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OCCUPATIONAL MOBILITY OF WOMEN
WHO ARE FORMER STUDENTS OF
MICHIGAN STATE UNIVERSITY

Thesis for the Degree of Master of Arts

MICHIGAN STATE UNIVERSITY

Eunice Martha Schaudt

1966

THESIS



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~~JUN 27 1966~~ 101

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ABSTRACT

OCCUPATIONAL MOBILITY OF WOMEN WHO ARE FORMER STUDENTS OF MICHIGAN STATE UNIVERSITY

by Eunice Martha Schaudt

The purpose of this study was to construct indices of intensity of occupational mobility and to determine direction of occupational mobility of married women who are former students of Michigan State University. With range in education limited, this study compared selected socio-economic background variables with direction of occupational mobility to find if a relationship exists. Comparisons were also made between direction of mobility and highest degree earned by subject.

The sample used for this study was part of a non-random sample used in testing an instrument developed in another study designed to gather economic, occupational, and family structure information. Information taken from this questionnaire and used for this study included occupation of parents, education of parents, parents' attitude toward college education, number of siblings, size of community in which subject grew up, size of subject's high school graduating class, and subject's opinion of economic circumstances of parents while respondent was in college. Income was the single criterion used to determine direction and intensity of mobility.

Direction of mobility was classified as upward, downward, or horizontal. This was determined by a comparison of the beginning salary of a new job and the last salary of the previous job. If the beginning

salary of the new job was more than the last salary of the previous job, the direction was classified as upward; if less, direction was downward; if the same, direction was horizontal.

Four approaches were used in reporting direction of mobility.

1. Overall direction of mobility.
2. Direction of mobility before marriage.
3. Direction of mobility after marriage.
4. Direction of mobility, first to last salary.

Intensity of mobility was indicated by an index based on the starting salary of the first job. This first salary was indicated as 100 and each change in job was divided by that salary. Intensity was also studied in the four dimensions indicated above.

Data taken from the questionnaires were coded and processed by the CDC computer into tabular form.

The findings indicated no significant influences that the selected socio-economic background has on the direction of occupational mobility of married, college-trained women. There were, however, slight indications that the number of siblings in the subject's family and the type of community in which the subject grew up may have had some relationship to occupational mobility. These conclusions, however, are only tentative.

OCCUPATIONAL MOBILITY OF WOMEN
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By

Eunice Martha Schaudt

A THESIS

Submitted to
Michigan State University
in partial fulfillment of the requirements
for the degree of

MASTER OF ARTS

Department of Home Management and Child Development

1966

ACKNOWLEDGMENTS

To the many people who have contributed help, suggestions, encouragement, and interest in this study, I wish to express my thanks.

I am grateful to members of my Guidance Committee, Dr. Beatrice Paolucci and Dr. Jay Artis; I appreciate especially the time, patience, interest, and encouragement given by Dr. Frances Magrabi, Chairman of this committee and director of this research.

I also wish to thank my friends for their moral support in this study.

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CHAPTER I

INTRODUCTION

The importance of working women in our society is receiving continued recognition as more women join the labor force and seek employment in response to an expanding number of job opportunities. The United States Department of Labor has recognized the prominence of the woman worker in the 1962 Handbook on Women Workers which states:

The growing contribution of women to the economic life of our country is a direct reflection of the rising number of women workers, their expanding job opportunities, and their effective job performance. The present working partnership of men and women in the economic world has developed largely as a result of the many social and economic changes of the last half century.¹

Eight out of ten women today will spend some part of their lives in the labor market. Reasons for employment vary, but most will work because of economic necessity.² In April of 1962, women comprised 34 percent of the total labor force; and 36 percent of all women fourteen years of age and over were gainfully employed.³ In 1961, over half of the total number of women workers were married.⁴

Because women move in and out of the labor force more frequently than men, because the proportion of women in various occupations is

¹U. S. Department of Labor, Women's Bureau, 1962 Handbook on Women Workers, Bulletin 285 (Washington, 1963), p. 3. Cited hereafter as U. S. Department of Labor, Handbook on Women Workers.

²Jane A. Wells, "Women's Job Prospects," American Association of University Women, LVIII (October, 1964), p. 18.

³U. S. Department of Labor, Handbook on Women Workers, p. 4.

⁴Ibid., p. 41.

different from men, and because the earning power of women is generally less than men⁵ more information needs to be gathered about the employed woman. A broader knowledge of her situation would be helpful in preparing the married woman for her dual role of working woman and homemaker.

The objective of this research is twofold: (1) to construct indices of occupational mobility; (2) to identify possible relationships between occupational mobility and the socio-economic background, including level of education, of married, college-trained women.

Studies which have been done on occupational mobility generally fall into two categories: (1) intergenerational mobility, (2) the mobility of an individual. Most studies on individual mobility are based on the period of time from an individual's entrance into the labor force to a specific time determined by the study.⁶ The present study focuses on the period from the first job held by the woman after leaving college and the time of the survey, six to seven years later.

To date, these studies have focused mainly upon men; however, work has been done to show that there is a need to study men and women separately because of the sex differences in the characteristics of the labor force.⁷ In our society, it is expected that a woman will become a wife and mother and that care of the family will be her occupation

⁵Lawrence Thomas, The Occupational Structure and Education (Englewood Cliffs, New Jersey: Prentice-Hall, Inc., 1956), Chapt. 3.

⁶Leonard Reissman, Class in American Society (Glencoe, Illinois: The Free Press), p. 310.

⁷Seymour Martin Lipset and Reinhard Bendix, Social Mobility in Industrial Society (Berkeley and Los Angeles: University of California Press, 1959), Chaps. 6-7.

at least for much of her young adult life. This differentiation between men and women in the occupational structure of our society is one of the reasons studies of occupational mobility might be more informative if men and women were considered separately.

Occupational mobility may be studied in several ways. One way is to consider the direction of mobility as to whether it is vertical or horizontal.

Direction may then be studied in terms of intensity which would measure the distance or amount of mobility in either direction.

Rationale for Identifying Occupational Mobility

In order to measure occupational mobility, a definition must be formulated.

Tumin points out, "Every study of occupational mobility faces the problem of defining the meanings of occupational rank. On the simplest level of analysis, occupational titles are used as indicators of income levels; in more complicated rank order, both income and educational characteristics of various occupations are taken into account."⁸

Thomas⁹ cites three dimensions to be considered in vertical mobility: (1) the qualifications of an individual needed to fulfill demands of an occupation, (2) the income received from an occupation, (3) the relative social prestige enjoyed by an individual because of

⁸ Melvin M. Tumin and Arnold S. Feldman, "Theory and Measurement of Occupational Mobility," American Sociological Review, XXII (June, 1957), fn 7, p. 282.

⁹ Thomas, op. cit., p. 22-24.

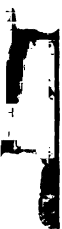
his occupation. Of these three dimensions, the most basic, according to Thomas, is income received from an occupation.

He bases this presumption on the following reasons. With only a few exceptions, the majority of workers view their occupational income as the primary determinant in both present employment and future aspirations, the reason for this being that the pressure for maintaining the existing level of living and anticipation of future level of living is so great.

A second reason given by Thomas is that the more difficult and exacting the requirements for an occupation, the fewer people will be qualified for the occupation. Most of the exacting occupations are among the most important to our economy. Classic economic theory suggests that income rewards must be proportionally high in order to attract qualified people to these occupations.

