages and Traditional and Nontraditional Occupations

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This research examined the relationship between family life satisfaction and job satisfaction of women in dual-earner families. The women were divided into traditional and non-traditional groups based on job status.

The Work, Home, Family Questionnaire, a survey assessing respondents' perceptions of their workplace and quality of their home and family life, was mailed to 400 subjects in six economic regions of Texas. The return rate was 36.25% or 145 questionnaires, 65 in traditional employment and 71 in non-traditional. The mean age for the sample was 39. The educational mean was "some education after high school" and the average income was in the \$40,001 to \$50,000 range.

Multivariate analysis of covariance was performed to analyze differences in scores of family life satisfaction and job satisfaction between the two groups of women. Significant differences were found in the educational level of the two groups. There was also statistical significance

in the scores on the family life satisfaction and job satisfaction between women with and without dependents.

Respondents indicated relatively high levels of satisfaction with their home and family life and also perceived that home and family life had a positive effect on work performance. The women reported a generally high level of satisfaction with their work, although slightly lower than their perceived satisfaction with home and family life. A statistically significant difference occurred between the two groups of women when asked about the effect work had on home and family life. While both gave positive responses, the women in non-traditional occupations had the significant, higher score.

The multivariate analysis was covaried on the age and family income level of the respondent, but neither variable was statistically significant. Other variables showing no statistical significance included the need for paid child care and the ages of children requiring child care.

Women in non-traditional jobs responded that work had a more positive effect on their home life than did those in traditional jobs. Low scores were reported from both groups as to the difficulty of combining work and family responsibilities.

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CHAPTER I

INTRODUCTION

Since the beginning of civilization, society has depended on two constants for its survival-family systems and work systems. The nature of both and the ways in which they harmonize and conflict have changed dramatically over time. Today changes are occurring so rapidly and involve such fundamental issues as division of labor, parenting, financial needs, emotional needs, mobility, social pressures, family stress, and multiple roles, that questions related to families and work are among the most profound society will face for at least the remainder of the century.

As increasing numbers of women enter the labor force, public concern focuses on problems of the family. Historically, public policy and organizational structures have been built on the assumption that workers are males who support a dependent wife and children. Less than nine percent of American families currently constitute the traditional model of two parents with children where the husband is the full-time employee in the labor force and

wife is the full-time homemaker in the home (Burden & Googins, 1987).

More than half of the female civilian noninstitutional population 16 years old and over in 1988, both in Texas and in the nation, were either employed or actively seeking a job. The Labor Force Participation Rate (LPR), the number of people employed and unemployed divided by the civilian noninstitutional population 16 years of age and older, for women in Texas was 57.7%; for women in the U.S. it was 56.5%. For Texas women between 25 and 44 their LPR reached 74.9%; in the U.S. it was 73.9 %. Estimates from the current population survey show that of the 6.2 million females living in Texas in March 1988, an estimated 3.6 million of them were employed and another 264,900 actively seeking work. Of the 96.5 million women in the U. S. 54 million were employed and another 2 million seeking employment (Women in the Labor Force, 1988).

A related trend is seen in the rise in the number of dual earner families in which husband and wife pursue work outside the home and maintain a family life together. According to Census Bureau statistics, in 1985 there were 50.9 million married couples, of which 27.4 million or 53% were dual earner families (U.S. Bureau of the Census,

1987). A majority of married women are working outside the home; most researchers agree that this is not a trend that is likely to be reversed, despite marriage and child-rearing and their associated demands (Burden & Googins, 1987, Cherlin, 1981; Easterlin, 1980; Nock & Kingston, 1984; Rapoport & Rapoport, 1969; Singleton, 1987).

Even though females in greater numbers than ever before are entering the work force, 70% of working women still are concentrated in what is called "traditional" occupations; in which more than 60% of the workers are women. These traditional jobs for women often are lower paying and of lower prestige than those defined as "non-traditional;" in which more than 60% of the workers are men (Kingdon & Sedlacek, 1982). The 1985 figures from the U. S. Bureau of the Census indicate that half of all working women are employed in 21 of the 250 occupations listed, compared with 65 different occupations for half of the working men.

Most women continue to work in traditional, female jobs. It is not the narrowness of job opportunities for women which is problematic; rather, it is the concentration of women in the lowest paying, least prestigious jobs which figures so heavily into claims of sex discrimination (Polit, 1979).

Social scientist Kanter (1983) said,

If people matter in the productivity equation, they have to be considered as whole human beings who are affected by their quality of life in general, as well as by their specific quality of life. (p. 15)

She contended that in future organizational and national policy debates concerning job performance and increased productivity, the human side of the question needs as much attention as the technical side.

The relationship between an individual's life outside of work and at work has long been a topic of concern for philosophers, psychologists, sociologists, economists, and home economists. Despite years of research, the relationship between family life and work life is not fully understood. Data that do exist focus on one element of the work-family life relationship such as absenteeism, career choice, child care, or family stress (Bohen & Viveros-Long, 1981; Hedges, 1974; Naylor & Vincent, 1959). A study by Boyd and Butler (1982) suggested that home conditions do affect job performance and both Burden and Googins (1987) and Hunsaker (1983) maintained that work and the family are connected in many subtle and non-subtle, social, economic, and psychological ways.

Few topics have attracted so much speculation, yet produced so little in the way of concrete results. More information is needed concerning the relationship of family life satisfaction and work satisfaction.

Purpose

The major purpose of this study was to assess the differences between family life satisfaction and job satisfaction in dual-earner marriages of women in traditional occupations and women in non-traditional occupations. Independent variables examined were family size, age of children, need for dependent care, age of woman, total family income, and level of woman's education. Results of the study should aid home economics educators and vocational counselors in identifying strategies that will help future workers, men and women, balance the responsibilities of home and family life. Teachers and counselors on the secondary and vocational-technical or college level will have a better understanding of work-family relationships and will be able to better assist students in selecting careers that will be compatible with their personal goals and ambitions.

Research Design

This study, designed to examine job satisfaction and personal life satisfaction for traditional and non-traditional female workers in a dual-earner marriage, was exploratory in nature. The research provides descriptive data to define this relationship more fully and adequately than has been possible previously. In response to Williams and McCullers' (1983) criticism that research on women in non-traditional occupations is done primarily through the study of career choices of college women, this research was designed to survey women who are actual participants in the labor force.

Respondents in this sample were participating in a dual-earner marriage and were employed at either traditional or non-traditional jobs in one of the six economic divisions in Texas as defined by the Office of the Comptroller, State of Texas (see Appendix A for map). Both quantitative nominal and interval data were collected.

Hypotheses

Hypotheses were selected to study the personal life satisfaction and job satisfaction based on the dependent

and independent variables (See conceptual framework in Appendix B). The hypotheses were as follows:

Hypothesis 1. There is no significant difference in employment by traditional or non-traditional occupations and Family Life Satisfaction and Job Satisfaction, as measured by the Work, Home, and Family Questionnaire, between women in dual-earner marriages when controlling for age and income.

Hypothesis 2. There is no significant difference in the educational level of women in traditional and non-traditional occupations and Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, when controlling for age and income.

Hypothesis 3. There is no significant interaction between the educational levels and employment of women in traditional and non-traditional occupations.

Hypothesis 4. There is no significant difference in the need for paid dependent care for women in traditional and non-traditional occupations and Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, when controlling for age and income.

Hypothesis 5. There is no significant interaction between need for paid dependent care and employment of women in traditional and non-traditional occupations.

Hypothesis 6. There is no significant difference in the number of dependents and scores on the Job Satisfaction and Family Life Satisfaction part of the WHF Questionnaire for women in traditional and non-traditional occupations when controlling for age and income.

Hypothesis 7. There is no interaction between the number of dependents and scores on the Family Life Satisfaction and Job Satisfaction parts of the WHF Questionnaire and employment of women in traditional and non-traditional occupations.

Hypothesis 8. There is no significant difference in the ages of the children requiring paid child care belonging to women in traditional and non-traditional occupations and Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, when controlling for age and income.

Hypothesis 9. There is no significant interaction between the ages of children requiring paid child care and the Family Life Satisfaction and Job Satisfaction scores on

the WHF Questionnaire of women employed in traditional and non-traditional occupations.

Age and income levels of the women in this study were treated as covariates to control statistically for any initial differences which might be present and which might confound differences between the two groups of traditional and non-traditional workers (Huck, Cormier, & Bounds, 1974).

Definitions of Terms

The following terms have restricted meaning and are thus defined for the purposes of this study:

Dependents - those children or step-children 18 years of age or younger or elderly or handicapped individuals living in the household.

Dual-earner - both spouses in a marriage working in the paid labor market.

Family life satisfaction - scores on the Work, Family, and Home Questionnaire that indicate a pleasurable or positive emotional state resulting from the appraisal of various aspects of one's family or family experiences. The measure of family life satisfaction employed in this study as an additive index of satisfaction with 28 facets of

family life. Each facet is rated on a 7-point Likert-type scale, with higher values representing more satisfaction.

Job satisfaction - scores on the Work, Home, and Family Questionnaire that indicate a pleasurable or positive emotional state resulting from the appraisal of various aspects of one's job or job experiences. The measure of job satisfaction employed in this study is an additive index of satisfaction with 22 facets of the job. Each facet is rated on a 7-point Likert-type scale, with higher values representing more satisfaction.

Outlier or Maverick - in statistics, an extreme observation due to sources of error other than that attributable to sampling alone. In this study outliers were identified as such by doubling the standard deviation and adding it to the mean. If the total was more than +2 or less than -2, then the original score was designated as an outlier and removed from the data (Winer, 1971).

Non-traditional worker - A person employed in an occupational role once considered appropriate only for the other sex. In this study, using the 1983 U.S. Department of Labor, Bureau of Statistics data, a non-traditional job for women is any job in which more than 60% of workers are men.

Traditional worker - A person employed in an occupational role considered gender appropriate. In this study, using the 1980 U.S. Department of Labor, Bureau of Statistics data, a traditional job for women is any job in which more than 60% of its workers are women.

Basic Assumptions

The following assumptions were made by the researcher:

1. Family life and work satisfaction can be measured through scales which correspond to the dependent and independent variables.

2. Workers have an understanding of their family life situation and their work situation and can communicate their perceptions of these areas of life through self-administered questionnaires.

Limitations of the Study

The following limitations of the study are recognized:

1. The sample was a volunteer group and may not be representative of all female Texas employees in dual-earner marriages.

2. The questionnaires were completed by only one spouse and thus results are not based on opinions of all family members.

3. Factors other than the items included in the instrument may have affected personal satisfaction and work satisfaction.

4. Some workers are impatient with paperwork and suspicious of researchers and are reluctant to provide correct personal information even on an anonymous questionnaire.

5. U.S. workers tend to respond positively to questions about job satisfaction regardless of their title or type of work. When people are asked how satisfied they are with their jobs, between 81% and 92% of all workers over the last 30 years have consistently reported that they are generally satisfied with the work they do (Levitan & Johnson, 1982.)

Summary

In summary, the greater involvement of women in the paid labor force will inevitably affect families, organizations, public policy, and work patterns.

Researchers cannot ignore important social changes in family-work related areas.

The research problem of this study was to determine the differences between family life satisfaction and job satisfaction of traditional and non-traditional working women in dual-earner marriages. To address this problem the study determined quantitatively the differences between family life satisfaction and job satisfaction. It also examined the differences in dual-earner family life satisfaction and job satisfaction between women in traditional occupations and women in non-traditional occupations while looking at the effect of the variables of family size, ages of children, need for dependent care, age of woman, total family income, and level of woman's education.

CHAPTER II

A REVIEW OF LITERATURE

Historical Perspective

With the transition from a rural society to an urban one, there were marked changes in the roles of working women and linkages between family life and the workplace. According to Parsonian theory of post World War II America, the separation of work and family sectors of society was considered essential for the smooth functioning of each and for the integration of society as a whole (Parsons, 1949).

Home economists traditionally have been concerned with quality of life and the impact of paid work on the well-being of the family. At the turn of the century, early home economists, including Caroline Hunt and Ellen H. Richards, were particularly concerned with the effects of paid work on the physical and mental health of family members. In translating their concerns into action, however, the emphasis was placed almost entirely on the family system. The primary objectives were to help family members become more efficient household producers and more effective in building positive interpersonal relationships within the family (Brown & Paolucci, 1978).

