

FAMILY AND ROLE SATISFACTION AMONG
YOUNG MARRIED WOMEN

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THESIS



ABSTRACT

FAMILY AND ROLE SATISFACTION AMONG YOUNG MARRIED WOMEN

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This study was concerned with bridging an obvious gap between the broad popular interest, but scant scientific literature, concerned with how the varied role commitments of young women influence their family relationships. Important linkages seemed likely between the satisfactions which a woman derives from her family relationships and her commitments to such varied roles as wife, mother, and career woman. Possible linkages between role commitments, role satisfaction, and attitudes toward child rearing and marital satisfaction were explored, with a secondary emphasis on response defensiveness.

The instruments selected to measure these variables included the Manifest Rejection Scale (MR), an

index of punitiveness toward children, the Family Concept Inventory (FCI), an indirect index of marital satisfaction, the MMPI L and K scales, and a biographical information form. This latter elicited specific role satisfaction data, including how "satisfied" (S) or "dissatisfied" (D) the respondent was with her current role, and whether this role was principally that of a "homemaker" (H) (exclusively occupied with homemaking activities) or whether she had major "external" (E) commitments in addition to homecare, such as employment or university student status.

A booklet including these measures was administered to a selected sample of upper middle-class apartment dwellers. Of 73 women initially contacted, 71 accepted booklets and 59 returned these completed. Similar sets of data were obtained from 31 of their husbands. Thirty-seven (63%) of these women fit the S classification (expressed themselves as satisfied with their present status, be it H or E), while the remaining 22 (37%) were classified as D, having expressed a desire to make some important change in their current role. Thirty-nine (66%)

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were classed as "homemakers," while 20 (34%) had "external" commitments.

Employing this dual classification of role satisfaction (S or D) and role commitments (H or E), the tenability of the null hypothesis was examined by applying a two factor analysis of variance to nine variables: MR, FCI, MMPI L and K, age, years of education, number of years married, number of children, and Child Density (number of children divided by number of years married). The S women differed significantly from the D women in terms of being older ($\bar{S} = 30.4$ years; $\bar{D} = 26.3$ years) and in having lower Child Density ratios ($\bar{S} = 0.28$; $\bar{D} = 0.43$). The H women differed significantly from the E's in terms of having less completed years of education ($\bar{H} = 14.2$; $\bar{E} = 15.7$) and higher MR scores ($\bar{H} = 53.9$; $\bar{E} = 44.1$). No significant interactions were obtained between the role satisfaction and role commitment classifications. Nine of the 36 product-moment correlations among the nine variables were significant, but the only ones unfounded by age were: FCI vs. age ($\underline{r} = -.34$), FCI vs. years married ($\underline{r} = -.35$), and K vs. years of education ($\underline{r} = .26$). These unexpected FCI correlations suggested that

"dissatisfaction" varied according to age; the younger women were more "dissatisfied" with their role commitments while the older women were more "dissatisfied" with their marriages.

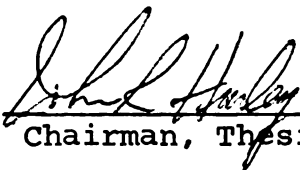
The findings generally support the view that family life features, including Child Density and child rearing attitudes, relate importantly to women's role commitments and role satisfactions. Response defensiveness indices (MMPI L and K) related to other measures in the manner expected but may not have been subtle enough to be effective for this upper middle-class, well-educated sample (mean female educational level = 14.7 years). Surprisingly, woman's marital satisfaction correlated inversely with age and years married, although it did not link to the role measures. While not attaining statistical significance, the mean husband's marital adjustment score of the role "satisfied" women exceeded that of husbands of role "dissatisfied" women ($\bar{S} = 149.1$; $\bar{D} = 140.8$, $p < .25$).

Complexities among the present findings and discrepancies with prior results caution against drawing broad generalizations. These outcomes emphasize the need

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for further investigation of female role commitments and satisfactions using more refined definitions and measuring instruments with varied samples.

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FAMILY AND ROLE SATISFACTION AMONG
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by Patricia Resek Updyke

Introduction

During the past decade, increasing attention has been directed toward analysing the modern American female, especially in her roles as wife, mother, and career woman. It still remains a moot question whether or not today's woman can successfully fulfill the duties of home and career simultaneously. It is even debatable whether she truly desires these two avenues of fulfillment. So much has been written about this subject that the concept of the "unfulfilled" female has permeated our culture.

One side argues that a woman's place is in the home, especially when there are young children to raise. Another side exhorts the tragic wastefulness of the untapped resources of women remaining at home (whether by choice, sense of duty, or guilt) to be "just" homemakers

(Friedan, 1964). And still a third viewpoint warns of the unintentional "hoax" society has popularized, that marriage and career can be successfully combined (Bloustein, 1968). So, it seems, no matter what path the married woman chooses to follow, somehow she will meet with frustration, conflict, and a sense of unfulfillment. She can feel guilty because she is neglecting her children, because she is competing with her husband, because she "enjoys" staying at home . . . ad infinitum.

All this, in turn, influences the American woman's total life, as well as that of her husband and children, and the totality of their interactions.

Background

The antecedent conditions which have contributed to the changing roles of the modern American woman have been numerous. At the beginning of this century, approximately one married woman out of twenty was employed outside the home. World War I and World War II provided the impetus for women to seek employment away from home. This trend toward economic emancipation was simultaneously aided by the rapid industrialization of the American economy. By

1965, 34% of all married women were gainfully employed (U.S. Dept. of Labor, 1965).

Another influence on the changing status of women has been more leisure, due to industrialization, modern inventions such as labor-saving devices for the home, and the advent of the computerized age. Earlier marriages and modern methods of family planning have also contributed greatly to the increased freedom enjoyed by today's mothers. Most of these women have also had much more education than their female ancestors. In addition to better health, they can look forward to a longer life, which means more leisure time to fill after all the children have been raised. Half of today's women marry by age 20.5, and more marry at age 18 than at any other age. Half of the women have borne their last child at about age 30, so they can anticipate at least 30 or 35 years of active life after their last birth.

As a result, more and more women are beginning to search for some kind of identity outside the home, whether it be through clubs or leagues, charity work, pursuit of a creative talent or challenging hobby, furthering their education, or an outside job. The reasons for a woman's wanting to hold a job outside the home are many. She might

just want some activity or identity outside the home, or she might need to supplement the family income. The need for increased family income to help meet the higher costs of educating children, health care, and the wider variety of goods and services considered essential to the American standard of living, also lead more and more women to seek paid employment. About nine out of ten women work outside the home sometime in their lives, and a wife's earnings are definitely an important feature in a family's standard of living (U.S. Dept. of Labor, 1965).

The more education a woman acquires, the more likely she is to seek paid employment. The educated woman contributes her skills and talents to the economy not only for financial rewards, but even more for psychological rewards resulting from achievement, recognition, and service to society.

The majority of women continue to be homemakers, whether or not they also have jobs. When a wife decides whether or not to work, the presence of young children in the family seems a more important factor than her husband's income. Most women do not work when their children are very young. Whether this is by choice or because of lack of adequate facilities for child care is an unanswered

question. Mothers with very young children seem to prefer part-time work because this allows them to combine working outside the home with care of their children. Highly educated mothers, even if they have young children, tend to be more motivated to work outside the home than are mothers with less schooling. Among mothers with five or more years of college, one out of three was in the labor force by 1965 (U.S. Dept. of Labor, 1965).

Purpose

The purpose of this study was to try to determine if any "role conflicts" were associated with working and non-working mothers, and if so, to what extent they affected marital adjustment and child relations. This seems to be a fertile area for research because, although much research has been conducted with respect to differences between working mothers and non-working mothers, a survey of the recent literature reveals a surprising dearth of research related to these women's satisfactions with their roles and how it affects their family interactions. A review of the past five years of the Psychology Abstracts yielded only two pertinent leads to this research.

Hypotheses

The hypotheses proposed for this study were:

1. There are no differences between "satisfied" and "dissatisfied" women as reflected by scores on marital adjustment questionnaires.
2. There are no differences between "satisfied" and "dissatisfied" women as reflected by measures of child rearing attitudes.
3. There are no differences between "homemakers" and "externally oriented" women as reflected by scores on marital adjustment questionnaires.
4. There are no differences between "homemakers" and "externally oriented" women as reflected by measures of child rearing attitudes.