Still a third reason is that the income scaling of occupation may also be an index to social prestige though Thomas regards this as probably a symptom rather than a cause. Usually there is a "natural" scarcity of people to enter the more prestigious occupations; but if such is not the case, members of the occupations can, and usually do take steps to insure the scarcity of people. The labor unions are the greatest exception to this generalization. Thomas maintains that, "The income level of occupations, though probably not a primary cause, can still be judged as a reliable index of occupational prestige."¹⁰

¹⁰Ibid., p. 24.



Statement of Problem

Based on the rationale presented by Thomas, this study will use the level of earned income as the indicant of occupational mobility. Many variables could be used in a study of occupational mobility. For example, the geographic locality of the family might be considered, the occupation of the husband could be significant, and the number of children in the family might also relate to mobility. Variables which will be related to mobility in this study are education and socio-economic background of the subject. The socio-economic variables which are used are: (1) education of parents, (2) occupation of parents, (3) subject's opinion of parents' economic circumstance when subject was in college, (4) parents' attitude toward college education, (5) number of siblings, (6) type of community in which subject grew up, (7) number in subject's high school graduating class, and (8) highest degree earned by the subject. The respondent's current situation which would include such things as husband's occupation and number of children are not included though it may also affect mobility.

This study will explore the selected socio-economic background variables mentioned above to find if a relationship exists between socio-economic background indicated by the variables used and the direction and intensity of occupational mobility. Comparisons will also be made between direction of occupational mobility and highest degree earned by respondent.

CHAPTER II

RELATED LITERATURE

The percentage of all women that have joined the labor force and the percentage of the total labor force that women comprise has risen approximately 10 percent since 1940.¹¹ Only in recent years have women been recognized for their contribution to the changing scene in American economy, occupational structure and way of life. The relatively recent recognition of women in the labor force perhaps accounts for the lack of literature related to the mobility of working women.

According to the 1962 Handbook on Women Workers, "Women's occupational choices and their opportunities for further job advancements are strongly influenced by the amount of education they have received. In fact, whether or not a woman is part of the labor force at all is associated somewhat with her educational level."¹² This is again emphasized later in the same publication when it states, "Chances that a woman will seek paid employment tend to increase with the amount of education she has received."¹³

The relationship between level of education and employment holds true for married women as well as single women although the connection is not quite as strong.

¹¹U. S. Department of Labor, Handbook on Women Workers, p. 4.

¹²Ibid., p. 103.

¹³Ibid., p. 109.

The percentages of married women in the labor force were: 43 percent of the college graduates, 34 percent of the high school graduates, 28 percent of the elementary school graduates, and 18 percent of those with less than five years' schooling. Among single women, percentages of workers varied from 83 percent of those with the most education to 27 percent of those with the least.¹⁴

Not only does education affect the chances that a woman will be employed, but it also affects the type of occupation she will hold. "The amount of education obtained by a woman influences strongly the type of job she can obtain."¹⁵

Lipset and Bendix write, "The evidence indicates that educational attainment is a major determinant of career patterns, a fact which provides the strongest and most direct statistical link between family background and the assets and liabilities with which individuals enter the labor market."¹⁶

Reissman writes, "Educational requirements are almost without exception the prerequisites for entry into the higher prestige occupations and into higher income categories."¹⁷ Information from the 1950 census clearly indicates that better jobs and better education go together.¹⁸

Thomas writes, "The general trend . . . suggests that extended schooling is a prerequisite for placement in most of the better paid categories."¹⁹

¹⁴Ibid., p. 109.

¹⁵Ibid., p. 109.

¹⁶Lipset and Bendix, op. cit., p. 197.

¹⁷Reissman, op. cit., p. 332.

¹⁸Ibid., p. 334.

¹⁹Thomas, op. cit., p. 350.

Patricia Salter West points out, on the basis of a nationwide survey conducted by Time Magazine in 1947, that education is undergoing a qualitative change from one means of achieving social class advancement to the main means, and that "it tends to become an actual criterion for placement in the top economic classes under conditions where this placement is the result of achievement of occupational status."²⁰ The Time study and census data show that income increases with education, but incomes vary radically among the various fields of specialization.

Another important trend that seems to be indicated by this study is "that the opportunity afforded by higher education have, in this century, been opening up to more and more who seek to rise; but, that the access of these new 'climbers' to the very top occupational classes to which education holds the key--top in terms of income or prestige--is less and less."²¹ The study also points toward the trend that more and more students are earning part or all of their way through college and that the college graduate's economic background is coming to influence his choice of occupational fields. Larger proportions of students earning their way go into lower paying jobs even to the top. There is more of a chance for a wealthy boy to get ahead in business than one who worked his way through college; the extent of possible upward mobility is declining.

In a study on social class as related to college graduates, Eckland says, "the passage from school to college, in fact, seems to

²⁰Lipset and Bendix, op. cit., p. 465.

²¹Ibid., p. 467.

depend more upon socialization, life experience, and opportunity than upon intellectual factors. When the student reaches college, however, non-intellectual factors presumably are replaced by intellectual ones."²²

"Only a handful of studies have shown a moderate degree of correlation between social class and college performance, while many more have found no relationship."²³

In Eckland's study at Iowa State University, the academic careers of students enrolled as freshmen ten years earlier, in 1952, were investigated. All those students that had either transferred and graduated from another institution and those that had withdrawn for a period of time and returned and graduated later were counted as graduates. The following six social class indices were used in this study: (1) index of socio-economic status,²⁴ (2) father's occupation, (3) parents' education, (4) parents assumed children would go to college, (5) family income, (6) who pays for college. All with the exception of family income and who pays for college were significantly related to final graduation rates. However, one of the findings, "that social class is an important determinant of college graduation for students from the lower rank of their high school classes but relatively unimportant for those from the higher rank"²⁵ is not unexpected. According to Eckland,

²² Bruce K. Eckland, "Social Class and College Graduation: Some Misconceptions Corrected," American Journal of Sociology, LXX (July, 1964), p. 36.

²³ Ibid., p. 37.

²⁴ Duncan's SES index is applied to the father's usual occupation when the student was growing up (see Albert J. Reiss, Jr., Otis Dudley Duncan, Paul K. Hatt, and Cecil C. North, Occupations and Social Status New York: Free Press of Glencoe, 1961, Appendix B).

²⁵ Eckland, op. cit., p. 48.

"students who did well academically in high school had already developed a level of skill and motivation which normally would carry them through to college graduation."²⁶

Other studies have compared occupational level and/or mobility of individuals with socio-economic background, focusing mainly on occupation of parents. In a study of intergenerational mobility in 1952, Pihlblad and Gregory compared occupational level of high school graduates in 1939 and 1940 in small communities in Missouri and the occupational level of their parents. Occupations were grouped into five categories in an ordinal rank based on social status.

Concerning women, the study found that there seemed to be some tendency for women with a professional background to find jobs on the professional level, and daughters of business class fathers tended to take business class jobs. Less frequently did they move down on the occupational scale. A more significant part of the study showed that daughters of fathers in the professional level had a strong tendency to marry men also at the professional level. Daughters of businessmen tended to marry men of white collar occupations and professional men but were less likely to marry manual workers and farmers. Daughters of manual workers tended to marry men in the professions, business class, and manual occupations with about equal frequency. They were less likely to marry farmers.²⁷

²⁶Ibid., p. 48.

²⁷C. T. Pihlblad and C. L. Gregory, "Occupational Mobility in Small Communities in Missouri," Rural Sociology, XXII (March, 1957), pp. 40-9.