Recently, however, home economists who have adopted a systems perspective in studying and working with families, have turned their attention to the interactions between the family and its immediate environment. Recognizing that families do not function in isolation, home economics has not only continued its mission of helping individuals and families adapt to the pressures created by work life, but is also playing a more assertive role in public policy issues affecting the family. Currently home economists are interested in understanding the critical interactions that take place between the family and organizational work in an continuing attempt to improve the quality of life for individuals and families (Light, 1988).

Home economists have also embraced Bronfenbrenner's (1977) ecological approach to human development. This orientation to understanding family functioning assumes that human beings must be understood in the context of the relationships both in their immediate and also in wider social environments. The ecology of human development is defined as the scientific study of the progressive, mutual accommodation throughout the life span between a growing human organism and the changing environments in which it lives. This outlook sees families as one kind of

institution or unit among many social institutions in the environment such as schools, health facilities, neighborhoods, churches, stores, transportation, and workplaces. Bronfenbrenner defines the ecological environment as a "nested arrangement of four structures, or systems, each contained within the next" (p. 26).

The first nested structure is the microsystem, which includes the relations between the developing person and the environment. These relations take place in a setting such as home, school, or workplace which contains that person. A setting is defined as a place with particular physical features in which the participants engage in particular activities in their particular roles of daughter, parent, spouse, employee for particular periods of time. Elements of a setting include place, time, physical features, activity, participant, and role.

The second nested system is the mesosystem, which comprises the interrelations among major settings containing the developing person at a particular point in her or his life. A mesosystem is a system of microsystems.

The third nested structure is the exosystem, which is an extension of the mesosystem, embracing the specific social structures which intrude on or encompass the

immediate settings in which a person is found and thereby influence, delimit, or determine what goes on there. These structures include the world of work, the neighborhood, the mass media, agencies of government, distribution of goods and services, communications and transportation facilities, and informal social networks.

Fourth is the macrosystem, which refers to the overall institutional patterns of the culture such as economic, social, education, legal and political systems, of which microsystems, mesosystems, exosystems are concrete manifestations. In addition to being a structural term, macrosystems are also carriers of information and ideology that give meaning and motivation to particular agencies, social networks, roles, activities, and interrelatedness (Bronfenbrenner, 1977).

Within this ecological framework, the present study focuses on the interactions between one microsystem, the family, and one exosystem, the world of work. Together they shape the overall institutional patterns of the macrosystem in which they exist in this culture. In particular this research examines two elements of the workplace structure, work satisfaction level and the

traditional and non-traditional job, in terms of its effects on family life satisfaction.

Work and Family

Work and family are closely related. The current interest in work and family issues is important because of social, educational, and economic implications. Research done to date already indicates that a person's work affects home life (Bohen & Viveros-Long, 1981; Engelbrecht, 1983; Engelbrecht & Nies, 1988; Feinstein, 1979; Kanter, 1977; Magid, 1987; Piotrkowski, 1979; Seiden, 1980; Sorenson, 1983; Spitze, 1982; Taylor, 1979; Waters, 1980).

Kanter (1977) identified five areas of a person's home life affected by work: (a) the relative absorptiveness of an occupation, (b) the time and timing of hours and schedule of job, (c) rewards and resources, (d) work view, and (e) the emotional climate the worker experiences in the job. Understanding the ways home life affects work is also needed to benefit families and business and industry.

To summarize the actual effects of work on family life and the effects of family life on work of women in dual earner marriages in non-traditional and traditional jobs, a

review of literature has been compiled from the relevant studies in each area. Section one describes the work-family relationship and the dual-earner marriage; section two, women in traditional and non-traditional careers. Section three examines social changes that link family life and work, and establishes the effect of work on family life and the effect of family life on work along with the conflicts that exist. A final section looks at literature related to the measure, the Work, Home, and Family (WHF) Questionnaire to be administered in this study.

Dual Earner Families

Between 1975 and 1984 the number of families in the United States increased 10.4%. Married-couple families grew only 4.7% during the decade, from 47.9 to 50.1 million, but there was more rapid increase in multiple-earner families of all types, up 12%, especially among husband-wife families, up 17%. More than 60% of the growth in multi-earner families over the 10 years was among those in which both the husband and wife were in the paid labor force. By 1984 the majority of all families had spouses who were working or looking for work, and this type of

family was nearly 90% of all multi-earner families. This phenomenon can be related directly to other data that show the rapid influx of married women into the paid labor force (Singleton, 1987).

Working married women contribute substantially to the economic support of their families. In 1986 their share was 29%. When women worked full time throughout the year, however, their contribution to the family income was about 40% (Texas Employment Commission, 1988).

A large proportion of women who work are widows, divorcees, or single, or have husbands who earn less than \$15,000 a year. Still, the married-couple family in which both husband and wife work is predominant. In 1988 more than 60% of all husband-wife families have at least two persons employed (Texas Employment Commission, 1988).

Working mothers--both single and married--have high labor participation rates. In 1984 more than three out of five women maintaining families had children under age 18 in the home. Labor force participation rates show these single mothers have a strong commitment to the labor force. Seventy-seven percent were in the labor force when their youngest child was school age, as were 53% of those with preschoolers (Ellis, 1986).

In Texas, as well as in the nation, the number of women participating in the civilian labor force continues to increase. The labor force participation for all women in the state in March 1988 was 56.2% up from 51.3% in March 1980 indicating over 800,000 additional women in the Texas labor force (Texas Employment Commission, 1988).

Women in Traditional and Nontraditional Careers

Of the increasing number of women entering the paid labor force over the past two decades, some have chosen careers in non-traditional fields. Despite legislation intended to prohibit discrimination in the labor force, women continue to be employed predominantly in low-status, low-salaried positions. The median earnings of working women were 70.3% that of working men in 1986.

According to Work Force 2000 (Johnson, 1987), the U.S. Department of Labor's predictions for the year 2000, women will compose approximately 47% of the work force and will earn wages equal to 74% of men's. Level of education is not a critical factor in the salary earned. For example, median earnings of women with four or more years of college were only 60% of the median earnings of men with the same amount of education. The average salary for all men with

only four years of high school education is even more than the average for all women with a four year college education (Statistical Abstracts of the United States, 1988). Light (1988) notes that as the feminization of work force increases, an accompanying increase in conflicts between work and family obligations will occur.

Literature on Work Satisfaction

Before the factors of traditional and non-traditional work are considered, work satisfaction and dissatisfaction have become public issues especially if the subjects are women. Work satisfaction is notoriously difficult to measure and traditional indicators have come under considerable criticism (McIlwee, 1983). Nevertheless, there is evidence that dissatisfaction with various aspects of work is a significant problem today, especially in blue-collar occupations and among the young, black, female, and better educated segments of the labor force (U.S. Department of Health, Education and Welfare, 1983). It also appears that the level of dissatisfaction increased substantially during the 1970s for all segments of the labor force after at least 20 years of relative stability (Quinn & Staines, 1978).

Most contemporary theories of management and work satisfaction are based to some extent on Maslow's (1954) hierarchy of needs, a theory of human motivation and behavior based on a framework of human needs. At the lowest level, Maslow placed physical and survival needs. If these needs are satisfied, higher order needs are attainable. If these needs are fulfilled, the individual seeks the pinnacle goal of self-realization and spiritual development.

Both Herzberg (1966) and McGregor (1960) have used Maslow's view of human needs for employee relations theories. Herzberg's (1966) theory of work satisfaction was based on research findings indicating that the variables linked to worker discontent were separate and distinct from those tied to worker satisfaction. He suggested that traditional rewards for work--money, good working conditions, and leisure time--could not truly motivate workers. True motivators, according to Herzberg, are those job attributes which stimulate individual growth and fulfill Maslow's higher order needs for recognition, achievement, and responsibility.

McGregor (1960) examined two alternative theories of personnel management, which he labeled theory X and theory

Y. Theory X, the traditional management style, held that workers prefer limited responsibility and greater security, inherently dislike work, and can be motivated only by coercion, control, and punishment. Theory Y portrayed workers as naturally desiring work and responsibility, and as being best motivated by challenging work which used their capabilities fully. McGregor believes that most jobs did not fully challenge workers, and that theory X management styles failed to capitalize on their natural inclinations to work. Redesigned organizations and broader, more autonomous jobs along the lines of theory Y presumably could evoke greater work efforts and greater work satisfaction.

Many factors have been identified as sources of job satisfaction and/or dissatisfaction. Factors external to the worker are located in the content of the work itself and are called "intrinsic" (e.g., the extent to which it provides interest, variety, challenge, responsibility, and self-direction) (McIlwee, 1983; Stone, 1976). Or factors may be located in the work environment and referred to as "extrinsic" (e.g., organizational structure and relationships, working conditions, pay and benefits, and social status) (Newman, 1975; Shepard, 1973). Other

researchers (Herzberg et al., 1959; Shostak, 1980; Voydanoff, 1978) have combined the extrinsics and the intrinsics when looking at job satisfaction and dissatisfaction.

Other studies have stressed factors internal to the worker, such as reward values, psychological needs, and socioeconomic characteristics (e.g., education, age, sex, race) that create differences in levels of satisfaction among different psychological and social types (Locke, 1976; McIlwee, 1983).

Levitan and Johnson (1982) discuss some correlations between job satisfaction and demographic characteristics. According to the researchers, satisfaction generally increased with age and income, tends to be higher among whites than among blacks, and is less common among blue-collar workers above age 30 than among white-collar employees in similar age groups.

Strauss (1974) also addressed correlations between job satisfaction and demographics. He noted that there is evidence that job dissatisfaction is directly related to short job cycles, surface-attention work, low autonomy and control of the pace of work, and lack of challenge.

Smith, Kendall, and Hulin (1969) developed the Job Descriptive Index (JDI) as a result of research known as the Cornell Studies of Satisfaction during 1959-1969. The JDI measures five components of job satisfaction and one global satisfaction question. The JDI employs a total of 72 descriptive words or phrases arranged under the five areas of work, pay, promotion, supervision, and co-workers.

Satisfaction in Nontraditional Jobs

In a two-year study of 86 women in non-traditional occupations, McIlwee (1983) found the following factors the most frequently mentioned sources of satisfaction: intrinsic qualities of work itself (i.e., enjoyable nature, variety, interesting); good pay and/or benefits; good relationships with co-workers, supervisors, and/or customers; specific features of the job (e.g., outdoor, manual work); good training and/or the learning of valuable skills; good conditions and good hours; security and potential for future advancement; and the status and satisfaction received from being in a non-traditional job.

The negative aspects of the job mentioned most frequently by the second-year respondents were the following in order of their frequency: poor relationships

with co-workers, supervisors, and/or customers; difficulties with the physical, mechanical or technical aspects of the work; poor working conditions (e.g., unsafe, unpleasant environments); work intrinsics (e.g., repetitive, boring nature); management practices (e.g., discrimination and harassment); insufficient task-related backgrounds; lack of self-confidence; and poor hours or scheduling.

Stringer and Duncan (1985) studied a group of 75 women in non-traditional careers and provide some information regarding barriers and facilitators in non-traditional employment. Money or fringe benefits was the most commonly mentioned reason for pursuit of non-traditional work. The second most frequent reasons for working at a non-traditional job was the nature of the work or environment (e.g., wanting to work with their hands or working outdoors). Barriers that women encountered in their pursuit of non-traditional jobs were lack of work experience or exposure, discrimination or harassment, and discouragement from family and friends. In response to the advantages and disadvantages of non-traditional employment, the advantage most frequently cited in this study were personal and philosophical (e.g., the women found the work

challenging or stimulating, others said they enjoyed advancing the women's movement or proving to men that women are capable of physical or strenuous work). Money and fringe benefits were the second most frequently cited advantages. The 21 women cited 26 disadvantages of their current non-traditional jobs. Over 30% of the disadvantages given were in the category of stereotyping, discrimination, and harassment. Personal reasons (e.g., not being able to spend enough time with family to "my hands don't look too hot") were the second most frequently mentioned disadvantages, accounting for 23.1% of the responses. About 11% of the women indicated that they found no disadvantages.

Meyer and Lee (1978) and O'Farrell and Harlan (1980) reported high levels of job satisfaction among blue-collar women in non-traditional occupations. Two studies in which women in non-traditional and traditional jobs within single companies were compared found greater satisfaction among the non-traditionals, although greater stress resulting from pressure to perform, isolation, and coworker hostility was also noted.

Social Changes

Understanding of the interactions between work and family life must begin with an analysis of the social changes which have precipitated many of the challenges faced by a modern worker and family member. Recent social changes have increased interest in the relationship between work and family systems in contemporary American society. The women's movement and the increase of women in the paid labor force (especially married women with children) have focused attention on the extent to which work systems make it possible to maintain effective participation in both worlds. In 1985, 53% of all married couples were part of a dual-earner family (U. S. Bureau of the Census, 1987).