Definitions

A "satisfied" woman (S) is defined, for the purposes of this study, as either a working mother who wants to work and is satisfied with her present job, or a non-working mother who does not want to work.

A "dissatisfied" woman (D) is defined as either a working mother who would prefer not to work, or a working mother who wants to work but is dissatisfied with her present job, or a non-working mother who wants to work, but is presently not working.

A "homemaker" (H) is a woman who is exclusively occupied with homemaking and who is presently not gainfully employed.

An "externally oriented" (E) woman is any woman who is presently gainfully employed either part-time or full time, or a woman who is a student. Students were included in this category because a woman who is a student is away from her home and family during the hours she devotes to her classes and studies, and this is comparable to time working women spend at their places of employment.

Method

Subjects

The population selected for this study was an eight building, 256 unit, apartment complex in Okemos, Michigan. This community is a suburban upper middle-class residential area located near the state capital of Lansing and near Michigan State University. This area was chosen because at the time this study was being formulated, the author was a resident of this complex, and it provided a convenient and sizeable population.

Only the residents of the three and two bedroom units in seven of the buildings were contacted, since there were less likely to be children residing in the one bedroom units, and the eighth building was for adults only. There was a total of 84 three and two bedroom apartments in this complex. The only criterion for participation was having at least one school-age child living at home.

At the time of initial contact of the residents of the 84 apartments, 73 women were at home, and 71 of

these agreed to participate in the study. Subsequently, 49 of their husbands accepted, too. Of these, 60 women and 32 men completed and returned the questionnaire booklets which had been distributed to them. This represents returns of 84.5% and 65.3%, respectively. The final group of subjects in this sample resulted in 31 couples and an additional 28 women whose husbands did not participate, yielding a total of 59 women and 31 men. One woman's questionnaire was excluded because she misunderstood the directions, and one man's questionnaire was excluded because his wife did not return her booklet.

Questionnaire Booklet

A booklet was compiled to distribute to all participating subjects (Appendix A). Each booklet consisted of four questionnaires: 1) a "General Information" sheet (separate forms for husbands and wives) which was a biographical data form included primarily to classify family status and ascertain the woman's role satisfaction; 2) a "Brief Inventory," which consisted of the L and K scales of the MMPI, to be used as a measure of frankness and defensiveness, which might also be reflected in test behavior

on the FCI and MR questionnaires; 3) the Family Concept Inventory (FCI), a measure of marital adjustment; and 4) the Manifest Rejection (MR) Scale, a measure of child rearing attitudes.

General Information

The General Information questionnaires provided all the information necessary concerning pertinent biographical data of the subjects: age, number of years married, number of children, and education level. The wives' forms also included information concerning employment status and role satisfaction. The husbands' forms were included only to determine the social status of the family, and, subsequently, that of the population, based on Warner, Meeker, and Eels' classifications (Krech, Crutchfield & Ballachey, 1962).

Brief Inventory

This questionnaire consisted of the L and K scales of the MMPI. All items were to be answered as either true or false by the subject.

The L scale includes items designed to evaluate the frankness of the subject and involves questions concerning such feelings as bad thoughts, aggression, and conformity (Dahlstrom and Welsh, 1960).

Some example items are: "I do not always tell the truth."; "I do not like everyone I know."; "At times I feel like swearing." This scale is sensitive to subjects who tend to deny undesirable personal faults because most of the items are socially unfavorable. Very low scores reflect poise in admitting social faults, while very high scores reflect deliberate deception.

The K scale was used as a measure of personal defensiveness and test-taking attitudes. Some example items are: "People often disappoint me."; "I certainly feel useless at times."; "What others think of me does not bother me." High scores presumably indicate defensiveness and an attempt to "fake good" by denying personal inadequacies. Low scores are assumed to reflect excessive frankness and self-criticism or a deliberate attempt to "fake bad."

Family Concept Inventory

The FCI used in this study is a new adaptation of the original Family Concept Q-Sort, using a reversed

subscales procedure to subdue "faking good" responses, as reported by Van der Veen, et al. (1964). It consists of 48 items which are descriptive of the family unit. Each subject responds to each item by indicating his degree of agreement with the item as it applies to his immediate family (strongly agree, tend to agree, neither agree nor disagree, tend to disagree, strongly disagree). Some item examples are: "We usually can depend on each other."; "We do many things together."; "We are proud of our family."; "There are many conflicts in our family."

The validity of this FCI was supported in a study conducted by Hofman (1965) which reported substantial product-moment correlations (Husbands' $\underline{r} = .77$; wives' $\underline{r} = .58$) between Van der Veen's original Q-Sort and an objective form of this test. Palonen (1966) found substantial correlations (Husbands' $\underline{r} = .74$; Wives' $\underline{r} = .75$) between the multiple-choice FCI used in this study and the Locke-Wallace Marital Adjustment Scale (Locke & Wallace, 1959).

Manifest Rejection Scale

The MR scale used was that reported by Hurley (1965), dealing with child rearing practices. Although

55 items were included on the questionnaire, only the first 30 items constitute the MR score. This measure also uses a reversed subscales procedure to minimize the effects of response sets. Each item requires the respondent to choose the degree of agreement which he personally endorses concerning that particular item (strongly agree, tend to agree, neither agree nor disagree, tend to disagree, strongly disagree). Hurley (1965) found that MR correlated significantly with three independent measures of parental punitiveness.

Some item examples of the MR are: "Children should be spanked for temper tantrums."; "Making a child feel loved is the surest way to get good behavior."; "Children should not be allowed to argue with their parents."

Procedure

The author personally approached the woman in each apartment. Seventy-one of the 73 women approached agreed to participate in the study. Each woman was given a questionnaire booklet and asked to complete all the questions at her leisure within two weeks, and without consulting her husband for his opinions on the questions. She was assured

that all information would be strictly confidential and that she would be allowed adequate time to complete all the questionnaires. When the booklets were picked up, the woman was told that a comparable booklet had been prepared for the husbands. In some instances, the husbands were at home and were personally invited to participate. Forty-nine husbands' booklets were initially accepted. These, too, were left for two weeks, with the instructions that the husband should not collaborate with his wife for opinions and answers. The booklets were left with the husbands and wives at different times to restrict collaboration of the spouses because the author wanted to correlate their marital adjustment and child relations scores. In only a few instances, where the wife was not at home to return her booklet and her husband personally accepted a husband's booklet, were both booklets in the same household simultaneously. In these instances, the request for not collaborating with the spouse was stressed. In all, 32 of the husbands (65.3%) returned completed booklets.

Compiling the Data

A total of 90 booklets were found to be acceptable or completed correctly. The 31 couples' data were compiled

and recorded together, and separated from the data of the 28 women whose husbands did not participate. The women were designated "women with husbands" and "women without husbands," respectively. A code number was assigned to each couple, numbers one through 31, and numbers 32 through 59 were assigned to the "women without husbands."

Appendix B includes all the biographical data and raw scores for the 90 participants. Table 1 in Appendix B, for the women's data, includes one other entry which needs an explanation. The "Child Density" (CD) entry is defined as the number of living children divided by the number of years of marriage. This is usually 1.00 or less. One woman's CD was dropped from the calculations because of the unknown length of a previous marriage, by which she had had her present children. This atypical case was omitted because it would have significantly latered the means, and possibly have clouded the results.

The CD index was included as a possible influencing factor on marital adjustment. In a sample of university student parents, Hurley and Palonen (1967) found CD to be negatively related to marital satisfaction, supporting the view that high CD might contribute to lowered marital satisfactions.

The employment status of each woman could be classified as unemployed (U), full time (F), part-time (P), or student (S). For calculating purposes, the H category included the data of only the women who held no job outside the home, and the E classification included those women who worked full time or part-time, or were students. In this sample, there were eight full time and six part-time employed women, and six students, for a total of 20 E and 39 H women.