Another study by Jackson and Crockett in 1957 suggested that there was a clear tendency for sons to follow in or near the level of their father's occupation; however, the influence was only moderate. This agreed with findings of earlier studies.²⁸ It was shown in another study that executives tend to be characterized by higher occupational origins and higher educational achievements than in the case of lower managers. Educational level revealed the greatest difference. Twenty percent of the executives had earned a graduate degree whereas only three percent of the lower managers had such degrees.²⁹

Crockett,³⁰ in a study of intergenerational mobility, found that in individuals sharing equal opportunity, the strength of achievement motive was clearly related to upward mobility among sons of fathers in the lower prestige categories but not among sons of fathers in the higher prestige categories. Upward mobility in this study meant a rise in an occupational hierarchy. This was determined by a comparison of the prestige of the respondent's occupation at the time of the interview, with the prestige of the occupation of the father during the period when the respondent was growing up.

²⁸Elton F. Jackson and Harry J. Crockett Jr., "Occupational Mobility in the United States: A Point of Estimate and Trend Comparison," American Sociological Review, XXIX (February, 1964), pp. 5-15.

²⁹Thomas R. Donovan, "Socio-economic and Educational Factors Influencing the Achievement Level of Individuals in Large-scale Organizations," Sociology and Social Research, XXXVI (July, 1962), p. 423.

³⁰Harry J. Crockett Jr., "The Achievement Motive and Differential Occupational Mobility in the United States," American Sociological Review, XXVII (April, 1962), pp. 191-204.

The explanation to these findings, in the judgement of the author, "is to be found in the differential effect of education level upon mobility in the higher versus lower prestige groups. Among sons of fathers in the two lower prestige categories, while higher education will certainly have a tremendous positive effect upon upward mobility, higher education is in fact not essential to upward mobility. This means that strength of achievement motive, quite apart from education level attained, may play an important part in upward mobility. Among sons of fathers in the two higher prestige categories, on the other hand, higher education is virtually essential to upward mobility (or stability)."³¹

In essence these studies tend to support the conclusion that: (1) education is an important factor in acquiring higher paying and higher prestige occupations; (2) social class has some influence on who attends college; (3) social class has some influence on occupational choice; (4) if the student possesses the characteristics which motivate him to high academic achievement in high school, social class will not influence his chances for graduation.

³¹Ibid., p. 203.

CHAPTER III

METHOD OF PROCEDURE

The data for this study were taken from a questionnaire developed in another study,³² the purpose of which was to design an instrument to gather economic, occupational, and family structure data. The instrument provided data on the socio-economic background of the subjects and occupational mobility as defined in this study. Members of the sample used in this study had a similar educational level in that all subjects had some college work. Range in education was thus limited.

Information from the questionnaire that pertained to this study included occupation of parents, education of parents, parents' opinion about importance of education, size of family, size of community in which subject grew up, size of subject's high school graduating class, and subject's opinion of economic conditions of his home. (Appendix)

The number of jobs the subject held since being a student at Michigan State University, dates of employment, and the starting and ending salary of each job with the exception of their present position, provided the necessary data for measuring intensity of mobility. The salary of the respondent's present occupation, if presently employed, was taken from another part of the questionnaire.

³²"An Instrument to Gather Economic, Occupational and Family Structure Data," Project 736, Michigan Agriculture Experiment Station.

A second questionnaire was sent to each of the respondents to elicit the date of marriage and the highest level of education reached. This additional data provided the necessary information to make the comparison of mobility before and after marriage, and to compare level of education with mobility.

The sample used for this study was a non-random sample used in testing the original instrument. Subjects were drawn from a list of students who were juniors or seniors at Michigan State University in 1958-59. This list was obtained from the Michigan State Alumni Office and only those for which the Alumni Office had addresses indicating that they lived in Michigan were used. Some were found to have moved so the final sample included some non-Michigan residents. The sample was stratified on the basis of sex, degree status, and marital status while the respondent was in college. Of the respondents, only women that were married and had been employed full time after leaving Michigan State University were considered for this study. Part-time employment after marriage was not included, as it was assumed that part-time employment is only a temporary position to supplement the family income.

A total of eighty-two women answered the original questionnaire. Of this total, twenty-four were never employed, two were single, and one was divorced. This left a total of fifty-five subjects that were qualified to be considered in this study. (Table 1)

Direction of Mobility

Direction of mobility was classified as upward, downward, or horizontal. The beginning salary of a new job was compared to the last

TABLE 1.--Number of jobs held before and after marriage

Number of jobs after marriage	Number of jobs before marriage									
	0		1		2		3		Total	
	N	%*	N	%*	N	%*	N	%*	N	%*
0	0	0	1	2	0	0	0	0	1	2
1	19	35	11	20	2	4	2	4	34	62
2	11	20	3	6	2	4	0	0	16	29
3	2	4	0	0	1	2	0	0	3	5
4	1	2	0	0	0	0	0	0	1	2
Total	33	60	15	27	5	9	2	4	55	100

*Percentage rounded to nearest whole percent.

Fifty-four (98%) of the fifty-five subjects held one or more jobs after marriage while only one did not hold any job after marriage.

Fifty-one (93%) of the women held fewer than three jobs after marriage.

Twenty-two (40%) of the women worked before they were married.

salary of the previous job to indicate direction of mobility. If the beginning salary of the new job was more than the last salary of the previous job, direction was classified as upward; if less, direction was classified as downward; if the same, direction was classified as horizontal. Any change in income between jobs was used to indicate direction of mobility. Other factors such as a change in cost of living and non-monetary benefits of the job were not considered.

Intensity of Mobility

In constructing indices of intensity of mobility, the starting salary of the first job was indexed as 100 and each change in job was then divided by the starting salary.

Since the starting salary of the new job was used to determine the direction of mobility, the direction of mobility from one job to another may be indicated as downward and have an intensity of more than 100 if the final salary of the first job was more than the starting salary of the second job, but the starting salary of the first job was less than the starting salary of the second job.

In indicating the intensity of mobility after marriage, the beginning salary of the job held at the time of marriage or immediately before was used as the base of 100.

In the case of the individual who held three jobs, one being upward in mobility and one downward, the mean intensity of these two jobs was used to determine the over-all direction of mobility. If the mean was above 100, direction of mobility was indicated as upward; if the mean was below 100, direction of mobility was indicated as downward.

An overall direction of mobility was calculated which included the starting salary of the first job and last salary of the most recent job disregarding the number of jobs held and the time of marriage. In the case of the individual who held only one job, the starting and present or ending salary of that job was used.

Data taken from the questionnaires were coded and processed by the CDC 3600 computer into tabular form.

CHAPTER IV

FINDINGS

Of the total sample of fifty-five subjects, seven held two or more jobs before marriage, and fifty-four held one or more jobs after marriage. For each change in job, the subject was classified as being upward, downward or horizontal in mobility. In addition to direction of mobility, indices of intensity were constructed to indicate how far up or how far down each subject moved. These indices were based on income as was direction of mobility.

Direction of Mobility

In reporting direction of mobility, four approaches were made:

1. Overall direction of mobility was determined for those subjects who held more than one job. Twenty-eight of the fifty-five subjects were in this category. Of this number, 64 percent were classified as upward in mobility, 21 percent as downward, and 14 percent as horizontal.

2. Direction of mobility before marriage was determined for those subjects who held two or more jobs before marriage. Seven subjects were in this category. Of these, 71 percent were classified as upward in mobility, 29 percent as downward, and no subjects were classified as horizontal.

3. Direction of mobility after marriage was determined for all subjects who held two or more jobs after marriage. Twenty-six subjects

were in this category. Sixty-two percent were classified as upward in mobility, 23 percent as downward, and 15 percent as horizontal. Those included in the horizontal classification were subjects that had only one job and had no increase in salary. These subjects were not included in the other tables.