The demographic shifts involved in women entering the workplace are also evident in changing family structures and roles. Fernandez (1986) reported 20% of working adults providing some form of care for aging parents. In the Burden and Googins (1987) study, 43% of the respondents took some responsibility for care of aging parents. For 6% this caregiving responsibility was a major problem. As the population ages and declining birth rates make fewer adult children available to provide family care, this pressure on the workforce is likely to increase.

Other recent social concerns reflect the interaction between the work place and the home. These concerns have included the rise of single-parent families, an increased social consciousness, as well as an increased concern for quality of life, resulting in a variety of lifestyle experiments and a focus on work and leisure (Felstehausen, Glosson, & Couch, 1987).

Work and family lives are not easily balanced. Considerable research indicates that women who work outside the home still continue to assume the primary responsibility for homemaking and child care (Berk & Berk, 1979; Fox & Nickols, 1983; Goebel & Hennon, 1984; Hafstrom & Schram, 1983; Pleck & Staines, 1985; Sanik, 1981; Staines & Pleck, 1984).

The Myth of Separate Worlds

Kanter (1977) described the prevalent sociological position on work and family as a myth. She defines the "myth of separate worlds" as follows:

In a modern industrial society work life and family life constitute two separate and non-overlapping worlds, with their own functions, territories, and behavioral rules. Each operates by its own laws and can be studied independently. If events or decisions in one world (such as wages awarded a worker)

enter the other, they enter in the guise of external (and hence, often extraneous) variables but are not an intrinsic part of the operation of that world. They help shape a context, but little more. (p. 8)

Not until recently did researchers look for connections between these two worlds. Fox and Hesse-Biber (1984) report that the separation of the occupational and family sectors of society in the past came to be considered essential to the smooth functioning of each institution and thus to the integration of society as a whole.

Felstehausen et al. (1987) point out that the absence of research in this area of work and family connections is due to the specialized orientations of the social sciences. Other deterrents to the study of the impact of work on the family and family on work include the general acceptance of role theory and the emphasis on quantitative research. Role theory operates on the premise that roles are situationally determined and that if situations making conflicting demands can be segregated, adults are capable of playing a variety of roles. Little concern has been given to the transference between roles or how performance in one may affect, condition, or shape performance in another (Kanter, 1977).

Individual preferences for separation or integration of work and family vary. However, work has strong influences on family life. It is a dominant constraint on family life as well as a source of economic and personal satisfaction (Felstehausen et al., 1987).

Effect of Work on Family Life

Work can have a variety of effects on family life. Wilensky (1960) pointed out that variables such as common tasks, work schedules, job training, and career patterns are sometimes better predictors of behavior than both social class and previous job experience.

Several aspects of the structure and organization of work life have been identified as important in shaping and influencing family systems (Aldous, 1982; Kanter, 1977; Parker, 1967; Rapoport & Rapoport, 1965). The first aspect is the relative absorptiveness of an occupation, referring to the extent to which the job affects other family members. The second aspect is time and timing concerned with the effect of work hours and schedules (daily, monthly, and yearly rhythms including the timing of major work history events). Another aspect involves the rewards and resources provided by the occupation. The last

dimension is the emotional climate of work. The climate aspect of the job determines how workers feel about themselves. The set of feelings caused by the experiences on the job are brought home and affect the family.

Occupations vary in how absorptive they are. Some jobs involve rather little of the person and affect only a small portion of life off the job. Such jobs are relatively nonabsorptive. For jobs of this type, work and family life of workers are likely to be separate. Other jobs demand a great amount of time, energy, involvement, and commitment. These jobs are highly absorptive and tend to define the context of family life (Felstehausen et al., 1987).

The amount of time an occupation demands, as well as the timing of these work hours, are direct ways that work enters and shapes family life. The number of hours worked influences the time available to nurture family relationships and attend to the tasks involved in maintaining a family system. The implications of timing as a potential source of conflict were underscored by Nock and Kingston (1984) in their finding that a significant number of couples with preschool children reported a considerable amount of "off-scheduling" when one spouse was at work and the other was at home.

The rewards an occupation offers may be material or psychic in that they offer income and/or prestige. However, salary received from a job is one tangible reward that may either constrain or enhance family life. The amount of money upon which the family has to live can determine the level of tensions in the family as well as the relative power of family members (Kanter, 1977).

Effect of Family Life on Work

Until the last decade little research has been done to determine the effects of family life on work. According to Felstehausen et al. (1987) the myth of the good worker carries with it the implication that work should not be affected by extraneous matters including the family. Traditionally the family has accommodated to work demands.

However, Kanter (1977) has proposed that the family does impact work in three ways. Family cultural traditions may be strong enough to shape family members' decisions about their relation to work and to enable them to resist pressures generated by workplaces. Secondly, personal relations can influence economic and occupational life in situations where family connections define work relations.

Third, a family's emotional climate and demands affect its members as workers. For example, family situations can define work orientations, motivations, abilities, emotional energy, and the demands workers bring to the work place.

Nieva (1985) noted that the influence of family on work has been largely a matter of concern for three groups: women with families, dual-earner families, and military families. Women with families are a concern since women's historical responsibility for the home suggests that work should be secondary in importance to the family and its demands. Dual-earner families are listed because of role and time strains. The influence of military families on work are a concern because the military establishment is so totally absorptive of its members.

Conflicts Between Work and Family Life

An examination of the literature on conflict between work and family roles (Boyd & Butler, 1982; Engelbrecht, 1983; Hafstrom & Schram, 1983; Greenhaus & Beutell, 1985; Jacobson & Lawhon, 1983; Lawhon, 1984; McCoy, 1984; Sorenson, 1983) suggests that the basis for work-family conflict is usually time, strain, or behavior. Voydanoff

and Kelly (1984) suggest that economic strain is a fourth source of conflict.

Conflict occurs when the time devoted to the requirements of one role makes it difficult to fulfill requirements of another. A number of studies (Boyd & Butler, 1982; Fox & Nickols, 1983; Goebel & Hennon, 1984; Hafstrom & Schram, 1983; Jacobson & Lawhon, 1983; Lawhon, 1984; Magid, 1987; McCoy, 1984; McCubbin & Dahl, 1985; Pleck & Staines, 1985; Sorenson, 1983; Taylor, 1979) report time-based conflicts in areas such as work schedules, work orientation, marriage, children, and spouse employment patterns that may produce pressures to participate extensively in the work role or the family role. Conflict is experienced when these time pressures are incompatible with the demands of the other roles.

Voydanoff and Kelly (1984) identified demands associated with time shortage such as being a female working parent, the presence of pre-school and school-age children, experiencing three or more important family changes, and work hours and scheduling. Resources for coping with time demands included high income, job satisfaction, not marrying early, and an ability to arrange time for family activities.

Literature Related to Measures

The instrument, Work, Home, and Family (WHF) Questionnaire, was developed in a previous study (Felstehausen et al., 1987) at Texas Tech University. The instrument has been pre-tested and pilot tested to establish its validity and reliability. It has been used recently in several other studies in the United States examining work and family relationships.

Garrett and Redick (1987) used the WHF Questionnaire as a joint study conducted by AT&T Network Systems and the Ohio State University to determine workers' degree of satisfaction with home life, impact of home life of work, degree of satisfaction with work, and impact of work on home life. Results indicated that there was a high satisfaction level with home and family life and a strong belief that family life factors affected work performance which was interpreted as a close association between home and work life.

Cripps (1986) used the instrument to look at the relationship between family life satisfaction and job satisfaction for employed Hispanic and Anglo women. Results of her study indicated that for both ethnic groups of women, factors identifying family life satisfaction and

job satisfaction were largely the same. Results also indicated that family life satisfaction and job satisfaction were positively related to each other. Family life satisfaction, however, appeared to be a stronger indicator of job satisfaction than the reverse. Results of the study again provided evidence for a reciprocal relationship between family life satisfaction and job satisfaction based on the results of the WHF Questionnaire.

Summary

Available research leaves much to be discovered about work-family linkages. Research should reflect the dynamic realities of a changing world, but often it lags far behind.

Much more research is needed to examine the effects of family factors on work behavior. The implicit rules in many organizations tend to make the examination of this relationship difficult because organizations tend to operate under the assumption of separate work and family worlds. Very little is empirically known about how the family affects job satisfaction. Research is needed on the

processes by which individuals perceive and handle their multiple roles both day-to-day and over the life cycle.

The relationship between work and family is a highly complicated one. Both work and family are social and economic systems that are inextricably tied. There may be differences in the degree of connectedness between family and work; however, few social scientists today would deny the two are linked.

Although successful linking of work and family is central to meeting the challenges of life in the latter part of the 20th century and beyond, only limited research has considered the behavior and experiences in both work and family situations. Evidence exists of a need to focus on this relationship from both directions: the impact of work on home and family life and the impact of home and family on work.

CHAPTER III

METHODOLOGY

The major purpose of this study was to examine the difference between family life satisfaction and job satisfaction of traditional and non-traditional women in the paid labor force. The research problem as discussed in Chapter I focused on a current concern which will be investigated through the survey method. This chapter is divided into seven sections and includes information on the following: the design of the study, a description of the sample used in the study, information on the instrument, reliability of the measures, a description of the pilot study, techniques of data collection, and procedures used in data analysis.

Design of the Study

The research design for this study was explanatory, exploratory, and descriptive, with the purpose of determining the nature of the relationship between family life satisfaction and job satisfaction within two

population groups. Data for this study came from a self-administered mail questionnaire sent to women employed in traditional and non-traditional jobs in all six economic divisions within the state of Texas (Appendix A).

Texas is divided into six regions since the natural and cultural characteristics of a region interact and are influenced by external economic events and changes in available technology to determine a particular region's economic base. The Comptroller of Public Accounts has divided the state into six regions--the Plains, the Metroplex, East Texas, the Gulf Coast, the Central Corridor, and the Border--where products and services that generate income and employment differ so that an oil price decline, a peso devaluation, or a change in defense spending affect each region differently (Kingston, 1987).

Sample

The study was restricted to female employees in dual-earner marriages who were identified as being employed in the paid labor market in either a traditional or non-traditional occupation according to definitions set by the U.S. Department of Labor. The sample was drawn from the

six economic divisions of the state of Texas and included women living in urban, small town, and rural areas.

Potential women subjects to be surveyed were identified by six guidance and counseling professionals from Texas community and junior colleges who served as the Panel of Experts on the 1987-88 Improving Sex Equity in Postsecondary Vocational/ Technical Programs grant from the Coordinating Board, Texas College and University System (Lovelace, McIntyre, & Nies, 1988). Approximately half of the subjects were identified as having a non-traditional career and half as pursuing a traditional career. Additional appropriate subjects, half in non-traditional occupations and half in traditional ones, have been drawn from Texas women attending one of the six workshops or statewide conference sponsored through the sex equity grant during the spring of 1988. According to the Handbook of Labor Statistics (U. S. Department of Labor, 1988), industrial employment patterns for women in Texas mirror fairly closely those for women throughout the United States. The number of women employed in both traditional and non-traditional job categories in the U. S. and in Texas in 1987 are shown in Table 1.

TABLE 1

Women Employed by Occupation in United States and Texas, 1987 Annual Averages

Department of Labor Categories	U. S.	Texas
Total number of women	44,064,000	3,296,000
Executive, Administrative and Managerial ^b	7.9%	10.5%
Professional specialty ^b	14.0	14.3
Technicians and related support ^b	3.3	3.4
Sales ^b	12.7	13.9
Administrative support including clerical ^a	29.9	31.6
Service Occupations ^a	18.9	17.4
Precision production, Craft and repair ^b	2.3	1.9
Machine operators, assemblers, inspectors ^b	7.4	5.1
Transportation and material moving ^b	0.7	0.7
Handlers, equipment cleaners, helpers, laborers ^b	1.6	0.6
Farming, forestry, fishing ^b	1.3	0.6

^aTraditional occupational group for women

^bNon-traditional occupational group for women

Texas has slightly more women in the Executive, Administrative, and Managerial category (10.5%) than the nation (7.9%); however the Professional category is almost identical with 14.0% for the U.S. and 14.3% for Texas. The non-traditional jobs in Technicians and Related Support and Transportation and Material Moving are almost identical in proportional size in Texas as in the United States. Traditional occupational groupings such as Administrative Support Including Clerical and Service Occupations also had similar totals. If the sample in this study is representative of women in the state of Texas, then because of these similarities in employment by industry between Texas and the U. S. survey findings can be generalized to women in the United States.