All females were also classified as either "satisfied" (S) or "dissatisfied" (D) with their present roles, as previously defined. Four H women said they would like to return to work, but qualified their answers with "only when children are in school." These women were classified as D because they did express a desire to return to work. Of a total of 37 S women, 12 were working because they wanted to and 25 were not working and were pleased with this situation. There were 22 D women; two were working because they wanted to work, but they were dissatisfied with their present jobs; three were students who preferred to be gainfully employed; and 14 were not working but would like to be.

Table 2 in Appendix B, for the husbands' data, includes only the raw scores and occupations of the 31 participating men. Other biographical data was not obtained from the male participants because it was not pertinent to the major focus of this study.

As a result of these groupings of the data, each woman could be classified three ways: 1) "with husband" or "without husband"; 2) "externally oriented" (E) or "homemaker" (H); and 3) "satisfied" (S) or "dissatisfied" (D). Since husband's participation was primarily a matter of finding him at home at the time of contact, there was no reason to compare the two groups of women with respect to this variable. Therefore, in analyzing the data, only the latter two classifications were subjected to analysis.

In summary, there were 12 "satisfied-externally oriented" women, 25 "satisfied-homemaker" women, 8 "dissatisfied-externally oriented" women, and 14 "dissatisfied-homemaker" women.

Analyzing the Data

Since there were two factors of interest, employment status and role satisfaction, a two-by-two analysis

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of variance with unequal numbers of subjects was the method chosen to compare the S vs. D women, and the E vs. H women (Hays, 1963, p. 429ff.). F ratios were calculated for nine variables (L, K, FCI, MR, age, number of years education) for each of these two classifications.

Pearson product-moment correlations were calculated for all possible pairs of combinations of these nine variables, and interspouse correlations were also calculated for the L, K, FCI, and MR scales (Table 2).

Results

A summary of the means and ranges for all groups of subjects and for all categories on the nine variables is presented in Table 1. The General Information data for men and the classifications of "women with husbands" and "women without husbands" were compiled but not used for further detailed analysis.

Biographical Data

Education

The mean education level for the 59 women was 14.7 years, i.e. almost three years of college. The mode was 16 years (college graduate), and the median was a little more than 15 years. Thirty women (52%) had had at least a four-year college education. Of these thirty, 21 were S (10 E, 11 H) and nine were D (4 E, 5 H). Twenty-nine women had had some or no college, and 16 had had no college education. There were only three women in the total sample (5%)

Table 1
Means and Ranges of Specific Variables for All Groups of Subjects

Variables	Mean-Range	Couples		Other Women	S Women	D Women	E Women	H Women	Total Women	Total Women S.D.
		Husbands	Wives							
L	Mean Range	3.1 0-7	3.3 0-9	3.8 0-8	3.9 1-9	2.9 0-6	3.4 0-6	3.6 0-9	3.5 0-9	1.99
K	Mean Range	15.9 4-22	15.7 6-21	15.0 8-25	15.2 8-25	15.0 6-21	15.6 8-21	14.9 6-25	15.1 6-25	4.74
FCI	Mean Range	145.5 87-177	154.3 92-190	156.0 104-187	157.5 121-187	151.0 92-190	156.1 92-190	154.6 104-187	155.1 92-190	20.95
MR	Mean Range	52.5 24-71	47.9 3-65	53.5 34-84	50.9 3-84	50.0 32-65	44.1 3-65	53.9 37-84	50.6 3-84	12.15
Age	Mean Range	31.0 23-56	28.8 21-50	28.9 21-43	30.4 21-50	26.3 22-40	28.0 22-41	29.3 21-50	28.9 21-50	6.41
Years Married	Mean Range	7.2 .5-18	7.2 .5-18	8.4 1-25	8.6 .5-25	5.8 1-18	6.5 .5-18	8.1 1-25	7.6 .5-25	6.00
No. Children	Mean Range	1.8 1-4	1.8 1-4	1.8 1-4	1.9 1-4	1.6 1-3	1.6 1-3	1.8 1-4	1.8 1-4	.86
CD	Mean Range	.35 .07-1.0	.35 .07-1.0	.30 .11-1.0	.28 .07-1.0	.43 .11-1.0	.31 .11-1.0	.35 .07-1.0	.33 .07-1.0	.27
Years Education	Mean Range	-- --	14.9 12-19	14.5 10-18	14.9 11-19	14.4 10-18	15.7 12-19	14.2 10-18	14.7 10-19	2.24

TABLE 2
Pearson Product-Moment Correlations for All Specific Variables
($\underline{N} = 59$)

	L	K	FCI	MR	Age	Yrs. Married	No. of Children	CD
K	.01							
FCI	.04	.09						
MR	.06	-.21	.22					
Age	.23	.14	-.34**	-.01				
Yrs. Married	.23	.12	-.35**	-.05	.90**			
No. Children	.19	-.05	-.18	.08	.70**	.71**		
CD	-.10	-.08	.25	.11	-.54**	-.49**	-.26*	
Yrs. Education	-.21	.26*	.06	.13	-.03	-.12	-.21	.05

** $\underline{p} < .01$ using the two-tailed significance test.

* $\underline{p} < .05$ using the two-tailed significance test.

who had never finished high school. Of the 30 college graduates, nine had gone on for post-graduate work. This represents 15% of the total sample.

The S women had only slightly more education than the D women ($\bar{S} = 14.9$; $\bar{D} = 14.4$), but the E women had significantly more education than the H women ($\bar{E} = 15.7$; $\bar{H} = 14.2$, $p < .02$).

The number of years of education of the women correlated significantly with only one other variable, K scores ($r = .26$, $p < .05$).

Age

The ages of the women ranged from 21 to 50 years. The mean was 28.9 years, the median was almost 27 years, and the mode was 27 years. S women were significantly older than the D women ($\bar{S} = 30.4$ years; $\bar{D} = 26.3$ years, $p < .02$), and the H women were only slightly older than the E women ($\bar{H} = 29.3$ years; $\bar{E} = 28.0$ years).

Age of the women correlated significantly with four other variables; number of children ($r = .70$, $p < .01$); number of years married ($r = .90$, $p < .01$); FCI ($r = -.34$, $p < .01$); and CD ($r = -.54$, $p < .01$).

Years Married

The mean number of years married of the total sample was 7.6. The S women were married longer than the D women ($\bar{S} = 8.6$ years; $\bar{D} = 5.8$ years, $p < .10$). Although not statistically significant, the H women had been married more years than the E women ($\bar{H} = 8.1$ years; $\bar{E} = 6.5$ years).

The number of years married correlated significantly with four other variables: age ($r = .90$, $p < .01$); number of children ($r = .71$, $p < .01$); CD ($r = -.49$, $p < .01$); and FCI ($r = -.35$, $p < .01$).

Number of Children

Only non-significant differences were observed using the classification with respect to number of children. Number of children did correlate significantly, though, with three other variables: age ($r = .70$, $p < .01$); number of years married ($r = .71$, $p < .01$); and CD ($r = -.26$, $p < .05$).

The mean number of children for the total sample was 1.8.

Child Density

The mean CD for the 59 women was 0.33. The S and D women differed significantly with respect to this variable ($\bar{S} = 0.28$; $\bar{D} = 0.43$, $p < .05$). The H women had a non-significantly higher mean CD (0.35) than the E women (0.31).

CD correlated significantly with three other variables: age ($r = -.54$, $p < .01$); number of years married ($r = -.49$, $p < .01$); and number of children ($r = -.26$, $p < .05$).

Test Scores

MMPI L and K Scales

There were no statistically significant F ratios with respect to the L and K variables in this study.

The mean L score for the total sample of women was 3.5, and the mean K score for the 59 women was 15.1.

The L scores did not correlate significantly with any other variables, and the K scores correlated significantly with number of years of education ($r = .26$, $p < .05$).

The mean L and K scores for these samples were both within one standard deviation of the normative sample mean.

Family Concept Inventory

This study found no significant F ratios with respect to the FCI variable. The mean FCI score for the total sample of women was 155.5.

The FCI scores correlated significantly with age ($r = -.34$, $p < .01$) and number of years married ($r = -.35$, $p < .01$).

Manifest Rejection Scale

There was one significant F ratio with respect to the MR variable, that comparing the E and the H women ($p < .01$). The H women had significantly higher scores than did the E women on the MR scale. ($H = 53.9$; $E = 44.1$), while the S women differed only slightly from the D women on this variable ($S = 50.9$; $D = 50.0$).