Each of the above directions of mobility was compared to variables which were related to the background of the subject up to the time she entered the labor force. These variables included: (1) education of father, (2) education of mother, (3) occupation of father, (4) occupation of mother, (5) subject's opinion of parents' economic circumstances while subject was in college in comparison with classmates, (6) parents' attitude toward college education, (7) number of siblings, (8) type of community in which subject grew up, (9) number of students in subject's high school graduating class, (10) highest degree earned by subject.

Education of father and mother

No relationships were found in a comparison of the four approaches to direction of mobility with the education of the father and the education of the mother as shown in Tables 2 and 3. The educational level of the parents of those subjects classified as downward ranged from less than the eighth grade for the father and eighth grade for the mother to college graduate for the father and advanced degree for the mother.

One interesting point concerning the education of the mother is that a greater percentage of subjects in the downward mobility classification in the two categories, Overall Direction and Direction-First to

4

TABLE 2.--Direction of mobility and education of father

Education of father	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction-first to last salary (no. of respondents)			
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total
Less than 8th grade	1	0	0	1	0	0	1	0	0	1	0	0	2
Eighth grade	0	1	0	1	1	0	1	0	0	0	0	0	2
Some high school	1	0	0	1	1	0	1	1	0	1	2	0	4
High school	2	2	1	5	2	1	4	0	1	0	12	1	14
Technical	4	0	1	5	3	0	4	2	0	2	6	0	6
Some college	5	2	1	8	5	2	8	0	0	0	7	1	11
College	2	1	0	3	2	1	3	1	0	1	4	1	6
Graduate work	1	0	0	1	1	0	1	0	0	0	3	0	3
Advanced degree	2	0	1	3	2	0	3	1	0	1	4	0	5
Total	18	6	4	28	16	6	26	5	2	0	71	4	55

TABLE 3.--Direction of mobility and education of mother

Education of Mother	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction-first to last salary (no. of respondents)		
	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total
Eighth grade	2	1	0	3	2	1	0	3	0	1	0	1
Some high school	3	0	0	3	2	1	0	3	2	0	0	2
High school	4	1	2	7	4	1	2	7	1	0	0	1
Technical	3	0	1	4	2	0	1	3	1	0	0	1
Some college	1	1	0	2	1	1	0	2	0	0	0	0
College	3	2	1	6	3	1	1	5	1	1	0	2
Graduate work	1	0	0	1	1	0	0	1	0	0	0	0
Advanced degree	1	1	0	2	1	1	0	2	0	0	0	0
Total	18	6	4	28	16	6	4	26	5	2	0	7
									41	4	9	54

Last Salary, had mothers that had completed college. This difference was not found in comparing the education of the father. Further study might be helpful in this area.

Occupation of father and mother

Tables 4 and 5 seem to indicate no relationship between direction of mobility and parents' occupation. The highest number of subjects in this study had parents that were in the professional or managerial occupations. The findings indicate that more subjects that were classified as downward in mobility also had parents in these two classifications of occupations.

Subject's opinion of economic circumstances of parents while respondent was in college

The largest number of subjects who are classified as downward in mobility reported that they came from homes of "average" economic circumstances in comparison to their classmates as shown in Table 6. This indicates that occupational mobility may not be related to low or high economic background.

Parents' attitude toward college education

According to the findings of this study as indicated in Table 7, parents' attitude toward college education seems to have no relationship to direction of mobility. Most subjects that were classified as downward or horizontal indicated that their parents thought a college education was important.

Number of siblings

Findings reported in Table 8 show that none of those downwardly

TABLE 4.—Direction of mobility and occupation of father

Occupation of father	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction—first to last salary (no. of respondents)						
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	
Professional ¹	5	1	1	7	5	0	1	6	2	1	0	3	12	1	5	18
Managerial ²	7	3	0	10	5	4	0	9	2	0	0	2	12	1	2	15
Clerical	1	0	0	1	1	0	0	1	0	0	0	0	1	0	0	1
Sales	1	0	2	3	1	0	2	3	1	0	0	1	4	0	1	5
Supervisor ³	2	1	0	3	2	1	0	3	0	0	0	0	3	1	1	5
Farmer ⁴	1	1	0	2	1	1	0	2	0	1	0	1	4	1	0	5
Armed Service ⁵	0	0	1	1	0	0	1	1	0	0	0	0	3	0	0	3
No occupation	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Total	17	6	4	27	15	6	4	25	5	2	0	7	40	4	9	53

¹Includes professional and technical workers²Includes managers, officials, and proprietors³Includes craftsmen, foremen, and supervisors⁴Includes farm managers and workers⁵Includes members of Armed Services and government protective service workers

TABLE 5.—Direction of mobility and occupation of mother

Occupation of Mother	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction—first to last salary (no. of respondents)		
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal
Professional ¹	5	1	1	7	5	1	1	7	0	1	0	0
Managerial ²	1	2	0	3	1	2	0	3	0	0	0	0
Clerical	1	0	0	1	1	0	0	1	0	0	0	0
Sales	0	0	1	1	0	0	1	1	0	0	0	0
Supervisor ³	1	0	0	1	1	0	0	1	0	0	0	0
Service worker ⁴	1	0	0	1	1	0	0	1	0	0	0	0
Total	9	3	2	14	9	3	2	14	0	1	0	0
										17	2	5
												24

¹Includes professional and technical workers

²Includes managers, officials, and proprietors

³Includes craftsman, foreman, and supervisor

⁴Includes service workers, operators, and laborers

TABLE 6.--Direction of mobility and subject's opinion of parents' economic circumstances while respondent was in college in comparison with classmates

Economic circumstances in comparison with classmates	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction--first to last salary (no. of respondents)						
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	
Much poorer	1	0	0	1	0	0	1	0	1	0	0	3	0	0	3	
Poorer	1	0	3	4	1	0	3	0	0	0	0	3	0	2	5	
Average	7	6	1	14	7	5	1	13	1	1	0	2	19	4	6	29
Fairly well-off	8	0	0	8	7	0	0	7	3	0	0	3	15	0	0	15
Well-to-do	1	0	0	1	0	1	0	1	1	0	0	1	1	0	1	2
Total	18	6	4	28	16	6	4	26	5	2	0	7	41	4	10	55

TABLE 7.--Direction of nobility and parents' attitude toward college education

	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction-first to last salary (no. of respondents)						
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total			
Parents' attitude toward college education																
Thought it extremely important	16	4	3	23	14	5	3	22	5	1	0	6	43			
Thought it somewhat important	1	2	0	3	1	1	0	2	0	1	0	1	6			
Were neutral	0	0	0	0	0	0	0	0	0	0	0	0	2			
Were somewhat opposed	0	0	1	1	0	0	1	1	0	0	0	0	2			
Were very opposed	0	0	0	0	0	0	0	0	0	0	0	0	1			
Had some different opinion	1	0	0	1	1	0	0	1	0	0	0	0	1			
Total	18	6	4	28	16	6	4	26	5	2	0	7	41	4	10	55



TABLE 8.--Direction of mobility and number of siblings

Number of siblings	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (No. of respondents)			Direction-first to last salary (no. of respondents)						
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total			
0	4	1	0	5	4	1	0	5	1	0	0	1	7	0	1	8
1	8	4	2	14	6	4	2	12	2	1	0	3	17	3	4	24
2	1	0	1	2	1	0	1	2	0	0	0	0	7	0	4	11
3	3	0	0	3	3	0	0	3	2	0	0	2	4	0	0	4
4	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2
5	2	0	1	3	2	0	1	3	0	1	0	1	3	0	1	4
6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	1
Total	18	6	4	28	16	6	4	26	5	2	0	7	40	4	10	54

mobile had more than one sibling. While the majority of upwardly mobile respondents also had one or no siblings, one third had more than one. One possible explanation for this is that the number of siblings may be related to personality factors which in turn might relate to occupational mobility.