The initial mailing included the Work, Home, and Family Questionnaire, a pre-stamped envelope for return to the researcher, and a cover letter requesting participation. A total of 400 questionnaires were mailed to the subjects. Two weeks after the questionnaire was mailed, a reminder post card was sent to all 400 subjects. A minimum acceptable return rate was set at approximately 35% or 140 questionnaires.

Information was obtained regarding age, level of education, marital status, total family income, occupational status, and number of children under 18 or other dependents living in the household. These demographic data lead to better understanding and interpretation of the results of the study and enabled the researcher to describe adequately the sample from which the data will be collected.

Instrument

The instrument for the study was the Work, Home and Family (WHF) Questionnaire developed and piloted at Texas Tech University in a previous study involving 722 male and female employees in Texas. Working on a project for the Texas Education Agency, the researchers selected items for the four subscales from a number of other family and work environment scales and inventories and developed a suitable instrument. Time and ease of administration were identified as important factors in developing the self-report instrument (Felstehausen et al., 1987).

The questionnaire included items conceptually grouped into four major sections. These subscales are:

(a) satisfaction with home life, (b) effect of home life on work, (c) satisfaction with work, and (d) effect of work on home life. The home life subscales consist of 28 factors and the work scales have 22 factors (see Appendix D).

The questionnaire has a 7-point Likert-type scale from "very satisfied" (7) to "very dissatisfied" (1) for home and family factors. It also has a scale from "very positive" (7) to "very negative" (1) for the effect of home and family on work performance.

In addition to individual factors, respondents were asked to give an overall rating of satisfaction with their home and family life and an overall satisfaction rating with their work. Likewise, they were asked to report the overall effect of their home life on their work performance and the overall effect of their work on the quality of their home life. A global question, "How difficult was it for you to combine work and family responsibilities?" is included as a summary item. Subjects were also given the opportunity to comment further about work-family interactions with the open-ended question, "What else would you like to tell me about how satisfied you are with your family life and work life?" at the end of the questionnaire.

Reliability of Instrument

To ensure reliability, Babbie (1986) suggested several strategies. He says to construct an instrument that asks relevant questions the respondent is likely to be able to answer, to be clear on what is asked so the subject's own unreliability can be reduced, to incorporate specificity, and to use measurements that have proven reliability in previous research.

According to Felstehausen (personal communication, April 27, 1988), Babbie's points were used in development of the instrument to ensure reliability. Both a pre-test and pilot study were conducted to determine which questions were not likely to be answered or those that were unclear. Conclusions drawn from the findings of both tests guided the refinement and administration of the instrument to the research sample. A panel of experts was consulted to ensure the inclusion of clear, relevant questions. Whenever possible, questions were adapted from previous instruments which had been tested for reliability and validity.

The SPSS subprogram RELIABILITY was used to evaluate the multiple-item additive scales for both the family life satisfaction and job satisfaction measures. Internal

consistency of the measures was determined using Cronbach's Alpha for the subscales during the pilot study at Texas Tech. The reliability coefficient scores or Cronbach's Alphas were all very high: .89 for home and family life satisfaction and .93 for job satisfaction. Reliability measures increased for the instrument in the main study: .96 for home and family life satisfaction and .95 for job satisfaction.

Validity of the Instrument

According to Felstehausen (personal communication, April 27, 1988), research data indicated that there is no one best way to measure job satisfaction. According to Soutar and Weaver (1982), the selection of a job satisfaction measure is determined by several factors--the characteristics of the population being studied, aspects of satisfaction included in the instrument, the length of the instrument, and the reliability and validity of the measure.

The Texas Tech researchers discovered that frequently construct validity is not established adequately for job satisfaction measures. In an effort to establish construct validity, a preliminary draft of the questionnaire, which

consisted of items modified from existing instruments, was reviewed by an advisory committee, experts in the area of question construction, questionnaire design, family and business management theory and research, and employees at Texas Tech University representing custodial, clerical, and grounds maintenance staff. Based on their recommendations, several items were rewritten, eliminated, or added.

Some methodologists (Borg & Gall, 1983; Cronbach & Meehl, 1955; Kerlinger, 1973; Kim & Mueller, 1978) consider factor analysis to be one of the most powerful methods of construct validity. The idea of factor analysis to establish construct validity is that it reduces a large number of measures to a smaller number of factors by discovering which ones measure the same thing. Factor analysis involves a computer assisted search for clusters of variables that are all correlated with each other. It is possible to compute a correlation coefficient between respondents' factor score and their score on a particular variable entered into the factor analysis program. Factor analysis helps demonstrate that the question has effectively measured the content it was designed to identify.

Factor analysis was conducted by the Texas Tech research team on four sets of items in the WHF Questionnaires: home and family life satisfaction, effect of home on work performance, work satisfaction, and effect of work on home life.

Pilot Test

According to Babbie (1986), a pilot study can be viewed as a "miniaturized walkthrough of the entire study design." The pilot is aimed at ensuring the collection of useful data.

A pilot study was conducted to provide data on the validity and reliability of the Work, Home, and Family Questionnaire prior to beginning the study described in this proposal. At Texas Tech the instrument was reviewed by a panel of experts comprised of business-persons, vocational education teachers, family and business management theorists and researchers, cooperative extension agents, personnel managers, and custodial, clerical, and grounds maintenance staff. Based on the review and a pilot study in Lubbock the Work, Home, and Family Questionnaire has been changed and refined to increase the clarity of the

questions and to simplify the format since its inception (Felstehausen et al., 1987).

As a pilot study the WHF Questionnaire was given to 60 women in the current Survival Skills for Women Program, a 2-week intensive, life management skills training designed for economic and personal independence and administered by The Women's Center of Tarrant County. The return rate was approximately 35% or 21 questionnaires.

The 21 subjects included 9 women in traditional jobs and 12 in non-traditional ones. There were two outliers or mavericks, both non-traditional subjects, who were removed from the study to prevent skewedness. The traditional women had a mean age range of 31 to 40, a family income of \$30,001 to \$40,000, a family life satisfaction mean score of 4.7 on a 7-point Likert-like scale, and a 4.3 mean job satisfaction on the same scale. The nontraditional women had a mean age range of 21 to 30, a family income of \$20,001 to \$30,000, a family satisfaction mean score of 5.2, and a job satisfaction score of 4.1. The traditional women were thus older and had a higher annual family income than did the non-traditional women. The non-traditional women had a higher family satisfaction score but a lower job satisfaction score than the traditional women. When

compared based on number of dependents, women with no dependents had lower family and job satisfaction scores than did women with one or two dependents. And women with three or more dependents had the highest satisfaction scores of all three groups on both the family life and job satisfaction scores. The scores of the women in traditional jobs correlated at .71 for both family life and job satisfaction; the scores of the nontraditional women correlated even higher at .79.

The pilot allowed the computer files to be set up and tested for the larger study. Because only 21 questionnaires were returned, there was an inadequate number of subjects to run as many tests as would have been necessary to test all nine hypotheses. Therefore no overall statistical differences were found between the two pilot groups. The pilot also allowed the researcher to make a few changes in the cover sheet used to collect descriptive data for the WHF Questionnaire. The most notable alteration was to change the possible response of age from a range to a specific age that could be used for covariance.

Procedures

Permission was requested from researchers at Texas Tech who designed the Work, Home, and Family Questionnaire to use the instrument in this study of dual-earner women in traditional and non-traditional occupations. Copies of correspondence are included in Appendix C. A copy of the quantitative questionnaire is included in Appendix D.

Preliminary contacts were made with the postsecondary guidance counselors in the six economic divisions of the state for mailing lists for women in both traditional and non-traditional occupations. Letters were mailed describing the nature of the study and type of involvement needed from the counselors. A sample copy of the questionnaire was included with the contact letter.

A quantitative Work, Home, and Family Questionnaire was mailed to subjects in the six economic divisions in Texas. A cover letter requested participation and gave instructions for completing and returning the questionnaire.

Analysis of Data

Summary statistics and analyses necessary to test the hypotheses in this study were calculated with the BMDP

Statistical Software (Dixon, 1985). The BMDP2V and BMDP4V programs for two way multivariate analysis of covariance are available on the mainframe computer at Texas Woman's University.

Frequency counts and percentages were tabulated for the demographic characteristics. These characteristics included family size, respondent's age, respondent's level of education, total family income, need for dependent care, and age of children. Mean scores were calculated for family life and job factors in relation to the following: (a) family life satisfaction, (b) job satisfaction, (c) effect of family life on job performance, and (d) effect of work on quality of home life. All hypotheses were tested with a 2-way multivariate analysis of covariance (ANCOVA) with age and income as covariates. Age and income were used as covariates since much of the research on job satisfaction point to a significant increase in satisfaction as age and income increase (Herzberg, 1966; Levitan & Johnson, 1982; McGregor, 1960; Strauss, 1974). All results were to be reported; significance was set at the .05 level.

Summary

This chapter outlined the design, methods, and procedures for the study. The data-producing sample will consisted of female employees in the six economic divisions of Texas who were employed in both traditional and non-traditional occupations and who were a part of a dual-earner marriage. Data were collected quantitatively by the Work, Home, and Family Questionnaire developed at Texas Tech by Felstehausen, Glosson, and Couch (1987). The Work, Home, and Family Questionnaire was developed to collect data relating to family and work environments. Demographic data including the respondent's level of education, the respondent's age, total family income, family size, age of children, and need for dependent care were collected to describe the sample. Questionnaire data were examined using a variety of procedures including frequency distributions and percentages, comparison of mean scores, and multivariate analysis of variance and covariance.

CHAPTER IV

FINDINGS

The purpose of this research study was to examine the relationship between family life satisfaction and job satisfaction of women in dual-earner families. The women were divided into two groups, traditional and non-traditional, based on their job status. Chapter IV includes a description of the subjects who participated in the study and the results of the statistical analyses applied to each hypothesis.

Descriptive Statistics

As described in Chapter III, 400 women who were part of a dual-earner marriage received a Work, Home, Family Questionnaire. One hundred and forty-five questionnaires, 36.25%, were returned. During the course of the statistical analyses, nine of these subjects proved to be mavericks and were removed from the study.

According to Winer (1971), mavericks or outliers are "extreme observations due to sources of error other than

that attributable to sampling alone" (p. 51). One bad score or maverick can give a skewed distribution to an entire study. The mavericks or outliers in this study were identified as such by doubling the standard deviation and adding it to the mean. If the total was more than +2 or less than -2, then the original score was removed from the data. The BMDP1D computer program was used to identify the mavericks.

Of the 136 subjects remaining, 65 (47.8%) of them held traditional jobs and 71 (52.2%) held non-traditional employment. Of the 65 women with traditional jobs, 63 (96.9%) also had spouses with traditional jobs; 2 (3.1%) had spouses with non-traditional jobs. Of the 71 women with non-traditional jobs, 64 (90.1%) had spouses with traditional jobs and 7 (9.9%) spouses with had non-traditional jobs.

With the mavericks removed, the mean age for the sample was 39; the mean age for the traditional women was 40 and for the non-traditional, 38. The educational mean for the sample was "some education after high school" with the non-traditional job holders showing slightly more education than the traditional. The average income for the sample was in the \$40,001 to \$50,000 range, again with the

non-traditional women having a higher average income than the traditional women within this range.

Ninety-one respondents (66.9%) had children under the age of 18 at home; 41 (45.1%) traditional and 50 (54.9%) non-traditional. Fifty (54.9%) of those 91 with children required paid child care during working hours; 25 (50%) in each job status. Fourteen (10.2%) of the 136 respondents required paid adult care during working hours; 8 (57.1%) traditional and 6 (42.9%) non-traditional.

Table 2 shows a summary of the frequencies and percentages for the descriptive data for the traditional and non-traditional women responding to this survey.

Examination of the Hypotheses

Data obtained from the questionnaire were statistically analyzed by the BMDP Statistical Software (Dixon, 1985)-BMDP3D for two-sample T-tests for Hypothesis 1, BMDP2V and BMDP4V programs for two-way multivariate analyses of covariance to determine significance. The .05 level of significance was used to accept the null hypotheses unless otherwise stated. Each hypothesis is discussed separately.