Interspouse Correlations

Four interspouse correlations were computed. The results were: FCI = .71; MR = .63; L = .21; and K = .70. Of these four, three were significant, FCI, CRI, and K ($p < .01$).

Summary of Significant F Ratios

F ratios to compare the S and D women on the nine variables of interest yielded two which were significant. These were age ($p < .02$) and CD ($p < .05$), Table 3.

F ratios comparing the E and H women of the nine variables also yielded two significant results. These were MR ($p < .01$) and number of years of education ($p < .01$), Table 4.

There were no significant interaction effects of employment status and role satisfaction, Table 5.

TABLE 3

F Ratios Satisfied vs. Dissatisfied Women

Variable	Sum of Squares	d.f.	Mean Square	F
L	13.3	1	13.3	3.41
K	1.02	1	1.02	0.05
FCI	524.8	1	524.8	1.17
MR	9.4	1	9.4	0.08
Age	210.9	1	210.9	5.40*
Years Married	9887.9	1	9887.9	2.05
Number of Children	.71	1	.71	0.98
CD	3073.3	1	3073.3	4.39*
Years of Education	345.6	1	345.6	0.73

* $p < .05$ using the two-tailed test of significance.

TABLE 4

F Ratios Employed vs. Unemployed Women

Variable	Sum of Squares	d.f.	Mean Square	F
L	.61	1	.61	0.16
K	5.4	1	5.4	0.24
FCI	29.9	1	29.9	0.07
MR	1206.6	1	1206.6	9.55*
Age	19.5	1	19.5	0.5
Years Married	3087.4	1	3087.4	0.87
Number of Children	.71	1	.71	0.98
CD	145.4	1	145.4	0.21
Years of Education	2632.2	1	2632.2	5.6*

* $p < .05$ using the two-tailed test of significance.

TABLE 5

F Ratios Interaction of Role Satisfactions and
Employment Status of Women

Variable	Sum of Squares	d.f.	Mean Square	F
L	.16	1	.16	0.04
K	47.7	1	47.7	2.10
FCI	30.5	1	30.5	0.07
MR	97.1	1	97.1	0.77
Age	7.4	1	7.4	0.19
Years Married	293.5	1	293.5	0.08
Number of Children	.01	1	.01	0.01
CD	1965.3	1	1965.3	2.81
Years of Education	.37	1	.37	0.00

Discussion

Biographical Data

Education

As anticipated, this middle-class sample was atypical with respect to education, since the mean approached completion of three years of college. This was probably due to the geographical location of the apartment complex from which this sample was drawn, and the fact that many of the husbands of the female subjects were either advanced college students or professionals. This relatively high educational level implies that these women were reasonably sophisticated in test-taking procedures, including the area of psychological testing. In fact, one female subject declined to complete the L and K scales because she herself had used it previously in her own research. Other subjects had previously participated in other kinds of related research. Still others had formerly resided in university married housing and had partaken in studies conducted by other students. These experiences, combined with the

sophistication of higher education, might have importantly influenced the results and conclusions of this study. This must be considered when interpreting the results.

Age

The majority of the female subjects were under 30 years old ($\bar{X} = 28.9$). Most of them had been out of college only a few years, and since they all had young families, most were devoting the majority of their time and energy to their families. This may account for the significant difference between the mean ages of the S and D women. Perhaps the younger women were more "dissatisfied" because they had not had the opportunity to pursue personal interests, education, or careers as soon as they would have preferred, whereas the older women, who expressed more satisfaction, may have had more opportunities to pursue these fields over the years as their children became older and more independent. Another possible contributing factor to the greater number of "dissatisfied" younger women could be that they just had not yet found or decided what they wanted to do in the way of a career or mode of living. Then, too, the fact that young mothers are more tied down

to their homes when children are very young and totally dependent could cause some feelings of dissatisfaction. More and more of today's young mothers, especially college educated women, want to pursue careers as well as raise a family, but, although our society's views have become more liberal in this area, adequate child care for those children whose mothers desire to seek employment is nearly impossible to find. This is one major problem facing many young mothers who have highly specialized skills and yearn to enter the labor force, but still want their children to have the best possible care and attention in their absence. As a result, rather than leave their children in uncertain or incompetent hands, they stay at home while their desires lie elsewhere and their skills deteriorate, or their training becomes obsolete.

Of the four significant correlations involving age, three were to be expected: age vs. years married; age vs. number of children; and age vs. CD. Older women have usually been married longer and have more children than younger women, and CD is inversely related to age. Unexpected, however, was the negative correlation ($\underline{r} = -.34$, $\underline{p} < .01$) between age and marital satisfaction (FCI). One would expect that as one gets older, and, presumably, has been

married longer, family bonds and cohesiveness would strengthen and family concepts would be quite positive, especially in this study which found the more "satisfied" women to be older than the less "satisfied" women.

Number of Years Married

Since the women sampled were mostly young wives with young families, they had a mean of only seven and a half years of marriage. The S women had been married longer than the D woman and, as a possible explanation, the same reasons could be proposed here as were suggested with respect to age, i.e. unfulfilled ambitions, younger families, and indecisiveness about careers.

Here, too, three of the four significant correlations were to be expected: years married vs. age, years married vs. number of children, and years married vs. CD. The longer a woman has been married, the older she gets and the more children she has, until she has borne her last child.

Also, unexpectedly, as with the age factor, number of years married correlated negatively ($r = -.35$) with FCI scores. This finding, implicating that the longer these

women were married, the less satisfied they were with their marriages, was perplexing because in this sample, the S women were older than the D women, and satisfaction should be intricately related to family life and the roles one plays within the family. These inconsistent findings seem to indicate a possible independent relationship between "role satisfaction" and "marital satisfaction." The present results imply that younger women are more "dissatisfied" with their role commitments, while the older women seem to be more "dissatisfied" with their marriages. Undoubtedly, more refined definitions and measures of "satisfaction" are needed, and future research in this area will have to take this into account. Although very "crude" measures were used in the present study to ascertain "satisfaction" and "dissatisfaction," an obvious difference was implicated. Perhaps more refined measures could find if any real distinctions are illuminated by this possible difference between "role satisfaction" and "marital satisfaction."

Number of Children

Almost half ($N = 28$) of the women sampled had only one child, 19 had two children, 10 had three, and two had

four, yielding a mean of 1.8 children per family. Since most of the women were young, this was to be expected. Many were just starting their families, and two and three bedroom apartments would not be adequate for large families, so living conditions restricted the number of large families in the immediate area.

The three significant correlations involving number of children were all to be expected: number of children vs. age, years married, and CD. All these variables involve aging, and the correlations were all in the expected directions.

Child Density

The mean CD of 0.33 means an average of one child per 3.03 years of marriage. This seems quite high, but, one must remember, this was a young sample and most of the subjects had not been married many years. Forty-three of the 58 married women (74%) had been married less than 10 years, and more than one-third had been married less than four years. Since there is an inverse relationship between CD and number of years married, a high CD would be expected in a young sample.

In a related study (Hurley and Palonen, 1967), using a sample of university student parents ($N = 40$), the mean CD was .40, slightly higher than this study. The mean number of children of the couples in Hurley's study was 1.70, close to this study's mean (1.76), and the mean number of years married was 5.98, lower than this study's mean of 7.55. This yielded an average of one child per 2.5 years of marriage for the university student parents in Hurley's study, as compared to the ratio of this study, one child per 3.03 years of marriage. Hurley and Palonen used two marital satisfaction measures and derived a total marital satisfaction score for each couple. In their study, CD correlated negatively with marital satisfaction, as reflected by family concept scores. The present study, using only the wives' FCI scores, found that the relationship between CD and family concept was positive ($r = .25$), though not quite statistically significant. When the husbands' and wives' scores were combined for a total marital adjustment score for each couple that participated, CD and FCI remained positively correlated ($r = .26$). Although different marital satisfaction measures were used in these studies, perhaps this difference in family concepts could be attributed to

the lower CD, as hypothesized by Hurley and Palonen. One factor which possibly could account for the differences between the present families and Hurley's university student parents, is the sampling procedure. In an upper middle-class apartment complex, one finds more spacious living quarters than those available in university housing. In addition to more living space, the majority of families in the present study were financially independent, a factor which is quite often not the case with student parents. Obviously, there would be fewer financial worries plaguing a family with an employed male than there would be in families with "student" family heads. Along with financial security, this independence means more recreation and luxuries for the family, including occasional nights out for the husband and wife while the babysitter takes over at home, a luxury not often feasible for student parents.