Type of community and size of graduating class

Those subjects who came from the city had a low percentage in the downward mobility category, and also those who came from the village as indicated in Tables 9 and 10. Possibly the cultural background of the individual rather than his economic background is related to his occupational mobility.

The size of graduating class seemed to have no relationship to direction of mobility. This makes it doubtful that differences in schools cause a difference in mobility.

Highest degree earned by subject

In the category, Overall Direction, the findings are very similar to those in the category, Direction After Marriage, which is presented in Table 11. Half of the subjects who attended college but did not complete a degree were downward in mobility and only one-fourth upward, whereas approximately two-thirds of those earning Bachelor's degrees were upward and all of those earning Master's degrees were upward.

In Direction Before Marriage, eighty percent of those earning Bachelor's degrees were upwardly mobile while half of those earning Master's degrees went down in mobility. This might be because they may have taken lower paying jobs to support themselves while in graduate school.

TABLE 10.--Direction of mobility and number of students in subject's high school graduating class

Size of graduating class	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction-first to last salary (no. of respondents)		
	Upward	Downward	Horizontal Total	Upward	Downward	Horizontal Total	Upward	Downward	Horizontal Total	Upward	Downward	Horizontal Total
0 - 99	3	1	1 5	3	1	1 5	1	1	0 2	8	1	4 13
100 - 199	5	1	1 7	5	0	1 6	1	1	0 2	13	1	1 15
200 - 299	1	2	1 4	1	2	1 4	1	0	0 1	4	1	3 8
300 - 399	3	0	0 3	3	0	0 3	0	0	0 0	5	0	0 5
400 - 499	3	0	0 3	2	0	0 2	1	0	0 1	5	0	0 5
500 - 599	0	1	1 2	0	1	1 2	0	0	0 0	2	1	2 5
600 - 699	2	1	0 3	1	2	0 3	1	0	0 1	3	0	0 3
700 - 799	1	0	0 1	1	0	0 1	0	0	0 0	1	0	0 1
Total	18	6	4 28	16	6	4 26	5	2	0 7	41	4	10 55

TABLE 11.--Direction of mobility and highest degree earned by subjects

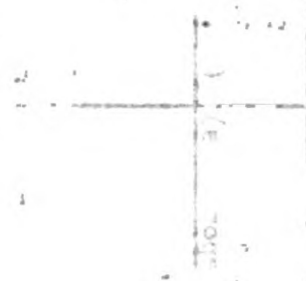
Highest degree earned	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction-first to last salary (no. of respondents)						
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	Upward	Downward	Horizontal	Total	
Non-degree	1	2	1	4	1	2	1	4	0	0	0	0	7	1	0	8
Bachelors	10	3	2	15	8	3	2	13	4	1	0	5	19	3	9	31
Masters	2	0	0	2	2	0	0	2	1	1	0	2	3	0	0	3
No response	5	1	1	7	5	1	1	7	0	0	0	0	12	0	1	13
Total	18	6	4	28	16	6	4	26	5	2	0	7	41	4	10	55

TABLE 10.--Direction of mobility and number of students in subject's high school graduating class

Size of graduating class	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction-first to last salary (no. of respondents)					
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Total		
0 - 99	3	1	1	5	3	1	1	1	0	2	8	1	4	13	
100 - 199	5	1	1	7	5	0	1	1	0	2	13	1	1	15	
200 - 299	1	2	1	4	1	2	1	1	0	1	4	1	3	8	
300 - 399	3	0	0	3	3	0	0	0	0	0	5	0	0	5	
400 - 499	3	0	0	3	2	0	0	1	0	1	5	0	0	5	
500 - 599	0	1	1	2	0	1	1	0	0	0	2	1	2	5	
600 - 699	2	1	0	3	1	2	0	1	0	1	3	0	0	3	
700 - 799	1	0	0	1	1	0	0	0	0	0	1	0	0	1	
Total	18	6	4	28	16	6	4	26	5	2	7	41	4	10	55

TABLE 11.--Direction of mobility and highest degree earned by subjects

Highest degree earned	Overall direction (no. of respondents)			Direction after marriage (no. of respondents)			Direction before marriage (no. of respondents)			Direction--first to last salary (no. of respondents)		
	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal	Upward	Downward	Horizontal
Non-degree	1	2	1	4	1	2	1	4	0	0	0	0
Bachelors	10	3	2	15	8	3	2	13	4	1	0	5
Masters	2	0	0	2	2	0	0	2	1	1	0	2
No response	5	1	1	7	5	1	1	7	0	0	0	0
Total	18	6	4	28	16	6	4	26	5	2	0	7
										41	4	10
												55



In Direction-First to Last Salary, similar trends were shown as in the other categories of direction with the exception that a higher proportion of the non-degree group were upward in mobility, than in the other classifications.

The reliability of the findings shown in Table 11 is questionable because of the limited number of subjects and the number of subjects in the sample for which the highest degree earned could not be determined.

Intensity of Mobility

Intensity was arrived at by using the first salary of the first job as a base of 100. This base salary was then divided into the beginning salary of each new job to determine intensity. An intensity of less than 100 indicates that the starting salary of that particular job was less than the starting salary of the first job.

In overall intensity of mobility, about 11 percent of the subjects that held two jobs were downward in intensity and the same percentage were downward for those that held three jobs as shown in Table 12. As might be expected, the intensity generally rose with each additional job. Thirty-seven percent of those having a second job showed an intensity of more than 120 compared to 77.7 percent of the third jobs and 100 percent of the fourth jobs. This same trend is shown in Table 13 and 14.

It is shown in Table 13 that one subject is downward in intensity in the second job column and no one is downward in the third job column. Table 14 indicates that approximately the same proportion of subjects

was downward in intensity in the second job column after marriage as there was before marriage.

Table 15, which disregards number of jobs and time of marriage, indicates that the intensity index for almost three fourths of the subjects ranged from 100 to 129. Two subjects were below 90 in intensity. Table 14 indicates that both of these subjects held several jobs after marriage.

TABLE 12.--Overall intensity of mobility

Intensity	1st to 2nd job	2nd to 3rd job	3rd to 4th job
	Number of respondents	Number of respondents	Number of respondents
000 - 089	1	1	
090 - 099	2		
100 - 109	10		
110 - 119	4	1	
120 - 129	6	3	
130 - 139		2	
140 - 149		1	
150 - 159	2		2
160 - 199	1		
200 - 600	1*	1*	1*
Total	27	9	3

*This subject was a dietitian whose first job was her internship which was very low paying.

TABLE 13.--Intensity of mobility before marriage

Intensity	1st to 2nd job Number of respondents	2nd to 3rd job Number of respondents
000 - 089		
090 - 099	1	
100 - 109	1	
110 - 119	1	
120 - 129	3	
130 - 139		1
140 - 149		
150 - 159		
160 - 199		
200 - 600	1*	1*
Total	7	2

*This subject was a dietitian whose first job was her internship which was very low paying.