Table 2

Demographic Characteristics of Respondents

Characteristic Variable	Sample		Traditional		Non-traditional	
	N	%	N	%	N	%
Women ^a	136	34.0	65	47.8	71	52.2
Spouses with traditional job	127	93.4	63	96.9	64	90.1
Spouses with non-traditional job	9	6.6	2	3.1	7	9.0
Age range ^b						
Under 20	1	0.7	1	1.5	0	0.0
20 to 29	21	15.5	9	13.8	12	16.9
30 to 39	49	36.0	22	33.9	27	38.0
40 to 49	47	34.6	22	33.9	25	35.2
50 to 59	16	11.8	9	13.8	7	9.9
60 to 69	2	1.4	2	3.1	0	0.0
70 or over	0	0.0	0	0.0	0	0.0
Education						
Less than high school	7	5.1	4	6.1	3	4.3
High school diploma or GED	14	10.3	7	10.8	7	9.8
Some education after h.s.	30	22.1	16	24.6	14	19.7
College graduate or more	85	62.5	38	58.5	47	66.2

(table continues)

^aOf the original 145 women, 9 had outlier scores and were omitted from the study. ^bSee Table 11 for age means.

Characteristic Variable	Sample		Traditional		Non-traditional	
	N	%	N	%	N	%
Income						
Under \$10,000	0	0.0	0	0.0	0	0.0
\$10-\$20,000	3	2.2	2	3.1	1	1.4
\$20-\$30,000	19	14.0	5	7.7	14	19.7
\$30-\$40,000	33	24.3	21	32.3	12	16.9
\$40-\$50,000	17	12.5	12	18.5	5	7.1
\$50-\$60,000	23	16.8	10	15.4	13	18.3
\$60-\$70,000	13	9.6	9	13.8	4	5.6
Over \$70,000	28	20.6	6	9.2	22	31.0

Dependents under 18

Yes	91	66.9	41	45.1 ^a	50	54.9 ^a
One or Two	80	87.9	34	37.4 ^a	46	50.5 ^a
Three Plus	11	12.1	7	7.7 ^a	4	4.4 ^a
No	45	33.1	24	53.3	21	46.7

Paid Child Care^a

Yes	50	54.9	25	50.0 ^a	25	50.0 ^a
No	41	45.1	20	48.8 ^a	21	51.2 ^a

Paid Adult Care

Yes	14	10.2	8	57.1	6	42.9
No	122	89.8	57	46.7	65	53.3

^aOf those with dependents under 18 years of age

Hypothesis 1

There is no significant difference in employment by traditional or non-traditional occupations and Family Life Satisfaction and Job Satisfaction, as measured by the Work, Family, and Home (WHF) Questionnaire, between women in dual-earner marriages when controlling for age and income.

Age and income were considered as covariates in this study. An analysis of covariance (ANCOVA) test is an extension of analyses of variance in which the effect of the independent variables on the dependent variable is assessed after the effects of one or more covariates are partialled out. This statistical approach has the capability of noise-reduction, where variance associated with the covariate is removed from error variance. Reduced error variance provides a more powerful test of differences among independent variables.

An ANCOVA was run on the age and income level of the women in this study in traditional occupations and non-traditional occupations. The mean age for the traditional women was 40. For the non-traditional woman the mean age was 38. Statistically there was no difference between the ages and no need to use age as a covariate in Hypotheses 1, 2, 4, 6, and 8. Mean income for the women in both traditional and non-traditional jobs was in the

\$40,001 to \$50,000 range. Statistically again there was no difference and no need to use income as a covariate in Hypotheses 1, 2, 4, 6, and 8.

Family life satisfaction and job satisfaction scores of women with traditional occupations correlated at .55. A .55 is a medium positive correlation or direct relationship. This group's scores were more similar or positively correlated than were the two scores of the women with non-traditional occupations who had a low positive correlation factor of .23.

Family life satisfaction scores for the 65 women with traditional jobs compared to the 71 women with non-traditional jobs showed no significant difference. Since the groups did not contain the same number of subjects, a Levene's technique was run to test the assumption of equal variances. The Levene test for equal variances gave a F value of .55 ($p < .025$) which said the groups were equal and permitted a report of the pooled t as -.59. The Levene test of equal variances for job satisfaction between the two unequal size groups of women produced a F value of .18 ($p < .025$) and showed the variances to be non-homogenetic; therefore, a separate t = -1.83 must be reported. The scores of the two groups of

women were compared at an alpha of .025 for level of significance to avoid Type I errors. Once the data supported the assumption of equal variances, analysis by testing for difference between the means could be conducted.

As reported in Tables 3 and 4, no significant difference existed between women in traditional and women in non-traditional employment on their overall satisfaction scale on Family Life Satisfaction and Job Satisfaction on the WHF Questionnaire. Therefore the null hypothesis was not rejected.

Hypothesis 2

There is no significant difference in the educational level of women in traditional and non-traditional occupations and Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, when controlling for age and income.

Table 5 shows the results of the BMDP4V statistical test for multivariate analysis of variance (MANOVA) that was run on the educational data of the women in traditional and non-traditional jobs and their overall scores on the Job Satisfaction and Family Life Satisfaction of the WHF Questionnaire. The original four groups of "less than high school," "high school diploma or GED," "some education

Table 3

Family Satisfaction Means for Women in Traditional and Non-traditional Jobs

Job status of women	N	M	S.D.	df	t	p	Decision
Traditional	65	5.86 ^a	0.85	134	-.59	.5591	NS
Non-traditional	71	5.90 ^a	0.86				

^aOn a 7-point Likert-like scale

Table 4

Job Satisfaction Means for Women in Traditional and Non-traditional Jobs

Job status of women	N	M	S.D.	df	t	p	Decision
Traditional	65	5.48 ^a	1.06	126.6	-1.83	.0694	NS
Non-traditional	71	5.79 ^a	0.91				

^aOn a 7-point Likert-type scale; 7 = satisfied, 1 = dissatisfied

Table 5

Tests of Significance for Educational Level of Women in
Traditional and Non-traditional Jobs

Source of variation	df	SS	MS	F	p	Decision
Job class						
ALL	2,129			1.51	0.22	NS
FAMSAT	1,130	0.12	0.12	0.18	0.67	NS
JOBSAT	1,130	2.51	2.51	3.0	0.08	NS
Education						
ALL	4,258			6.82	<0.0001	SIG*
FAMSAT	2,130	10.52	5.26	7.89	0.0006	SIG*
JOBSAT	2,130	17.77	8.88	10.76	<0.0001	SIG*
Job-education Interaction						
ALL	4,258			1.34	0.2537	NS
FAMSAT	2,130	0.69	0.34	0.51	0.5988	NS
JOBSAT	2,130	4.42	2.21	2.68	0.0725	NS
Error						
FAMSAT		86.72	0.67			
JOBSAT		107.33	0.83			

* $p < .025$

after high school," and "college graduate or more" be collapsed to three with the first two high school groups being combined to avoid small cell groups in statistical analysis. Because of unequal sample sizes in the two groups, the Scheffé post hoc test was run after significance was found with the analysis of variance. To find exactly where the significant differences are located among the variables, the Scheffé multiple comparison test analyzes each possible pair of means to determine if the two means are significantly different from one another. According to Table 6 significant differences on the Family Life Satisfaction scores were found to be between the groups having an educational level of "high school graduate or less" and "some training after high school" and between the groups of "high school graduate or less education" and "college graduate or more education." There was no significance between the Family Life Satisfaction scores of the groups having "some training after high school" and "college graduate or more" education. Therefore the scores in those two groups are not different.

The Scheffé post hoc test results in Table 7 showed the differences between the Job Satisfaction scores and the

Table 6

Scheffé Post Hoc Test To Determine Significant Main Effect
for Education on Family Life Satisfaction

<u>Means compared</u>	<u>Means difference</u>	<u>Significance</u>
High School Education or Less/Some Education after H.S.	-0.562	*
High School Education or Less/College Education or More	-0.797	*
Some Education after H.S. /College Education or More	-0.235	

*p<.05

Table 7

Scheffé Post Hoc Test To Determine Significant Main Effect
for Education on Job Satisfaction

<u>Means compared</u>	<u>Means difference</u>	<u>Significance</u>
High School Education or Less/Some Education after H.S.	-0.757	*
High School Education or Less/College Education or More	-1.061	*
Some Education after H. S. /College Education or More	-0.304	

*p<.05

educational level of the women to have the same results as the Family Life Scores. The Job Satisfaction scores of the group that had a "high school education or less" and those in the group with "training after high school" were different as were the ones between the group with "high school education or less" and the group with a "college education or more". In each case the group with the most education had the higher Job Satisfaction scores. There was no significance between the scores on Job Satisfaction between the group of women with "some training after high school" and the group with a "college education or more."

Because there is significance for overall multivariate tests, the univariate F's for Family Life Satisfaction and Job Satisfaction could be evaluated using an alpha of .05. Since significant differences existed in the education level of some groups of women in both traditional and non-traditional jobs and their scores on the Job Satisfaction and Family Life Satisfaction parts of the WHF Questionnaire, the null hypothesis was rejected.

Hypothesis 3

There is no significant interaction between the educational levels and employment of women in traditional and non-traditional occupations.

As reported in Table 5 when a BMDP4V multivariate analysis of variance grouping on education level and employment was run, no significant difference existed between the educational levels and employment in traditional and non-traditional occupations. Therefore the null hypothesis was accepted.

Hypothesis 4

There is no significant difference in the need for paid dependent care for women in traditional and non-traditional occupations and Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, when controlling for age and income.

The data on Job and Family Life Satisfaction from the women in this study were run on the BMDP4V program for MANOVA. Grouping was on "need" or "no need" for paid dependent care and "traditional" and "non-traditional" job classification. All subjects in this analysis had children or a dependent adult. The 37 without dependents were omitted so that the N was 99.

As reported on Table 8, no significant difference existed between scores of women in traditional and non-traditional jobs and whether or not they had paid dependent care. The null hypothesis was therefore accepted.

Table 8

Tests of Significance for Need for Paid Child Care for
Women in Traditional and Non-traditional Jobs

Source of variation	df	SS	MS	F	p	Decision
Job class						
All	2,94			1.32	0.27	NS
FAMSAT	1,95	0.02	0.02	0.03	0.85	NS
JOBSAT	1,95	2.06	2.06	2.40	0.12	NS
Paid child care						
ALL	2,94			0.36	0.69	NS
FAMSAT	1,95	0.09	0.09	0.14	0.71	NS
JOBSAT	1,95	0.63	0.63	0.74	0.39	NS
Job-child care Interaction						
ALL	2,94			1.04	0.36	NS
FAMSAT	1,95	0.71	0.71	1.07	0.30	NS
JOBSAT	1,95	0.19	0.19	0.23	0.63	NS
Error						
FAMSAT		62.84	0.66			
JOBSAT		81.77	0.86			

*p<.05

Hypothesis 5

There is no significant interaction between need for paid dependent care and employment of women in traditional and non-traditional occupations.

The multivariate analysis reported in Table 8 shows no significance between the scores of the women in traditional and non-traditional occupations and the need for paid dependent care. The null hypothesis was accepted.

Hypothesis 6

There is no significant difference in the number of dependents and scores on Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, for women in traditional and non-traditional occupations when controlling for age and income.

A BMDP4V multivariate MANOVA was run on the data grouping on traditional or non-traditional employment and some dependents or no dependents under the age of 18. The classification for dependents had to be collapsed from the original number of dependents classified on the questionnaire as zero, one or two, and three or more, to the two groups of "some" or "none" due to the combining of small groups to avoid small cell sizes.

As shown in Table 9 there is no statistical significance between the scores on the Family Life Satisfaction or Job Satisfaction parts of the WHF

Table 9

Tests of Significance for Presence of Dependents for Women
in Traditional and Non-traditional Jobs

Source of variation	df	SS	MS	F	p	Decision
ALL	2,131			1.92	0.15	NS
FAMSAT	1,132	0.85	0.85	1.20	0.28	NS
JOBSAT	1,132	3.47	3.47	3.69	0.06	NS
Presence of dependents						
ALL	2,131			4.12	0.02	SIG*
FAMSAT	1,132	3.70	3.70	5.23	0.02	SIG*
JOBSAT	1,132	5.74	5.74	6.10	0.01	SIG*
Job-dependents Interaction						
ALL	2,131			0.87	0.42	NS
FAMSAT	1,132	1.01	1.08	1.53	0.22	NS
JOBSAT	1,132	0.01	0.01	0.01	0.99	NS
Error						
FAMSAT		93.31	0.71			
JOBSAT		124.30	0.94			

* $p < .05$

Questionnaire and women in traditional or non-traditional occupations. There is significance, however, between the presence of dependents under the age of 18 and no dependents and the Family Life Satisfaction and Job Satisfaction scores of the women collectively. The 46 women with no dependents under the age of 18 scored higher on both Family Life Satisfaction and Job Satisfaction than did the 90 women with dependents under the age of 18. The Family Life Satisfaction mean score of those women having no dependents under the age of 18 was 6.09 compared to 5.74 for the group with dependents. The Job Satisfaction mean score for those without children was 5.91 compared to 5.50 for those with children. The hypothesis was reworded to reflect the collapsing of the dependent classification to read as follows:

Revised Hypothesis 6

There is no significant difference in the presence of dependents and scores on Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, for women in traditional and non-traditional occupations when controlling for age and income.