The constant pressures of studying, exams, term papers, finances, growing families, and crowded living conditions could all foster greater feelings of "dissatisfaction" with family and marital adjustment.

These differences emphasize the importance of sampling procedures in any study. Similar or identical studies employing quite different samples of subjects could lead to

quite different results. Hence, warnings against broad generalizations must be heeded when discussing results.

The three significant correlations involving CD, mentioned previously under the categories of age, years married, and number of children, were all in the expected direction and require no further explanation.

Test Scores

L and K Scales of the MMPI

There were no statistically significant differences between the S and D women and the E and H women with respect to their L and K scores, but the difference between the mean L scores for the S and D women ($\bar{S} = 3.9$, $\bar{D} = 2.9$, $p < .07$) approached significance.

If one were to hypothesize whether the S or D women would have the higher L scores, one would expect the S women to have the higher scores. Being "satisfied" would be more socially acceptable than being "dissatisfied," and L scores reflect one's directness in dealing with questions concerning socially acceptable attitudes. The items on the L scale are based on making a favorable impression, so one

would assume that lower L scores, reflecting more frankness, would be more frequent among D women, because being "dissatisfied" and admitting it would require more self-honesty than being "satisfied" and admitting it. The results of the L scores in this study seem to point in this direction, although the difference is of marginal significance.

The significant correlation ($r = .26$) between K scores and number of years of education seems to indicate that the more education a woman has, the more likely she is to be personally defensive. Since L and K scores were not abnormally high, it cannot be assumed that grossly defensive behavior was exhibited on the other measures.

In recent years, considerable debate has centered on the question of what the K scale "really" measures (Sweetland & Quay, 1953; King & Schiller, 1959; Heilbrun, 1961; and Himelstein & Lubin, 1966). It was originally intended to measure test-taking attitudes and defensiveness (Meehl & Hathaway, 1946). The authors agreed that this test did work better on females than on male subjects, and that it was more effective with some scales of the MMPI than with others. Sweetland and Quay (1953) proposed that the K scale might measure something in addition to test-taking attitudes. They suggested that K scores within

the normal ranges may be a measure of personality integration or healthy emotional adjustment. King and Schiller (1959) expressed their uncertainty as to what the K scale measures, and suggested it may measure "adequacy of ego functioning" in addition to, or instead of, test-taking attitudes. Heilbrun (1961) showed evidence to support the K scale as a better measure of defensiveness among more maladjusted subjects, and he also found K positively related to level of psychological health for females, but not for males. Himelstein and Lubin (1966) suggested that the K had "differential meaning for males and females; for males a high K may indicate defensiveness, while for females a similar score may be an indication of good psychological health." All the evidence seems to point to a definite sex difference with respect to what K scores measure. But it is still uncertain as to what the K scale "really" measures.

Family Concept Inventory

There were no significant differences between the S and D women, and the E and H women with respect to family concept, a measure of marital adjustment. These findings

support the first and third hypotheses of this study, that there are no differences between S and D women as reflected by scores on marital adjustment questionnaires, and there are no differences between E and H women as reflected by scores on marital adjustment questionnaires. Therefore, these hypotheses cannot be rejected.

These results would seem to imply that there is little relationship between a woman's satisfaction or dissatisfaction with her roles and her marital adjustment, as previously conjectured. Perhaps these women have the ability to dissociate their own personal feelings about their role satisfactions from their interactions with their spouses.

Manifest Rejection Scale

The S and D women did not differ significantly with respect to MR scores, thus, the second hypothesis, that there are no differences between S and D women as reflected by measures of child rearing attitudes, cannot be rejected. But the H women had significantly higher MR scores than the E women ($p < .01$). This would lead to rejection of the fourth hypothesis, that there are no differences between E

and H women as reflected by measures of child rearing attitudes. Since the H women had significantly higher MR scores, one might hypothesize that the longer periods of exposure and interaction with their children might foster these greater feelings of rejection toward their children. But, in fact, several studies have found that working mothers actually spend more time with their children than those who do not work (American Peoples' Encyclopedia Research Bureau, 1967). Women who work outside the home usually make the most of their hours with their children and give them their undivided attention. In a recent review, Bird (1967) reported a study conducted by Dr. Yarrow which showed that working mothers were more apt to plan activities around their children's interests than the mothers who were with their children all the time. Perhaps just the fact that the children of the H women are present and nearby all day, even though the mother is not directly interacting with them, might cause these feelings. Since working mothers are around other people a large part of the day, and, in most cases, primarily adults, they make the most of the limited times they have with their children. Bird also cited a study by Dr. F. Ivan Nye which found that working mothers of pre-school children could

think of more things that were fun to do with their children than the non-working mothers could. Also, the working mothers were less apt to say that children made them nervous. Dr. Yarrow also found that working mothers who enjoyed their work were more permissive and sympathetic than the non-working mothers matched with them.

This all seems to indicate that if a woman were satisfied with her job, she would be satisfied with her family and other interactions around her. Likewise, one would assume, if an unemployed woman likes staying home, she, too, would be satisfied with her family and other interactions. If this were all true, then S and D women should differ on their marital adjustment and child relations scores. But, this was not the case with the present sample.

Interspouse Correlations

Spouses who participated in this study seemed to have moderately similar, but not statistically significant, L scores ($\bar{r} = .21$). The husband-wife correlation for FCI scores was $.71$ ($p < .01$). This high correlation reflects favorable marital adjustment and family concepts. Van der

Veen et al (1964) stated that agreement by members of a family on the way the family is perceived is an important aspect of family adjustment. Of the wives of the 31 participating couples in this study, 14 expressed role "dissatisfaction."

In a similar study, Palonen (1966) found a husband-wife correlation of .65 on the FCI. Palonen's sample had mean FCI scores of 148.4 and 154.7 for the males and females, respectively, and the present study found similar means of 145.5 and 155.1 for male and female subjects, respectively.

The other two interspouse correlations, K ($\underline{r} = .70$) and MR ($\underline{r} = .63$) were also significant ($\underline{p} < .01$). The high K correlation indicates similar degrees of defensiveness among spouses, and the high MR correlation indicates that the spouses have very similar views on child rearing practices.

Interaction Effects of Role Satisfaction and Employment Status

Of all the possible interactions between role satisfaction and employment status, none were significant.

But, as suggested before, perhaps with more refined measures and definitions of "role satisfaction" and "marital satisfaction," some relationships between these different satisfactions and employment status might become pronounced.

Husbands' Data

Although the information obtained from the husbands was not of primary interest, it was essential for the interspouse correlations previously discussed.

A summary of the means and ranges for the variables of interest can be found on Table 1. The raw data is all included in Table 2 of Appendix B, as well as a list of occupations, which was included to determine the social status of this sample.

The husbands of the 31 couples were only slightly older than their wives ($\bar{X}$'s = 31.0 and 28.8, respectively), and did not differ significantly on any of the other variables for which information was obtained (L, K, FCI, MR). The majority of husbands were professionals. Of the 31 husbands, only four were full time students, and four others were part-time students also holding full or part-time jobs. Several husbands who did not participate in

the study refused to accept a questionnaire booklet on the grounds that they had previously been exposed to sociological or psychological questionnaires, and felt that they know too much about them to answer them honestly. This, too, was an indication of the sophistication of college-educated persons with respect to test-taking procedures, previously mentioned when discussing the women's education.

Implications for Further Research

The seemingly inconsistent findings of the present study, as well as differences between present results and previous studies, emphasize the need for further research. In addition to the need for more specific definitions of "satisfied" and "dissatisfied," a more refined measure of "role satisfaction" and "marital satisfaction" will have to take into account several additional factors which the present study did not include. Among these could be history of previous marriages, personal interviews, including some type of "projective" or open-end questionnaires, history of significant female role "models," husband's

attitudes about wife's roles, and the woman's aspirations and goals.