TABLE 14.--Intensity of mobility after marriage

Intensity	1st job* Number of respondents	1st to 2nd job Number of respondents	2nd to 3rd job Number of respondents	3rd to 4th job Number of respondents
000 - 089		1	1	
090 - 099		2		
100 - 109	4	8		
110 - 119	1	2		
120 - 129	1	2	2	
130 - 139				
140 - 149		1		
150 - 159		2	1	1
160 - 199		1		
200 - 600				
Total	6	10	4	1

*First job refers to first job after marriage.

TABLE 15.--Intensity of mobility, first to last salary

Intensity	Mobility - First to Last Salary Number of respondents
000 - 089	2
090 - 099	2
100 - 100	10
101 - 109	8
110 - 119	13
120 - 129	9
130 - 139	1
140 - 149	2
150 - 159	6
160 - 199	1
200 - 600	1
Total	55

CHAPTER V

SUMMARY AND CONCLUSIONS

The purpose of this study was to construct indices to indicate the amount of intensity of mobility from job to job and to find if socio-economic background is related to direction and intensity of occupational mobility of college-trained women. Change in income was used as the indicant for direction and intensity of mobility.

Summary

The fifty-five women included in this study were part of a non-random sample used in testing an instrument developed in another study designed to gather economic, occupational, and family structure data. All of the subjects were married, some while in college and some after leaving college. All were enrolled at Michigan State University in 1957-58 as juniors or seniors.

Direction of mobility was classified as upward, downward, or horizontal. The beginning salary of a new job was compared to the last salary of the previous job to indicate direction of mobility. If the beginning salary of the new job was more than the last salary of the previous job, the direction was classified as upward; if less, direction was downward; if the same, direction was horizontal.

Four approaches were used in reporting direction of mobility.

1. Overall direction of mobility included all jobs held before and after marriage.

2. Direction of mobility before marriage included only jobs held before marriage.

3. Direction of mobility after marriage included only jobs held at the time of marriage and after marriage.

4. Direction of mobility, first to last salary, included only the beginning salary of the first job and last salary of last job disregarding number of jobs and time of marriage.

Approximately 29 percent of those employed before marriage were classified as downward in mobility compared to 23 percent of those employed after marriage. None of the subjects were classified as horizontal in direction of mobility before marriage, while 15 percent of those employed after marriage were classified as horizontal in mobility.

The findings indicate no influences that socio-economic background have on the direction of mobility of college-trained women. There are, however, slight indications that the number of siblings in the subject's family and the type of community from which the subject came may have some relationship to occupational mobility. These findings might be related to other factors such as personality development of the individual which might account for this relationship. However, this conclusion is only tentative.

Intensity indices were constructed to measure the amount of mobility. Using the starting salary of the first job as a base of 100, the starting salary of succeeding jobs were divided by the base salary to determine intensity.

A wide range of intensity of mobility among the subjects was found. It ranged from less than 89 to more than 200. In comparing first and last salary, only four of the subjects had an intensity of less than 100 while 33 had an intensity of 110 or more.

This study gave no indication that women move up the income ladder faster before they are married than after as might be expected because of less possibility of geographic mobility because of their husband's job.

Limitations

The author would like to briefly mention some basic limitations of this study. The first limitation is the small number in the sample included in the study, especially those that could be classified as to direction of mobility before marriage. A larger, randomly selected sample would have perhaps been more representative.

The second limitation to this study is that length of time of employment was not considered. While all subjects entered the labor force at approximately the same time, some were employed for only a short period of time before devoting full time to homemaking; while at the other extreme, a few were still employed when this study was made. The intensity of mobility for those gainfully employed outside the home for a period of seven years would be expected to be more than those employed for only a few months or years as additional experience would probably increase salary.

Another limitation is that certain other variables were not considered which might be related to mobility as defined in this study. Only selected socio-economic background variables were considered; however subject's current situation may be more influential in determining mobility.

Variables such as husband's occupation, geographic location, age, and number of children might be considered.

Any change in income, no matter how small, was considered a change in direction of mobility. Income other than earned money was not considered. In some jobs, non-money remuneration is substantial.

Implication for Future Study

By constructing indices such as these in which each subject is evaluated according to his own accomplishments, many possibilities present themselves for future studies. An intensity of mobility scale such as this might be used in making comparisons between subjects in different occupations in order to determine if the mobility rate of one occupation is higher than another. Other factors such as consideration of fringe benefits of occupations and a uniform period of time might increase the validity of such comparisons.

This type of index might also make possible the comparison of increase in salary and the cost of living index to evaluate whether salary increases actually add more purchasing power to the spending unit involved. Such a comparison is, of course, only tentative. This comparison was not valid in this study because intensity does not refer to the same length of time for each subject. To be valid, intensity should be calculated for one year, or a uniform number of years, and then compared with price index over the same time period.

Another comparison could be made using a wider range of educational variables and other background factors to see if a relationship might exist between them and amount of mobility. Also a comparison of occupational mobility and current situation might be made.

This type of scale might also be used in comparing the mobility rate of men and women in the same occupations or similar occupations. Studies such as this could contribute much information about the two segments of the working force which up to the present have largely been studied as a whole. Such studies might be relevant to current legislation concerning equal opportunity.

Findings from this study suggest that one of the reasons women change jobs is to increase their earnings. A future study of mobility might want to investigate if women who are married are more restricted in their earning capacity than single women because of the limited number of jobs available in some localities. There may be employment opportunities available for women, no matter what their location, than there are women to fill these positions, especially women who are college trained.

Possibilities for future studies of women in the labor force are almost unlimited. There seems to be no indication that the number of women entering the labor force will decrease. The more that is known about the working woman, the more helpful educational institutions, especially colleges, can be in preparing these women for their future role as homemaker and career women.

The studies mentioned above might give some insight into what women who enter the labor force might expect from their occupations. Such information might be valuable for our educational institutions in training in the skills needed to integrate their dual role as homemaker and career woman.

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APPENDIX

SURVEY OF MICHIGAN STATE UNIVERSITY ALUMNI

January 1965
Schedule W/M

YOUR EMPLOYMENT HISTORY

1. Are you currently employed outside the home? _____ No _____ Yes

If yes, which best describes your employment?

_____ Occasional _____ Regular part-time _____ Regular full-time

NOTE: If you are currently unemployed, skip to question 10; if you have not worked at all since leaving college, skip to question 29.

2. Your job title: _____

3. Please describe the work you perform; that is, how you spend your working time. _____

4. Which of the following best describes the type of organization for which you work? (Check all that apply.)

Company with 100 or more employees

Company with fewer than 100 employees

Professional partnership

Family business

Self-employed

Research organization or institute

College or university or junior college

Elementary or secondary school or school system

Other educational institution, e.g., technical, vocational school

Federal government (U.S.)

State, county or local government

Hospital, church, clinic, welfare organization, etc.

Other (check and specify)

5. Your work is in: _____ the same field in which you majored in college.
 _____ a different but related field.
 _____ an entirely different, unrelated field.

6. If your work is in a different, unrelated field, why did you decide on this type of work?

7. How long have you worked at your present position? _____ years

- 8. How long have you worked at this type of work?** years

9. How many hours per week on the average do you spend on your job?

Positions You Have Held

This section is for the full-time jobs you held after leaving the University. If the same one that you hold currently, skip to question 29.

NOTE: On this page, you are asked to give information about your FIRST JOB AFTER LEAVING THE UNIVERSITY. Please fill out one page for each job you have held OVER SIX MONTHS up to your current or most recent job. If you held more jobs than there are pages, please use as many of the extra Employment History Pages (stapled at the back of this questionnaire) as necessary to provide us with information on subsequent jobs.