The null hypothesis was rejected.

Hypothesis 7

There is no interaction between the number of dependents and scores on Family Satisfaction and Job Satisfaction on the WHF Questionnaire

of women in traditional and non-traditional employment.

As shown in Table 9 there is no significance between the scores on the WHF Questionnaire and whether the women had some or no dependents and their employment in traditional or non-traditional jobs. The null hypothesis was therefore accepted.

Hypothesis 8

There is no significant difference in the ages of the children requiring paid child care belonging to women in traditional and non-traditional occupations and Job Satisfaction and Family Life Satisfaction, as measured by the WHF Questionnaire, when controlling for age and income.

Only one woman in a non-traditional job reported having paid child care for a child in the 12 to 18 age range. Therefore, that category was dropped since the cell size would have been too small for statistical analysis. Thirteen women in traditional occupations reported having paid child care for children in the age 5 to 11 range; 8 in the age 0 to 4 range. Nine women in the non-traditional jobs reported having paid child care for children in the age 5 to 11 range; 13 in the age 0 to 4 range.

As reported in Table 10 the ages of the dependents requiring paid child care and the satisfaction scores of

the mother by job status were without statistical significance. The null hypothesis was accepted.

Hypothesis 9

There is no significant interaction between the ages of children requiring paid child care and the Family Life Satisfaction and Job Satisfaction scores on the WHF Questionnaire of women employed in traditional and non-traditional occupations.

Table 10 shows the results of the BMDP4V multivariate analysis of variance test for interaction between the ages of children needing paid child care and the scores of the mothers on the Family Life Satisfaction and Job Satisfaction part of the WHF Questionnaire of women employed in traditional and non-traditional occupations to be statistically insignificant. The null hypothesis was accepted. Table 11 provides a summary of the nine hypotheses, the statistical test that was performed, and the decision to accept or reject.

Additional Findings

The mean Family Life Satisfaction and Job Satisfaction scores for the women in traditional jobs and non-traditional jobs are shown in Table 12. On a 7-point

Table 10

Tests of Significance for Ages of Children Requiring Paid
Child Care for Women in Traditional and Non-traditional Jobs

Source of variation	df	SS	MS	F	p	Decision
Job class						
ALL	2,38			0.36	0.70	NS
FAMSAT	1,39	0.18	0.18	0.40	0.53	NS
JOBSAT	1,39	0.41	0.41	0.52	0.47	NS
Age of dependents						
ALL	2,38			1.23	0.13	NS
FAMSAT	1,39	1.10	1.10	2.43	0.13	NS
JOBSAT	1,39	0.10	0.10	0.01	0.91	NS
Job-Age of dependents Interaction						
ALL	2,38			0.56	0.57	NS
FAMSAT	1,39	0.38	0.38	0.84	0.37	NS
JOBSAT	1,39	0.07	0.07	0.09	0.76	NS
Error						
FAMSAT		17.72	0.45			
JOBSAT		30.16	0.77			

*
p < .05

Likert-type scale women were asked for satisfaction levels on the family life and job portion of the WHF Questionnaire. Their answers became the scores or independent variables that were compared in the multivariate analysis of variance used to analyze the nine hypotheses in this study.

There were no statistically significant differences when the traditional and non-traditional women responded to the questions about overall home life satisfaction, what effect their home life has on their work performance, and their job satisfaction. All mean scores were very high, from 5.4 to 5.9 on a 7-point scale indicating relatively high levels of satisfaction with their home, family life, and work. The level of satisfaction with work was lower than their perceived satisfaction with home and family life for both classes of worker. For all of the questions about home life and job satisfaction, the mean score for women in non-traditional jobs was higher, indicating more satisfaction, more positive feelings, or less difficulty, than the mean score for women in traditional jobs.

There was significance at the .05 level in the difference in scores of the women on the question, "What

Table 11

Summary of Statistical Tests and Acceptance or Rejection of Null Hypotheses

<u>Null Hypotheses</u>	<u>Statistical Test</u>	<u>Decision</u>
H1 (Employment & Scores)	Two-sample T-Test	Accepted
H2 (Employment & Education)	Multivariate AOV	Rejected
H3 (Interaction of Employment & Education)	Multivariate AOV	Accepted
H4 (Employment & Paid Child Care)	Multivariate AOV	Accepted
H5 (Interaction of Employment & Child Care)	Multivariate AOV	Accepted
H6 (Employment & Presence of Dependents)	Multivariate AOV	Rejected
H7 (Interaction of Employment & Number of Dependents)	Multivariate AOV	Accepted
H8 (Employment & Ages of Children Requiring Child Care)	Multivariate AOV	Accepted
H9 (Interaction of Employment & Ages Requiring Child Care)	Multivariate AOV	Accepted

Table 12

Summary of Means of Age and Satisfaction Levels from Women in Traditional and Non-traditional Jobs Based on Responses to Home, Work, Family Questionnaire

Characteristic Variable	Traditional Mean	Non-traditional Mean
Age	40	38
Home life satisfaction	5.8 ^a	5.9 ^a
Effect home life has on work performance	5.7 ^b	5.8 ^b
Job satisfaction	5.4 ^a	5.6 ^a
Effect work has on home life	5.0 ^{a*}	5.8 ^{a*}
How difficult to combine work and family	4.0 ^c	4.2 ^c

* $p < .05$

^aOn a 7-point Likert-type scale, 7 = satisfied, 1 = dissatisfied

^bOn a 7-point Likert-type scale, 7 = very positive, 1 = very negative

^cOn a 7-point Likert-type scale, 7 = not difficult at all, 1 = very difficult

effect do you think your work has on the quality of your home life?" Women in non-traditional jobs responded that work had a more positive effect (5.8 mean) on their home life than did those in traditional jobs (5.0 mean).

While not attaining statistical significance, the last question on the WHF Questionnaire, "How difficult is it for you to combine work and family responsibilities?" did have low scores (4.0 for traditional women; 4.2 for non-traditional women) compared to means on individual factors and the collective variables in Table 12.

Respondents' Comments

Respondents also had an opportunity to comment at the end of the questionnaire as to anything else they would like to tell about how satisfied they are with their family life and work life. Work and family lives are not easily balanced; 33 of the respondents wrote comments on the questionnaire. Some of their responses to this question about balancing work and family follow:

It has taken our family 13 years to achieve this degree of satisfaction and balance between work and home life. I have had to make more adjustments and compromises in both my work and home life to achieve a degree of satisfaction in

our family life for all of us than my husband. This has though been primarily due to his greater earning potential. [40 year old speech pathologist, mother of one 10 year old]

Having children makes a rocky dual-career marriage one of the most difficult tasks in life. In order to maintain sanity, my husband and I both must put the emotional well-being of our child first. Meeting the needs of our child along with working outside the home leaves little time to wonder why we are in such a mess. It might be easier being a single parent! [28 year old kindergarten teacher, mother of 5 year old]

Once I allowed my husband and teenage children to take on jobs and responsibilities that I had done for years, things became much easier at home. Thank you for this opportunity to analyze my life! [48 year old payroll specialist, mother of 14 and 16 year old]

I feel that my home life is satisfying and my job is very conducive to the family; however, it really consumes a lot of energy to accomplish all of the necessary tasks. The woman maintains the major tasks around the home, even though the man does pitch in and help. My husband has much more time for his job as well as "alone" time. [41 year old college instructor, mother of 11, 8, and 5 year old]

I do enjoy my profession immensely. I do enjoy my family but often feel that I have not given them enough time. [42 year old assistant dean, mother of 14 and 18 year old]

I have been offered better money with evening employment, but I am not willing to give up evenings with the family. Fortunately I am free to make these decisions....I do not feel so haggard as I did earlier when I worked a lot more hours each week. I know that my working more now

would only make everything more difficult-especially for me. The questions were really interesting and thought provoking. I would have answered them quite differently 4 years ago! [41 year old substitute teacher, mother of 16, 10, 8 year old]

Family schedule similar to that of traveling spouse means series of days single parenting and then back to dual parenting sometimes produces tensions and additional fatigue which, in turn, impact on job; not major source of discontent but this must be a constant awareness to prevent its turning into a problem. [41 year old guidance counselor, mother of 9 and 12 year old]

I work in a non-competitive environment and my family is traditionally structured so roles seldom overlap. I also have the benefit of a live-in maid to do the housekeeping and care for the baby. [38 year old kennel owner, mother of 4, 13 years to 11 months]

I would prefer a job with fewer hours such as part-time. I am never satisfied with what I do at home because of the demands of my job don't allow me the time and energy to do more at home. In particular, I don't have enough time to spend with my child on a daily basis. [31 year old teacher, mother of one 7 year old]

I do feel a certain frustration that my working precludes my helping with my husband's departmental activities. Also it sometimes prevents my doing special family things and results in rushing around too much. [56 year old news editor]

Job and education obligations leave little time for family, no time for just me! It's very difficult to keep up with household chores. I feel guilty when I don't. [33 year old educator, mother of one 3 year old]

I have a great deal of independence and control over my work situation which allows me the flexibility needed to balance work and family responsibilities. I am also fortunate to have a spouse who shares substantial homemaking and child care responsibilities. [40 year old Extension home economist, mother of 12 and 9 year old]

The family togetherness, affection, resolve conflict, etc., questions were quite difficult. Two of the children are quite responsive, loving, and mature. There is conflict with the third child that does affect the harmony in the home. [45 year old curriculum coordinator, mother of 19, 18, and 16 year old]

Guilt, guilt, guilt! Because of my obligations to my husband and children, my work suffers. Because of my obligations to my work, my family suffers. I am frustrated by trying to balance everything; sometimes it is really impossible! Yet, I want to work outside the home; my psyche and ego demand it. So, I do the best I can, knowing that neither my work or my wonderful family are getting the commitment, energy or attention that each would receive if only one of the obligations existed. [34 year old corporate attorney, mother of a 5 and 4 year old]

I am definitely a type "E" woman-overachiever, perfectionist. Most of the pressure I feel is self inflicted because I don't know how to say "No!" [43 year old faculty-program director, mother of one 6 year old]

I am pleased to have found work that I enjoy and can be my own boss, making my own hours. Very satisfied. [48 year old owner of small business, mother of a 17 and 19 year old]

I think that not having any children to care for gives me and my spouse the freedom to have careers of our choosing. We have no guilt or anxiety about working overtime or having stressful jobs. [39 year old counselor]

I have always enjoyed work much more than being a stay-at-home wife. Life is wonderful now that children are grown and gone. Work has taken on extra importance. [48 year old vice president]

Keep in mind that I have already been through the serious "juggling" years. My husband and children came through it with a few minor scars but the lasting test will be how much my children are able to enjoy and cherish their families! [49 year old attorney]

Until I did this questionnaire, I did not realize how fortunate I am! [48 year old director of counseling]

I wouldn't change a thing! I do what I like when I like! [47 year old part-time piano teacher]

Summary

Through statistical analysis, three of the original nine null hypotheses were rejected and six were accepted. Table 11 provides a summary of the results.

Overall satisfaction scores were high for both groups of women, but each group agreed on the difficulty of combining work and family. Women in non-traditional jobs responded with answers that were more satisfied, more positive, and showed less difficulty in managing and combining their home and work lives than did those with traditional jobs. Non-traditional women also answered more positively as to the effect their work had on the quality of their home life. This chapter also gives some examples of the comments that the women wrote about their own work-family relationships.

Chapter V

SUMMARY, CONCLUSIONS, AND DISCUSSION

This chapter includes a summary of the study and conclusions drawn from analysis and interpretation of the data. Implications suggested by the findings and recommendations for further research are also included in this chapter.

Summary

The main purpose of the study was to investigate the relationship between family life satisfaction and job satisfaction of women in dual earner marriages who work in traditional and non-traditional occupations. Life satisfaction has long been a major research focus; however, family life satisfaction has just begun to receive attention as the majority of women entered the workplace. The neatly compartmentalized worlds of previous decades where family management and bread winning responsibilities were assigned primarily by gender have all but disappeared. Work satisfaction has been studied as an entity unto itself

with strict boundaries between it and the home leading to a theory of separate worlds of work and family. The complicated relationship between work and family can be examined with instruments such as the Work, Home, and Family (WHF) Questionnaire used in this study.