When unrefined measures such as those employed in this study point so clearly to differences between "marital" and "role" satisfactions, it undoubtedly is a variable which needs further investigation.

No clear statement regarding relationships between such variables as satisfaction, employment status, and family relations can be offered at this time. Since the future will undoubtedly see more and more wives and mothers entering the labor force, it remains to be seen whether the effects of her employment will be advantageous or detrimental to her family and herself.

Summary

This study was concerned with bridging an obvious gap between the broad popular interest, but scant scientific literature, concerned with how the varied role commitments of young women influence their family relationships. Important linkages seemed likely between the satisfactions which a woman derives from her family relationships and her commitments to such varied roles as wife, mother, and career woman. Possible linkages between role commitments, role satisfaction, and attitudes toward child rearing and marital satisfaction were explored, with a secondary emphasis on response defensiveness.

The instruments selected to measure these variables included the Manifest Rejection Scale (MR), an index of punitiveness toward children, the Family Concept Inventory (FCI), an indirect index of marital satisfaction, the MMPI L and K scales, and a biographical information form. This latter elicited specific role satisfaction data, including how "satisfied" (S) or "dissatisfied" (D) the respondent was with her current role, and whether this role was

principally that of a "homemaker" (H) (exclusively occupied with homemaking activities) or whether she had major "external" (E) commitments in addition to homecare, such as employment or university student status.

A booklet including these measures was administered to a selected sample of upper middle-class apartment dwellers. Of 73 women initially contacted, 71 accepted booklets and 59 returned these completed. Similar sets of data were obtained from 31 of their husbands. Thirty-seven (63%) of these women fit the S classification (expressed themselves as satisfied with their present status, be it H or E), while the remaining 22 (37%) were classified as D, having expressed a desire to make some important change in their current role. Thirty-nine (66%) were classed as "homemakers," while 20 (34%) had "external" commitments.

Employing this dual classification of role satisfaction (S or D) and role commitments (H or E), the tenability of the null hypothesis was examined by applying a two factor analysis of variance to nine variables: MR, FCI, MMPI L and K, age, years of education, number of years married, number of children, and Child Density (number of children divided by number of years married). The S women differed significantly from the D women in terms

of being older ($\bar{S} = 30.4$ years; $\bar{D} = 26.3$ years) and in having lower Child Density ratios ($\bar{S} = 0.28$; $\bar{D} = 0.43$). The H women differed significantly from the E's in terms of having less completed years of education ($\bar{H} = 14.2$; $\bar{E} = 15.7$) and higher MR scores ($\bar{H} = 53.9$; $\bar{E} = 44.1$). No significant interactions were obtained between the role satisfaction and role commitment classifications. Nine of the 36 product-moment correlations among the nine variables were significant, but the only ones unconfounded by age were: FCI vs. age ($\underline{r} = -.34$), FCI vs. years married ($\underline{r} = -.35$), and K vs. years of education ($\underline{r} = .26$). These unexpected FCI correlations suggested that "dissatisfaction" varied according to age; the younger women were more "dissatisfied" with their role commitments while the older women were more "dissatisfied" with their marriages.

The findings generally support the view that family life features, including Child Density and child rearing attitudes, relate importantly to women's role commitments and role satisfactions. Response defensiveness indices (MMPI L and K) related to other measures in the manner expected but may not have been subtle enough to be effective for this upper middle-class, well-educated sample

(mean female educational level = 14.7 years). Surprisingly woman's marital satisfaction correlated inversely with age and years married, although it did not link to the role measures. While not attaining statistical significance, the mean husband's marital adjustment score of the role "satisfied" women exceeded that of husbands of role "dissatisfied" women ($\bar{X} = 149.1$; $\bar{D} = 140.8$, $p < .25$).

Complexities among the present findings and discrepancies with prior results caution against drawing broad generalizations. These outcomes emphasize the need for further investigation of female role commitments and satisfactions using more refined definitions and measuring instruments with varied samples.

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APPENDICES

Appendix A

GENERAL INFORMATION (Females)

1. Apt number_____
2. Age_____
3. Number of years married_____
4. Number of children_____ Ages_____
5. Highest educational level attained_____
6. Employment Status:

 ____Unemployed

 ____Part-time; Number of Hours per week____

 ____Full time

 ____Student

 ____Other (Please clarify)

IF YOU ARE PRESENTLY EMPLOYED, ANSWER THE NEXT FOUR QUESTIONS. IF YOU ARE PRESENTLY UNEMPLOYED, OMIT THE NEXT FOUR QUESTIONS, GO ON TO #11.

7. Satisfaction with job:

 ____Quite dissatisfied

 ____Mildly dissatisfied

 ____Neither satisfied nor dissatisfied

 ____Mildly satisfied

 ____Quite satisfied

 ____Would prefer not to work

Appendix A (Cont.)

8. Reason for working: (check as many as are relevant)

____ Want to work--extra income irrelevant

____ Want to work--like extra income

____ Special training for job

____ Other (Please clarify; e.g. help putting child through college; paying for handicapped child's special care and treatment, etc.)

9. How do you think your husband feels about your working?

____ Approves

____ Disapproves

____ Indifferent

10. How do you think your children feel about your working?

____ Approve

____ Disapprove

____ Indifferent

IF YOU ARE PRESENTLY NOT EMPLOYED ANSWER THE NEXT 3 QUESTIONS.

11. Did you work before you were married? ____ Yes ____ No

12. If Yes, reason for quitting:

____ Marriage

____ Pregnancy

____ Moved

____ Other (please clarify)

Appendix A (Cont.)

13. Would you like to return to work? ☐ Yes ☐ No

If Yes, reason: (check as many as applicable)

☐ Children now in school

☐ Would like extra income

☐ Want outside stimulation

☐ Further education

☐ Other (please clarify)

Appendix A (Cont.)

GENERAL INFORMATION

HUSBAND

1. Apt number_____
2. Age_____
3. Employment status:

☐ Unemployed
☐ Part-time
☐ Full time
☐ Student
☐ Other
4. Occupation_____
5. Number of years at present job_____
6. Satisfaction with job:

☐ Quite dissatisfied
☐ Mildly dissatisfied
☐ Neither satisfied nor dissatisfied
☐ Mildly satisfied
☐ Quite satisfied
7. If your wife is presently employed, how do you feel about her working?

☐ Approve
☐ Disapprove
☐ Indifferent

Appendix A (Cont.)

BRIEF INVENTORY

TRUE OR FALSE ITEMS: Put a T or F in front of the items which you consider to be true or false about yourself.

1. I think a great many people exaggerate their misfortunes in order to gain sympathy and the help of others.
2. I worry over money and business.
3. I would rather win than lose in a game.
4. I think that nearly anyone would tell a lie to keep out of trouble.
5. I am against giving money to beggars.
6. I do not like everyone I know.
7. I have had quite a few quarrels with members of my family.
8. I find it hard to make talk when I meet new people.
9. Once in a while I put off until tomorrow what I ought to do today.
10. People often disappoint me.
11. It makes me impatient to have people ask my advice or otherwise interrupt me when I am working on something important.
12. I like to know some important people because it makes me feel important.
13. It takes a lot of argument to convince most people of the truth.
14. I often find myself worrying about something.

Appendix A (Cont.)

15. My table manners are not quite as good at home as when I am out in company.
16. I find it hard to set aside a task that I have undertaken, even for a short time.
17. It makes me uncomfortable to put on a stunt at a party even when others are doing the same sort of thing.
18. If I could get into a movie without paying and be sure that I was not seen, I would probably do it.
19. At times I feel like swearing.
20. At times I am all full of energy.
21. I do not read every editorial in the newspaper every day.
22. Criticism or scolding hurts me terribly.
23. Sometimes when I am not feeling well I am cross.
24. I have often felt that I faced so many difficulties that I could not overcome them.
25. I often think, "I wish I were a child again."
26. Often I can't understand why I have been so cross and grouchy.
27. Once in a while I laugh at a dirty joke.
28. I certainly feel useless at times.
29. At times I feel like smashing things.
30. I do not always tell the truth.
31. At periods my mind seems to work more slowly than usual.