10. Job title (and/or rank) at the time you accepted the position _____

11. Duties (how you spent your working time) _____

12. The work was: _____ very closely related to your major field of study in college.

_____ in a related but different field.

_____ not at all related to your major field of study in college.

13. Date of employment: from _____ to _____ total years _____

14. Approximate annual salary: starting \$ _____ leaving \$ _____

15. Did you receive any promotions in title or rank while on this job?

_____ No _____ Yes

If yes, please specify _____

16. Reason(s) for leaving this employer: (Check all those applying.
Circle the one most important.)

_____ Return to school

_____ Health

_____ Business decline, laid off

_____ Fired

_____ Job was too demanding

_____ Work was not challenging enough

_____ Was offered a better job
elsewhere

_____ Not enough financial return

_____ No opportunity for advance-
ment

_____ Did not like the work

_____ Did not like the people

_____ Did not like the location

_____ Other (check and specify)

Second Job

17. Job title (and/or rank) at the time you accepted the position _____

18. Duties (how you spent your working time) _____

19. Dates of employment: from _____ to _____ total years _____

20. Approximate annual salary: starting \$ _____ leaving \$ _____

21. Did you receive any promotions in title or rank while on this job?

_____ No _____ Yes

If yes, please specify _____

22. Reason(s) for leaving this employer: (Check all those applying.
Circle the one most important.)

_____ Return to school

_____ Not enough financial return

_____ Health

_____ No opportunity for advancement

_____ Business decline, laid off

_____ Did not like the work

_____ Fired

_____ Did not like the people

_____ Job was too demanding

_____ Did not like the location

_____ Work was not challenging
enough

_____ Other (check and specify) _____

_____ Was offered better job
elsewhere

Third Job

23. Job title (and/or rank) at the time you accepted the position _____

24. Duties (how you spent your working time) _____

25. Dates of employment: from _____ to _____ total years _____

26. Approximate annual salary: starting \$ _____ leaving \$ _____

27. Did you receive any promotion in title or rank while on this job?

_____ No _____ Yes

If yes, please specify _____

28. Reason(s) for leaving this employer: (Check all those applying.
Circle the one most important.)

_____ Return to school

_____ Not enough financial return

_____ Health

_____ No opportunity for advancement

_____ Business, decline, laid off

_____ Did not like the work

_____ Fired

_____ Did not like the people

_____ Job was too demanding

_____ Did not like the location

_____ Work was not challenging
enough

_____ Other (check and specify) _____

_____ Was offered better job
elsewhere

YOUR HUSBAND'S EDUCATION AND EMPLOYMENT HISTORY

NOTE: If you are presently unmarried, skip to question 39.

His Education

29. Place a check in the space that indicates the highest educational level reached by YOUR HUSBAND, and fill in appropriate spaces.

_____ Less than 8th grade

_____ 8th grade

_____ Some high school

_____ High school graduate; date graduated, 19____

_____ Technical school or business college; date graduated, 19____

_____ Some college; entered _____ last enrolled _____
month, year month,
year

_____ College graduate; entered _____
month, year

Degree received _____ when _____
month, year

_____ Some graduate or professional training

Entered _____ last enrolled _____
month, year month, year

_____ Received advanced degree(s):

1. entered _____ degree received _____ when _____
month, year month, year

2. entered _____ degree received _____ when _____
month, year month, year

3. entered _____ degree received _____ when _____
month, year month, year

30. Was your husband ever a student at MSU? _____ Yes _____ No

If yes, did he attend: (Check all that apply.)

_____ before you enrolled.

_____ while you were enrolled.

_____ after you were last enrolled.

Positions He Has Held

31. Which best describes his current employment situation?

_____ Employed full-time _____ Self-employed _____ Disabled

_____ Employed part-time _____ Unemployed _____ Retired

NOTE: If husband is currently unemployed, please answer through question 37 as you would for his major occupation.

32. His job title: _____

33. Please describe the work he performs; that is, how he spends his working time. _____

34. Check all of the following that best describe the type of organization for which he works.

_____ Company with 100 or more employees

_____ Company with fewer than 100 employees

_____ Professional partnership

_____ Family business

_____ Self-employed

_____ Research organization or institute

_____ College or university or junior college

_____ Elementary or secondary school or school system

_____ Other educational institution, e.g., technical, vocational school

_____ Federal government (U.S.)

_____ State, county or local government

_____ Hospital, church, clinic, welfare organization, etc.

_____ Other (check and specify) _____

35. His work is in: _____ the same field he studied in school.
_____ a different but related field.
_____ an entirely different, unrelated field.

36. If his work is in a different, unrelated field, why did he decide
on this type of work? _____

37. How long has he worked at his present position: _____ years.

YOUR ECONOMIC SITUATION

In this section, we are asking you about your current economic situation. This is a very personal area, but we would like to have some idea of how college students of the 1950's are doing in today's economy. Of course, none of this individual information will be released to anyone, and questionnaires will be destroyed as soon as they are punched into IBM cards.

Please place checks in the appropriate places and fill in where necessary.

39. Do you own or rent your home?

_____ Renter If renter, rent paid: \$_____ per month
 _____ Home owner If home owner, the current value of your home is
 approximately: \$_____

40. Do you own a summer cottage or other type of second home?

_____ Yes _____ No

41. If you own your home and/or a summer cottage or second home, do you have a mortgage on either of these properties?

_____ Yes, on one (state which) _____
 _____ Yes, on both
 _____ No

	First Mortgage	Second Mortgage
42. Approximately how much is your present mortgage?	\$_____	\$_____
	\$_____	\$_____
43. How much are your payments every month?	\$_____	\$_____
	\$_____	\$_____

44. What is the total amount of life insurance carried on your life?

(face value) \$_____

NOTE: If you are presently unmarried, skip to question 49.

45. What is the total amount of life insurance (face value) carried on your husband's life? \$_____ (Include only "personal" insurance, not that carried as a protection for your business. Include group-insurance plans.)

46. How much did your husband receive from wages and salaries in 1964, that is, before deduction for taxes or anything? \$_____

47. In addition to this, did he have any income from bonuses, overtime, commissions? _____ No _____ Yes -- How much was that \$_____

48. Did he receive any income from other sources? _____ No _____ Yes

If yes, how much was his income from each source after allowing for expenses?

professional practice \$_____

a trade \$_____

farming or market gardening \$_____

roomers and boarders \$_____

any other self-employment \$_____

rent \$_____

interest \$_____

dividends or royalties \$_____

trust fund \$_____

veteran's pension, veteran's school allotment,
serviceman's family allotment \$_____

unemployment compensation \$_____

Social Security \$_____

other retirement pay, pensions, annuities \$_____

alimony or regular contributions from family \$_____

public welfare, other government aid \$_____

other (please specify) _____ \$_____

_____ \$_____

49. AS A WIFE OR SINGLE WOMAN, how much did YOU receive from wages and salaries in 1964, that is, before deductions for taxes or anything?

\$ _____

50. In addition to this, did YOU have any income from bonuses, overtime, commissions? _____ No _____ Yes -- How much was that \$ _____

51. Did YOU receive any income from other sources? _____ No _____ Yes

If yes, how much was your income from each source after allowing for expenses?

professional practice \$ _____

a trade \$ _____

farming or market gardening \$ _____

roomers and boarders \$ _____

any other self-employment \$ _____

rent \$ _____

interest \$ _____

dividends or royalties \$ _____

trust fund \$ _____

veteran's pension, veteran's school allotment,
serviceman's family allotment \$ _____

unemployment compensation \$ _____

Social Security \$ _____

other retirement pay, pensions, annuities \$ _____

alimony or regular contributions from family \$ _____

public welfare, other government aid \$ _____

other (please specify) _____

_____ \$ _____

52. Did other members of your household have any income which they pooled with your income (and/or your spouse's)?

_____ No _____ Yes

53. If yes, who? _____

Was it from:

_____ Wages

_____ Salary

_____ Business

_____ Other

Amount of income which they contributed to the pool: \$ _____

54. We would like to have some idea of trends over the years. Would you please indicate your approximate annual income before taxes for each of the years indicated below.