Even though females in greater numbers than ever before are entering the work force, 70% of working women still are concentrated in what are called traditional occupations in which more than 60% of the workers are women.

Non-traditional jobs for women in this study were defined as those occupations in which less than 40% of the workers are women.

The sample represented women in dual-earner marriages who were employed in a traditional or non-traditional occupation. The statewide survey was designed to assess women's perceptions of their workplace and the quality of their home and family life. A survey research design was employed using a self-administered mail, anonymous questionnaire, the WHF Questionnaire, developed and tested at Texas Tech University. The 400 subjects in all six economic regions of Texas were provided by counselors and student services directors at six vocational and technical community colleges in the state. One hundred forty-five

women returned a complete questionnaire, 65 in traditional employment and 71 in non-traditional.

The research instrument included a 7-point Likert type scale of family life satisfaction and job satisfaction. The WHF Questionnaire had been pre-tested and pilot-tested at Texas Tech University and pilot-tested in this study to ensure reliability and validity. Multivariate analysis of covariance was performed to analyze differences in perceptions of family life satisfaction and job satisfaction between traditional and non-traditional women.

Respondents indicated relatively high levels of satisfaction with their home and family life. Respondents also perceived that home and family life had a positive effect on work performance. Respondents reported a generally high level of satisfaction with their work, although slightly lower than their perceived satisfaction with home and family life. They also indicated that their work had a positive effect on home and family life.

Scores related to home and family life satisfaction, work satisfaction, effect of home and family life on work, and effect of work on home and family life were examined on the basis of selected demographic variables. Education and presence of dependents accounted for more significant

difference than did the job status, need for paid child care, or ages of children requiring child care. The multivariate analysis was covaried on the age and family income level of the respondent, but neither variable was statistically significant.

Conclusions

The Family Life Satisfaction scores for both groups of women were fairly high as expected since U.S. workers tend to report inflated levels of satisfaction on satisfaction-dissatisfaction questions (Levitan & Johnson, 1982). The Job Satisfaction scores while not statistically significant were lower than the Family Life Satisfaction ones for both traditional and non-traditional women. This result may suggest that because women continue to have primary responsibility for the home, it is inevitable that family factors will affect the type of job taken, the promotions received, and the satisfaction derived from work. The nonsignificant results suggest that while differences may exist between the groups, there is a basic similarity in how both groups of women perceive the relationship between work and family life and the difficulty in combining the

two. Whether they have traditional or non-traditional jobs, possibly these women are faced with the old idea that accommodating work and families is the woman's problem. They are possibly trapped in the superwoman concept. It is difficult to be superwoman and fulfill all the many role requirements when even one part of the support system falls apart. The woman who is creating new patterns for combining working and family must also cope with the added stress of her multi-role life.

Age and Income

Previous research (Cripps, 1986; Felstehausen et al., 1987) has shown that family factors such as number and age of children and family/spousal support have an effect on occupational involvement and work-family conflict of employed women. Surprisingly, age of women in this study did not effect the significance of statistical tests when used as a covariate. The presence of dependents was statistically significant. However, groups that originally contained the number of dependents had to be collapsed to "presence of dependents" or "absence of dependents" because of small cell size. Still, these findings suggest that respondents with children may perceive family life

differently from those who do not have children. As couples have fewer children in the future or opt for a childless marriage, a different model of the now-forming relationship between family life satisfaction and job satisfaction may be necessary to study families with and without children.

Non-traditional Women

The non-traditional women in this study, defined as those in occupations in which less than 40% of the workers are women, were not from the blue-collar jobs of electrician, plumber, truck driver, or fire fighter. The blue-collar jobs are often promoted by community colleges to women as the quick road to better wages with the least investment in advanced education. The women pursuing non-traditional jobs in this study were those with college and advanced degrees such as attorneys, college professors, administrators, doctors, and dentists.

The women in non-traditional jobs were the women with high salaries who pushed the average family income in this study into the \$40,001 to \$50,000 range and who had 22 respondents with family income more than \$70,000 as compared to six traditional women in that range. Still the

incomes were close enough together as a group not to influence the statistical tests when income was used as a covariate. There was no way to breakdown the family income reported on the questionnaire into the part the respondent earned and the part earned by her spouse. With the woman in a non-traditional job, it is quite possible that her husband's career and income was sufficient enough to allow her to obtain advanced training and/or to permit her the freedom to begin a career or business that did not have immediate financial rewards.

Education Level

The educational level of the sample was high. Both groups had over 50 percent with a college degree or more education. When Job and Family Life Satisfaction scores were grouped by educational level and compared with multivariate statistical tests, statistical significance was shown in the difference of scores of women with a high school education or less and women with some education after high school and with women with a high school education or less and a college education or more. Scores from women with some education after high school and a college education or more were not statistically different.

These findings can provide both the community college and vocational-technical school with ammunition for encouraging some study after high school. The results can also provide high school guidance counselors with data that support that a high school graduate has a significantly higher satisfaction level with jobs and family life than the high school drop-out so that they can encourage completion of a high school degree.

The Work Force 2000 (Johnson, 1987) report says that the level of education is not a critical factor in the salary earned for women compared to men; however, this study shows a high level of education along with a high range of family incomes coupled with positive job satisfaction and family life satisfaction scores. Additional statistical tests could be run on the data looking at income level and age, income level and education, job satisfaction and income level, family life satisfaction and education, job satisfaction and lack of challenge of the job, job satisfaction and encouragement from family and friends, home life satisfaction and method of handling money, home life satisfaction and family schedule, and many more.

Work-Home Connections

The high satisfaction scores for women in traditional and non-traditional jobs on the effect of home life on work performance and the effect of work on home life supports the many other researchers who maintain that work and home are connected in many subtle and non-subtle, social, economic, and psychological ways. With the increasing participation of women in the labor force and changing family structure, traditional models of work and family life satisfaction are changing too.

According to Green (1982), "the mission of home economics is to enable families to function in their own strength through an educational, preventive, developmental process" (pp. 10-11). That mission must accommodate changes in life patterns, living standards and resources utilization linked to changes in labor market participation, family structure, and role changes. All of these factors and relationships indicate the need for interdisciplinary research on work and family systems and for a reevaluation of educational home economics programs at the secondary level and delivery systems such as the Co-operative Extension Service and business-sponsored programs.

Combining Work and Family

The lowest mean scores on the entire survey came without surprise in the last question, "How difficult is it for you to combine work and family responsibilities?" Women in traditional jobs had a mean score of 4.0 on a 7-point "not difficult at all-very difficult" Likert-like scale. Women in non-traditional jobs were not much ahead at a mean of 4.2. Considering what has been said about this being a nation of workers who tend to answer such questions positively, a midpoint average answer would tend to indicate difficulty in combining work and family responsibilities. The mean score for this same global satisfaction question for the 1,747 respondents in the Texas Tech study (Felstehausen et al., 1986) was 5.28 on the 7-point scale with only 27.1 percent of the sample answering at the neutral point or below on the scale. Cripps (1986) found a 4.5 mean for Hispanic women and a 4.8 mean for Anglo women in her survey. Very possibly the difference of scores in the three studies lies not in the traditional or non-traditional occupation or the cultural background but in that fact that nearly half of the respondents in the Texas Tech study were men who find less difficulty in combining work and family responsibilities.

Therefore, scores on the WHF Questionnaire should be separated by male and female groups in addition to any other grouping categories such as the traditional and non-traditional occupations in this study.

Respondents' Comments

The respondents' comments on the WHF Questionnaire indicated that these women were trying to balance the demands of the job with responsibilities at home. Words like "compromises," "frustrations," "energy consuming," "mess," and "guilt" were found often in their descriptions of balancing family and work.

A number of areas seemed to produce stress and conflict for working women. These problem areas listed on the Questionnaire included handling the stress of the job, building the family relationship, dividing household tasks, finding quality day care, dealing with guilt, and managing time and energy.

Some of the most revealing interview data came in response to the questions related to the division of household tasks and time management. Many of the women indicated that they needed more help from their husbands

and/or children. One found balancing home and family responsibilities easier once she "allowed" her husband and teenage children to take on jobs and responsibilities at home. A number of women felt that they were conditioned to accept household jobs as "my responsibility," or that they found it easier to "just do it myself." One woman felt guilty for "not keeping up with the household chores." Only one woman said that she and her spouse shared household and child care responsibilities.

A number of respondents indicated conflicts related to time and scheduling. Typical comments were "not enough time to spend with child," "have not given family enough time," "job leaves little time for family and no time for me." Another commented that her husband had "alone time" and she did not.

Those respondents without children gave the most positive comments. They spoke of "freedom of career," "very satisfied with life," "life is wonderful once the children are gone," and "satisfaction after the 'juggling' years." The job and family life satisfaction voiced by these women without dependent children matches the higher

Job and Family Life Satisfaction Scores from the WHF Questionnaire given by the women without dependents.

Ecological Approach

The responses of these 136 women, regardless of their job status, place their world of family life and work life into Bronfenbrenner's (1977) ecological approach to human development. The first nested structure, the microsystem, included the developing person and the environment. The home and the workplace fit in the microsystem.

The second structure, the mesosystem, comprises the interrelations among settings in the microsystem. The work-family interrelationship fits here.

The third nested system, the exosystem, embraces specific social structures which intrude on the settings in the microsystem and influence, delimit, or determine what goes on there. The need for quality child care, the lack of adequate child care, the novel company-sponsored child care is a part of the exosystem. Employer and worker are becoming more aware of dependent care as were the 14 women in the study who have paid adult care as part of their exosystem. (This proportion represents 10.3% of this study

who had adult day care. Less than 2% of the Texas Tech study [Felstehausen et al., 1986] had the responsibility for care of dependent adults three years ago.) The lack of children and thus child care, whether it be a childless family or a family with no children still living at home, or the lack of need of child care in a family with children no longer requiring supervision are all parts of this survey that are part of the exosystem.

In response to the question about services from community resources under the Family Life Satisfaction scale, many respondents wrote in "not applicable." One did say the community resources needed to be better defined. However they were individually perceived, these community resources are a part of the exosystem and few respondents found them satisfying to their home life or beneficial to their work life.

The last structure, the macrosystem, refers to the overall institutional patterns of the culture such as economic, social, and educational. Macrosystems are also carriers of information and ideology that give meaning and motivation to particular social networks, activities, and interrelatedness; and it is in that role that the macrosystem fits into this study. The once revolutionary

idea of women working outside the home has gradually given away to a society in which the size of the female labor force has doubled in the last 20 years and in which over 53% of married couples are now dual earner couples. Women in non-traditional jobs were once unique; today they are obviously still unique enough to have the 60%-40% designation made. Public policy issues related to work and family including corporate child care, flexible working hours, after school care for children, dependent day care, and parental leave are futuristic ideas whose successes will be part of the information and ideology carried in the macrosystems.

Recommendations

Recommendations from the study follow:

1. The results and recommendations of the study should be disseminated to the business community and to professionals in education and family life. Those professionals counseling young women, displaced homemakers, or re-entry women, could benefit from the information gathered about job and family life satisfaction and education, family size, and family responsibilities.

Guidance counselors and home economists would benefit from knowing about the existence of the WHF Questionnaire for use as they pursue career development topics. In-service programs might be developed to provide teachers with information about the relationships between work and family and with suggested strategies for integrating work-family concepts into their classes.

2. The findings of the study should also be used for professional development programs for teachers and other professionals through the distribution of an executive summary or through local, regional, or statewide conferences or publications.

3. It is recommended that a similar survey be conducted with the traditional and non-traditional women workers divided into white- and blue-collar groups for educational comparison purposes. Possibly blue-collar women in traditional and non-traditional jobs and white-collar women in traditional and non-traditional jobs define satisfaction levels differently. Women with and without children may approach family life satisfaction with differing qualifications. A study of those two groups might help redefine the current nuclear family and their measurements of family life satisfaction.

4. This study could also be replicated with men in dual-earner marriages or even replicated with paired data for both spouses in dual-earner marriages. As research in the work-family area has progressed, much more appears to have been written about women handling the difficulty of combining work and family worlds. Research shows men taking on a few more home and family responsibilities as more women work outside the home, but little appears in literature reviews about the man's attempts to balance and mesh family and career roles.

5. Rather than divide subjects by traditional or non-traditional, a large pool of women might successfully be put into the 11 occupational categories (as in Table 1) used by the U. S. Department of Labor and then compared directly to national averages.