Appendix A (Cont.)

32. Most people will use somewhat unfair means to gain profit or an advantage rather than to lose.
33. I gossip a little at times.
34. I have often met people who were supposed to be experts who were no better than I.
35. What others think of me does not bother me.
36. Once in a while I think of things too bad to talk about.
37. I have never felt better in my life than I do now.
38. I like to let people know where I stand on things.
39. Sometimes at elections I vote for men about whom I know very little.
40. When in a group of people I have trouble thinking of the right things to talk about.
41. I get mad easily and get over it soon.
42. I get angry sometimes.
43. I have periods in which I feel unusually cheerful without any special reason.
44. At times my thoughts have raced ahead faster than I could speak them.

Appendix A (Cont.)

FAMILY CONCEPT INVENTORY

Instructions: Indicate the degree of your agreement or disagreement with each of the following items as it applies to your immediate family (husband or wife and children) and encircle the letter(s) representing the appropriate response. First impressions are satisfactory, and most people are able to complete this inventory in ten minutes. It is quite important that you give a response to each item, even though it may sometimes be difficult to make a decision.

	<u>SA</u>	<u>a</u>	<u>N</u>	<u>d</u>	<u>SD</u>
	Strongly Agree	Tend to Agree	Neither Agree Nor Disagree	Tend to Disagree	Strongly Disagree
1. We usually can depend on each other.	SA	a	N	d	SD
2. We have a number of close friends.	SA	a	N	d	SD
3. We feel secure when we are with each other.	SA	a	N	d	SD
4. We do many things together.	SA	a	N	d	SD
5. Each of us wants to tell the other what to do.	SA	a	N	d	SD
6. There are serious differences in our standards values.	SA	a	N	d	SD
7. We feel free to express any thoughts or feelings to each other	SA	a	N	d	SD
8. Our home is the center of our activities.	SA	a	N	d	SD
9. We are an affectionate family.	SA	a	N	d	SD
10. It is not our fault that we are having difficulties.	SA	a	N	d	SD
11. Little problems often become big ones for us.	SA	a	N	d	SD
12. We do not understand each other.	SA	a	N	d	SD
13. We get along very well in the community.	SA	a	N	d	SD
14. We often praise or compliment each other.	SA	a	N	d	SD
15. We do not talk about sex.	SA	a	N	d	SD
16. We get along much better with persons outside the family than with each other.	SA	a	N	d	SD

Appendix A (Cont.)

17.	We are proud of our family.	SA	a	N	d	SD
18.	We do not like each other's friends.	SA	a	N	d	SD
19.	There are many conflicts in our family.	SA	a	N	d	SD
20.	We are usually calm and relaxed when we are together.	SA	a	N	d	SD
21.	We respect each other's privacy.	SA	a	N	d	SD
22.	Accomplishing what we want to do seems to be difficult for us.	SA	a	N	d	SD
23.	We tend to worry about many things.	SA	a	N	d	SD
24.	We are continually getting to know each other better.	SA	a	N	d	SD
25.	We encourage each other to develop in his or her own individual way.	SA	a	N	d	SD
26.	We have warm, close relationships with each other.	SA	a	N	d	SD
27.	Together we can overcome almost any difficulty.	SA	a	N	d	SD
28.	We really do trust and confide in each other.	SA	a	N	d	SD
29.	The family has always been very important to us.	SA	a	N	d	SD
30.	We get more than our share of illness.	SA	a	N	d	SD
31.	We are considerate of each other.	SA	a	N	d	SD
32.	We can stand up for our rights if necessary.	SA	a	N	d	SD
33.	We have very good times together.	SA	a	N	d	SD
34.	We live largely by other peoples' standards and values.	SA	a	N	d	SD
35.	Usually each of us goes his own separate way.	SA	a	N	d	SD
36.	We resent each other's outside activities.	SA	a	N	d	SD
37.	We have respect for each other's feelings and opinions even when we differ strongly.	SA	a	N	d	SD
38.	We sometimes wish we could be an entirely different family.	SA	a	N	d	SD
39.	We are sociable and really enjoy being with people.	SA	a	N	d	SD

Appendix A (Cont.)

40.	We are a disorganized family.	SA	a	N	d	SD
41.	We are not really fond of one another.	SA	a	N	d	SD
42.	We are a strong, competent family.	SA	a	N	d	SD
43.	We just cannot tell each other our real feelings.	SA	a	N	d	SD
44.	We are not satisfied with anything short of perfection.	SA	a	N	d	SD
45.	We forgive each other easily.	SA	a	N	d	SD
46.	We usually reach decisions by discussion and compromise.	SA	a	N	d	SD
47.	We can adjust well to new situations.	SA	a	N	d	SD
48.	Our decisions are not our own, but are forced on us by circumstances.	SA	a	N	d	SD

Appendix A (Cont.)

CHILD RELATIONS INVENTORY

The following statements are to be judged by you to indicate how well they agree or disagree with your own opinion. The statements themselves are both agreed and disagreed with by many people so there are no "right" or "wrong" answers. Please read each statement, then show your opinion by circling the letters which best represent your own view.		SA	a	N	d	SD
Your own sex is: male_____ female_____.		Strongly Agree	Tend to Agree	Neither Agree Nor Disagree	Tend to Disagree	Strongly Disagree
1.	It is hard to make some children really "feel bad."	SA	a	N	d	SD
2.	Children do not "act lazy" without some important reason.	SA	a	N	d	SD
3.	Children should not be allowed to argue with their parents.	SA	a	N	d	SD
4.	It is healthy for children to sometimes express anger toward parents.	SA	a	N	d	SD
5.	A wise parent will teach the child just who is boss at an early age.	SA	a	N	d	SD
6.	When children get into serious trouble it is really their parents' fault.	SA	a	N	d	SD
7.	Young children who refuse to obey should be whipped.	SA	a	N	d	SD
8.	Spanking children usually does more harm than good.	SA	a	N	d	SD
9.	Most children get more sympathy and kindness than is good for them.	SA	a	N	d	SD
10.	Making a child feel loved is the surest way to get good behavior.	SA	a	N	d	SD
11.	Most children need some of the natural meanness taken out of them.	SA	a	N	d	SD
12.	It is good for children to sometimes "talk-back" to their parents.	SA	a	N	d	SD

Appendix A (Cont.)

13.	A great deal of discipline is necessary to train children properly.	SA	a	N	d	SD
14.	Giving mischievous children a quick slap is the best way to quickly end trouble.	SA	a	N	d	SD
15.	An intelligent child should not be shamed for poor school work.	SA	a	N	d	SD
16.	Firm and strong discipline make for a strong character in later life.	SA	a	N	d	SD
17.	Most children enjoy helping their parents.	SA	a	N	d	SD
18.	Children must be constantly "kept after" if they are to do well later in life.	SA	a	N	d	SD
19.	Babies rarely cry "just to get attention."	SA	a	N	d	SD
20.	Children should be spanked for temper tantrums.	SA	a	N	d	SD
21.	Often it is a mistake to immediately punish a child who has been very bad.	SA	a	N	d	SD
22.	A naughty child sometimes needs a slap in the face.	SA	a	N	d	SD
23.	It is normal and healthy for children to occasionally disobey parents.	SA	a	N	d	SD
24.	Most children need more discipline than they get.	SA	a	N	d	SD
25.	Parents should not insist that young children eat unwanted food.	SA	a	N	d	SD
26.	When parents speak, children should obey.	SA	a	N	d	SD
27.	Sneakiness in children is usually caused by poor training.	SA	a	N	d	SD
28.	Children are happier under strict training than they are under lenient training.	SA	a	N	d	SD
29.	Very strict discipline may destroy what might have developed into a fine personality.	SA	a	N	d	SD
30.	Most children need more kindness than they usually receive.	SA	a	N	d	SD
31.	Children should be neat and orderly at all times.	SA	a	N	d	SD

Appendix A (Cont.)