	ANNUAL FAMILY INCOME	YOUR (THE WIFE'S OR SINGLE WOMAN'S) ANNUAL INCOME
1957	\$ _____	\$ _____
1959	\$ _____	\$ _____
1961	\$ _____	\$ _____
1963	\$ _____	\$ _____
1964	\$ _____	\$ _____

55. Do you (and, if married, your spouse) own any common or preferred stock in a corporation, including companies you have worked for, or an investment club, or own shares of a mutual fund?

_____ Yes _____ No

If yes, how much are these stocks worth? \$ _____

Do you owe any money in connection with your stock?

_____ Yes _____ No

If yes, what amount do you owe? \$ _____

That leaves your net investment in stock \$ _____

56. Do you (and, if married, your spouse) have any regular government savings bonds, war bonds, or defense bonds?

_____ Yes _____ No

If yes, what amount do you have altogether? (face value) \$ _____

57. Do you (and, if married, your spouse) have any savings accounts in banks, savings or buildings and loan associations, or credit unions?

_____ Yes _____ No

If yes, what amount do you have altogether in:

Banks \$ _____

Savings (Buildings) and Loan Associations \$ _____

Credit Unions \$ _____

58. Do you (and, if married, your spouse) have any checking accounts at banks?

_____ Yes _____ No

If yes, what amount do you have in your checking account(s) now? \$ _____

59. Do you (and, if married, your spouse) have any other kinds of investments (other U.S. bonds, state or local bonds, corporate bonds, other real estate besides home, mortgages or land contracts owed you)?

_____ Yes _____ No

If yes, how much are they worth? \$ _____

Do you now owe any money associated with these items?

_____ Yes _____ No

If yes, what amount? \$ _____

This leaves a net investment in these items of \$ _____

60. Have you (and, if married, your spouse) inherited any money or property in the last year?

_____ Yes _____ No

If yes, what was it worth? \$ _____

61. What is the total amount you (and, if married, your spouse) owe on credit accounts, loans, etc.? \$_____ (Include only amounts that are carried for more than one month.)

More specifically, please answer the following questions:

62. Do you (and, if married, your spouse) owe any money on which you make fixed payments? Yes No

63. If yes, please fill in the following:

[illegible]

64. Do you (and, if married, your spouse) owe any other money? Yes No

65. If yes, please fill in the following information:

[illegible]

66. YOUR parents

Father

Mother

Age at first marriage

Age now if living

Age at death and date

Country in which they grew up

Religious preference

Catholic

Protestant

Jewish

Other

67. Is YOUR father living?

Yes _____ No _____ YOUR age at his death _____

After his death YOU lived with _____

68. Is YOUR mother living?

Yes _____ No _____ YOUR age at her death _____

After her death YOU lived with _____

69. Did YOUR parents live together while YOU were growing up?

Yes _____ No _____ Separated _____ Your age then _____

Divorced _____ Your age then _____

Other _____ Explain and give your age the
the time _____

70. Remarried? Mother _____ Your age then _____

Father _____ Your age then _____

You live(d) with him? _____ Her? _____ Some other person? _____

Check appropriate level for each parent.

71. YOUR parents' education

Mother

Father

Less than 8th grade

8th grade

Some high school

High school graduate

Technical, business, etc.

Some college

College graduate

Some graduate or professional work

Received advanced degree

72. While YOU were in college

Father's occupation

Mother's occupation

73. How would you describe your parents' economic circumstances in comparison with that of the parents of your college friends?
(Check one.)

_____ Very much poorer

_____ Poorer

_____ About average

_____ Fairly well-off

_____ Well-to-do

74. Did your parents think it was important for you to get a college education? (Check one.)

☐ Thought it extremely important
☐ Thought it somewhat important
☐ They were neutral
☐ They were somewhat opposed to the idea
☐ They were very opposed to the idea
☐ They differed in their opinions

75. How many brothers and sisters did YOU have when you first started college? (State number of each.)

☐ OLDER brothers ☐ OLDER sisters ☐ None
☐ YOUNGER brothers ☐ YOUNGER sisters

76. How many of your brothers and sisters are college graduates? _____

77. Before you entered college, in which kind of community did you live? (If more than one applies, check the type of community in which you spent the greatest number of years.)

☐ Rural area, farm or non-farm, less than 500 population.
☐ Village, 500 or over but less than 2,500 population.
☐ Town, 2,500 or over but less than 25,000 population.
☐ Small city, 25,000 or over but less than 50,000 population.
☐ City, 50,000 population or over.

78. You now live in

☐ Rural area, farm or non-farm, less than 500 population.
☐ Village, 500 or over but less than 2,500 population.
☐ Town, 2,500 or over but less than 25,000 population.
☐ Small city, 25,000 or over but less than 50,000 population.
☐ City, 50,000 population or over.

79. How many students were there in your high school graduating class? _____

YOUR EMPLOYMENT HISTORY

These pages are for use if you have held more than three jobs -- other than your current job -- since leaving the University.

Fourth Job

Job title (and/or rank) at the time you accepted the position _____

Duties (How you spent your working time) _____

Dates of employment: from _____ to _____ total years _____

Approximate annual salary: starting \$ _____ leaving \$ _____

Did you receive any promotions in title or rank while on this job?

_____ No _____ Yes

If yes, please specify _____

Reason(s) for leaving this employer: (Check all those applying. Circle the one most important.)

_____ Return to school

_____ Not enough financial return

_____ Health

_____ No opportunity for advancement

_____ Business decline, laid off

_____ Did not like the work

_____ Fired

_____ Did not like the people

_____ Job was too demanding

_____ Did not like the location

_____ Work was not challenging enough

_____ Other (check and specify)

_____ Was offered better job elsewhere

Fifth Job

Job title (and/or rank) at the time you accepted the position _____

Duties (how you spent your working time) _____

Dates of employment: from _____ to _____ total years _____

Approximate annual salary: starting \$ _____ leaving \$ _____

Did you receive any promotions in title or rank while on this job?

_____ No _____ Yes

If yes, please specify _____

Reason(s) for leaving this employer: (Check all those applying. Circle the one most important.)

_____ Return to school

_____ Not enough financial return

_____ Health

_____ No opportunity for advancement

_____ Business decline, laid off

_____ Did not like the work

_____ Fired

_____ Did not like the people

_____ Job was too demanding

_____ Did not like the location

_____ Work was not challenging enough

_____ Other (check and specify)

_____ Was offered better job elsewhere

Sixth Job

Job title (and/or rank) at the time you accepted the position _____

Duties (how you spent your working time) _____

Dates of employment: from _____ to _____ total years _____

Approximate annual salary: starting \$ _____ leaving \$ _____

Did you receive any promotions in title or rank while on this job?

_____ No _____ Yes

If yes, please specify _____

Reason(s) for leaving this employer: (Check all those applying. Circle the one most important.)

_____ Return to school

_____ Not enough financial return

_____ Health

_____ No opportunity for advancement

_____ Business decline, laid off

_____ Did not like the work

_____ Fired

_____ Did not like the people

_____ Job was too demanding

_____ Did not like the location

_____ Work was not challenging enough

_____ Other (check and specify)

_____ Was offered better job elsewhere

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