6. Results indicated confusing data from the use of the term "community resources." Future studies would do well to define that term in the list of Family Life Satisfaction. Some respondents thought it was not applicable to them. Defining it as child care programs, libraries, parks, museums, art galleries, senior citizens' programs, and swimming pools could stir the imagination to picture programs other than those of a social service

nature restricted to low-income families or handicapped individuals.

7. From the scholarly viewpoint, more research is needed to understand the interrelationship between work and family behaviors and attitudes. For business, solutions are crucial to improving productivity and overall effectiveness of the organization. On a personal level, individuals are seeking solutions for ways to successfully manage the competing responsibilities of work and family life. From the prospective of the policy makers, the question of whether particular kinds of work and family behaviors and attitudes are associated more or less predictably with quality of life or well-being must be addressed.

8. Educators of future home economists should take the opportunity to include in their training an understanding of how work and family demands influence each other in both positive and negative ways.

Limitations

Limitations of the study follow:

1. In order to complete the instrument, a certain level of reading and writing ability was required.
2. Time necessary to fill out one questionnaire--approximately 20 to 30 minutes--may have kept some women from responding. This is especially true when surveying the working woman. Therefore, a recommendation for future research is that a reliable and valid shortened version of the instrument (only 20 to 30 items) be developed.
3. In Texas and other areas having a high percentage of Hispanic population, making available a Spanish version of the questionnaire as Cripps (1986) did in her study could have merit.
4. There was no sampling of the non-respondents.

Summary

Although researchers are still relatively uncertain about the specific contributions of work and family life, singly or in combination, to overall quality of life, most will agree that work and family are areas in which people seek to satisfy important needs, accomplish critical life

tasks, express roles, and cope with uncertainty about important matters. In light of this fact, it seems reasonable that family life satisfaction and job satisfaction are important indicators to consider in assessing overall quality of life for adults who are involved in both work and family situations.

From a research prospective, understanding more about the specific nature of interactions between work and family domains is an important focus for further study. Home economics educators have a professional obligation to help families gain control of and shape the systems in the world of work that affect them and to work cooperatively and creatively to find new alternatives needed for social change.

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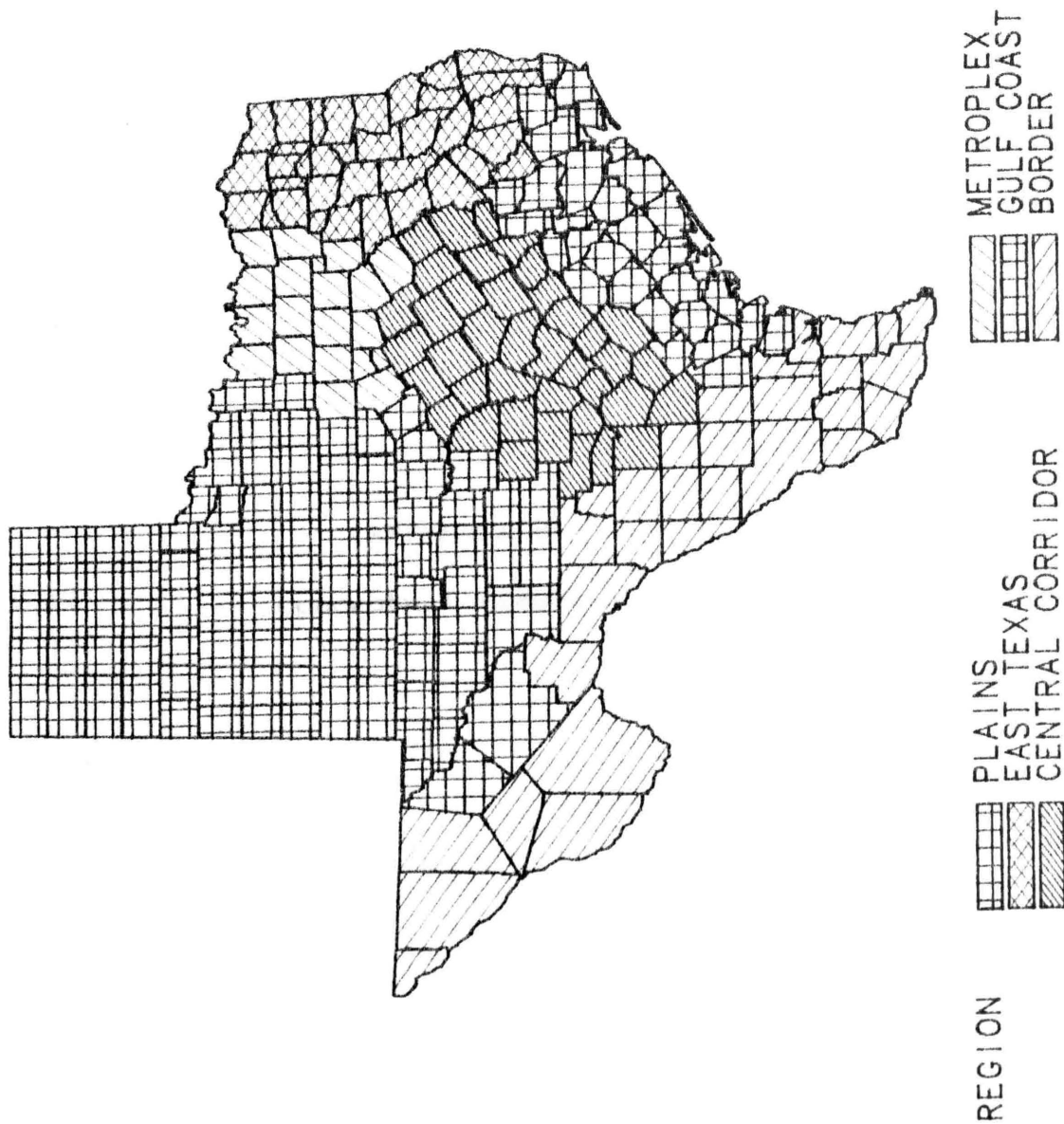
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APPENDICES

APPENDIX A

Map of Economic Divisions in Texas

TEXAS BY ECONOMIC REGION



APPENDIX B

Conceptual Framework

Response of women in dual-earner families to family life and job satisfaction.

CONCEPTUAL FRAMEWORK

Dependent Variables

Family Life Satisfaction

With sense of family
With children
With personal/family time
With community/external
support

Job Satisfaction

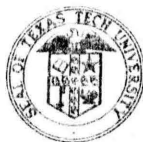
With advancement opportunity
With work conditions
With employee benefits
With social support

Independent Variables

Family size
Ages of children
Need for dependent care
Age of respondent
Total family income
Level of respondent's education
Job Status (Traditional versus
Non-traditional)

APPENDIX C

Letter of Permission



Texas Tech University

College of Home Economics
Home Economics Education
Box 4170/Lubbock, Texas 79409-1162/(806) 742-3037

November 6, 1987

Eleanor H. McIntyre
Texas Woman's University
P.O. Box 23975
Denton, TX 76204

Dear Eleanor:

I am so glad to hear that you are progressing with your Ph.D. program. I'm sure that this is a busy, exciting time for you.

It is fine with me for you to use the Work, Home & Family Questionnaire for your study. Please cite the TTU research team in your dissertation.

Would you be willing to share your data with us when you are finished? We currently have data from Ohio on the family satisfaction factor scale and the work satisfaction factor scale. Research projects are planned in Colorado and Kansas, and we hope to get data when they are finished. Down the line our goal is to do a cross national comparison. Just how far we'll be able to proceed with our long range plans depends upon securing additional funding. We're hopeful!

Good Luck! Keep me informed as to your progress.

Sincerely,

A handwritten signature in cursive script that reads "Ginny Felstehausen".

Dr. Ginny Felstehausen, Ph.D.
Assistant Professor

GF/lh

Instructions: Please
give your exact age

1. I am

(1) _____
(2) _____

2. My current mar

(1) _____
(2) _____

3. My age is

4. My highest level is

(1) _____
(2) _____
(3) _____
(4) _____

5. What is your job title

6. What is your spouse

7. What was your income

under \$20,000
\$20,000 - \$40,000
\$40,000 - \$60,000
\$60,000 or more

8. Are there children in

Yes

If YES, how many

9. Do any of your children
spouse's work in the

If YES, how many

Name

any member

Yes

APPENDIX D

Questionnaire

WORK, HOME, AND FAMILY QUESTIONNAIRE

Directions: Place an X on the line beside the word or words that apply to you and give your exact age in blank #3 and job titles in blanks #5 and #6.

1. I am

_____ (1) male
_____ (2) female

2. My current marital status is:

_____ (1) married
_____ (2) single

3. My age is _____

4. My highest level of education is:

_____ (1) less than high school
_____ (2) high school diploma or GED
_____ (3) some education after high school
_____ (4) college graduate or more

5. What is your job title? _____

6. What is your spouse's job title? _____

7. What was your total family income last year before taxes?

_____ under \$10,000	_____ \$40,001 to \$50,000
_____ \$10,001 to \$20,000	_____ \$50,001 to \$60,000
_____ \$20,001 to \$30,000	_____ \$60,001 to \$70,000
_____ \$30,001 to \$40,000	_____ over \$70,000

8. Are there children 18 years old or younger living in your household?

_____ Yes _____ No

If YES, how many? _____ List their ages _____

9. Do any of your children require paid child care services during your or your spouse's work hours? ____yes ____no

If YES, how many children in each age group receive child care services?

Number of Children

Age Group

0-4 years
5-11 years
12-18 years

10. Do any members of your household require paid adult care services?

____ Yes _____ No If YES, number _____

HOME & FAMILY
FACTORSNot
ApplicableQuestion 1:
How satisfied are you with
your home life?Question 2:
What effect do you think it has
on your work performance?

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Time together as a family	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Amount of recreation/ free time	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Amount of time for self	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Division of household duties (home mainte- nance/housekeeping)	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Division of parenting responsibilities	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Communication among family members	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Family's ability to resolve conflict	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Family "togetherness"	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Amount family mem- bers express affection	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Sense of control over life events	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Family members' per- sonal habits (smoking, drinking, drug use, etc.)	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Quality of family's daily diet	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Method of handling money	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Overall, how satisfied are you with your home life?	_____	very satisfied _____	_____	very dissatisfied _____	very positive _____	_____	very negative _____
Overall, what effect do you think your home life has on your work performance?	_____	very positive _____	_____	very negative _____	very positive _____	_____	very negative _____

DIRECTIONS: Respond to each work factor that applies to you by placing a check mark (✓) on the appropriate line below each question: (1) How satisfied are you with your work? and (2) What effect do you think it has on the quality of your home life? **ANSWER BOTH QUESTIONS.**

If the work factor does NOT apply to you, place a check mark (✓) ONLY in the Not Applicable Column.

WORK FACTORS	Not Applicable	Question 1: How satisfied are you with your work?		Question 2: What effect do you think it has on the quality of your home life?	
		very satisfied	very dissatisfied	very positive	very negative
Challenge of the job	_____	_____ ✓ _____	_____	_____ ✓ _____	_____
Number of hours worked per week	_____	_____	_____	_____	_____
Work schedule	_____	_____	_____	_____	_____
Flexibility of work schedule	_____	_____	_____	_____	_____
fringe benefits	_____	_____	_____	_____	_____
Working conditions/ physical environment	_____	_____	_____	_____	_____
Job security	_____	_____	_____	_____	_____
Work policies and regulations	_____	_____	_____	_____	_____
Meal and break times	_____	_____	_____	_____	_____
Working arrangements	_____	_____	_____	_____	_____
Amount of commuting time	_____	_____	_____	_____	_____
Work status	_____	_____	_____	_____	_____
Amount of energy expended on the job	_____	_____	_____	_____	_____
Relationships at work	_____	_____	_____	_____	_____

WORK FACTORS	Not Applicable	Question 1: How satisfied are you with your work?		Question 2: 128 What effect do you think it has on the quality of your home life?	
support of supervisor/management	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
opportunity to work independently	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
amount of control over how you do your job	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
variety of work tasks	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
opportunities for advancement	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
challenge of the job	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
likelihood of transfer	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____
work expectations	_____	very satisfied _____	very dissatisfied _____	very positive _____	very negative _____

Overall, how satisfied are you with your work?

very satisfied _____ very dissatisfied _____

Overall, what effect do you think your work has on the quality of your home life?

very positive _____ very negative _____

How difficult is it for you to combine work and family responsibilities?

not difficult at all _____ very difficult _____

What else would you like to tell me about how satisfied you are with your family life and work life? (Please write below or attach a separate sheet.)