32.	The sooner children are toilet trained, the better.	SA	a	N	d	SD
33.	Most children should have music or other special lessons.	SA	a	N	d	SD
34.	Children tend to neglect their school work if parents do not keep after them.	SA	a	N	d	SD
35.	When children do not eat well it helps to tell them how nicely other children eat.	SA	a	N	d	SD
36.	Early weaning and toilet-training are important in preparing children for life.	SA	a	N	d	SD
37.	For their own sake children should be pressed to excel in school.	SA	a	N	d	SD
38.	Children should be trained early to keep their toys in order.	SA	a	N	d	SD
39.	The sooner children realize that they must fight their own battles, the better.	SA	a	N	d	SD
40.	Almost any child who is not plain lazy can do good school work if he/she tries.	SA	a	N	d	SD
41.	Older children are more fun than babies.	SA	a	N	d	SD
42.	Children should generally be encouraged to choose their own playmates.	SA	a	N	d	SD
43.	Few parents worry about hurting their babies while handling them.	SA	a	N	d	SD
44.	Children should be permitted to have secrets from parents.	SA	a	N	d	SD
45.	Women who like parties often make good mothers.	SA	a	N	d	SD
46.	Children who always obey parents do not grow up to become the most desirable kind of adults.	SA	a	N	d	SD
47.	Even the best of parents make many mistakes in dealing with their children.	SA	a	N	d	SD

Appendix A (Cont.)

48.	By the age of 7, most children are old enough to spend part of summer away from home at a camp.	SA	a	N	d	SD
49.	Young people should choose jobs which they really like regardless of their parents' feelings.	SA	a	N	d	SD
50.	Children must learn to do things on their own without always waiting for parents' approval.	SA	a	N	d	SD
51.	It is the duty of parents to make certain their children play only with the "right class" of youngsters.	SA	a	N	d	SD
52.	Children who do not keep up with their classmates usually need special tutoring more than anything else.	SA	a	N	d	SD
53.	It is foolish to push children to stand upon their own feet at the earliest possible age.	SA	a	N	d	SD
54.	The sooner that children are weaned from emotional ties to their parents the better they will handle their own problems.	SA	a	N	d	SD
55.	Special after-school activities are of greater character-building value to the child than is ordinary neighborhood play.	SA	a	N	d	SD

APPENDIX B

Table 1

BIOGRAPHICAL DATA AND RAW SCORES (FEMALES)

Code No.	Age	Years Married	Number Children	CD	Yrs. Educ.	Role Orient.	Role Satis.	L	K	FCI	MR
1	22	2	1	.50	15.5	S	D	0	20	180	38
2	24	2.5	2	.80	16	U	S	2	8	128	43
3	21	1.5	1	.67	15	U	S	5	17	183	48
4	24	3.5	1	.29	14	U	S	2	11	177	50
5	22	4	2	.50	13	U	D	2	6	165	48
6	28	6.5	1	.15	16	S	S	1	17	160	23
7	27	6	2	.33	16	U	S	5	20	157	37
8	34	7	3	.43	16	U	S	2	21	175	61
9	27	7	2	.29	15	U	D	3	15	114	55
10	30	8	2	.25	12	U	S	7	14	147	54
11	23	2.75	1	.36	18	S	D	1	16	154	43
12	32	14	3	.21	12	F	S	5	21	142	3
13	34	12	3	.25	16	P	S	4	18	174	61
14	22	1	1	1.00	16	U	S	1	18	162	63
15	29	7.75	1	.13	12	U	D	3	12	130	64
16	23	1	1	1.00	16	U	D	3	13	174	61
17	25	4	1	.25	12	U	S	4	20	176	65
18	38	15	1	.07	18	U	S	4	20	135	42
19	24	3.5	1	.29	16	S	D	4	14	161	52
20	33	11	3	.27	12	F,S	D	5	18	92	32
21	25	3.5	1	.29	16	U	D	1	14	149	47

Appendix B Table 1.--Cont.

Code No.	Age	Years Married	Number Children	CD	Yrs. Educ.	Role Orient.	Role Satis.	L	K	FCI	MR
22	44	21	3	.14	14	U	S	3	12	121	51
23	31	.5	1	--	12	P	S	4	12	147	62
24	31	10.5	3	.29	12	U	S	9	9	176	55
25	32	13	3	.23	13	U	D	0	12	146	54
26	25	5	2	.40	14	U	D	3	15	162	53
27	50	18	4	.22	18	U	S	5	19	156	53
28	27	3.5	1	.29	16	U	D	2	18	149	39
29	36	18	2	.11	19	S	S	4	21	148	45
30	22	2.5	1	.40	13	F	D	6	15	190	45
31	28	6	1	.17	18	F	D	3	21	153	37
32	43	25	4	.16	12	U	S	2	13	149	57
33	27	6	2	.33	16	P	D	0	14	119	46
34	27	3	1	.33	11	U	S	4	9	167	61
35	25	8	2	.25	11	U	D	4	14	155	51
36	30	8	3	.38	16	F	S	6	8	174	56
37	22	2.5	1	.40	14	U	S	8	14	166	54
38	36	15	2	.13	12	U	S	5	17	171	63
39	26	5	1	.20	16	P	S	5	21	170	36
40	26	5.5	1	.18	18	S	S	3	24	169	34
41	41	18	2	.11	18	F	S	5	16	141	49
42	21	1	1	1.00	14	U	S	4	15	142	60
43	27	5	1	.20	16	U	S	2	20	187	50
44	30	6	1	.17	16	U	S	2	25	142	41
45	24	3.5	1	.29	16	U	D	6	15	165	51

Appendix B Table 1.--Cont.

Code No.	Age	Years Married	Number Children	CD	Yrs. Educ.	Role Orient.	Role Satis.	L	K	FCI	MR
46	24	3.5	1	.29	17	P	S	--	--	153	43
47	22	2.5	1	.40	14	P	D	3	12	173	65
48	40	22	3	.14	12	U	S	5	12	158	48
49	31	9	2	.22	12	U	D	2	16	156	59
50	40	18	2	.11	10	U	D	5	12	104	40
51	29	9	3	.33	16	U	S	2	18	184	84
52	27	8	2	.25	14	U	D	5	13	162	51
53	23	3	1	.33	16	F	S	3	8	131	54
54	30	8	2	.25	18	U	S	5	9	128	61
55	29	DIV.	2	DIV.	14	F	S	4	9	183	48
56	26	8	2	.25	12	U	S	3	18	173	60
57	35	15	2	.13	16	U	S	7	21	139	68
58	23	1	1	1.00	16	U	D	1	16	164	52
59	26	5.5	2	.36	12	U	S	2	17	143	57

KEY:

Employment Status: U = Unemployed Role Satisfaction: S = Satisfied
 F = Full-time Employment D = Dissatisfied
 P = Part-time Employment
 S = Student

Appendix B.--Cont.

Table 2

BIOGRAPHICAL DATA AND RAW SCORES (HUSBANDS)

Code No.	Age	L	K	FCI	MR	Occupation
1	24	3	18	175	47	Claims representative
2	33	4	11	126	53	Orthodontist
3	22	2	16	164	71	Recreation Director; student
4	25	3	15	156	55	Salesman
5	23	5	4	112	61	Court reporter
6	37	7	19	168	24	Physicist
7	29	2	16	152	40	Salesman
8	36	4	18	132	50	Research chemist
9	28	3	16	110	50	Intern
10	29	4	14	144	52	Budget officer; student
11	26	2	16	100	41	Mgt. Systems Analyst
12	38	5	20	144	44	Medical School Coordinator
13	36	0	16	171	63	Union Representative
14	23	2	18	164	43	Psychologist
15	32	4	11	143	69	Comptroller; student
16	25	1	16	170	70	Sales representative
17	24	4	17	152	61	Minister
18	37	2	22	137	38	Teacher; student
19	26	3	16	144	58	Student
20	36	5	16	87	44	Vocational Rehabilitation
21	25	4	13	141	59	Physiologist
22	44	2	17	119	55	Student
23	28	4	15	134	68	Torch solder
24	31	6	14	177	68	Cost accountant
25	36	0	15	162	61	Journalist
26	23	3	21	159	57	Sales representative
27	56	4	20	143	56	College Administrator
28	31	1	15	161	36	Student
29	37	1	15	151	58	College Dept. Chairman
30	28	2	16	166	35	Student
31	32	3	17	---	39	Professor

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